



The Relationship Of Self-Esteem And Self-Efficacy With Career Maturity Of Students Faculty Of Economics, Jakarta State University

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Abstract

This study aims to determine whether there is a relationship between Self-esteem and Self-efficacy with career maturity of students from the Faculty of Economics, State University of Jakarta, class of 2016. The research method used is a questionnaire method with quantitative and correlational approaches. The population in this study were students of the 2016 economics faculty, totaling 523 students. The sample used in this study amounted to 227 students using the Simple Random Sampling technique. Y variable data (Career Maturity) is secondary data, while the variables X1 (Self-esteem) and X2 (Self-efficacy) are primary data using a Likert scale model with modifications. The data was then tested for validity and reliability, then analyzed using descriptive analysis techniques, classical assumption tests, and correlation tests. The data analysis technique used IBM SPSS version 26. The results showed: (1) There was a positive and significant relationship between Self-esteem and career maturity as indicated by the correlation coefficient $t_{count} > t_{table}$ with a value of $0.189 > 0.130$ and a significance level of 0.004. (2) There is a positive but not significant relationship between Self-efficacy and career maturity as indicated by the correlation coefficient $t_{count} > t_{table}$ with a value of $0.160 > 0.130$ and a significance level of 0.016. (3) And there is a positive relationship between Self-esteem and Self-efficacy with career maturity with the results of the calculated correlation

Keywords:

Education, Self-esteem, Self-efficacy, Career Maturity

coefficient (r) of 0.189 and 0.160 respectively and the significance level of 0.004 and 0.016, respectively. by using the calculation of product moment correlation analysis.

Abstrak

Penelitian ini bertujuan untuk mengetahui apakah terdapat hubungan antara Self-esteem dan Self-efficacy dengan kematangan karir mahasiswa fakultas ekonomi Universitas Negeri Jakarta angkatan 2016. Metode penelitian yang digunakan adalah metode angket atau kuisisioner dengan pendekatan kuantitatif dan korelasional. Populasi dalam penelitian ini adalah mahasiswa fakultas ekonomi angkatan 2016 yang berjumlah 523 mahasiswa. Sampel yang digunakan dalam penelitian ini berjumlah 227 mahasiswa dengan menggunakan teknik Simple Random Sampling. Data variabel Y (Kematangan Karir) merupakan data sekunder, sedangkan variabel X1 (Self-esteem) dan X2 (Self-efficacy) merupakan data primer dengan

menggunakan model skala Likert dengan modifikasi. Data kemudian di uji validitas dan realibilitas, lalu di analisis menggunakan teknik analisis deskriptif, uji asumsi klasik, dan uji korelasi. Teknik analisis data menggunakan IBM SPSS versi 26. Hasil penelitian menunjukkan: (1) Terdapat hubungan yang positif dan signifikan antara Self-esteem dengan kematangan karir yang ditunjukkan oleh hasil koefisien korelasi $t_{count} > t_{table}$ dengan nilai $0.189 > 0.130$ dan taraf signifikansi sebesar 0.004. (2) Terdapat hubungan yang positif namun tidak signifikan antara Self-efficacy dengan kematangan karir yang ditunjukkan oleh hasil koefisien korelasi $t_{count} > t_{table}$ dengan nilai $0.160 > 0.130$ dan taraf signifikansi sebesar 0.016. (3) Dan terdapat hubungan yang positif antara Self-esteem dan Self-efficacy dengan kematangan karir dengan hasil koefisien korelasi (r) hitung masing-masing sebesar 0.189 dan 0.160 dan taraf signifikansi masing-masing sebesar 0.004 dan 0.016. dengan menggunakan perhitungan analisis korelasi product moment.

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INTRODUCTION

Having a good career and in accordance with the wishes is the goal or dream of everyone. However, sometimes planning the career that we want is not always smooth and as expected. We all agree that a good career requires careful planning, long preparation, and self-awareness. Career is synonymous with work, and if we talk about work, of course it cannot be separated from human resources who will fill its place.

The workers or you could say this workforce is one of the important and fundamental assets for a job, they are valuable capital in determining whether a company is progressing or not. However, before we talk about the ideal about these workers, there are still many problems that occur in the workforce itself. For example, the composition of the workforce in Indonesia is constantly changing due to such a rapid demographic process.

Moreover, it is exacerbated by the conditions currently being faced, namely the COVID-19 pandemic. This makes the whole world experience a great impact, not only in terms of health, but from all aspects of life, including from the economic side. The restrictions on human movement imposed by the government have paralyzed the economic sector, causing traders, factory workers, employees, and even big businessmen to be affected. This has resulted in the laying off of thousands of workers and employees who eventually no longer have jobs, and reduced people's incomes and made the unemployment rate rise.

