

The Relationship between Career Maturity and Self-confidence of Baitul Tamwil Muhammadiyah Employees During the COVID-19 Pandemic in Padang City, Indonesia

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Abstract: This study aims to describe the career maturity of Baitul Tanwil Muhammadiyah (BTM's) employees during the COVID-19 pandemic that affects their confidence in the Syariah economy in Padang. This study was conducted with a descriptive quantitative method and the population was all employees of BTM in West Sumatra totaling 39. The number of samples was determined using the convenience sampling technique, namely based on the ease of finding the participants (Guilford & Frucher, 1978), while the instrument used was a career maturity scale consisting of 51 statement items. This scale is based on career maturity dimensions, namely Planning, Exploration, Decision Making, and World of Work, according to Thompdon *et al.*, (1981). The results showed that there was a significant positive relationship between career maturity and the confidence of baitul tanwil employees in taqwa Muhamadiyah with $r = 0.499$ and $p = 0.000$ ($p < 0.05$) which means H_0 is rejected or H_a is accepted. Moreover, a value of 0.202 was obtained which means that there is a 20.2% contribution of career maturity to self-confidence, while the remaining 79.8% is determined by other factors and aspects.

Keywords: Employees Career Maturity, Employees of BTM in West Sumatra

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Introduction

Career maturity is important in a job because it helps employees to work successfully and increases self-confidence. It is practically based on how well a person is prepared in completing developmental tasks, biologically, psychologically, and socially. According to Super (Marpaung & Yulandari, 2017), the stages in a person's career development are growth ranging from 4-13 years, exploration 14-24 years, establishment 25-44 years, maintenance 45-64 years, and disengagement 65 years and above. Attitude readiness is needed for a good career planning and exploration while knowledge is associated with a person's ability to make decisions and access information related to work (Malik, 2015). However, only a few employees have career maturity even though they have completed their education and worked in accordance with respective field. According to Jatmika and Linda (2015), one of the individual difficulties is career choice and being confused about where to work after graduating from college, while career maturity constitutes one of the causes of confusion in finding a job. An individual with good career maturity will be able to make plans and prepare to enter the selected career (Dewi, Hardjono, & Nugroho, 2013).

Employees at Sharia Savings and Loans Cooperative (KSPPS) BTM (Baitul Tanwil Muhammadiyah) West Sumatra have been working for a long time, precisely since the beginning of its establishment in 1996. They survived for decades even with substandard salaries, until 2019 when it was increased by the management in accordance with the minimum wage for the province. One month after this increase, the COVID-19 pandemic started in Padang City in early February 2020 (City Government Padang, 2020). This pandemic first appeared in Wuhan City, China, and then spread worldwide (Michael W. Rabow MD, 2021).

BTM West Sumatra is one of Muhammadiyah's business entities in the economic and financial fields. The management is based on Islamic microfinance institutions with cooperative legal entities. Moreover, its function is as a financial service in the form of a trustee, investment manager, payment traffic provider, and distributor of benevolent funds (Muhammad Syafi'i Antonio, 2001). Since its establishment on September 9, 1996 with the previous name BMT, it has recorded initial assets of IDR 2.7 million from zakat collected by Muhammadiyah through the founders, and in December 2019, its assets had reached Rp. 26 billion (BTM West Sumatra, 2020). The company's survival certainly can not be separated from the support of Muhammadiyah leaders, the community, as well as the hard work of the administrators and managers. This is because, community-based cooperatives find it difficult to survive and develop. The administrators and managers from the beginning have succeeded in laying the foundations for development, although historically there have also been dynamics that might be used as lessons and considerations for future policies.

