



# Study on Occupational Self-Efficacy of Trainee at Job Training Center

Harlina Nurtjahjanti\* and Dinie R. Desiningrum

*Faculty of Psychology, University of Diponegoro, Semarang, Indonesia*

**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 occupational self-efficacy were the ability to plan the future and career, to solve problems, to adjust and being confidence.

**Keywords:** Occupational Self-Efficacy, Mental Health, Trainee.

## 1. INTRODUCTION

ASEAN countries currently have workers in a more varied field, especially in terms of expertise and level of professionalism. This is in contrast to workers in Indonesia, which has less expertise and professionalism. According to ASEAN Economic Community (AEC), the realization of the region's end goal of economic integration, has prepared a blueprint which addresses the special arrangement of skilled labor or the workers with knowledge, skills, and expertise in their fields, either acquired from education or work experience.<sup>1</sup>

The competitiveness of workers is an important aspect of an organization/company. Vocational schools are needed to produce not only the workers who are needed in the industry, but also able to compete in AEC.<sup>2</sup> Data from the Investment Coordinating Board (BKPM) showed that the age of unemployment are mostly at about 17 years old.<sup>3</sup> In Central Java on February 2014, the Unemployment number at working age was 24.98 million people and the total labor was 17.72 million people. There was 5.45 percent or 965 thousand residents who were unemployed or job seekers. Compared to the condition in 2013, the unemployment rate decreased by 0.06 percent (from 5.51 percent or 963 thousand people), although in the absolute terms the number of unemployed increased by 2000. Most of the unemployment in Semarang City were graduated from senior high

school level, followed by junior high level, diploma, and bachelors respectively.<sup>4</sup>

*Balai Besar Pengembangan Latihan Kerja* (BBPLK) is a regional government institution in Semarang that implements vocational training for young unemployed or job seekers, especially in the industrial field. BBPLK has a short-term training program called institutional training for 1–6 months. Based on the curriculum provided, the material of practice is 70% more than the theory. A clerk of BBPLK stated that quite a lot of teenagers have graduated from BBPLK experienced difficulty to determine the desire to work. On the other hand, the ones who have already been working chose to resign from their work. Thus, these teenagers will return to unemployment.

The high unemployment in Indonesia is a challenge. The government has sought to improve the quality of formal education accompanied by a mastery on technology and information. However, many of them cannot stay long in a job or company for the reasons of inconsistency with their passion. Maintaining employee in the company is quite complicated. It is not only due to the influence of external factors such as salary, career development and the level of supervision, but also internal factors such as mental health. The high turnover of employees showed a low mental health which will influence the company productivity. A study explained that the complexity of jobs, job security, and leader control successively affected the individual's mental health.<sup>5</sup>

\* Author to whom correspondence should be addressed.

Mental health problems affect many employees, a fact that is usually overlooked because these disorders tend to be hidden at work. Results from the U.S. National Comorbidity Survey reported 18% of those who were employed (age 15 to 54) said that they experienced symptoms of a mental health disorder. Mental health disorders often go unrecognized and untreated. It also reduces the productivity at work. Health psychologists have demonstrated that individual's thinking and belief can either increase the risk of disease or restore health. Perceived self-efficacy is people's beliefs about their capabilities to produce designated levels of performance that affect their lives.<sup>6</sup>

Employees need psychological competencies to develop their capacity. One of the psychological competencies is personality. A domain of personality within an individual is self-efficacy.<sup>7</sup> Self-efficacy in work is called occupational self-efficacy.<sup>8</sup> Individuals with low self-efficacy will despise their ability and often inefficient in doing the job.<sup>9</sup>

The purpose of this study was to detect and describe factors (as viewed by trainee) that form occupational self-efficacy. It is predicted that occupational self-efficacy will influence the mental health of trainees' competence and self-confidence in facing the working field.

## 2. METHOD

### 2.1. Participant

Participants were 49 trainees. Trainees are those who learn in a program designed to provide training on-the-job experience, and encourages participants to obtain certification. Trainees gain working experience in the largest district in the nation while building job skills, build professional networks, and continue their education.

The study participants were selected based on the criteria: age between 17–24 years and had joined the job skill training at least 2 weeks in Balai Besar Pengembangan Latihan Kerja (BBPLK) Semarang.

### 2.2. Data Collection Method

This study employed a descriptive qualitative approach through *Focus Group Discussion* (FGD) method and structured interviews. FGD was conducted on 49 participants, who were divided into 5 groups. Its implementation was divided into three sessions in four days. Two sessions were conducted on the first day. The second day was used to extract information from participants. On the third and fourth days, we set a follow-up meeting to clarify aspects and issues raised during the first two sessions to create a concrete understanding. The fourth session was mainly about validating the information with respondents and obtaining their views about the data that was gathered.

