CHAPTER V
CONCLUSION

5.1 Conclusion

Based on the analysis that has been conducted, the conclusions drawn from this research are as follows:

1. There is a significant positive influence of work expectation on intention to apply job among students at Fakultas Bisnis dan Ekonomika Universitas Atma Jaya Yogyakarta. This Indicates that the higher the level of work expectation shown by FBE UAJY students the higher their intention to apply job will be.
2. There is significant positive influence of self-efficacy on intention to apply job among students at Fakultas Bisnis dan Ekonomika Universitas Atma Jaya Yogyakarta. This Indicates that the higher the level of self-efficacy shown by FBE UAJY students the higher their intention to apply job will be.

5.2 Managerial implication

The Result obtained from this study are expected to serve as new sources of information that can be used by Fakultas Bisnis and Ekonomika Students or Office.This research demonstrates that there is a significant influence on intention to apply job among students in Fakultas Business dan Ekonomika. Based on the research The intention to apply job among students can be increased if their work expectation and self-efficacy is high. The increase in their perception of work expectation and self-efficacy led to higher intention to apply job.and this serves as an information for recruiter and others that Students batch 2020 and 2021 from Fakultas Bisnis dan Ekonomi Atma Jaya Yogyakarta graduate were likely to have high expectations on their future workplace or career and high perception on their self-efficacy which led higher intention to apply job.and this research is also to increase the awareness how important work expectation and self-efficacy is towards intention to apply job whether for the

students or the lecturer or the faculty. As for Manager its helpful to know their future employee work expectation and self-efficacy to create recruitment strategies such as highlighting the aspect in the job like salary or work hours that can attract candidates who align with the expectations. Beside training and development managers can develop a program that not only enhances technical skills but also focus on building up the future employee self-efficacy. Finally, cultivating a culture that supports realistic work expectation and empower employees or future employee to build self-efficacy contributes to a positive work environment that may create personal and professional growth. understanding the impact of work expectations and self-efficacy on intention to apply for job allows managers to refine their recruitment, training, and workplace environment. By aligning organizational practices with these insights, managers can attract and develop talented individuals who are motivated and capable of contributing effectively to the organization.

5.3 Research Limitations

This research comes with several limitations and weaknesses. This discussion aims to offer evaluations and references for future improvements in research. The limitations of this study include:

1. This Research sample considered very low with only 50 respondent including batch 2020 and 2021 from FBE UAJY despite there is 1093 total active students from batch 2020 and 2021.

2. In this research there is no specific company to determine the where the intention to apply for job.it can be biased because there is no specific company to apply for.

5.4 Future Research Suggestion

Based on the limitations of the study outlined above, the recommendations for similar research in the future are as follows:

1. Future Research should increase the population and the sample size. Work expectation and self-efficacy for everyone is not the same therefore by

broadening the sample will increase the accuracy of the research and can provide more and broaden managerial implications.

2. Future research should specify the intention to apply for job to which company. so, the respondent can clearly imagine what decision they will make.

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APPENDIXES

APENDIX 1
Questionnaire

Halo Semuanya !

Terima kasih sudah meluangkan waktu teman-teman untuk membantu mengisi kuesioner ini.

Sebelumnya perkenalkan , Saya Fernando Dharmasaputra merupakan mahasiswa International Business Management Program , Fakultas Bisnis dan Ekonomika , Universitas Atma Jaya Yogyakarta

Saat ini , Saya sedang melakukan penelitian untuk skripsi (thesis) yang berjudul : The influence of Work expectation and Self-Efficacy towards intention to apply job : Study case of FBE UAJY

Sebelumnya , Berikut adalah kriteria yang harus dipenuhi untuk dapat mengisi kuesioner ini, yakni:

1. Responden merupakan Gen-Z.(lahir ditahun 1997 sampai dengan 2012)

2. Responden merupakan mahasiswa/ mahasiswi fbe uajy angkatan 20 atau 21

Waktu yang dibutuhkan untuk mengisi Kuesioner ini adalah sekitar 5 - 10menit.**Seluruh Informasi yang anda berikan akan dijaga kerahasiaannya dan hanya akan digunakan untuk kepentingan penelitian skripsi.**

Saya berharap teman-teman untuk mengisi dengan jujur demi kelancaran penelitian skripsi ini.

Terimakasih Atas ketersediaan dan partisipasi teman dalam mengisi kuesioner ini.

Hormat saya,

Fernando Dharmasaputra.