Studies on career maturity among new employees are rare but common among college students. Although employees are already working, some are dissatisfied with their jobs, hence, they resign and look for new jobs. This is probably due to career maturity, salary, work climate, relationships between co-workers, and others. This implies that employees need optimal career stability and maturity to plan and make better career choices in the future. Therefore, investigation on career maturity among BTM employees is important. This will determine the relationship with self-confidence of employees in West Sumatra. Marpaung & Yulandari, (2017) explained that Vocational High School students have better career maturity compared to those of Senior High School. These results indicate that an individual in an educational institution with a clear job description tends to have a

better career maturity. This is rational because majors such as psychology, education, and medicine, allow people to have a clear description of suitable jobs available for them to pursue. For example, there are many employees from various companies, including BTM, who continue to work even though their income is inadequate. Several individuals are dissatisfied with their jobs and will be confused about what profession to pursue after they grow up. This problem is often found in individual employees which are not focused on their work and trade while working, hence, their main tasks are often neglected. Subsequently, they work with low motivation and feel less confident about the job. This suggest the need to determine how career maturity relates to the confidence of BTM employees during the COVID-19 period in Padang City.

Taylor (Wahyuni, 2014) stated that self-confidence is an individual's belief in the inherent skills to achieve the desired goals in a profession. Furthermore, (Vandini, 2016) explained that individuals with good self-confidence tend to have a special source of strength that can promote existing energy to achieve success, while Lauster (Purnamaningsih, 2003) mentioned that the signs of this character include being independent, tolerant, unselfish, optimistic, bold, ambitious, self-reliant, and composed. Lauster (Yulianto, 2006) also stated that self-confidence is a feeling or attitude of trust in inherent abilities, which prevents an individual from being anxious but rather encourage freedom of expression, taking responsibility for various actions, cheerful and polite in socializing with other people, as well as having the motivation to excel. Moreover, Ghufron & Rini (Komara, 2016) reported that self-confidence is a personal dimension consisting of belief in the strengths, skills, and abilities. Individuals with this attitude are generally confident in their abilities. The study conducted by Asiyah in (Simatupang, 2019) on 131 new students at the da'wah faculty of IAIN Sunan Ampel Surabaya showed that there is a positive and significant correlation between self-confidence and learning independence. The results illustrate that a person's self-confidence can affect learning independence in attending lectures as a new student.

Another study conducted by Lenggono (Simatupang, 2019) on 86 of 8th-grade students at PGRI Junior High School 1 Kediri, also found that there is a positive and significant relationship between self-confidence and learning independence. This shows that the higher a students' self-confidence, the higher their learning independence, and vice versa. When students have high self-confidence, they can act, behave, and make good decisions in various situations when socializing with the environment, both at school and in the community.

Self-confidence in individuals can be influenced by 2 (two) factors according to (Khairiah et al., 2015), namely internal and external, these include (1) self-concept, (2) self-esteem, (3) education, and (4) experience. Meanwhile, Ignoffo in Megawati (2010) divided the characteristics of individuals with low self-confidence into 6 aspects, namely (1) negative judgment, (2) perfectionist, (3) easy to surrender and despair, (4) narrow-minded, (5) worried/anxious, (6) felt victimized.

Career maturity also influenced people experiences during the COVID-19 pandemic. Individuals already know the right steps to progress in their careers, both from their experiences as well as villagers or seniors who migrated earlier. By seeing their seniors succeed as city employees who might work for BTM, juniors or individuals are also motivated to join the profession. This is in line with Seligman (Aquila, 2012) which stated that career maturity is important for human life to increase competence, and the realization of careers related to direction, self-reliance, careful planning, commitment, motivation, and self-efficacy. Therefore, it can shorten the waiting period for individuals

to find a profession. High career maturity also allows employees to have a positive perception about their profession (Partino, 2006).

This study aims to describe an overview of the career maturity among BTM employees during the COVID-19 pandemic in relation to their self-confidence in the sharia economy of Padang City. It was conducted because the individuals are currently in the career exploration stage, which comprises how to obtain information about their abilities, interests, talents, and the suitable environment. The results are expected to provide benefits in the form of information about career maturity and self-confidence. This is useful for individual development in preparing for future careers.

Study Methodology

Study Design

This study used a quantitative descriptive method, in accordance with the objectives, namely to describe the career maturity of employees at BTM in Padang City. Data were obtained from the respondents and the detailed scores were entered into groups according to the range and classification of scores as well as based on the provisions of standardized scales and norms.