### 2.3. Data Analysis

Framework analysis method was used to analyze the data. This approach then rose to a hierarchical thematic framework which then used to classify data according to key themes.<sup>10</sup>

## 3. RESULTS

Five major themes regarding occupational self-efficacy of the participant trainees can be seen in Table I. These themes were

**Table I. Interviews example in FGD.**

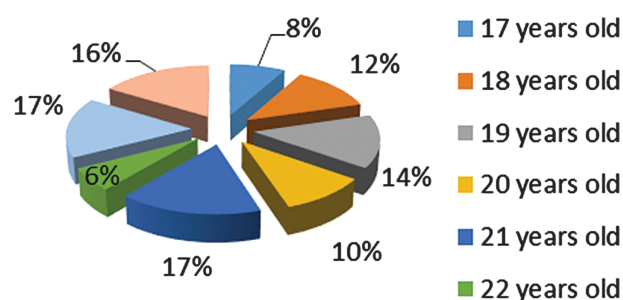
Session	Topic	Themes
Session 1	Perceptions of barriers	<ol style="list-style-type: none"> <li>1. Perceived barriers arise from within so it does not promote the goals</li> <li>2. Perceived barriers appears from the outside as well as the impact on subsequent behavior</li> <li>3. Self assessment in a situation associated with things that have been done</li> <li>4. Perceptions of environmental assessment in the situation</li> </ol>
Session 2	Motivation and self-adjustment	<ol style="list-style-type: none"> <li>1. The feeling when faced with new situations or conditions</li> <li>2. Perceptions of the assigned task and adjustments to the tasks that have been performed</li> <li>3. A sense of personal ability in completing the task.</li> <li>4. How to achieve goals in life</li> <li>5. The view of self within two years into the future</li> </ol>

(a) the ability to plan the future, (b) the ability in problem solving, (c) the ability of adjustment, (d) the confidence in the future success and (e) the ability in career planning in the organization.

## 4. DISCUSSION

In this study, five themes emerged as being central to framework occupational self-efficacy: the ability to plan the future, the ability in problem solving, the ability of adjustment, the confidence in future success, and the ability in career planning. According to Menninger, mentally health individuals are those who have the ability to restrain, show intelligence, and have a happy attitude to life. Mental health is a condition of the welfare of the individual unconscious, which consists of abilities to manage the stress of a reasonable life, to work productively and produce, as well as participate in community.<sup>11</sup>

One study found that labor productivity affects the formation of workers' mental health.<sup>5</sup> Results from the previous studies revealed that stressful jobs can hamper mental health, especially if it is not supported by the establishment of high self-efficacy and social support.<sup>12</sup> A study of two independent samples on students (1334) and professional workers (233) found that hope was an essential resource for proactive career development. There was also a positive relationship between expectations and job satisfaction, which in part can be attributed to a positive relationship between the expectations and the lucrative career development attitude.<sup>13</sup>



**Fig. 1.** Respondents age.

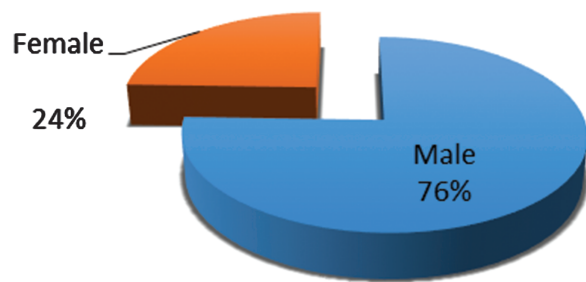


Fig. 2. Respondents' gender.

Respondents, who have confidence in their abilities, will show confidence in solving the problems of the given tasks. Individuals will be able to recognize their obstacles both inside and outside themselves, so that they would measure the extent to which they can complete a task. A study showed characteristics of individuals and organizations, including the conviction of the knowledge and skills of workers determine the optimal results and impact on improving the productivity of companies.<sup>14</sup>

In this study, as shown in Figure 1, many trainees aged 19 (14%) to 21 years (17%), which were categorized as late teens.<sup>15</sup> One of the tasks of adolescent development is to design of career and plan the future. Therefore work should be the main target. Figure 2 shows that 75% of respondents were male. Men tend to have a greater responsibility to find work in order to support their family.<sup>15</sup> Figure 3 shows that 45% (most) of the respondents were graduated from Vocational High School. Those who attend vocational school have high expectations for work directly after school, although the reality is not easy to get a job.

Individuals who aware the whole potential and obstacles will be able to determine the appropriate steps in accordance with their abilities. The move is a form of business that can be done to address the challenges of work and find the right solution in completing a job. A study on 388 samples of male security officers found that work engagement and work efficacy are the key mechanism to turn into a positive orientation of job performance.<sup>16</sup> The effort in planning the work strategy, take action, which is mediated by their work efficacy, will foster a good working performance, and can maintain individuals from the burn-out effects.

