

# CHAPTER I

## INTRODUCTION

### 1.1 Research Background

There has been a genuine concern in regards to the significance of career readiness especially for final year students who are about to or is currently preparing for graduation during this progressive era. Career readiness is one of the first steps for students on the university level to map out their life as they intend on joining the workforce after graduation. Preparing for their career is an important element in which not only effects their future but are also to improving the degree completion (Ministry of Education and Training, 2017). In research conducted by (Daniels & Brooker, 2013), Career readiness is an vital thing that ought to be in minds of every students and should be sustained since a students are in higher education, moreover higher education helps the readiness of graduates to switch roles from students to become workers/employees. Career readiness is characterized to be the scope to which a students, particularly the ones entering their final year, understand the attitude and attributes that make them prepared to succeed within the workforce that takes after (Caballero & Walker, 2010).

According to the Indonesia Ministry of Education (Nadiem Makarim, 2021) it is revealed that only 37% of university graduates work in accordance with with the study program they are engaged in, the rest there in which is a mismatch between work and study program undertaken. This phenomena is called *Job educations mistance*, this happens to many final year students because of several reasons.

According to (Davis et al., 2015), The initial procedure of selecting and preparing for an individual's career is full of the unknowns . Especially the current trends of must have jobs

after graduating among undergraduate students, where in this case there are a lot at stake. Currently the number of unemployment below the age of 25 are about twice the overall rate of unemployment, in addition to that, fresh graduates commonly work jobs that generally don't require a degree of compilation from their university.

Senior students entering their final year in university in particular, are a prime candidate to graduate and will then continue their journey in exploring the workforce, since generally, final year students will start to think about their future after graduating from college. Bachelor candidates are expected to have the appropriate ability with their field, be able to develop knowledge, and have insight and broad knowledge with the hope that students can compete with other graduates in the workforces (Agusta, 2015). Moreover the students are required to master their academic field (hard skills), and also required to be able to balance their other skills (soft skills), such as communicating, proper work etiquette , good leadership and can be responsible for themselves and others.

According to (Stevani & Yulhendri 2014), Career readiness is the overall condition of an individuals that shows the relationship between both the physical and mental maturity experiences as well as the willingness and the ability to continue current activity or work or the ones that will be faced. It is very important to be ready for work especially for final year students as they intend to enter the workforce right after graduation. It is espected that right before graduating, students will then have the right competencies in accordance with their field of expertise and will then be able to develop skills and knowledge they possessed as a tool in dealing with the ever increasing fierce competition in the workforce, not only is that the reason but it is also expected for the individual to be able to continue and keep their job after landing themselves the position in their newly appointed job.

Therefore, in career readiness, students should have a plan in accordance with their field that they expertise in and have mutual interest in, such that the student can well prepare and fulfill the necessary work requirements. It can be seen from the findings of the research conducted by (Kostagiolas, Lavranos, & Korfiatis, 2019) students who has a spesific plan regarding their future career and work will have to be very proactive to research and find the correlating information and fulfill the necessary requirements needed by the desired industry that the individuals have laid their eyes on. Choosing and selecting a career field according to their interest and abilities, and will then be able to decide which career field they would like to select. This is also in line with the (Caballero & Walker, 2010) statement which states that being ready to enter the workforce and able to prepare for the desired field of work can help individuals in placing and directing actions to be taken to achieve goals.

Univeristas Andalas is one of the few universities in Indonesia to fully implement the “ Tridharma of Higher Education " which is the process of teaching, research and committing to serve the community by practicing community services. Universitas Andalas currently has 15 faculties with many different varieties of majors and departments in each faculty. It has been known that the goal of Universitas Andalas is that they want to produce students who will graduate with the value of being able to compete globally, be able to have the entrepreneurial skills and spirit while also keeping a character.

**Table 1.1 Alumni Tracer Study Universitas Andalas**

Student average waiting time to work	
2019	6 Months
2020	5 Months
% Fresh Graduate to immediately work	