A. Work Expectation

No	Question	SD	D	N	A	SA
1	Saya ingin memiliki pekerjaan yang berpeluang untuk kemajuan professional					
2	Saya ingin memiliki pekerjaan dengan gaji yang tinggi					
3	Saya ingin memiliki pekerjaan yang ada keamanan pekerjaan.(job security = kemungkinan kecil untuk kehilangan posisi tersebut)					
4	Saya ingin bekerja di perusahaan yang termuka					
5	Saya ingin memiliki pekerjaan dengan bos yang bisa saya belajar dari.					
6	Saya ingin memilki pekerjaan dengan waktu jam kerja fleksibel dan opsi pekerjaan jarak jauh.					
7	Saya ingin memilki pekerjaan yang berlokasi dekat dengan tempat tinggal saya.					
8	Saya ingin memilki pekerjaan yang dapat berkontribusi positif kepada masyarakat					
9	Saya ingin memilki pekerjaan yang dapat melakukan kegiatan kedermawaan atau sukarela.(Philantrophy activities)					

10	Saya ingin memiliki pekerjaan yang banyak melakukan trip pekerjaan (Paid Vacation)					
11	Saya ingin memiliki pekerjaan yang ada asuransi seperti kesehatan dan lain lain.					
12	Saya ingin memiliki jabatan yang prestis (Prestigious position title)					

Source : Iorgulescu, M. C. (2016). CMJ2016_I1_6.pdf. Cross-Cultural Management Journal, 18(1), 47–54

B. Self-Efficacy

No	Question	SD	D	N	A	SA
1	Saya selalu dapat menyelesaikan masalah yang sulit jika saya berusaha secukupnya.					
2	Jika seseorang menentang saya , saya dapat menemukan cara untuk mendapatkan apa yang saya inginkan					
3	Berpegangan teguh kepada tujuan dan impian saya merupakan hal yang mudah					
4	Saya percaya bahwa saya dapat berhadapan dengan hal yang tidak terduga dengan efisien					
5	Saya percaya bahwa saya dapat menangani hal yang tidak terduga akibat kemampuan atau					

	kecerdasan saya.					
6	Saya hampir bisa menyelesaikan semua masalah jika saya memberikan upaya					
7	Saya dapat bersikap tenang ketika menghadapi kesulitan karena Saya dapat mengandalkan kemampuan dan kecerdasan saya.					
8	Ketika Saya Berhadapan dengan masalah saya dapat mencari solusi					
9	Ketika Saya terikat masalah saya biasanya dapat bepikir dan bertindak untuk melakukan sesuatu					
10	Apapun yang saya hadapi dapat saya handal					

Source: Schwarzer, Ralf. (2012). The General Self-Efficacy Scale (GSE). 1-4.

C. Intention to apply

No	Question	SD	D	N	A	SA
1	Salah satu pilihan awal saya adalah bekerja di perusahaan atau organisasi ini					

2	Saya akan menerima pekerjaan oleh perusahaan atau organisasi ini jika ditawarkan ke saya					
3	Saya akan melakukan berbagai upaya untuk bekerja di perusahaan ini atau organisasi ini .					
4	Saya akan melamar posisi di perusahaan atau organisasi ini jika saya mencari pekerjaan					

Source : Rani et al (2022) "Indonesian Generation Z Work Expectation and Intention to Apply for Job: Role of Social Media.".

