

Occupational Self-Efficacy for Mental Health Student Worker: A Preliminary Study

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Abstract

Background: Mental health problems may affects employee. Consequently, reduced productivity at work. Separate results and conclusion. Organization requires prospective employees who have healthy behavior in which consists of internal and external factors. One of those internal factors is occupational self-efficacy. Occupational self-efficacy is commonly defined as the belief in one's capabilities to achieve a goal and solving the problem in workplace. The purpose of this study was to identify the factors that contributed to occupational self-efficacy among student workers of Balai Besar Pengembangan Latihan Kerja Semarang.

Method: Focus group discussions were conducted with 49 student workers. 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: Research found the indicators of occupational self-efficacy, there are the ability to: plan the future which identified by having life goals, know our potential and being confidence; solved the problem which identified by knowing inside-outside obstacles and face the challenge; self adjustment which identified by being able to adapt with task and environment; planning future which identified by confidence in all life task and skill, also career planning which identified by have good teamwork and understand the factors of successful in worked.

Conclusion: Five main themes were identified, which described factors student worker 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

Keywords: occupational self-efficacy, mental health, student worker.

1. INTRODUCTION

ASEAN countries currently have workers that are more varied, especially in terms of expertise and level of professionalism. Variations of professionalism, requires a clear guidance in order to create a global standardization. AEC has prepared a blueprint which addresses the special arrangement of skilled labor or the workers who have the knowledge, skills and expertise in their fields acquired through education and work experience.¹

Workers competitiveness is one aspect that is important in an organization/company. But quite unfortunate for their vocational schools can only produce the workers needed in the industrial world but are not in competition of AEC employment.

Minister of National Development Planning (PPN) / Head of Bappenas Sofyan Djalil in his speech at the Human Capital Development Forum at Le Meridien Hotel, on Wednesday (25/05/2016) stated that nowadays, it is required to reform education in vocational schools (SMK) by strengthening the skills training.²

Related to the human resources that play a role in the organization, chairman of the Indonesian Textile Association (API) Ade Sudrajat said that the condition of human resources in Indonesia is still experiencing adversity because there are much unemployment. Data from the Investment Coordinating Board (BKPM), the age of unemployed at most 17 years old.³ Seeing the results of Unemployment Rate (TPT) released in Central Java

in February 2014 with the condition of the working age as many as 24.98 million people and total labor as many as 17.72 million people, there was as much as 5.45 percent or 965 thousand residents who are unemployed or job seeking, compared with the condition of last year, TPT is slight decreasing of 0.06 percent (TPT February 2013 amounted to 5.51 percent or 963 thousand people), although in absolute terms the number of unemployed increased by 2 thousand.⁴ Most of the unemployed in the city of Semarang, the educational background of senior high school (SMA) and equal, then junior and equal, diploma 3, and scholars. Balai Besar Pengembangan Latihan Kerja (BBPLK) is a regional government institution in Semarang Central Java that implement vocational training for young unemployed or job seekers, especially in the industrial field. 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. Based on interviews with one of the BBPLK clerks stated that quite a lot of teenagers who have graduated from BBPLK however difficult to determine the interest of work field and the ones whose already working chose to resign from work, and thus there are will return to unemployment.

The high unemployment in Indonesia, which is the highest compared to other ASEAN countries, is a challenge which is disguised unemployment. The government has sought to improve the quality of formal education coupled with a mastery of the field of technology and information, but much labor cannot last long in the job at companies for reasons of inconsistent with their passion. Maintaining employee in the company is a matter that is quite complicated because 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 influence individuals themselves such as mental health.

The high turnover in employees showed lower mental health of employees associated with work productivity of the company. In one study explained that complexity of jobs, job security and leader control, successively affect an individual's mental health reflected in one's performance.⁵

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, show that a nationally representative study of Americans ages 15 to 54, reported that 18% of those who were employed said they experienced symptoms of a mental health disorder. As a result, mental health disorders often go unrecognized and untreated, it is also reducing productivity at work. Health psychologists have demonstrated that individual's thinking and belief can either increase the risk of disease on the one hand or restore health and composure on the other. Perceived self-efficacy is again people's beliefs about their capabilities to produce designated levels of performance that affect their lives.⁶

Individuals in work requiring psychological competencies that will make the development of its capacity. One of the psychological competencies that must be considered is the personality. Bandura⁷ explained that one domain of personality within the individual is self-efficacy. Specifically, it refers to a person's belief in the ability to complete the task successfully.