2019	3.86%
2020	5.70 %

Of course the achievement of these goals will ultimately be able to determine the progress and success Universitas Andalas have as one of the top universities in Indonesia to achieve quality education. According to the research done by one of the department institute in Universitas Andalas, the *Tracer Study*, a department that is responsible of keeping tracks of graduates and fellow alumnus of the university, it can be seen in table 1.1 the recent study conducted in 2020, it is known that fresh graduates from Universitas Andalas spend an average of 5 months to land their first job, in which consists of the 5.70% of fresh graduates being able to land their first job immediately after graduation. Compared to the study in the previous year , data from the Universitas Andalas Tracer Study in 2019, it was found that as many as 3.86% of graduates found jobs immediately after graduation, while the average waiting time for Universitas Andalas students to land their first work is around 6 months. The waiting time is normal and shows that Universitas Andalas graduates are able to compete against others in the workforce with their abilities and competencies. In addition to this, data from similar research conducted by the tracer study Universitas Andalas from a range of of 1-5 the level in terms of competence possessed by an alumni at the time of graduation and the influence that universities have in helping and forming alumni competencies has an average value above the value of 3 which means that the value of both can be said to be more than enough (Tracer Study Universitas Andalas, 2019;2020).

**Table 1.2 UMSP Data**

<b>Recent Graduates of batch 2018 UMSP</b>
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Average Waiting Time to Work	3.5 Months
% Fresh Graduate to Immidiately Work	11.4%

Independent study was conducted to research and determine the background population of the Undergraduate Management Study Program (UMSP). A total of 105 alumni of the Undergraduate Management Study Program consisting of the recent graduates of batch 2018. This independent study shows that it takes an average of 3.5 Months for the UMSP alumnus to land their first job, while from the 105 people that was researched upon 12 were able to infact get a job prior to graduating, meaning that around 11.4 % was able to immediately work after graduation.

According to research conducted by (Bandura, 1997), It can be defined that self efficacy is an individual ability to project confidence in both achieving targets or accomplish goals. Self efficacy shows confidence in an individual's ability to exercise control over their personal motivation, bahaviour, and social environment. These perception of self-evaluations will be able to impact all sorts of human experience, which includes the purpose and objective that people strive for, the amount of energy needed to be exerted toward achieving the goal, and the chances of attaining particular levels of behavioral performances.

On the contrary to traditional psychological constructs, the beliefs upon self-efficacy are hypothesized to be various depending on the realm of functioning and circumstances that surrounds the appearance of the behaviour. It was also later found that in research conducted by (Alfaiz & Hidayat, 2020) based on the regression analysis, the base indicator of self efficacy is a great predictor of a student's understanding of their career readiness. By being aware of their own self efficacy, students can get a good grasp and awareness for them to map out and proactively improve their level of career readiness after graduation.

Other factors that can ultimately affect the overall career readiness of students entering their final year is the role of family support, as it is also considered to be one of the major external factors. Furthermore, (Hardgrove et al.,2015) was able to successfully show and demonstrated that the component that pertains in a family support is so significant for students to better prepare them for exploring and better navigate the workforce where in the recent years the stability of the job availability and working conditions has been in the decline, which means that this emphasized the function that family support have especially in the participation and transition of students in the market. It can be seen that several types of support that a family is very much expected to provide and give during the transition of these fresh graduates to the workforce which in this case (labour market transition or school-to-work transition) which includes the following; financial aid, providing an appropriate accommodation, personal care that include the support towards both the moral and emotional support, practical aids which can be including the assistance of transportation matter, information that aids students to search jobs and assisting in getting a socially productive roles (Dey and Morris, 1999).

Parents are considered to be one of the crucial actors in molding the overall attitude and behaviour of their own children while also constantly looking out for them. (Fitriyanto,2006). Therefore it can be noted that the family support is primarily responsible for the development of the children's education and life preparations such that it can be interpreted that family can be seen to be the foundational structure for educating the overall attitude and behaviors and personal development of the children. It is very hard to deny that a family support can be very conducive for the training and development of one's character. These values are expected to be the supply for children to better explore and navigate their interest for their future. In the regards of family support, children who grew up with a great family

supports tend to be inspired to give back and support the family. Which means that indirectly there is an activity that inside that functional family that can be the way of learning.

It is believed by many people that the workforce is somewhat similar to the environments, which states that in work that requires a good physical and or phycological preparations, one's skill to perform a great communication and other necessary things that requires the special abilities and seriousness. Out of the many values considered one in particular which is the ability and mental readiness of an individual are considered as a state that a prospective job seeker should possess. Those with a great mental maturity will be able to better improve their level of self-efficacy or their confidence in facing a new environment in the workplaces (Badan Pusat Statistik , 2015).