A. Respondent Statement of Work Expectation

Number	apakah anda	Program Study	Batch	Gender	Umur (Age)	WE1	WE2	WE3	WE4	WE5	WE6	WE7	WE8	WE9	WE10	WE11	WE12
1	ya	akuntansi	20	Female	21	5	5	5	5	5	5	4	4	3	3	5	3
2	ya	manajemen	20	Female	21	4	4	4	4	4	3	4	4	2	3	4	3
3	ya	manajemen	20	Male	21	5	5	5	5	5	5	5	5	3	5	5	3
4	ya	manajemen	20	Male	22	5	5	5	5	5	5	5	4	4	4	5	5
5	ya	akuntansi	20	Female	22	5	4	4	4	3	3	4	4	4	2	5	4
6	ya	ekonomi pembangunan	20	Male	22	5	4	3	4	4	5	3	4	4	4	5	3
7	ya	ekonomi pembangunan	20	Male	22	5	5	4	4	5	5	5	1	1	5	5	4
8	ya	manajemen	20	Female	22	4	3	4	3	5	4	3	5	3	3	5	5
9	ya	akuntansi	21	Male	21	5	5	5	5	4	3	3	5	4	4	5	5
10	ya	ekonomi pembangunan	21	Male	21	5	5	4	3	5	5	3	5	3	5	5	3
11	ya	manajemen	21	Male	22	3	5	4	2	4	2	4	5	5	4	5	2
12	ya	manajemen	21	Female	21	3	5	5	4	5	5	5	4	3	4	5	3
13	ya	manajemen	21	Female	21	5	5	5	5	5	5	5	5	4	5	5	5
14	ya	manajemen	21	Male	22	5	5	5	4	5	5	4	4	4	4	5	4
15	ya	manajemen	21	Male	22	4	5	3	5	4	5	4	3	5	5	5	3
16	ya	manajemen	21	Male	22	4	4	4	4	5	2	1	5	4	5	4	4
17	ya	akuntansi	20	Female	21	5	5	4	3	4	4	5	2	2	3	4	5
18	ya	ekonomi pembangunan	20	Female	21	5	5	4	4	5	5	5	5	2	5	5	5
19	ya	manajemen	20	Male	22	4	5	4	1	2	4	3	1	1	3	3	3
20	ya	manajemen	20	Male	21	5	5	5	5	5	5	5	5	5	5	5	5
21	ya	manajemen	21	Male	21	4	5	4	1	4	5	5	1	1	5	5	5
22	ya	manajemen	20	Male	21	5	5	5	5	5	5	5	4	5	3	5	3
23	ya	manajemen	21	Male	21	5	5	5	5	4	5	5	4	3	5	5	5
24	ya	manajemen	21	Male	22	5	5	5	5	5	4	5	4	4	4	5	5
25	ya	manajemen	20	Female	21	5	5	5	4	5	5	3	4	3	3	4	5
26	ya	manajemen	21	Male	21	5	5	4	4	5	4	5	5	4	4	5	5
27	ya	manajemen	20	Female	22	5	5	5	3	5	4	5	5	4	2	5	4
28	ya	manajemen	21	Male	21	5	5	4	3	5	4	4	3	2	5	5	4
29	ya	manajemen	20	Male	22	5	5	5	5	5	4	4	5	5	1	5	5
30	ya	manajemen	20	Female	22	4	4	2	2	3	3	4	3	3	3	4	2
31	ya	manajemen	20	Female	21	5	5	4	3	3	4	4	3	5	5	3	5
32	ya	manajemen	21	Male	22	4	5	4	3	4	4	3	2	2	1	4	2
33	ya	manajemen	21	Male	21	5	5	5	4	4	5	3	4	3	4	5	4
34	ya	manajemen	20	Female	22	5	5	5	5	5	5	4	4	3	1	1	1
35	ya	manajemen	20	Female	21	4	5	4	5	4	5	4	4	5	3	4	4
36	ya	manajemen	21	Male	22	3	5	5	3	5	5	3	5	3	4	5	3
37	ya	manajemen	20	Male	23	5	5	5	5	5	5	5	5	5	5	5	5
38	ya	manajemen	20	Male	22	5	4	5	3	5	5	5	3	3	4	2	3
39	ya	manajemen	20	Male	21	5	3	4	4	5	4	2	5	4	5	5	4
40	ya	manajemen	21	Male	22	4	5	5	3	5	5	3	3	3	5	5	4
41	ya	manajemen	20	Male	22	4	5	5	3	4	5	5	5	5	2	3	3
42	ya	manajemen	20	Male	22	5	5	5	4	5	4	5	5	4	4	5	5
43	ya	manajemen	21	Male	21	5	5	5	4	5	2	3	4	4	5	5	5
44	ya	manajemen	20	Male	23	4	4	5	3	4	4	4	5	5	3	4	4
45	ya	manajemen	20	Male	22	5	4	3	4	5	4	3	4	4	5	3	4
46	ya	manajemen	21	Male	22	5	4	4	4	5	3	3	5	4	3	5	4
47	ya	manajemen	21	Male	21	4	4	3	4	4	3	4	3	4	4	3	3
48	ya	manajemen	21	Male	22	4	4	4	5	4	5	4	5	4	4	5	4
49	ya	manajemen	21	Male	21	4	5	4	5	4	5	4	3	4	5	5	5
50	ya	manajemen	21	Male	22	5	5	5	4	5	4	5	5	4	5	5	4