Self-efficacy in the domain of work is called occupational self-efficacy, this occupational self-efficacy will affect the individual in face the task and the ability to adapting in a given situation. Schyn and Collani⁸ use the term in the context of the organization to assess the individual self efficacy in their ability to complete tasks in different organizational levels. Individuals with low self-efficacy will despise their ability and often inefficient in doing the job.⁹

The purpose of this study was to find factors (as viewed by student worker) which form occupational self-efficacy. It is predicted that occupational self-efficacy will influence the mental health related to the student workers' competence and self-confidence in facing the tasks.

2. METHOD

Participant

Participants were 49 students worker who were randomly selected based on the age range of 17 – 24 years and joined the training for at least 2 weeks in Balai Besar Pengembangan Latihan Kerja (BBPLK) Semarang, with collected the informed consent.

Data Collection Method

This study employed a descriptive qualitative approach through *Focus Group Discussion* (FGD) methods with structured interviews which were conducted as a data collection method. Four sessions of group of participants were conducted in 4 days. The first two sessions were basically used to extract information from the participants. The third session came as a follow-up meeting aimed at clarifying all the unclear aspects and issues raised during the first two sessions so as to create a concrete understanding of the situation. During the third-round meetings in order to enhance validity offered parts from transcripts, with field-notes. The fourth session was mainly about validating the information with respondents and obtaining their views about the data that was gathered.

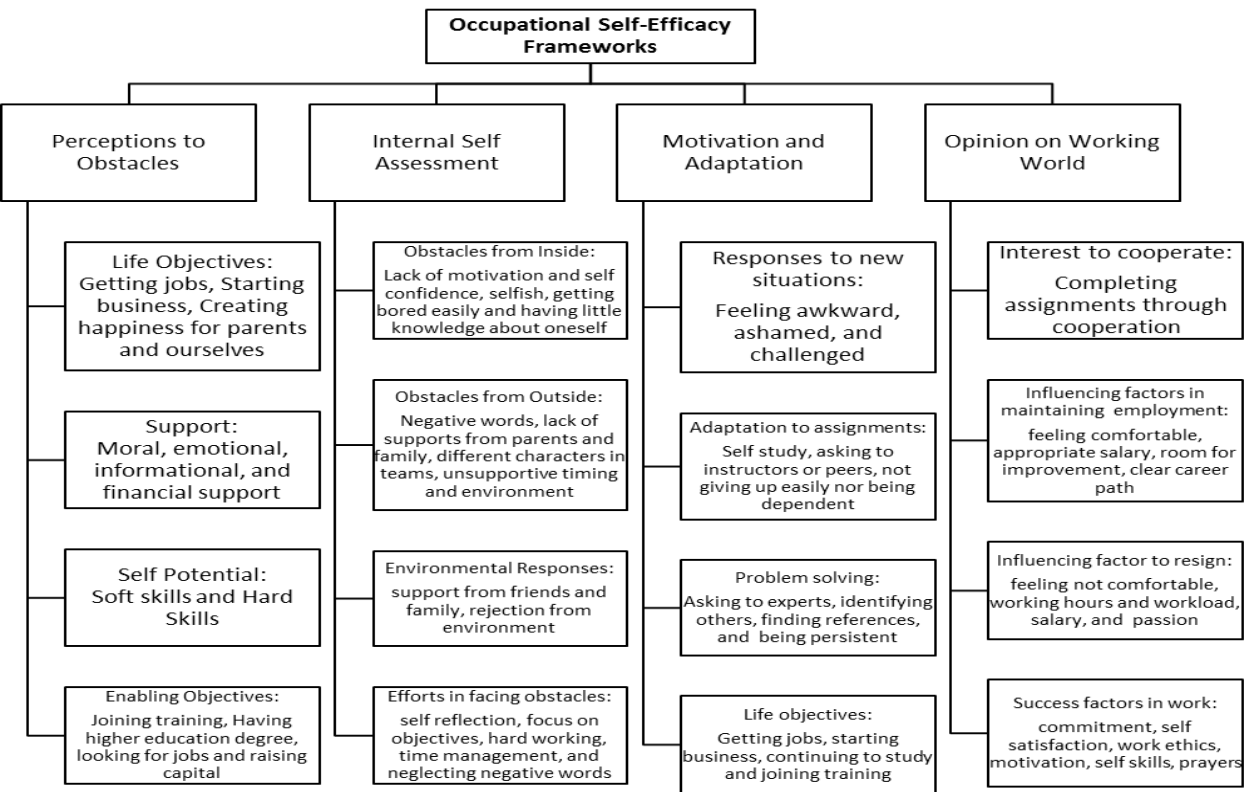
Data Analysis

Framework analysis method was used to analyze the data. According to Ritchie and Lewis¹⁰, this approach gives rise to a hierarchical thematic framework which is then used to classify data according to key themes. The FGD process, produce descriptive result which contains subjects opinions and feelings about job difficulties, effort to adapt with job tasks, adapt with work environment, and their view of the future. This result then analyzed with classified them for finding the major themes.