A person's ability to plan a career at this time is very dependent on what he gets at this time from various inputs that enter him. Individual efforts to be able to choose, determine, and plan the right career for themselves, career maturity is needed, this includes knowledge of self, knowledge of work, ability to cope with tasks, ability to make choices, and ability to plan the expected stage of career development. Low career maturity can cause errors in determining and planning a career.

There are factors related to career maturity has been expressed by experts before, *Self-efficacy*, *decision making* (Munir & Astri Tarin, 2017), commitment to work, education level, economic status (Roy, 2015), and *Self-esteem* (Hasna & Anugerah, 2017). *Self-esteem* is one of the factors that have a relationship with career maturity. *Self-esteem* is the process of evaluating yourself and the process of accepting yourself. This evaluation will form a picture related to the individual's assessment of himself, this will show the level of appreciation and recognition and the extent to which the individual feels confident and capable of success and worth in the future. Individuals who have high self-esteem will have self-confidence, self-esteem, feel confident in their abilities, are useful, useful, and can get through all the problems they will face, including in terms of career development.

In addition, there is a factor *self-efficacy* that has a relationship with career maturity. *Self-efficacy* is an individual's subjective belief to be able to overcome problems or tasks, and take the necessary actions to achieve the desired goals. So that people who have a high level of *self-efficacy* certainly have a sense of optimism and are serious in dealing with problems so that the career maturity process will be much better than people who lack *self-efficacy*.

LITERATURE REVIEW

1. *Self-esteem*

Self-esteem or, as first defined by Rosenberg, refers to a person's positive or negative attitude toward himself. People who have *self-attitude* a positive believe that their life will be influenced by the attitude they have. Since the theory of the concept of

Self-esteem was introduced, it received a lot of attention and a lot of research was developed further (Heo & Kim, 2016).

Coopersmith reveals that *self-esteem* is an evaluation that is formed based on an individual's habit of viewing himself, especially regarding the attitude of accepting or rejecting and an indication of the extent to which the individual believes in his abilities, significance, success, and worth (Preska & Wahyuni, 2018).

Pravitasari (2014) in his research states that *self-esteem* is an individual's assessment of himself either positively or negatively which is influenced by the results of his interactions with important people in his environment as well as from the attitude of acceptance, appreciation, and treatment of others towards him.

2. *Self-efficacy*

Bandura explained the concept of *self-efficacy for the first time*, he explained that *self-efficacy* is an individual's belief in his ability to exercise some form of control or control over his own functioning and events in the environment. He also explains that *self-efficacy* is an individual's belief about his ability to organize and complete a task that is needed to achieve certain results (Feist, & Feist, 2010).

Self-efficacy is the belief in individuals with the abilities they have in increasing expectations, motivation, cognitive power, and taking an action needed to carry out the task (Cera et al., 2014). According to Santrock *Self-efficacy* is a person's belief in his abilities when facing certain tasks or situations, *Self-efficacy* produces a belief that creates confidence to master the situation (Al-Faraqi, 2015).

Septirini (2015) *Self-efficacy* is "the individual's belief or stability in estimating the abilities that exist in him/herself to carry out certain tasks". Ormrod explained that *self-efficacy* is related to the assessment that a person believes to carry out certain tasks with his own abilities (L. Dewi & Widyayanti, 2019). According to R. Dewi (2017) *Self-efficacy* is an individual's subjective belief to achieve the targeted goal by overcoming all problems and the actions required for it.

3. CAREER MATURITY

Super defines career maturity as someone who successfully completes tasks in the stage of career development. He explained that someone who is said to be mature in making career decisions is someone who can explore a career that is supported by knowledge and expertise about his career (Rustanto, 2017).

Yost and Corbishly define career maturity as an individual's ability to cope with career development tasks and readiness to choose the right career and according to his level of development (Hasna & Anugerah, 2017). Super developed the concept of career maturity as a person's success in completing all vocational development tasks that are typical for the developmental stage which is the affective and cognitive readiness of the individual to cope with the developmental tasks encountered (Fransisca et al., 2020).

Atli (2017) adds that individuals who have reached a certain level of career maturity are believed to be able to formulate more career choices in accordance with their awareness and readiness.

RESEARCH METHODOLOGY

The research method used is a questionnaire method with a quantitative and correlational approach. This method was chosen because to obtain valid data from the

source directly about *self-esteem*, *self-efficacy* and career maturity of students. The type of research used is correlational research. Correlational research aims to investigate the relationship (association) between one or more variables. The results of correlational research can determine whether a variable is positively or negatively correlated or even uncorrelated.

The population in this study were students of the 2016 economics faculty, totaling 523 students. The sample used in this study amounted to 227 students using the technique *Simple Random Sampling*.