B. Respondent Statement of Self Efficacy

Number	apakah anda	Program Study	Batch	Gender	Umur (Age)	SE1	SE2	SE3	SE4	SE5	SE6	SE7	SE8	SE9	SE10
1	ya	akuntansi	20	Female	21	5	4	4	3	3	4	4	5	5	3
2	ya	manajemen	20	Female	21	4	3	3	3	4	4	4	4	4	4
3	ya	manajemen	20	Male	21	5	5	4	5	5	5	5	5	5	5
4	ya	manajemen	20	Male	22	4	3	3	3	3	3	3	3	4	4
5	ya	akuntansi	20	Female	22	4	2	1	2	4	5	4	4	4	5
6	ya	ekonomi pembangunan	20	Male	22	4	4	5	3	4	3	4	5	4	4
7	ya	ekonomi pembangunan	20	Male	21	5	4	2	5	4	4	3	4	4	4
8	ya	manajemen	20	Female	22	5	4	3	5	5	4	4	5	4	4
9	ya	akuntansi	21	Male	21	4	4	4	4	4	4	4	4	4	4
10	ya	ekonomi pembangunan	21	Male	21	3	2	1	2	5	5	5	5	5	5
11	ya	manajemen	21	Male	22	4	4	2	4	2	4	2	4	4	4
12	ya	manajemen	21	Female	21	4	3	2	4	3	4	2	4	4	4
13	ya	manajemen	21	Female	21	5	5	5	5	5	5	5	5	5	5
14	ya	manajemen	21	Male	22	4	4	3	3	4	4	4	4	4	4
15	ya	manajemen	21	Male	22	1	3	1	3	4	4	4	4	4	4
16	ya	manajemen	21	Male	22	4	4	3	4	5	5	3	3	4	5
17	ya	akuntansi	20	Female	21	5	4	5	3	5	3	4	4	4	4
18	ya	ekonomi pembangunan	20	Female	21	4	4	1	4	4	4	4	4	4	5
19	ya	manajemen	20	Male	22	3	3	2	3	3	3	4	4	5	3
20	ya	manajemen	20	Male	21	4	4	4	3	4	2	4	5	4	4
21	ya	manajemen	21	Male	21	4	4	3	4	4	3	5	4	5	3
22	ya	manajemen	20	Male	21	4	3	2	3	3	4	4	4	4	4
23	ya	manajemen	21	Male	21	3	2	2	4	3	3	3	3	3	3
24	ya	manajemen	21	Male	22	3	2	3	3	3	3	2	3	3	3
25	ya	manajemen	20	Female	21	4	3	4	3	4	3	4	4	4	4
26	ya	manajemen	21	Male	21	5	5	3	5	5	5	5	5	5	5
27	ya	manajemen	20	Female	22	5	4	1	4	5	5	4	4	4	4
28	ya	manajemen	21	Male	21	5	2	4	2	4	4	4	4	4	4
29	ya	manajemen	20	Male	22	4	3	4	4	4	5	4	4	4	2
30	ya	manajemen	20	Female	22	3	3	2	3	3	3	3	4	4	4
31	ya	manajemen	20	Female	21	5	4	3	5	5	4	5	5	5	3
32	ya	manajemen	21	Male	22	3	2	1	4	3	4	4	4	4	3
33	ya	manajemen	21	Male	21	4	4	3	4	4	4	5	4	5	4
34	ya	manajemen	20	Female	22	4	2	2	4	4	4	3	4	4	4
35	ya	manajemen	20	Female	21	5	4	4	4	4	5	4	4	5	4
36	ya	manajemen	21	Male	22	2	1	3	3	5	5	4	5	5	4
37	ya	manajemen	20	Male	23	5	5	5	5	5	5	5	5	5	5
38	ya	manajemen	20	Male	22	3	3	4	3	5	5	3	5	4	4
39	ya	manajemen	20	Male	21	4	4	4	3	4	4	4	4	4	2
40	ya	manajemen	21	Male	22	5	4	4	4	4	4	4	5	4	5
41	ya	manajemen	20	Male	22	2	3	2	2	2	2	2	4	4	4
42	ya	manajemen	20	Male	22	3	4	4	4	4	5	4	4	4	4
43	ya	manajemen	21	Male	21	5	4	3	4	4	4	3	3	3	4
44	ya	manajemen	20	Male	23	4	3	4	3	3	4	4	4	4	4
45	ya	manajemen	20	Male	22	2	4	2	3	4	4	2	3	4	3
46	ya	manajemen	21	Male	22	5	4	4	4	4	5	4	5	5	4
47	ya	manajemen	21	Male	21	4	3	4	4	4	4	3	3	3	4
48	ya	manajemen	21	Male	22	3	4	4	5	4	4	5	4	5	4
49	ya	manajemen	21	Male	21	5	5	4	5	5	5	5	5	5	4
50	ya	manajemen	21	Male	22	4	5	4	5	4	4	5	4	5	4

