

FUTURE ORIENTATION IN THE FIELD OF WORK FOR JOB SEEKERS AT PT. X

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Abstract. Getting the job dreams is something that everyone desires. Everyone has the right to jobs that match their abilities, clear job descriptions, and income consistent with their expectations. However, there is a procedure to follow to do this. Towards reaching a career or ideal job, we must have excellent talents per the job description, arrange things to assist the task, and even analyze the process we are going through. SMK who already have the provisions for working will undoubtedly have a great opportunity in determining their future. However, in reality, the most unemployment is in SMK. The research method used is a descriptive qualitative approach with a case study method. The participants in this study were several job seekers at company X who met the following criteria: early adult, 20-24 years old, graduated from an automotive vocational school. using interview techniques to extract data. Data transcription, data reduction, presentation, and generating conclusions were all used to examine the data. According to the study's findings, job searchers can define future work goals based on their desire, but the exploration process to accomplish them is still undirected/ambiguous. (2) Despite their best efforts, job seekers can still not characterize a particular position's job desk. (3) evaluation, job searchers, have not been able to evaluate per the initial plan, so this evaluation is still in its general shape. As a result, it might be conclude that job applicants' future orientation is undirected where is job seekers not consider their abilities and skills, resulting in small opportunities to get work.

Keywords: future orientation, job seekers.

INTRODUCTION

In the face of competition in the world of work, it must be followed by formulating an accurate strategy in competing because that can be a competitive advantage in the future (Widoatmodjo, 2005). The development of attitudes, knowledge, and skills can be obtained through education. In other words, educational background and interests that match the choice of work are indeed crucial because individuals can realize and use the abilities and knowledge gained from education (Putri, 2009). In the field of work, at least someone must know what motivates him and how the form of planning will be carried out to reach the area of work that matches his talents and abilities. One's planning for the future is known as future orientation (Nurmi, 1989).

Based on the results of research conducted by Nurmi (1989), it shows that the future orientation of adolescents reflects the main developmental tasks from late adolescence and early adulthood, such as those related to education, work, family, and social life. Future property. Early adulthood begins at the age of 18 years until about 40 years where there are physical and psychological changes that accompany reduced reproductive abilities (Hurlock, 1996).

Early adulthood is a period of adjustment to new life patterns and social expectations. Early adults are expected to play new roles, such as husband/wife, parent, and breadwinner, unique desires, develop new attitudes and values according to new assignments (Hurlock, 1996). Meanwhile,

according to Mappiare (1983:15), early adulthood is a transition both physically, intellectually, socially, and psychologically that accompanies reduced reproductive abilities.

Early adulthood is a period of transition from adolescence to adulthood. This is a time when a person is more independent both from the economy, freedom to determine life, and a more realistic view of the future. This period is marked by experimental and exploratory activities. The transition from adolescence to adulthood is characterized by continuous change.

Early adulthood is a period of self-discovery in which a person experiences changes in values and lifestyles. As an already an adult, his roles and responsibilities are indeed getting more prominent. Where have you started to break away from dependence on others, especially from parents, both economically, sociologically, or psychologically? They will strive to become more independent people; every effort that will be made to no longer dependent on others. In accordance with Erikson's opinion (in Monks, Knoers & Haditono, 2001) that the early adult stage is between the ages of 20 years to 30 years. At this stage, humans begin to accept and bear heavier responsibilities, intimate relationships start to take effect and develop. Individuals classification as early adults are those aged 20-40 years; they have roles and responsibilities which, of course, are getting bigger. Individuals do not have to depend economically, sociologically, or physiologically on their parents (Dariyo, 2003).

Physically, an early adult shows a perfect appearance in the sense that the growth and development of physiological aspects have reached the peak position. They have endurance and excellent health levels so that in carrying out various activities, they appear to be initiative, creative, energetic, fast, and proactive.

Based on the opinions of the figures above, it can be concluded that early adulthood is a period where individuals are ready to play a role and be responsible and accept a position in society, a period to work, engage in community social relations and establish relationships with the opposite sex.

In line with the Ministry of Education and Culture, to improve vocational education is to improve the existing infrastructure, employ educators who are competent in their fields, and improve the quality of graduates. The vocational education curriculum should be in line with what is needed in work, not by the government. So that vocational education must adhere to the 'Link and Match' policy which implies human resources, future insight, quality insight, excellence insight, professional insight, value-added insight, and economic insight in the implementation of education, especially vocational education.

However, in the past year, unemployment is still high. Judging from the level of education, the TPT of Vocational High Schools (SMK) is still the highest among other education levels, 10.41 per cent (Sakernas).

Graph 1. Open Unemployment Rate



In tackling unemployment, the government makes a strategy or policy by the 1945 Constitution, article 27 paragraph 2, which states that every citizen has the right to work and a decent living for humanity. Through the Department of Manpower (Disnaker), the government and companies cooperate in minimize existing unemployment. One of them is PT. X.

In this study, the researcher wanted to see how the readiness of job seekers in determining their future goals seen from the theory of future orientation (Nurmi, 1989). so that it can help in reducing the unemployment rate in Indonesia. in other words, researchers are specifically interested in seeing the psychological dynamics of future orientation in the field of work on job seekers for mechanical positions at PT. X.

