

CHAPTER I

INTRODUCTION

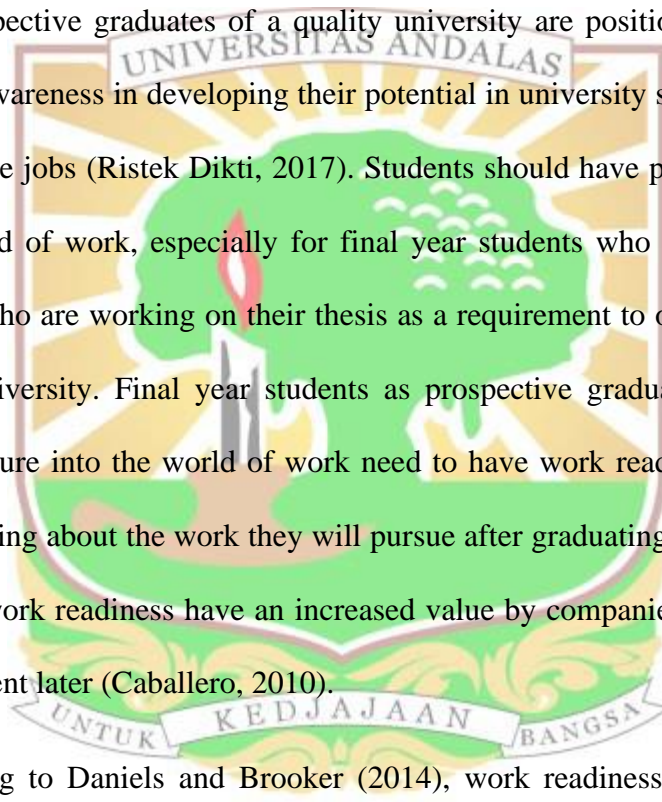
1.1 Research Background

Higher Education is a level of education after secondary education that includes diploma programs, undergraduate programs, master programs, doctoral programs, and professional programs and specialist programs, which are held in Higher Education based on Indonesian culture (Ristek Dikti, 2017). Higher Education is one of the important parts that drives the development and growth of a nation as a place that provides educational services and prepares quality human resources (HR). According to the Directorate General of Higher Education (2014), students in Higher Education are obliged to organize education, research, and community service. The education process is carried out to create a learning atmosphere and learning process so that it can develop the potential of students. Research is carried out in Higher Education to be able to bring direct benefits to the community, while service is carried out by utilizing science and technology to advance the welfare of society and educate the nation (Ritek Dikti, 2017).

The process of education, research, and service known as the Tridharma of Higher Education is an obligation that must be carried out by every Higher Education in Indonesia, one of which is Andalas University. Andalas University as one of the Higher Education institutions located in West Sumatra consists of 15 Faculties with various departments in it. One of the goals of Andalas University is "To produce graduates who are globally competitive, have an entrepreneurial spirit and character" (Unand.ac.id), so Andalas University is believed to have the facilities that are able to create graduates who

have the ability, skills and expertise which are then developed according to what they get from learning and can be applied when entering the world of work. The achievement of these goals can determine the success of Andalas University as a quality Higher Education institution.

A quality university will certainly also produce quality graduates. The success of a university in producing quality graduates is influenced by the role of students. Students as prospective graduates of a quality university are positioned as adults who have their own awareness in developing their potential in university so that they are able to enter and create jobs (Ristek Dikti, 2017). Students should have prepared themselves to enter the world of work, especially for final year students who are studying above semester 7 and who are working on their thesis as a requirement to obtain a degree as a bachelor at a university. Final year students as prospective graduates who will then continue their future into the world of work need to have work readiness because they should start thinking about the work they will pursue after graduating from college later. Graduates with work readiness have an increased value by companies as a potential for career advancement later (Caballero, 2010).



According to Daniels and Brooker (2014), work readiness is one aspect that should be fostered since students in college, and then colleges help graduates' readiness to change roles from students to workers/employees. Work readiness according to Caballero and Walker (2010) can be defined as the extent to which graduates are considered to have attitudes and attributes that make them ready to succeed in the work environment. Individuals who are ready to work according to Ward and Riddle (2006) are individuals who are able to adapt to a new work culture, know the desired goals and

skills they have, and have the capacity to learn something new. According to Pool and Sewell (2007) a student can be said to be ready to face the world of work if he has the following 4 aspects, namely skills, knowledge, understanding, and personality attributes.