C. Respondent Statement of Intention to apply job

Number	apakah anda	Program Study	Batch	Gender	Umur (Age)	IA1	IA2	IA3	IA4
1	ya	akuntansi	20	Female	21	5	4	4	5
2	ya	manajemen	20	Female	21	4	3	4	4
3	ya	manajemen	20	Male	21	5	5	4	5
4	ya	manajemen	20	Male	22	4	4	4	4
5	ya	akuntansi	20	Female	22	4	4	4	4
6	ya	ekonomi pembangunan	20	Male	22	3	4	4	5
7	ya	ekonomi pembangunan	20	Male	21	5	4	4	5
8	ya	manajemen	20	Female	22	4	4	5	4
9	ya	akuntansi	21	Male	21	5	5	4	5
10	ya	ekonomi pembangunan	21	Male	21	3	5	2	3
11	ya	manajemen	21	Male	22	4	4	2	4
12	ya	manajemen	21	Female	21	4	4	4	3
13	ya	manajemen	21	Female	21	5	5	5	5
14	ya	manajemen	21	Male	22	4	4	4	5
15	ya	manajemen	21	Male	22	4	3	4	4
16	ya	manajemen	21	Male	22	4	4	4	4
17	ya	akuntansi	20	Female	21	3	3	4	3
18	ya	ekonomi pembangunan	20	Female	21	2	4	5	4
19	ya	manajemen	20	Male	22	3	3	2	3
20	ya	manajemen	20	Male	21	3	3	3	4
21	ya	manajemen	21	Male	21	3	3	3	3
22	ya	manajemen	20	Male	21	2	4	4	4
23	ya	manajemen	21	Male	21	3	3	4	4
24	ya	manajemen	21	Male	22	3	4	3	5
25	ya	manajemen	20	Female	21	2	3	3	3
26	ya	manajemen	21	Male	21	5	4	5	5
27	ya	manajemen	20	Female	22	3	4	4	4
28	ya	manajemen	21	Male	21	3	4	2	5
29	ya	manajemen	20	Male	22	3	4	3	5
30	ya	manajemen	20	Female	22	3	3	4	4
31	ya	manajemen	20	Female	21	5	4	5	5
32	ya	manajemen	21	Male	22	2	3	3	3
33	ya	manajemen	21	Male	21	4	4	4	4
34	ya	manajemen	20	Female	22	2	3	2	3
35	ya	manajemen	20	Female	21	3	4	4	5
36	ya	manajemen	21	Male	22	3	4	4	3
37	ya	manajemen	20	Male	23	5	5	5	5
38	ya	manajemen	20	Male	22	5	4	4	5
39	ya	manajemen	20	Male	21	4	4	4	5
40	ya	manajemen	21	Male	22	3	4	4	4
41	ya	manajemen	20	Male	22	1	3	3	3
42	ya	manajemen	20	Male	22	4	5	4	4
43	ya	manajemen	21	Male	21	2	4	4	4
44	ya	manajemen	20	Male	23	4	4	4	4
45	ya	manajemen	20	Male	22	4	5	3	5
46	ya	manajemen	21	Male	22	4	3	5	5
47	ya	manajemen	21	Male	21	4	4	3	4
48	ya	manajemen	21	Male	22	5	4	5	3
49	ya	manajemen	21	Male	21	5	4	5	5
50	ya	manajemen	21	Male	22	4	4	4	5

