Self-Confidence and Psychological Well-Being on Employability of Vocational High School Students

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Article Info	ABSTRACT
Article history: Received 22/10/2022 Revised 11/11/2022 Accepted 07/02/2022 **Keywords:** Employability; Confidence; Psychological well-being	This study aims to empirically examine the effect of self-confidence, psychological well-being on employability of vocational students. The subjects in this study were students of SMK Negeri 2 Langsa City (N=42). The sampling technique used cluster random sampling. This study uses a quantitative method with employability, self-confidence, and psychological well-being scales as a data collection tool. The research data were analyzed using multiple regression analysis techniques with the help of SPSS version 25.0 for windows. Based on the analysis process, the results showed that the major hypothesis was accepted, namely that there was a very significant influence on self-confidence and psychological well-being on employability. The analysis on the minor hypothesis is also accepted, namely that there is a significant effect on self-confidence on employability and there is a very significant effect on psychological well-being on employability. This finding shows that self-confidence and psychological well-being have a contribution in influencing employability of students at SMK Negeri 2 Langsa City, and psychological well-being is the most dominant factor in influencing employability

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BACKGROUND

Education is a program that does not could release in effort realize an independent and empowered Indonesian nation competitive tall (Usman et al., 2014) . Regulation Government Republic of Indonesia Number 17 of 2010 in Article 1 explains that formal education is structured education consisting of on education basic, education secondary and education high. Basic education is level education on track formal education that underlies level education medium, which is held in units of education shaped Elementary School and Madrasah Ibtidaiyah or other equivalent form as well as Becomes one unity continuation education in units' education in the form of School Intermediate First (SMP) and Madrasah Tsanawiya (MTs) or another equivalent form. tier education next is School High School (SMA) equivalent with Madrasah Aliyah (MA), School Intermediate Vocational High School (SMK), and Vocational Madrasah Aliyah (MAK).

according to Widiatna (2019) education vocational is education medium aim for prepare participant educate especially for work in field certain, in context this SMK graduates are power work level medium that has Skills or adequate competence in accordance with demands time, and ready work in business and industry. However, based on data from the Central Statistics Agency in February 2020, the School Open Unemployment Rate (TPT) Intermediate Vocational High School (SMK) is still the highest between level other education, namely by 8.49 percent. Then the biggest TPT second contributed by graduate School Senior High School (SMA) 6.77 percent, Diploma I-III 6.76 percent, university 5.73 percent, School Intermediate First (SMP) 5.02 percent, and Elementary School (SD) 2.64 percent (Central Bureau of Statistics, nd) . In 2021, according to the Central Bureau of Statistics recorded total unemployment graduate of School Intermediate Vocational on the moon February increase to 2,089,137 from 1,443,522 people in February 2020. Based on news from (Distribution of Unemployment in Indonesia, Most Vocational School Graduates, nd) accessed in August 2021, revealed that SMK graduates become contributor largest in number unemployment in Indonesia, namely by 11.45%. As for based on quoted news through page ACEHSATU in November 2020, said based on data released by the Central Statistics Agency (BPS) Aceh, the number of unemployment in Aceh in August then increase from 19 thousand people to 167,000 people, views level education at August level unemployment SMK graduates by 10.87 percent, and the number of unemployment the most located in Lhokseumawe City and Langsa City.

Employability is a psychosocial construction that embodies individual characteristics that encourage cognition, behavior and affection to improve individual abilities (Asfan, 2020). Employability is an individual's perception of his or her ability to keep working or looking for other work in accordance with the interests or desires that embody his or her characteristics (Syahdan & Nurmayanti, 2016) . Employability is ability, understanding, and personality individual, third Case it is very much needed in get job (Tentama et al., 2018).

according to Veronika (2021) and Alfitrah and Taufik (2021) there is influencing factors employability, one of them is self-confidence. Lauster (2015) explain self-confidence is nature a very decisive personality, someone who has self-confidence no feel careful by too much, he convinced will herself alone and not Becomes selfish, because that, individual the more own attitude high tolerance as well as own high ambition to his ideals. Based on research conducted by Situmorang (2019) there is connection significant positive

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Among self-confidence with employability. Apart from self-confidence, other factors that influence employability according to Shalsabila and Kadiyono (2020) is individual factors. Individual factors consist from a number of part, one of them is health and well-being one shape from well-being is psychological well-being (Angner & Ph, 2011). Kartikasari (2013) explain that for own good psychological well-being not only just free from indicator negative mental health, free from anxiety, achievement happiness, and so on, however important thing for noticed is ownership will reception self, relationship positive with others, autonomy, ability control environment, ownership will purpose and meaning as well as ability for have a sense of growth and development self by sustainable.

Based on the problems described above, research this will test influence self-confidence and psychological well-being by simultaneous to employability of vocational students is appropriate with empirical data. other than that, want known influence self-confidence to employability and influence psychological well-being to employability of vocational students separate.

RESEARCH METHODS

Subject Study

Population in research this is whole student class two mercy School Intermediate Vocational State 2 Langsa City, totaling 395 students. Research sample this is student class two mercy with major technique cooling, audio video engineering, and engineering industrial electronics. Overall total subject as many as 42 people.