A study on 395 Korean-Chinese and Han-Chinese workers in Korea found that working conditions, power distance and social support have a significant impact on the employment adjustment.<sup>17</sup> Persons are considered as able to adapt when they can respond positively to the social support of the work environment. By training in BBPLK, the respondents feel more

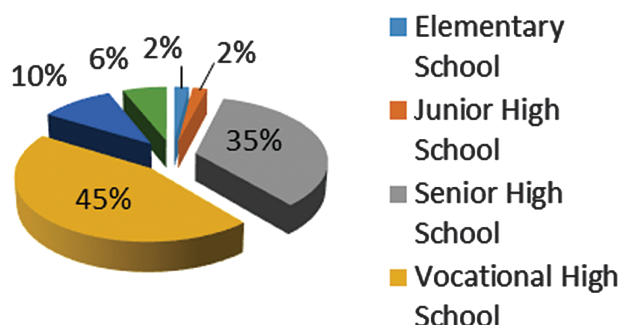


Fig. 3. Respondents' education.

Table II. Major themes of occupational self-efficacy.

Major theme	Superordinate theme/indicator
The ability to plan the future	Have life goals and ways to achieve it Know ourselves potential Have confidence to be a better individual
The ability in problem solving	Know the inside obstacles Know the outside obstacles Have efforts to face the challenge Able to find the solution in problem solving
The ability of adjustment	Able to adapt with new task Able to adapt with new environment Respond the environment support positively Have future life plan after join BBPLK training
The confidence in the future success	Confident to continue the education Confident to be successful in the working field Confident to our own ability
The ability in career planning in organization	Have a good teamwork Able to survive in various working situation Understand the successful working factors Have confidence in finishing the task

optimistic in designing their future and find areas of work according to their ability. The study found that individuals are willing to work harder if they feel optimistic and under high control, which further motivates them to try harder for a positive outcome. Whether this can be successful or not, is depending on the context.<sup>18</sup>

A study using two samples with multiple-choice approach from the 1979 National Longitudinal Survey in Youth (NLSY79), United States found a positive attitude and optimism of workers affect the probability of working, such as the decision to participate or hiring decisions. The study also mentions that the positive attitude of workers also affect a number of wages.<sup>19</sup> Lopes and Synder<sup>20</sup> found optimism is an expectation that there are individuals that everything will work towards goodness. At the trainees, optimism embodied in the belief that they will succeed in the future. The road to success is through believing including its ability to be able to continue their education and to achieve success in the world of work in the future.

Most of our respondents mentioned the motivation for enrolling in BBPLK is to increase self capacities and improve the ability to plan their careers within the organization. Our study was in accordance with the previous study that showed self-efficacy could be a mediating between job stress and burnout. The higher the stress of work, with high self-efficacy, the more an individual can avoid the burnout.<sup>21</sup>

People with a good career planning will be able to analyze the supporting and hindering factors of their success of the work usually familiar with their personal capacity, and has the ability to work in teams. A study focused on careers explained a number of major factors in an individual's career plan, such as insight and understanding in development needs, and understanding the nature and character of the others. Further, self-management of interpersonal relationships, professional achievements, and commitment to work are very important in the development of individual career.<sup>22</sup>

This study has several limitations. The results of this study cannot be generalized to all BLK in Semarang as the difference of working facilities as well as learning programs among BLKs. Measuring tools compiled from this study (the result of FGD analysis) on trainees in BBPLK can be used in other BLK with the similar characteristics of subjects. Our findings will help

trainees to reach their goal and increase confidence of ability to achieve what they believe.

A better way to increase occupational self-efficacy among trainees is by making module training based on the five major themes. Training allows the trainees to develop and acquire knowledge, skills and abilities which are required to enhance their current job and prepares them for future job opportunities. Increasing self-efficacy is a good strategy to enhance job satisfaction. A training aimed at improving individual beliefs in own capabilities to maintain control over circumstances in the workplace can lead to a better fit and to higher job satisfaction.<sup>23</sup>

Mental health is a multifaceted concept, which may be broadly conceptualized as a state of psychological well-being and featuring a harmonious balance between the various aspects of life.<sup>24</sup> Applications of occupational self-efficacy theory to mental health have demonstrated its utility across a wide range of actual and potential health outcome. In general, elevated levels of general self-efficacy improve mental health, and in contrast, decreased general self-efficacy would lead to decreased mental health.<sup>25</sup>

FGD results showed that all of the participants had a goal of life to be achieved, although not all participants had concrete plans to achieve those goals. Some participants also had not been able to identify their strengths and weakness as well as inside and outside barriers. This condition lead to the limitation in tackling the potential and overcome obstacles both from within and outside themselves to meet the goal of their own life. In terms of adjustment, most of the participants were able to adapt well to new situations, although they initially felt awkward, hesitant or embarrassed. They were also challenged by their new situation because they came into a new world. Most participants also had career plans, which was shown by the view of their careers in the next two years and from the things that made them keep and success in their job.

## 5. CONCLUSION

This study found five themes has been emerged as being central to framework 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.

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Received: 8 October 2016. Revised/Accepted: 14 January 2017.