

THE INFLUENCE OF SELF-CONCEPT ON CAREER MATURITY OF ADOLESCENT MEMBERS OF YOUTH ORGANIZATION IN KALIBOYO VILLAGE

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ABSTRACT

This study aimed to explore the influence of self-concept on career maturity of adolescent members of youth organization's members in Kaliboyo village, Tulis sub-district, Batang Regency. The subjects of this study were 75 adolescent members of youth organization in Kaliboyo village, Tulis sub-district, Batang Regency taken by total sampling technique. The data collection technique used a closed-ended questionnaire model with a Likert scale. The data analysis technique in this study was conducted by simple linear regression. The result of the study showed a value of $p=0.000$ ($p<0.05$) which means there were positive and significant influences of self-concept on career maturity of adolescent members of youth organization's members in Kaliboyo village, Tulis sub-district, Batang Regency in 2019. The result of the regression test showed that the contribution of self-concept on career maturity was 15.7%.

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1. Introduction

Career is one of significant things in someone's life. Career may be related to certain education field, job or profession. People will be faced with some career choices in order to support and improve their welfare. The right career choice is expected to make people are able to fulfill their need as well as their family. According to theory of career development stated by Super (in Riady, 2014:2), career selection in order to reach a good career maturity is usually started when students are in eleventh grade. It because, in this stage, students get into the exploration phase of the crystallization period. In this phase, the students start to identify the appropriate opportunity and level of work as well as implement the carrier selection by choosing appropriated education and training, so that they get their desired jobs. In order to gain appropriate education and training, they are required to choose an educational institute in accordance to their desires and interests. High school phase is teenage period. In this period, career development gets along with age development and experiences a significant dynamics.

Ideal career condition supposed to be owned by high school students is choosing and planning appropriate career, it requires career maturity first which covers knowledge of job, ability to choose a job, and ability to plan the steps to reach the expected career. This is in the same line with the study by (Hurlock, 2004) that high school students begin to think their future seriously. It is expected that the adolescents are able to choose an appropriate career, in this case is their decision about further education. Students needs a good level of career maturity, since the career maturity will influence their career selection quality. In this phase of age, the adolescents are supposed to have a mature career readiness in order to reach their responsible development and own a mature self-concept.

Self-concept owned by adolescents will develop continuously. The wider adolescents association in getting to know their environment, the more experience the adolescents get in choosing their career. Adolescents' ability in valuing and comprehending themselves will help them to determine further steps which is choosing an appropriate career. Therefore, it can be inferred that adolescents who have known

and comprehended themselves well and chosen a good self-concept, will be able to plan their career choices well too. The problem that is faced by young generation nowadays is related to jobs and the lack of comprehension about the existing jobs (Silitonga, 2017).

The result of observation and interview by the researcher with one of public figure in Kaliboyo Village, Tulis sub-district, Batang Regency, showed that there are a lot of adolescents who determine future career hardly. In fact, one of parents' hopes which is adolescents are able to choose job or carrier in accordance to their majors or schools is not accomplished yet. There are a lot of adolescents experience difficulties in choosing study program in higher education, the jobs they choose also does not fit their abilities and desires. The coach of youth organization in Kaliboyo village Tulis sub-district also reveals that there are a lot of adolescents are confused in choosing whether continue to have further education or get a job after graduating in high school. It arises a great number of adolescents who do not work seriously or even jobless adolescents.

A study conducted by Nuzha (2010), with 67 respondents as the sample and uses Pearson's product moment correlation data analysis reveals that there is a positive and significant relation between self-concept and career maturity. Value of $r=0.493$ and significant level $0.000 < 0.01$. The higher the self-concept level, the higher career maturity is and vice versa.

It against the result of study conducted by Pratama and Suharnan (2014), which shows that there is no relationship between self-concept and career maturity, with $r=0.033$ and significant level $0.736 > 0.01$. This finding shows that self-concept does not have relationship with career maturity of high school students. It means that the higher the self-concept is not followed by career maturity of students. Regarding to the importance of self-concept in gaining career maturity and the importance of career maturity itself for students, the researcher is interested in conducting this research.

The definition of self-concept has been defined by many experts. Hurlock, as quoted by Ghufroon and Risnawati (2012:13), states that "self-concept is someone's description of himself which is a combination of his belief of physic, psychology, social, emotional, aspiration, and achievement he has been accomplished". Carducci (2009:458) defines "self-concept as individuals' assessment of their characteristics and personality". William D Brooks (in Rakhmat, 2011:98) defines self-concept as "*those physical, social, and psychological perceptions of ourselves that we have derived from experiences and our interaction with others*".

Super (in Gonzalez, 2008) reveals that career maturity concept shows career development level, stage achieved in the career development continuity from the exploration stage to the decline stage. Career maturity is seen as career age, which conceptually, is the same as mental age. Moreover, career maturity is a primary concept of theory of Super (Life Span Theory), revealed from its success in perfecting between ages and stages in developmental assignments across the span of life.