Respondents

The study population was all employees of BTM in West Sumatra totaling 39. This was determined using the total sampling technique, because the sample is below 100 and all were used as the main respondents.

Instrument and Reliability

The instrument used was a career maturity scale (Career Maturity Scale/CMS) which consists of 51 statement items. This is arranged based on the dimensions of career maturity, namely Planning, Exploration, Decision Making, and World of Work, according to Thompdon *et al.*, (1981). The validation value of the scale was 0.59, while the reliability was 0.91.

Table 1 Reliability Test Results of Career Maturity Scale

Cronbach's Alpha	N of Item
0,91	51

Source: SPSS 17

As shown in Table 1, the career maturity reliability coefficient was $r = 0.91$, this is consistent with Azwar (2012), which stated that the reliability coefficient is in the range of 0 to 1.00. The closer the value to 1.00, the higher the reliability and vice versa.

Self-confidence is a description of a person's attitude or belief about inherent abilities, strengths, and weaknesses. The measurement scale was based on the theory proposed by Idrus and Rohmiati (Simatupang, 2019) which comprises independence, ambition, collectivism, optimism, and tolerance. The scale consists of 40 statements divided into two parts, namely 20 favorable and 20 unfavorable. Based on the validity test results with the corrected item-total correlation method, valid items with a value of r start from 0.322 to 0.657. Meanwhile, the reliability coefficient was 0.887 for valid items obtained by

utilizing Cronbach's Alpha formula. This means that the compiled scale is reliable, and it can be accounted for to be used in expressing self-confidence.

Table 2 Reliability Test Results of the Confidence Scale

Cronbach's Alpha	N of Item
0,887	60

Source: SPSS 17

As shown in Table 2, the self-confidence reliability coefficient was $r = 0.887$, this is consistent with Azwar (2012) which stated that reliability is good when the coefficient is within a radius of 0 to 1.00. This implies the closer the score to 1.00, the higher the reliability. Therefore, the reliability coefficient score of the self-confidence scale r is equal to $r = 0.887$.

A total of four tests were conducted in this study, namely the normality, linearity, and correlation test (hypothesis). Furthermore, the product-moment correlation analysis method from Pearson was used with the SPSS 17 for the windows program.

Data analysis

The data were analyzed through descriptive statistical steps, namely by carrying out the scoring process, then entering the results obtained in the data classification determined by calculating a hypothetical score, therefore, the respective scores that represent each condition of respondents was found. More specific statistical analysis was not used, because it does not test the hypothesis and variables.

Results and Discussion

Based on the results, there was a relationship between career maturity and the self-confidence of BTM employees. The linearity test was used to determine the relationship between each variable, while the F-test was used to find the linear relationship with self-confidence. The presence or absence of a variable relationship can be observed from the opportunity for error (p) through the price (f). Furthermore, the relationship between the two variables is linear when $p > 0.05$ and non-linear when $p < 0.05$. The linear test used was ANOVA and the aim was to determine whether or not there is a correlation between career maturity and the self-confidence. The results presented in Table 1 shows that there is a linear relationship between career maturity and the confidence of BTM At-taqwa employees in the province the COVID-19 period.

Table 3. Linearity Test of Career Maturity Relationships on Self-Confidence of BTM Employees

	Sum of Squares	Df	Mean Square	F	Sig.
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	(Combined)	2701.456	25	108.058	.889	.615	
Confidence * Career maturity	Between Groups	Linearity	864.345	1	864.345	7.114	.019
		Deviation from Linearity	1837.111	24	76.546	.630	.842
	Within Groups		1579.467	13	121.497		
	Total	4280.923	38				

The table shows the output of the ANOVA results where the significant value is 0.000 which is less than 0.05 ($0.019 < 0.05$). This shows that career maturity and self-confidence have a linear relationship, therefore, the study assumptions related to linearity are fulfilled.