Competing for a job in this limited world of work is not easy. According to Agusta (2015) a bachelor who is a graduate of a University is required and prepared to have competence and be able to compete in the world of work. Therefore, work readiness needs to be possessed by students, especially final year students so that after graduating, students will be able to compete in the world of work and be ready to get a job and be able to survive with that job (Santrock, 2003; Agusta, 2015).

Andalas University is one of the universities in Indonesia. The Faculty of Economics and Business, to be precise, the Andalas University Management Study Program, as one of the educational sub-systems, has an important role in preparing a skilled and competent workforce. One of the objectives of the Andalas University Management study program is to produce results in the form of graduates in the field of management who are superior, competent and professional and have global competitiveness. Based on the Andalas University Tracer Study, Management Study Program in 2022, there were 226 Management graduates, 73 of whom completed the tracer study.

Tracer study is a website provided by UNAND where every student who has graduated is asked to fill out the website with an indication that the graduates who have filled it in are those who already have jobs. The average position that graduates obtain is as staff or employee. With a waiting period to get a job for the first time of 4-6 months, although there are those who study while working, but that's only a few. With the tracer

study, it shows that UNAND Management graduate students can prove that they can get good jobs. From this phenomenon, management students must be ready to enter the world of work. In this way, students must have the competence or skills, experience, information and self-confidence to compete with other workers.

Career readiness is a condition that describes the physical, mental maturity and learning experience of a person in the job they choose (Muspawi, 2020). The initial capital for someone to enter the world of work is career readiness. If students do not prepare themselves adequately from now on, they will be faced with many challenges in the real world of work. This phenomenon occurred on the UNAND campus. This is proven by the results of initial observations of 105 alumni of the Bachelor of Management Study Program consisting of new graduates from the class of 2018, as shown below :

Table 1. 1
Tracer Study Data Alumni UMSP Universitas Andalas

Recent Graduates of batch 2018 UMSP	
Average Waiting Time to Work	3.5 Months
% Fresh Graduate to Immediatly 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 took an average of 3.5 Months for the UMSP alumnus to land their first job, while from the 105 people that

were researched upon 12 were able to in fact get a job prior to graduating, meaning that around 11.4 % were able to immediately work after graduation.

Table 1. 2
Results of Survey of Work Places for Management Students from Andalas
University Graduates 2005 – 2019

No	Job	Percentage
1.	Private Employees	27,45%
2.	BUMN	24,51%
3.	(PNS)	18,63%
4.	Entrepreneurs	15,69%
5.	BUMD	3,92%
6	Educators	3,92%
7	IRT	2,94%
8	Others	2,94%
Total		100%

Source: Management Biro, Faculty of Economics, Andalas University

When new graduates complete their studies, they definitely have the desire to work in the place they want. Based on a survey conducted by the Management Department of Andalas University to 102 alumni regarding the current place of work of graduates of the Management Department of Andalas University, it was found that the highest place of work for management graduates was as a Private Employee at 27.45%, and the lowest was as a Housewife (IRT) at 2.94%, and Others 2.94%.

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, behaviour, 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.

The Another factor 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 demonstrate that the component that maintains in a family support is so significant for students to better prepare them to explore and better navigate the workforce where in recent years the stability of the job availability and working conditions have been in the decline, which means that this emphasized the function that family support has 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 (labor market transition or school-to-work transition) which includes the following ; financial aid, providing an appropriate accommodation, personal care that includes the support towards both the moral and emotional support, practical aids which can include the assistance of transportation matter, information that

aids students to search for jobs and assisting in getting a socially productive role (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.

Based on the background description above, the researcher is interested in researching the relationship between Family Support and Internship Program on Career Self-Efficacy towards Job Readiness. Researchers want to choose cases in the Final Year Students of the Management Study Program in Andalas University. Where in the final year students of the Management Study Program in Andalas University Padang are experiencing a transition from the world of education to the world of work, so good career readiness is needed in facing the world of work. So for this reason the researcher wants to raise a thesis research with the title "*The Influence of Family Support, and Internship Program on Self Efficacy for Student's Career Readiness: Study of Final Year Students Management Student batch 2020 and 2021 at Universitas Andalas*".

1.2 Research Question

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 under graduates study program at Universitas Andalas?
5. How does self-efficacy influence career readiness of student undergraduate study program at Universitas Andalas?

1.3 Objective of the Research

Based on the formulation of the problem above, the objectives of this study are as follows:

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 Benefit of the Research

1. Theoretical Benefits

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

The research is expected to strengthen theory related to family support , Internship Program , self-efficacy, and career readiness

2. Empirical Benefits

This research is expected to contribute for subsequent researchers who are interested in examining a similar topic in the future.

1.5 Scope of The 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.