2. Methods

The subject of this study was adolescent' members of youth organization Kaliboyo village in Batang regency. A population of 75 students was taken by total sampling technique. Data collection technique used closed-ended questionnaire model with Likert scale. Technique of data analysis was conducted by simple linear regression.

This study used inferential research. Inferential research refers to a research that tests a hypothesis and relates one variable with other variable (Soesilo, 2018:73-74). Subjects that included in inferential research is a lot incorporated in the population. Since there was a limitation in this study, the researcher took the subject by sampling. The sampling followed the rule of probability sampling, so that the sample can represent characteristics of individuals in the population.

3. Findings and Discussion

The first description of data on this study findings is about self-concept. The calculation result of self-concept of adolescent' members of youth organization in Kaliboyo village, Tulis sub-district, Batang regency showed the mean score of 104.0 and standard deviation 16.0. The lowest score was 62.0 and the highest score was 142.0. The result was described as follow (see Table 1).

Table 1
Description of Self-concept Variable

| Mean | SD | Minimum | Maximum |
|-------|------|---------|---------|
| 104.0 | 16.0 | 62.0 | 142.0 |

Frequency distribution of self-concept of adolescent members of youth organization in Kaliboyo village, Tulis sub-district, Batang regency could be seen as follow (see Table 2).

Table 2
Frequency Distribution of Self-Concept

| Self-concept | Score | Frequency (person) | Percentage (%) |
|--------------|-------------------|--------------------|----------------|
| Very low | 37.0 < x < 64.8 | 1 | 1.3 |
| Low | 64.8 < x < 92.5 | 19 | 25.3 |
| High | 92.5 < x < 120.3 | 42 | 56.0 |
| Very high | 120.3 < x ≤ 148.0 | 13 | 17.3 |
| Total | | 75 | 100.0 |

Table 2 showed that 1.3% respondents had very low self-concept, 25.3% in low category, 56.0% in high category, and 17% in very high category. So, it can be inferred that most of self-concept of adolescent members of youth organization in Kaliboyo village, Tulis sub-district, Batang regency was in high category.

The second result of calculation is career maturity. From data, career maturity of adolescent members of youth organization in Kaliboyo village, Tulis sub-district, Batang regency showed that the mean score was 118.8 and standard deviation was 12.4. The lowest score was 92.0 and the highest score was 146.0. The result could be seen in Table 3.

Table 3
Description of Career Maturity Variable

| Mean | SD | Minimum | Maximum |
|-------|------|---------|---------|
| 118.8 | 12.4 | 92.0 | 146.0 |

The frequency distribution of career maturity of adolescents' members of youth organization in Kaliboyo village, Tulis sub-district, Batang regency was as follow (see Table 4).

Table 4
Frequency Distribution of Career Maturity

| Career Maturity | Score | Frequency (person) | Percentage (%) |
|-----------------|-------------------|--------------------|----------------|
| Very low | 41.0 < x < 71.8 | 0 | 0.0 |
| Low | 71.8 < x < 102,5 | 10 | 13.3 |
| High | 10.5 < x < 133.3 | 58 | 77.3 |
| Very high | 13.,3 < x ≤ 164.0 | 7 | 9.3 |
| Total | | 75 | 100.0 |

Table 4 showed that 0.0% respondents had career maturity in very low category, 13.3% in low category, 77.3% in high category and 9.3% in very high category. It could be inferred that most of career maturity of adolescents' members of youth organization in Kaliboyo village, Tulis sub-district, Batang regency was in high category.

Before the hypothesis testing was carried out, it was conducted an analysis of requirements tests, including the neutrality test and linearity test. Sample normality tests were conducted by using Lilliefors or Kolmogorov Smirnov (Sudjana and Ibrahim, 2001). Testing data in this study used a computer help. The result of Kolmogorov Smirnov test could be seen in the appendix and the summary could be seen as below (see Table 5).

Table 5
Summary of Sample Normality Test ($\alpha=0,05$)

| Variable | p | α | Conclusion |
|-----------------|-------|----------|------------|
| Self-concept | 0.611 | 0.05 | Normal |
| Career maturity | 0.375 | 0,05 | Normal |

The results in table 5 shows that all variables are higher than the significance level of 0.05 or the probability ($p>0.05$), so that it could be interfered that the data of all variables has a normal distribution.

The next analysis requirements is the data has to be data from homogeneous sample units. Then, homogeneity test was conducted and the result of homogeneity test from sample could be seen as follow.

Table 6
Result of Homogeneity Test

| Levene Statistic | df1 | df2 | Sig. |
|------------------|-----|-----|------|
| 10.605 | 2 | 71 | .000 |

Table 6 showed that *levene statistic* was 10.605 with probability (sig.) 0.000. Probability value showed higher score than significance level $\alpha=0.05$. Therefore, the data were taken from every sample unit with a homogeneous variation.