3. RESULT

Five major themes regarding occupational self-efficacy of student worker can be seen in Table 1. These themes were (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.

Figure 1. Diagram Framework of Occupational Self-Efficacy in Student Worker



Major themes and details were shown in Table 1 and described as follows:

Table 1 Major Themes of Occupational Self-Efficacy

Major Theme/ Aspect	Superordinate Theme/ Indicator
1. The ability to plan the future	a. Have life goals and ways to achieve it b. Know ourselves potential c. Have confidence to be a better individual

2. The ability in problem solving	a. Know the inside obstacles b. Know the outside obstacles c. Have efforts to face the challenge d. Able to find the solution in problem solving
3. The ability of adjustment	a. Able to adapt with new task b. Able to adapt with new environment c. Respond the environment support positively d. Have future life plan after join BBPLK training
4. The confidence in the future success	a. Confident to continue the education b. Confident to be successful in the working field c. Confident to our own ability
5. The ability in career planning in organization	a. Have a good teamwork b. Able to survive in various working situation c. Understand the successful working factors d. Have confidence in finishing the task

4. DISCUSSION

In this study, 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. According to Menninger, mentally healthy 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.¹¹

One study found that work productivity influences the formation of a mental health worker.¹² Then the results of other studies mention that the nature of stressful work can hinder one's mental health, unless it is supported by the formation of a high self-efficacy and also high social supports.¹³

Expectations of respondents enroll in BBPLKI is to be accepted in the working field. Majority of respondents had never worked at the company yet. A study of two independent samples of students as many as in 1334 and professional workers as many as 233, found that hope is an essential resource for proactive career development and that there is 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.¹⁴

Respondents, who have confidence in their abilities, will show confidence in solving problems in any given tasks. Individuals will be able to recognize their obstacles both inside and outside of themselves so that they are would be able to measure the extent to which they are can complete a task. A study says that the 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.¹⁵

For young workers, the thing that is often experienced is boredom or feeling inability to adapt in a job, so they are tended difficult to innovate. A study says that when building

relationships and communication is established, it will affect the adjustment on expatriate workers.¹⁶ High occupational self-efficacy is characterized by an individual's ability to adapt for new tasks and new working environment. A study of 134 expatriate workers in multinational companies in Malaysia, found no direct impact on the result of intelligence in understanding foreign cultures, social interactions to the adjustment of work. A good work adjustment can have a positive effect on the completion of the task and contextual performance.¹⁷

A study on 395 Korean-Chinese workers and Han-Chinese in Korea, found that working conditions, power distance, and social support have a significant impact on the employment adjustment.¹⁸ People can be said to be able to adapt when they are able to respond positively to the social support of the work environment. By training in BBPLK, then the respondent will be more 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 are optimistic and under high control, which illustrates that motivates people to try harder for a positive outcome can be successful or not, depending on the context.¹⁹

A study using two samples from the 1979 National Longitudinal Survey in Youth (NLSY79), a data from the United States, with multiple-choice approach, which found that a positive attitude and optimism 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 the amount of wages.²⁰ Lopes and Synder²¹ found optimism is an expectation that there are individuals that everything will work towards goodness. At the student workers, 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.

Respondents describe that one motivation to enroll in BBPLK, is to increase the self-capacity, and one capacity in the field of work is the ability to plan his career in the organization. Mature career planning form, characterized by the ability to survive in a stressful work situation. A study

showed that self-efficacy could be mediating between job stress and burnout. The higher the stress of work, with high self-efficacy, then the individual can avoid the burnout.²²

Explained further that the self-management of interpersonal relationships, professional achievements and commitment to work is very important in the development of individual career.²³ Someone with a good career planning will be able to analyze the factors that can support or hinder the success of the work, be familiar with their personal capacity, and has the ability to work in teams. Based on research on careers explained that there are a number of major factors in an individual's career plan, which includes elements of insight and understanding of development needs, and understanding the nature and character of others.

This study has some limitations. The results of this study cannot be generalized to all BLK in Semarang. It is possible that the method and tool of occupational self-efficacy differ from one BLK to another. The findings of the study will help student worker to reach their goal, having confidence to be able for achieve good performance. A better way to increase occupational self-efficacy among students worker is by making module training based on the five major themes. Training allows the student worker 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, and its characterize of mentally healthy in work. 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.²⁴ The next study for advanced research is validity test for self-capacity scale and design the module of occupational self-efficacy, then correlation test in experimental design.

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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