Data Collection Method

The data collection method used in this study is to use a Likert model scale, which consists of an employability scale adapted from scale Tentama and Anindita (2020) with total 36 valid items with reliability of 0.886 with power different item the lowest is 0.596, the highest is 0.885 and the average power different item 0.77. Adapted confidence scale from Lauster (2015), and scale psychological well-being compiled by researchers.

Data Analysis Techniques

Data analysis used is analysis regression multiple. there is fundamental difference Among analysis correlation and regression analysis correlation used for look for direction and strength connection Among two variable or more good relationship symmetrical, causal and reciprocal, whereas analysis regression used for predict how much far change Mark variable dependent, if Mark variable independent in manipulation/fickle or up and down (Sugiyono, 2016) .

RESEARCH RESULT

The descriptive analysis conducted in this study aims to provide an overview of the trend of the research sample's response to the research variables, namely employability, self-confidence, and psychological well-being. Statistical data from descriptive analysis can be seen in the following table:

Table 1. Statistical Data Descriptive Analysis

Variables	Empirical Score				Hypothetical Score			
	Min	max	mean	SD	Min	max	mean	SD
Employability	39	60	48.69	6,369	15	60	30	5
Confidence	31	60	41.93	8,786	15	75	30	10
Psychological Well-Being	39	72	54.43	8.804	18	72	45	9

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After setting the interval criteria for each variable, the results of the employability categorization of each variable are as follows:

Table 2. Employability Categorization

Variable	interval	Frequency	Percentage (%)	Category
	X 55	8	19%	Tall
Employability	42 X < 55	28	66.66%	Currently
	X < 42	6	14.28%	Low
Amount		42	100%	

The categorization of self-confidence in the research sample which is the twelfth grade student of SMK Negeri 2 Langsa City can be seen in the following table:

Table 3. Categorization of Confidence

Variable	interval	Frequency	Percentage (%)	Category
	X 51	6	14.28%	Tall
Confidence	33≤ X < 51	32	76.19%	Currently
	X < 33	4	9.52%	Low
Amount		42	100%	

The categorization of psychological well-being in the research sample which is the twelfth grader of SMK Negeri 2 Langsa City can be seen in the following table:

Table 4. Categorization of Psychological Well-Being

Variable	interval	Frequency	Percentage (%)	Category
Psychological well-being	X 63	8	19%	Tall
	46 X < 63	31	73.80%	Currently
	X < 46	3	7.14%	Low
Amount		42	100%	

Based on the results of the categorization above, it can be seen that the sample with low psychological well-being is 3 people (7.14%), the medium category is 31 people (73.80%), and the high category is 3 people (7.14%).), so that it can be concluded that the psychological well-being in most of the samples of this study is in the moderate category. Based on the analysis conducted on each research scale, 15 valid items were obtained from the employability scale with a reliability coefficient of 0.893, 15 valid items from the self-confidence scale with a reliability coefficient of 0.876, and 18 valid items from the psychological well-being scale with a reliability coefficient of 0.898. It can be concluded that the measuring instrument used in this study is feasible to use because it meets the requirements for the feasibility of the scale function as a measuring tool, namely the reliability coefficient > 0.7 (Azwar, 2014) .

Employability normality test results obtained sig value. (p) = 0.796 (p>0.05) and Z = 0.648, so that employability is normally distributed. The distribution of self-confidence data is known to have a sig value. (p) = 0.302 (p>0.05) and Z = 0.972, so that self-confidence is normally distributed. Distribution of psychological well-being data obtained sig value. (p) = 0.899 (p>0.05) and Z = 0.572, so that psychological well-being is normally distributed. Based on the explanation above, it is known that the three variables are normally distributed so that they can be generalized in the

population and the next assumption test can be carried out.

Linearity test results between self-confidence and employability with a p value (deviation from linearity) of 0.083 (p>0.05) with F value of 1.857. The results of the linearity test indicate that the relationship between the two variables, namely self-confidence and employability, is linear or indicates a straight line connecting the two. The results of the linearity test between psychological well-being and employability showed a p value (deviation from linearity) of 0.362 (p>0.005) with F value of 1.183. The results of the linearity test indicate that the relationship between the two variables, namely psychological well-being, and employability, is linear or indicates a straight line connecting the two.

Next is hypothesis testing with multiple regression analysis. The results of the study are in accordance with the hypothesis proposed by the researcher, namely that there is an influence of self-confidence and psychological well-being on employability in the research sample. The effective contribution R (square) of self-confidence and psychological well-being to employability is 0.401, which means that simultaneously self-confidence and psychological well-being contribute 40.1% to employability.

