
Article

Analysis of The Influence of Industrial Work Practices and Self-Efficacy on Career Maturity (Case Study of Alumni and Students from the 2019 Management Program at Universitas Pertamina)

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Abstract: This study aims to re-examine the influence of Industrial Work Practice and Self-Efficacy on the Career Maturity of alumni and students from the 2019 Management program at Universitas Pertamina. The research employs a quantitative methodology, with a total of 90 respondents. Based on Slovin's formula, the required number of respondents for this study is 84. Data collection was conducted through a closed questionnaire distributed via Google Forms, collected online. The data processing technique utilized is SPSS 21 software. The analysis of this research is carried out in three stages: (1) Instrument Testing, (2) Classical Assumption Testing, and (3) Hypothesis Testing. The results indicate that both industrial work practice and selfefficacy have a significant impact on career maturity.

Keywords: *Industrial Work Practice, Self-Efficacy, Career Maturity.*

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1. Introduction

With the slowing economic growth and increasing competition in the job market today, career development has become a crucial focus for every student preparing to enter the workforce. Being in their most productive years, it is essential for students to attain career maturity as a strong foundation for their future. As stated by Super (1990), individuals who demonstrate career maturity show their readiness to face ongoing challenges and changes. In this context, the development of career maturity among students is highly influenced by the work experience they gain through Industrial Work Practices. These practices enable students to adapt to the work environment, broaden their perspectives, and develop essential skills (Dabke, 2013). Research conducted by Dewi et al. (2014) indicates a

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positive impact of Industrial Work Practices on career maturity, as students gain valuable experience through these programs.

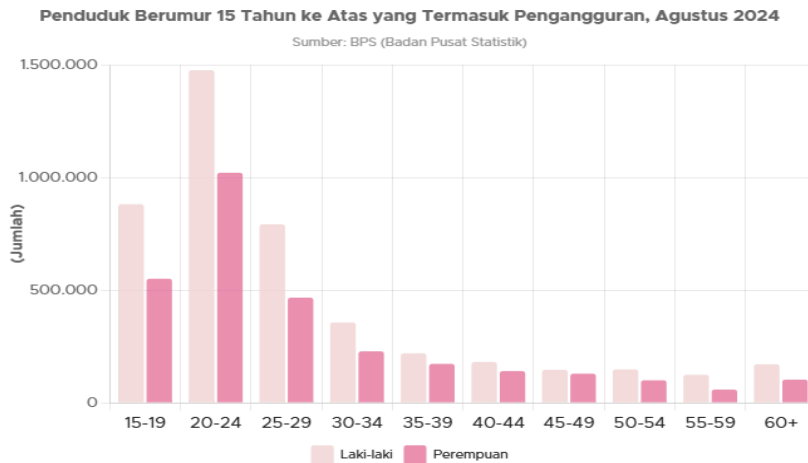


Figure 1. Hypothesis and Research Framework

From Figure 1.1 above, it can be seen that individuals aged 20-24, who are either pursuing higher education or have recently graduated, rank highest in terms of unemployment rates. This indicates that many members of Generation Z remain unemployed and struggle with choosing and determining their career paths, ultimately leading them to unemployment. Therefore, a high level of career maturity among Gen Z is crucial, as it serves as a long-term competitive advantage for both individuals and companies.

One of the key issues related to the world of work is the readiness of individuals to enter it, commonly referred to as employability (Indah, 2019). Companies tend to prefer job candidates who are highly qualified and prepared to work. A qualified workforce is one that possesses strong skills, abilities, and relevant experience in their field. One of the ways to become a competent worker is through experience, particularly hands-on work experience, often referred to as internships or industrial work placements. Skilled workers can significantly contribute to a company by delivering high-quality products or services.

As a result, companies view graduates with strong employability as having a competitive advantage. Individuals with high employability are seen as capable of advancing their careers (Caballero & Walker, 2010) and enhancing company performance and innovation (Jackson, 2010). Several factors influence employability, including intelligence, talent, skills, self-efficacy, industrial work experience, and motivation to enter the workforce (Wibowo & Rahmadi, 2020).