RESEARCH METHOD

The The approach used in this research is descriptive qualitative with case study method. According to Sugiyono (2012), the descriptive way serves to describe or provide an overview of the object under study through data or samples that have collectes as they are, without analyzing and making generally accepted conclusions. Furthermore, this approach chosen because the researcher wanted to describe how job seekers explore future goals (jobs) as seen from motivation, planning and evaluation.

The subjects of this study were job seekers in company X. These participants the criteria for early adult males aged 20-24 years who had a vocational education majoring in Automotive. The technique used is purposive sampling. Purposive sampling is a sampling technique by determining certain criteria (Sugiyono, 2008).

The research procedure used by the researcher in this study is base on Neuman (2007), who explained that the steps in the research are divide into seven, namely; (1) Choose a topic; (2) the focus of the question; (3) Determine the research design; (4) Collecting data; (5) Data analysis; (6) Data interpretation; (7) Writing reports. The method of data collection in this research interviews. The interview technique used is semi-structured. According to Willig (2008), semi-structured interviews consist of several open-ended questions, then begin with general questions and move on to specific (personal) questions when a rapport is establishes. Researchers record the results of interviews and make recordings to anticipate researchers if they experience difficulties recording interview results (Afrizal, 2014). The data analysis technique in this study begins with preparing and organizing data (test data/transcript data) for analysis, then reducing the data to themes through coding and summarizing the code, until finally presenting the data in the form of discussion (Creswell, 2015).

RESULT AND ANALYSIS

The purpose of this study is to describe how the future orientation of job seekers in company X is see from the orientation to the future theory (Nurmi, 1989). Orientation to the future is human ability to anticipate future events, to give them personal meaning and to operate with them mentally provides a basis for people's orientation to the end. Based on the theory of Cognitive Psychology (Bandura, 1987; Neissel, 1970; Werner, 1985) and Action Theory (Leontiev, 1979; Nuttin, 1984; Nurmi, 1989) explains that future orientation can be describe as a process that includes 3 stages, namely: motivation, planning, and evaluation.

Motivation is related to the interests, concerns, hopes, and goals of individuals in the future. Goal setting is base on an individual's values and motives, as well as their knowledge of anticipated life span development; In the results of the interview, the subject has determined the long-term goal of becoming an entrepreneur, which is still not explicitly described. Then the issue also does not

consider what things must be prepare when determining long-term goals. However, the issue has a short-term plan, namely to work in a company with the appropriate level of education. However, these short-term goals do not anticipate long-term goals.

After the individual sets the goals to be achieve, planning activities are needed. Planning is related to how individuals plan the realization of their interests in the future, according to Nuttin (in Nurmi, 1989). Knowledge of future activities is expected to be used for planning. This planning process includes the setting of sub-goals, the preparation of plans and strategies to achieve these goals. From the interview results, the subject tends to explain in general terms related to the activities of the job, as evidenced by the lack of detailed qualifications or from the job desk to be carried out.

In the third stage of evaluation, individuals must evaluate the possibilities to realize the goals that have set and the plans that have made. This evaluation process is also related to considerations regarding the causes of the realization of an expectation (causal attribution) and the accompanying feelings (emotional attribution) (Weiner, 1985). The evaluation process is concerned with how much power the individual has in facing his future; then the self-concept plays a vital role in it. The individual evaluates the opportunity he has in realizing the goals and plans that have been made based on the individual's current assessment of his abilities. Interview subject is more likely to choose another job without evaluating what shortcomings and obstacles are the failure to meet future goals. For example: if you fail to enter PT X, the subject will apply to another company without seeing what the cause of the failure was.

Based on the results of the above discussion in determining the future orientation of the long-term field of work (entrepreneurs), it is still a general form and is not by the level of education. Still determination of the short-term is in accordance with the level of education. However, short-term goals still do not anticipate long-term goals, so it can be said that in the Motivation stage, they are still less focused. In determining short-term goals, the subject has taken action (educational level) that leads to the field of work, but the issue has not been able to describe the specific activities carried out in the worker. For example, the issue does not know the main tasks of a mechanic at PT. X so that it can be said that procedural knowledge in the Planning stage is still less focused. Finally, in terms of evaluation, the subject has not explored information about things that might happen (one of which is about failure in short-term goals (mechanics)) where the subject prefers to apply for another job. The issue did not evaluate what the cause of the failure was so that this made the evaluation stage still less focused where would make job seekers not consider their abilities and skills, resulting in small opportunities to get work.

CONCLUSION

From the results of this interview, we can conclude that in terms of interest (short-term goals) in motivation for short-term work, the subject have describe because it is by educational background. However, they tend to not anticipate long-term goals. In terms of planning exploration, the subject can only explain in general terms. So that the details or specific tasks of the position applied for (short-term goals) are still not described. In terms of the evaluation aspect of the subject, there is still limited information on what might happen and I prefer to apply to other jobs. In the future orientation of Nurmi (1988). Future orientation is said to be directional if the individual has been able to determined his goals based on his interests, values, then plan and understand the assigned work tasks (goals), and evaluate any obstacles that hinder this future achievement. So that it will strengthen the following behaviour to meet the future, from these results, it can be conclude that the future orientation of the job seeker's field of work is still less focused.

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