Before conducting linear regression analysis, it was needed to carry out linearity test of correlation between independent and dependent variable (X-Y), which were correlation between self-concept (X) and (career maturity). The linearity test used a computer help. The result of simple regression analysis and linearity test showed that the score of F was 13.570 with probability 0.000. Since the score of p was lower than significance level 0.05, it could be said that self-concept (X) with career maturity (Y) did not diverge from linear line. The graphic of correlation between X and Y could be seen as follow (see Figure 1).

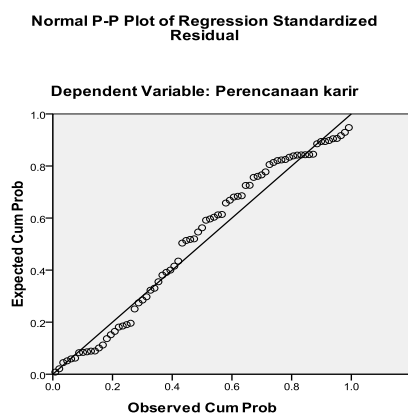


Figure 1.
Correlation between X and Y

The result of partial hypothesis test with the help of computer showed the value of t count was 3.484 with probability score (sig.) 0.000. The probability score was lower than significance level (0.05). So, it can be inferred that the influence of X on Y was accepted. It showed that H_a partial that said there was a contribution of self-concept on career maturity that was accepted with regression correlation $Y = 86,942 + 0,306 X$ (see Table 7).

Table 7
Result of Partial X Test

| Source | Coefficient | R | r ² | T _{count} | Sig | |
|--------------|-------------|-------|----------------|--------------------|-------|----------------------|
| Constanta | 86,942 | | | | | |
| Self-concept | 0,306 | 0.396 | 0.157 | 3.684 | 0.000 | Positive Significant |

Analysis described in table 7, means that value of Constanta 86.942 revealed that if there was no self-concept, then the value of career maturity was 86.942 point. Value of coefficient regression 0.306 revealed that every one point increment of self-concept, then there will be increment of career maturity 0.306 point. Correlation coefficient value between X with Y was 0.396. Since the correlation value was positive, it can be concluded that there was a positive relationship between self-concept and career maturity of adolescent members in Kaliboyo village, Tulis sub-district, Batang regency. Higher self-concept would increase adolescents' career maturity. Table 7 showed R Square (r^2) value was 0.157 which mean effective contribution from self-concept variable to career maturity (Y) was 15.7%, 84.3% was caused by other factors. Based on description above, it was inferred that there was a positive and significant influence of self-concept on career maturity of adolescent members of youth organization in Kaliboyo village, Tulis sub-district, Batang regency. It means that the increment of self-concept would be followed by the increment of career maturity.

The result of this study showed that self-concept of adolescents had a positive and significant influence on career maturity with correlation score 0.396. It showed that the adolescents with high self-concept had high career maturity. This study got along with the study conducted by Elimiani (2008) about contribution of self-concept to career maturity on high school students. The result obtained from that study was self-concept had positive and significant contribution of career maturity on the eleventh grade students in SMA Negeri 10 Bandung in academic year 2007/2008. The finding also shows that self-concept had a vital role towards students' career maturity. The more positive self-concept owned by students, the career maturity will be higher.

An individual with good self-concept, will be able to know himself, has subjective point of view towards his potency to prepare an education and career, as well as evaluate himself to find out weaknesses and strengths that he owned. If it is related to career maturity, self-concept helps individuals to comprehend career that fits them, so that it lead them in considering various choices of existing carrier. According to Muhith (2015), individuals who have positive self-concept, have optimistic personality, confident and have positive attitude. Individuals will see positive things that they can do to achieve a successful future, which is career. It helps a lot in career maturity.

Shertzer and Stone (in Winkel & Hastuti, 2005) mentions internal factors that influences individual's career maturity, such as value of life, intelligence level, certain talents he owned, interest, characteristics, knowledge about certain fields of jobs and constitution. Introducing self-concept to adolescents was needed to find out talents, interests and physical states of them. The adolescents could see their description related to talents, interests, abilities and physical appearance through self-concept they owned.

Self-concept that is owned by someone becomes a consideration to choose a job. Super (in Winkel & Hastuti, 2005) argues that selection of career usually involves someone's consideration in terms of his ability with the ability that is required in any jobs. Knowing and assuring interests, talents and ability can help students in choosing an appropriate career. A career selection in accordance to adolescents' personalities supports the expected career maturity achievement.

4. Conclusion

Based on the result of study, there are a significant influence of self-concept on career maturity of adolescent members of youth organization in Kalibobo village, Tulis subdistrict, Batang regency. The result of study showed the score $p=0.000$ ($p<0.05$) which means there are a positive and significant influence of self-concept on career maturity of adolescent members of youth organization in Kalibobo village, Tulis subdistrict, Batang regency. The contribution of self-concept was 15.7% to the career maturity.

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