To be more specific, the relationship between career maturity and self-confidence of BTM employees is also seen from five indicators, namely: career planning, exploration, decision making, information on the world of work, and knowledge of preferred workgroups.

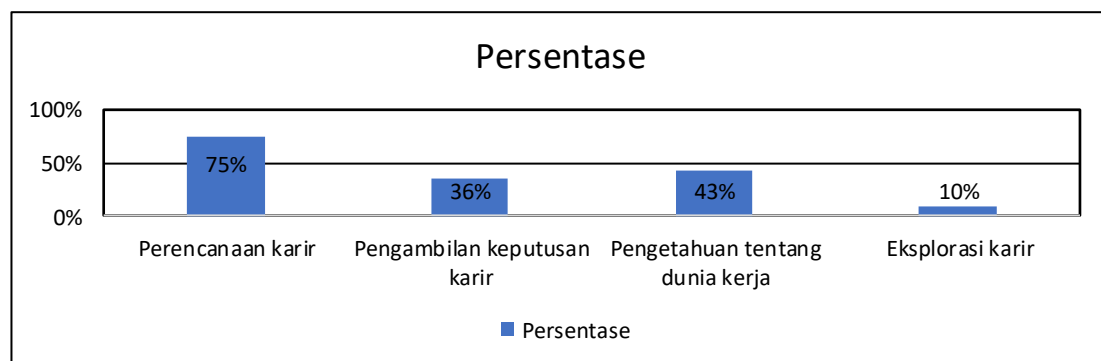


Figure 1. Percentage Diagram of Career Maturity Dimensions with the confidence of BTM Employees

Based on the diagram above, the highest percentage of career maturity is in planning, which is 75%, followed by decision making 36%, and knowledge about the world of work 43%. This shows that in general, employees already have a fairly good and adequate career planning, but their knowledge about the world of work must be increased because it is still less than 50%, while the career decision making which is also less than 40% need to be improved. Coaching by attending training is needed for an additional insight in making career decisions but for career exploration, it has a low percentage of only 10%, in other words, this indicator is still lacking.

This is in accordance with the results and the opinion of Taylor (Wahyuni, 2014) which stated that self-confidence is an individual's belief in the inherent skills to achieve desired goals. Lauster (Purnamaningsih, 2003) explained that the signs of self-confidence include being independent, tolerant, selfless, optimistic, not shy, ambitious, self-reliant, and composed. Furthermore, Lauster (Yulianto, 2006) stated that self-confidence is a feeling or attitude of trust in the abilities that exist in an individual, not anxious, have freedom,

taking responsibilities for actions, cheerful and polite in socializing with others and having the motivation to excel.

This achievement motivation awakens the type of individual character in the social life, thereby making the individual an actor in modifying their behavior (Alfaiz, et al. 2019b) because they have confidence and believe in their abilities in daily activities to achieve goals with full consideration (Alfaiz, et al, 2019a; 2021).

The characteristics of individuals who have a strong sense of self-confidence, according to (Patoran, 2010) are as follows. 1). Recognizing abilities and having self-competence, not expecting recognition, praise, respect, and acceptance from others. 2). Do not show conformity behavior to be accepted by other groups of people, 3). Dare to be yourself, and be tolerant of the rejection of others, 4). Able to appropriately control themselves (stable mood and emotions). 5). Having an internal locus of control or able to see success or failure, related to the efforts made, not easily discouraged by circumstances and fate, as well as not dependent on help from others. 6). Have a positive view of oneself, others, and the environment. 7). Have personal realistic expectations, and when they are not achieved, the person still evaluates himself positively and the conditions experienced.

Conclusion

BTM West Sumatra employees have high career maturity, this indicates that they already have solid self-confidence during the COVID-19 period. However, they have not made efforts to explore the planning aspect of career maturity, and lack information about potentials, interests, talents as well as knowledge about careers and the environment owned by individuals with the aim of better career development. This certainly affects the maturity of their careers after they work as employees. The results of the correlation test on show that there is a significant positive relationship between career maturity and the self-confidence of employees.

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