To be ready for the job market, individuals must possess a strong sense of self-efficacy. Those who recognize their abilities tend to feel more confident about achieving their career goals, including securing their desired jobs. This largely depends on their positive self-perception. The greater an individual's confidence in their skills, the higher the likelihood of obtaining their ideal job. Self-efficacy enables individuals to realistically assess their situation, allowing them to align their aspirations with their actual abilities.

Self-efficacy is an individual's confidence in their own ability to perform a task. Those who believe in their capabilities are more likely to succeed, whereas those who constantly doubt themselves tend to struggle. According to Bandura (as cited in Gunawan, Sul-toni, Firawati,

& Cahyaningtyas, 2022), individuals with high self- efficacy achieve better performance because they possess strong motivation, clear goals, emotional stability, and the ability to successfully carry out tasks and behaviors. In contrast, individuals with low self-efficacy are less inclined to take on challenges and are more likely to rely on teamwork in difficult situations or when faced with complex tasks.

Self-efficacy is the belief in one's ability to achieve goals (Bandura, 2012). For Generation Z, this belief translates into the confidence needed to attain career maturity and future success. Research by Gaylord and Nicol (2016) has demonstrated a positive relationship between self-efficacy and career maturity.

Given the importance of career maturity in shaping future career paths and determining employment status, this study aims to explore career maturity among students and alumni of the 2019 cohort from the Management Program at Universitas Pertamina. Furthermore, previous research has shown a positive relationship between Industrial Work Practices and Career Maturity, as well as between Self-Efficacy and Career Maturity. Therefore, the author proposes a study titled: "The Influence of Industrial Work Practices and Self-Efficacy on Career Maturity: A Case Study of Alumni and Students from the 2019 Management Program at Universitas Pertamina."

2. Literature

2.1 Work Industrial Practice

Internship programs are an effort to develop well-rounded, competent individuals. These activities encompass skill development, knowledge enhancement, and the reinforcement of positive attitudes through experiential learning methods and exposure to the work environment (Azwar, 2019). Wijaya (2019) defines internships as an individual's observation method of the professional world, aimed at identifying performance errors and making improvements.

According to Apiatun and Prajanti (2019), Industrial Work Practices are a form of practical education that systematically and integratively combines academic programs with real work experience. The primary objective of this program is to enhance professional skill mastery through direct participation in the workforce. Mondy, as cited in Raira (2018), explains that internships serve as a specialized recruitment method that allows students to work temporarily without obligating companies to offer permanent positions upon program completion. Meanwhile, Daryanto, also cited in Raira (2018), states that internships are a professional education method that integrates academic learning with hands-on experience in the workplace through on-the-job training. This approach is designed to systematically improve professional skills.

2.2 Self-Efficacy

Self-efficacy is an individual's belief in their ability to organize and execute the actions required to achieve specific goals (Bandura et al., 1999, as cited in Affandi, Widyastuti, & Amir, 2022). Alwisol (2009), as cited in Ratuela, Nelwan, & Lumintang (2022), states that self-efficacy can develop, increase, or decline based on four key factors: performance accomplishments, vicarious experience, social persuasion, and emotional/physiological states.

Various studies have developed measurement instruments for self-efficacy based on Bandura's concept. One widely used tool is the General Self-Efficacy (GSE) scale, developed by Jerusalem and Schwarzer in 1979. Initially comprising 20 items, it was later refined to 10 items in 1995. However, this instrument has not explicitly adapted the three main aspects of self-efficacy—academic, social, and emotional (Affandi, Widyastuti, & Amir, 2022).

Self-efficacy influences various aspects of life, including behavioral choices, motivation to achieve, resilience in facing challenges, cognitive patterns, and stress management (Luthans, as cited in Kuncoro, 2013). Individuals with high self-efficacy tend to persist through obstacles more than those with low self-efficacy.

Furthermore, self-efficacy impacts several key areas:

- a. Behavioral Choices – Individuals tend to select tasks or careers that align with their level of self-efficacy.
- b. Motivation to Achieve – Those with high self-efficacy are more driven to put in the influence of Industrial Work Practice and Self-Efficacy on... effort compared to those with low self-efficacy.
- c. Resilience – Individuals with high self-efficacy are more capable of enduring challenges, while those with low self-efficacy are more likely to give up easily.
- d. Cognitive Patterns – Self-efficacy influences how individuals process information and make decisions.
- e. Stress Management – Those with high self-efficacy feel more confident in handling pressure and tend to be more resilient to stress than those with lower self-efficacy.

