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Study on occupational self-efficacy of trainee at job training center

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Abstract

Background: Mental health problems affect many employees. As a result, mental health disorders often reduce productivity at work. Organizations require prospective employees who have healthy behaviors. Such behavior is influenced by internal and external factors. One of those internal factors is occupational self-efficacy. The purpose of this study was to identify the factors that contributed to occupational self-efficacy among the trainee of Balai Besar Pengembangan Latihan Kerja (BBPLK) Semarang. **Method:** Focus group discussions were conducted with 49 trainee. Purposive sampling techniques were used to obtain the sample. The interviews were transcribed verbatim and analyzed using the framework method to identify key themes. **Results:** Five main themes were identified, which described factors of trainees perceived to influence their occupational self-efficacy: the ability to plan the future, the ability in problem solving, the ability of adjustment, the confidence in the future success and the ability in career planning in the organization. **Conclusions:** The central aspects to frame the

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