Table 5. Multiple Regression Analysis

Variable	R	R Square	F	Sig(p)	Description
Self-confidence and psychological well-being * employability	0.633	0.401	13,064	0.000	Very significant

Based on the results of the t-test on self-confidence with employability, the t-value is 2.394, and the significance level is 0.022. Then, the results of the psychological well-being t-test with employability with a t-value of 3.555 with a significance level of 0.001. This shows that self-confidence has a significant positive effect on employability and psychological well-being has a very significant positive effect on employability. The results of partial correlation analysis and analysis are needed to determine the effective contribution of each independent variable to employability. The results of the effective calculation of each variable can be seen in the following table:

Table 6. T-test and Coefficient Determinant

Variable	T	Sig (p)	Description	Variable	Beta	Zero Order	%	Donations
Confidence * Employability	2,394	0.022	Significant	Confidence	0.312	0.455	100%	14.1%
Psychological well-being * Employability	3,555	0.001	Very significant	Psychological well-being	0.463	0.560	100%	25.9%

DISCUSSION

Study this is research that identifies existence two factors that can affect employability. The research sample which is student class XII SMK Negeri 2 Langsa City. Based on results analysis with use analysis regression multiple, known that all proposed hypothesis proven significant. Major hypothesis in study this is there is influence self-confidence and psychological well-being to employability of SMK students. Based on data analysis that has

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been done obtained results showing _ that hypothesis accepted, that is there is Among self-confidence and very significant psychological well-being to employability on sample research which is students of SMK Negeri 2 Langsa City. That thing shows that the level of employability of vocational students is strongly influenced by the existence of self-confidence and psychological well-being.

First minor hypothesis in study this is there is influence self-confidence to employability of SMK students. Based on results data analysis that has been done, known that self-confidence by significant influence employability, so that Case the show that hypothesis accepted. Research results this in line with research conducted by (Situmorang et al., 2019) which explains that existence connection positive Among self-confidence with employability, the more tall self-confidence so employability will also increase. And vice versa, the lower self-confidence, then employability will also decrease.

The research conducted by Kusumaputri and Rachmahana (2018) which explains : there is connection positive Among self-confidence and employability. according to Rise (2018) self-confidence could influence success inside study and work, both inside environment family nor connection social with other people. Trust myself will too influence student in face the situation is not determine which contains hazy and full pressure, sure will ability self alone in overcome problem, achieve the set target, grow motivation, cognitive, and doing necessary action _ in reach something results (Ganing et al., 2013). Sukmasari (2017) explain that someone who has trust high self will feel ready in work, different with someone who doesn't own self-confidence, he will feel not confident and restless in face the world of work. This thing in line with research conducted by Ganing (2013) that

there is self-confidence could influence readiness work for someone.

Next on the second minor hypothesis in study this is there is influence psychological well-being towards employability on sample research which is students of SMK Negeri 2 Langsa city. Based on results data analysis that has been done, known that psychological well-being very significantly affects employability, so that Case the show that hypothesis accepted. Research results this in line with research conducted by Chen (2015) that explains that psychological well-being positively affects employability, if somebody own level psychological well-being high, then _ more employability high. according to Kadiyono and Sulistiobudi (2018) one of the dimensions employability is generic skills which means individual own skills needed in the world of work. There is one factor general between organization the whole world about employees, namely existence more needs in understand and use talent, skill and energy from employee (Sorenson, 2013) . The factor show that involvement employee is one role important inside environment job. Involvement employee according to Schaufeli (2013) defined as connection Among employee with work inside the organization or the place employee the work, thing this also called work engagements. Based on results research conducted by Utami (2020) explain that psychological well-being proven take effect to work engagements. in line with research conducted by Oktavia (2021) proves that that psychological well-being take effect positive to work engagement, where psychological well-being own role important, includes formed concept from various type experience in life every day, especially in operate function as individuals who have ability for working by physical, psychological and physical. If psychological well-being in a person individual high, then

work engagement on individuals it is also high.

There is influence self-confidence and psychological well-being that becomes focus study this show that both contribute to affect employability of SMK students. Based on results analysis that has been done, obtained results that is psychological well-being give donation biggest first to get affect employability and beyond followed by self-confidence. Finding this show that psychological well-being plays a role dominant compared self-confidence to employability.

in terms of novelty, researcher not yet find study like what was done in Aceh, especially in the city of Langsa. With thus could concluded that study this is the only one literature that discusses about employability to SMK students, especially in SMK Negeri 2 Langsa City. Study this already done with maximum, however, still there is shortcomings and limitations. Study this done at the end year teachings, so student class XII already seldom involved with activation at school, p this result in at least response to research. Study this is also done during the pandemic covid-19, so no allow researcher for do deployment scale by directly, but use google forms, so researcher need several days for could accept response from subject. Condition it also makes researcher no could ensure is subject understand by whole the items on the scale research, as well as researcher own limitations in monitor and control the charging process distributed scale.

CONCLUSIONS AND SUGGESTIONS

Based on results analysis that has been done, then could concluded: (1) There is very significant influence from self-confidence and psychological well-being to employability of students at SMK Negeri 2 Langsa City; (2) There are influence significant positive from self-confidence to employability of students at SMK Negeri 2 Langsa City; There is influence very significant positive from psychological well-being on the employability of students at SMK Negeri 2 Langsa City.

Based on results analysis, researcher find existence factor psychological well-being more dominant compared self-confidence. This thing could become a suggestion for school for results study this could made input and materials evaluation as well as more notice factor psychological well-being for students to achieve employability of students at SMK Negeri 2 Langsa City.

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