

Pengaruh Self-Esteem dan Job Search Self-Efficacy Terhadap Perilaku Pencarian Kerja pada Sarjana Baru = The Influence Of Self Esteem and Job Search Self Efficacy on The Job Search Behaviors Among Fresh Graduates

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Abstrak

ABSTRAK

Penelitian ini bertujuan untuk melihat pengaruh self-esteem dan job search self-efficacy terhadap perilaku pencarian kerja pada sarjana baru. Sebanyak 346 responden mengisi kuesioner alat ukur self-esteem (Rosenberg Self-Esteem Scale), job search self-efficacy (Job Search Self-Efficacy-Behavior) dan perilaku pencarian kerja (Job Search Behavior Scale). Pada penelitian ini, hasil penelitian menunjukkan bahwa self-esteem (= 0,194, p = 0,000) dan job search self-efficacy (= 0,499; p = 0,000) memiliki pengaruh positif terhadap perilaku pencarian kerja pada sarjana baru. Lebih lanjut diketahui bahwa variabel job search self-efficacy memiliki kontribusi varian yang unik pada perilaku pencarian kerja pada sarjana baru setelah mengontrol self-esteem.

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ABSTRAK
The aim of this research is to examine the influence of self-esteem and job search self-efficacy on job search behaviors among higher education fresh graduates. A total of 346 respondents completed a survey on self-esteem (Rosenberg Self-Esteem Scale), job search self-efficacy (Job Search Self-Efficacy-Behavior), and job search behaviors (Job Search Behavior Scale) variables. Results indicated that both self-esteem (= 0,194, p = 0,000) and job search self-efficacy (= 0,499; p = 0,000) positively influenced job search behaviors among fresh graduates. Furthermore, job search self-efficacy explained an incremental variance in job search behaviors above and beyond self-esteem. Theoretical and practical implications are further discussed.