RESEARCH RESULT

Based on the requirements analysis test using IBM SPSS 26, it is known that the data can be normally distributed and can be used. The results can be described in the following data:

Analysis Description

Based on the data that has been obtained and if by researchers, the analysis of this description is intended to identify and define the category level of each variable studied with the provisions of the norms categorization as follows

Table 1
Norma Categorization

Categorization	Norma
High	$X > (M + S_{di})$
Medium	$(M - S_{di}) < X < (M + S_{di})$
Low	$X < (M - S_{di})$

Normality test

Based on the data from the normality test, it can be stated that the data from the three variables are normally distributed. This is known based on a significance level of 0.200 for the variables *Self-esteem*, *Self-efficacy*, and career maturity. So it can be concluded that the data used in this study is normally distributed and can be used in further analysis with statistical methods.

Linearity Test

1) XI with Y (*Self-esteem* with Career Maturity)

Based on the test data, it can be seen that the significance value of Linearity is 0.004 which means < 0.05 and the significance value of Deviation From Linearity for the variable *Self-esteem* with career maturity is 0.176 or > 0.05 . Thus it can be said that the variables of *Self-esteem* and career maturity have a linear relationship.

2) X2 with Y (*Self-efficacy* with Career Maturity)

Based on the test data, it can be seen that the significance value for Linearity is 0.014, which means < 0.05 and the significance value for Deviation From Linearity for the variable *Self-efficacy* with career maturity is 0.068 or > 0.05 . Thus, it can be said that the variables *self-efficacy* and career maturity have a linear relationship.

Multicollinearity Test

Based on the test data, it can be seen that the value of *Tolerance* the variables is *Self-esteem* and *Self-efficacy* 0.535 which means > 0.1 and the VIF value is 1.868 or < 10 . It can be concluded that the regression model in this study does not have multicollinearity problems.

Heteroscedasticity Test

Based on the test data, it can be seen that the significance value of *Self-esteem* (X1) is 0.624 and the significance value of *Self-efficacy* (X2) is 0.897, which means > 0.05 . So it can be concluded that the regression model in this study does not have heteroscedasticity problems.

Correlation Hypothesis Test *Product Moment*

Correlations

		Self Esteem	Self Efficacy	Kematangan Karir
Self Esteem	Pearson Correlation	1	.682**	.189**
	Sig. (2-tailed)		.000	.004
	N	227	227	227
Self Efficacy	Pearson Correlation	.682**	1	.160*
	Sig. (2-tailed)	.000		.016
	N	227	227	227
Kematangan Karir	Pearson Correlation	.189**	.160*	1
	Sig. (2-tailed)	.004	.016	
	N	227	227	227

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

CONCLUSION

Based on the data processing that has been done, the description of the data that has been described, as well as the analysis and discussion that has been described in the previous chapters, the researcher can conclude several conclusions, including:

1. The level of self-esteem in the students of the Faculty of Economics, State University of Jakarta, Class of 2016 is mostly in the high and medium categories. This means that the self-esteem level of students of the Faculty of Economics, State University of Jakarta, Class of 2016 feels that they have a positive assessment of themselves.
2. The level of self-efficacy in students of the Faculty of Economics, State University of Jakarta, Class of 2016 is mostly in the high and medium categories. This means that the level of self-confidence of students of the Faculty of Economics, State University of Jakarta, Class of 2016 feels that they can do various tasks or jobs well.
3. There is a positive and significant influence between Self-esteem and Career Maturity. The higher the level of Self-esteem , the Career Maturity will increase. And vice versa, the lower the level of Self-esteem , the Career Maturity will decrease.
4. There is a positive but not significant effect between self-efficacy and career maturity. The higher the level of self-efficacy , the career maturity will increase. Vice versa, the lower the level of self-efficacy , the career maturity will decrease.

5. There is a positive influence between self-esteem and self-efficacy on career maturity. If self-esteem and self-efficacy increase, career maturity will also increase. Vice versa, the lower the level of self-esteem and the level of self-efficacy, the career maturity will decrease.

SUGGESTION

Based on the results of the research that has been described above, the researchers provide suggestions that are expected to be helpful and useful in the future. The suggestions or recommendations are:

1. For campuses / colleges it is expected to create a learning environment that supports increasing students' sense of self-esteem and self-confidence so as to increase the career maturity of these students in planning or continuing their careers in the future. This is important because student career maturity is something that every student needs to have so that he can achieve success in his future career.
2. For researchers who want to research career maturity, it is hoped that they will examine other factors that can affect career maturity so that further research is more useful and the object of research can be more specific or broader and add to the treasures of knowledge in the future.

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