2.3 Career Maturity

Career maturity is a crucial aspect of individual development, particularly in supporting readiness to make informed decisions regarding one's professional path. Hasan (2006) defines career maturity as an attitude that plays a role in career decision-making, based on behaviors and self-identity that align with an individual's developmental stage. Whiston (2013) further explains that career maturity reflects how individuals manage their career development tasks, encompassing both cognitive and affective aspects. Gonzalez (2008) describes career maturity as the attitude individuals display when carrying out career development tasks in accordance with their life stages. Meanwhile, Leong (2001) argues that career maturity involves self-awareness, knowledge of job requirements, and a realistic perception of social interactions within the workplace. Crites (1973) defines career maturity as the level of achievement an individual attains in mastering career development tasks, both in terms of knowledge and attitudes, in alignment with their developmental stage.

2.3.1 Indicators of Career Maturity

Super, as cited in Sharf (2010), outlines several key indicators for measuring career maturity, including:

- a. Career Planning – The individual’s engagement in gathering information and formulating plans regarding their desired career path, including career awareness, selection, and preparation.
- b. Career Exploration – The process of collecting and analyzing career-related information from various sources to make well-informed decisions.
- c. Career Decision-Making – An individual's ability to utilize knowledge and self-confidence to make sound career-related decisions.
- d. Understanding the World of Work – Awareness of one’s potential and interests, an understanding of job market dynamics, and adherence to professional ethics within the workplace.
- e. Knowledge of Preferred Occupational Group – An individual's awareness of factors influencing career choices, including risks, requirements, and responsibilities associated with specific professions.
- f. Career Decision Realization – The ability to align career choices with personal potential and develop realistic strategies to achieve professional goals.

3. Methods

This final assignment research uses quantitative methods, where this research uses questionnaires, surveys, and systematic measurements. Quantitative research involves numbers as a measuring tool, then the results are used to analyze data (Arghode, 2012). The form of research that will be used is associative causal with the aim of finding out the cause and effect relationship between variables. As stated by Sugiyono (2013), associative causal research asks about the causal relationship between two or more variables. The variables examined in this research are the influence of work-life balance variables, work environment and motivation (independent variables) on job satisfaction (dependent variables).

4. Results

Results and Discussion describes the research steps, including research design, research procedures, processing, research results and analysis of research results. The author can add the required subheadings in this section. It should provide a concise and precise description of the experimental results, their interpretation, as well as the experimental conclusions that can be drawn.

4.1 Descriptive Analysis of Motivation Responses

4.1.1 Industrial Work Practice

Based on respondents' answers regarding the Industrial Work Practice variable, the total average obtained is 3.83. This indicates that workers have a high level of industrial work practice experience to support their respective jobs. The highest mean score is found with a value of 4.17.

4.1.2 Self-Efficacy

Based on respondents answers regarding the Self-Efficacy variable, the total average obtained is 3.73. This indicates that respondents tend to agree or be satisfied with the

statements provided by the researcher, suggesting a high level of self-confidence. The highest mean score is found with a value of 3.84.

4.1.3 Career Maturity

Based on respondents answers regarding the Career Maturity variable, the total average obtained is 3.76. This indicates that respondents tend to agree or be satisfied with the statements provided by the researcher. The data suggests that respondents have a relatively high level of career maturity, which can facilitate their transition into the workforce. The highest mean score recorded is 3.86.

4.2 Hypothesis Testing

4.2.1 F- Test

We can use the F test, a type of statistical analysis, to show that the hypothesis affects all independent variables simultaneously. We use X1 and X2 as independent variables in the F(Y) test. Some F test instructions, as a function of P-value:

1. If the P-value for the interaction between X1 and X2 is less than 0.05, then X1 and X2 are equal, has a significant influence on (Y).
2. If the P-value for the hypothesis test is greater than 0.05, then there is no statistically significant relationship between X1 or X2 with the dependent variable. (Y).