Other factors that can likely impact an individual's career readiness is the variable of internship programs. According to research done by (Wena, 2009) work experience which can be obtainable from an internship program is considered important in managing the overall state of work readiness of the students, this can be seen clearly from the inclusion of students in internship programs that they enter. Moreover it can be seen that there is a real urgency to develop students in balance with the job requirements in order to avoid and prevent future obstacles in seeking out jobs, as they will learn the basics from the practices. The experience gained during internship will undoubtedly be able to prepare students for their career as it creates students to be more mature in their work preparation. As a matter of fact, the experience of field work that can be obtained by the students from internship programs, will be able to provide important preparation for the work force. Moreover, the recent program of Kampus Merdeka the "*Magang Bersertifikat*" that was launched in early 2020 was purposely created such that there will be opportunities for university students to learn practical skills.

In accordance with the statement above on experiences gained from internship program to the Work-Readiness, it is considered that these experiences are a necessary skills and behaviour that will be required for work in various fields later on. To be more precise the state of work readiness is often referred to as soft skills, work readiness skill or job skill. In addition to that it is a very necessary requirement for an individual to achieve a maximum work results in accordance to their targets (Arikunto,2002). Work readiness is also dependent on the individual emotional conditions and mental maturity which include the willingness to work with the others, accepting responsibility, be critical be able to adjust themselves to the interest of both the business and industrial world. A student's work readiness state are influenced by two factors, internal and external factors. Internal factors covers the creativity, interest, maturity, independence of science mastery, student's own motivation and intelligence talent. Graduates who have work readiness are those who are able to implement the logical and objective considerations, critical thinking, responsible and being able to adapt to given environment (Firdaus, 2012).

## **1.2 Problem Statements**

Based on the background explanation of the research, there are five research questions that can be formulated to guide this research. It is as follow:

1. How does Family's Support influence self-efficacy of student undergraduate management study programs at Universitas Andalas ?
2. How does Family's Support influence career readiness of student undergraduate study programs at Universitas Andalas?



3. How does Internship Program influence self-efficacy of student undergraduate study program at Universitas Andalas?
4. How does Internship Program influence career readiness of student undergraduates study program at Universitas Andalas?
5. How does self-efficacy influence career readiness of student undergraduate study program at Universitas Andalas?

### 1.3 Research Objective

There are five main objectives that have been set up to guide the research. There are as follow:

1. To examine the influence of family support towards self-efficacy of student undergraduate management study programs at Universitas Andalas.
2. To examine the influence of family support towards career readiness of the student undergraduate management study program at Universitas Andalas.
3. To examine the influence of Internship Program towards self-efficacy of the student undergraduate management study program at Universitas Andalas
4. To examine the influence of Internship Program towards career readiness of the student undergraduate management study program at Universitas Andalas
5. To examine the influence of self-efficacy towards career readiness of student undergraduate study program at Universitas Andalas

### 1.4 Contributions Research

Based on the stated explanation above, the research is expected to contribute as follow:

1. The research is expected to give understanding factors influencing career readiness among university students

2. The research is expected to strengthen theory related to family support , Internship Program , self-efficacy, and career readiness.
3. This research is expected to contribute for subsequent researchers who are interested in examining a similar topic in the future.

### **1.5 Scope of Research**

The researcher collected the data sample focus from the Undergraduate management study program at Universitas Andalas in 6th and 7th Semester (Third and Fourth Year). This study refers on to examining career readiness among student within certainly encouraging variables. In scaling this present study, the model was estimated using Structural Equation Modelling (SEM) in providing certain tables to provide research result to be easily understood and this research data is in the form of primary data and secondary data sourced by using electronic questionnaire distribution technique.

### **1.6 Systematic of The Research**

Systematics of writing in this study is made to provide an overall picture of the research. As for the systematics of this research, it consists of five chapters, namely as follows:

#### **CHAPTER 1 : INTRODUCTION**

This chapter describes the background of the problem, the formulation of the problem, the research objectives, the research utilization, the scope and systematics of the research.

#### **CHAPTER 2: BASIS OF THEORY**

This chapter discusses the theories related to the problems discussed in this study. This chapter will also discuss previous research, hypothesis development, and conceptual framework models that will be guided at the data processing stage.

#### **CHAPTER 3: RESEARCH METHOD**

This chapter discusses population and samples, sampling techniques, types and sources of data, measurement scales, operational definitions, and variable measurements as well as data analysis methods used to prove hypotheses.

#### CHAPTER 4: RESULTS AND DICUSSION

This chapter discusses the results of the process of distributing research questionnaires, general descriptive of respondents, and data analysis used to prove hypotheses.

#### CHAPTER 5: CONCLUSION

This chapter contains the conclusions on the research that has been done, the implications of the research results, the limitations of the research, and suggestions.