4.2.2 T-Test

The T test is a statistical test with the aim of proving the hypothesis with a partial influence by each independent variable (X1, X2) on the independent variable (Y) which is done by looking at the coefficient results in the regression calculation. By using the T test results, we can then see which independent variable has the most influence on the dependent variable. The following are the provisions for the F test based on the P-value:

1. If the P-value for the interaction between X1 and X2 to Y is less than 0.05, then the interaction is significant.
2. If the P-value for the interaction between X1 and X2 with Y is greater than 0.05, then the interaction is not statistically significant. (Y).
3. The highest P-value belongs to the independent variable (X1 or X2) that has the most influence on the dependent variable

5. Discussion

In the T test for the Industrial Work Practices variable (X1), it can be seen that the calculated t-value is 5,427 and the significance value of 0.000 is smaller than 0.05. Therefore, it can be concluded that H1 can be accepted or can be interpreted as meaning that industrial work practices has a significant effect on job satisfaction. Based on the results of the regression test for the industrial work practice variable, a coefficient value of 0.563 was obtained with a positive value. This means that if there is an increase in work-life balance (X1) by 1 time, the level of job satisfaction (Y) will increase by 0.728.

In the T test for the Self-Efficacy variable (X2), it can be seen that the calculated t- value is 2,035 and the significance value of 0.000 is smaller than 0.05. Therefore, it can be concluded that H2 can be accepted or can be interpreted as meaning that industrial work

practices has a significant effect on job satisfaction. Based on the results of the regression test for the industrial work practice variable, a coefficient value of 0.314 was obtained with a positive value. This means that if there is an increase in work-life balance (X1) by 1 time, the level of job satisfaction (Y) will increase by 0.314.

Data obtained from the F test can be seen that the calculated F value is 58,962 and the significance value is 0.000 which is smaller than 0.05. Therefore, it can be concluded that Industrial work practice (X1) and Self-Efficacy (X2) together (simultaneously) have a significant influence on Career Maturity (Y), this proves that H3 is accepted

6. Conclusion and Recommendations

This research aims to determine the influence of Industrial Work Practice (X1) and Self-Efficacy (X2) on Career Maturity (Y) of alumni and students from the 2019 Management program at Universitas Pertamina. Based on the results of this research, the following conclusions were obtained:

1. Based on the results of the F test (Simultaneous), it shows that there is a significant simultaneous influence between the variables industrial work practice (X1) and self-efficacy (X2) with career maturity (Y) of alumni and students from the 2019 Management program at Universitas Pertamina. This is explained by a significance value of $0.000 < 0.05$ and f-count 58.962.
2. Based on the results of the T (Partial) test, it shows that there is a significant influence between the industrial work practice variable (X1) on career maturity (Y) of alumni and students from the 2019 Management program at Universitas Pertamina. This is explained by a significance value of $0.000 < 0.05$ and a t-count of 5,427.
3. Based on the results of the T (Partial) test, it shows that there is a significant influence between the Self-Efficacy (X1) on career maturity (Y) of alumni and students from the 2019 Management program at Universitas Pertamina. This is explained by a significance value of $0.000 < 0.05$ and a t-count of 2,035.
4. Based on the results of the coefficient of determination with an R Square value of 0.566, it can be concluded that 56,6% of the industrial work practice and self efficacy variables explain the career maturity variable, and the other 43,4% is explained by factors outside the variables studied.

Future research is expected to use other variables that influence career maturity, such as using motivation, locus of control, organizational culture and other variables as well as using other industrial fields

1. For the Industrial Work Practice variable, the lowest score was found in statement X1.7, with a value of 3.72, which states: "Work practice can foster good communication among individuals in the workplace." To enhance this aspect, work practice programs should also incorporate workplace harmonization activities such as introductions, team gatherings, and other engagement initiatives.
2. Regarding the Self-Efficacy variable, the lowest mean score was recorded in statement X2.2, with a value of 3.56, which states: "When I am able to overcome an obstacle, my confidence in my abilities increases." It is essential to persuade

employees that overcoming challenges is a crucial step toward achieving outstanding performance.

3. In the Career Maturity variable, the lowest mean score was found in statement Y.19, with a value of 3.60, which states: "Enhancing my skills and abilities can serve as a benchmark for achieving career success in my dream job." There should be greater emphasis on encouraging employees to understand that improving their skills and abilities leads to higher performance, ultimately paving the way for future success.
4. Future research should consider incorporating additional variables beyond the three examined in this study, as 43.4% of other factors can still contribute to explaining Career Maturity.

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