APPENDIX 3

Respondent Profile

Jenis Kelamin

Gender
50 responses

- Male
- Female

28%

72%
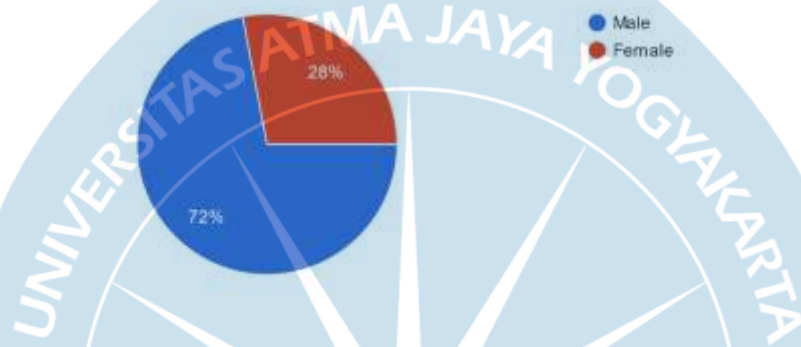
Usia

Umur (Age)
50 responses

- 20
- 21
- 22
- 23
- 24 keatas

48%

48%
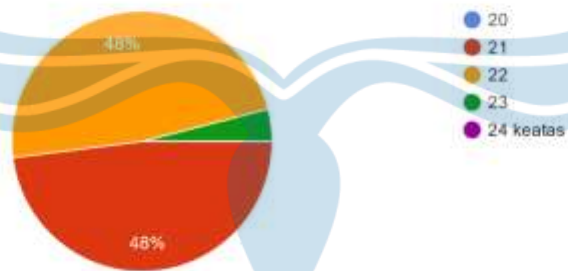
Study Program

program studi apakah anda
50 responses

- akuntansi
- manajemen
- ekonomi pembangunan

84%

8%

8%
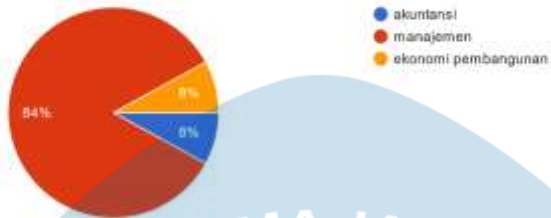
Batch

angkatan berapakah anda
50 responses

- 20
- 21

46%

54%
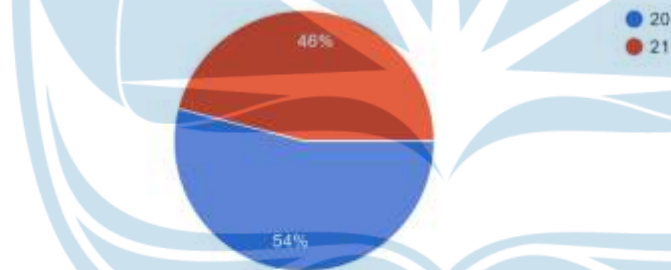
APPENDIX 4

Descriptive Statistic

Work Expectation

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
WE1	50	3	5	4.58	.609
WE2	50	3	5	4.70	.544
WE3	50	2	5	4.38	.725
WE4	50	1	5	3.88	1.043
WE5	50	2	5	4.50	.707
WE6	50	2	5	4.30	.886
WE7	50	1	5	3.98	.979
WE8	50	1	5	4.08	1.140
WE9	50	1	5	3.50	1.093
WE10	50	1	5	3.84	1.167
WE11	50	1	5	4.54	.885
WE12	50	1	5	3.92	1.027
Valid N (listwise)	50				

Self-Efficacy

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
SE1	50	1	5	3.96	.968
SE2	50	1	5	3.52	.953
SE3	50	1	5	3.08	1.175
SE4	50	2	5	3.68	.891
SE5	50	2	5	3.98	.795
SE6	50	2	5	4.04	.807
SE7	50	2	5	3.84	.889
SE8	50	3	5	4.16	.650
SE9	50	3	5	4.24	.591
SE10	50	2	5	3.94	.712
Valid N (listwise)	50				

Intention to apply job

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
IA1	50	1	5	3.62	1.028
IA2	50	3	5	3.88	.627
IA3	50	2	5	3.80	.857
IA4	50	3	5	4.18	.774
Valid N (listwise)	50				

APPENDIX 5
Instrument Test

1. Work Expectation

Correlations

		WE1	WE2	WE3	WE4	WE5	WE6	WE7	WE8	WE9	WE10	WE11	WE12	WE TOTAL
WE1	Pearson Correlation	1	.105	.230	.401**	.308*	.125	.191	.108	.107	.047	.089	.402**	.463**
	Sig. (2-tailed)		.469	.108	.004	.030	.388	.184	.455	.458	.745	.541	.004	.001
	N	50	50	50	50	50	50	50	50	50	50	50	50	50
WE2	Pearson Correlation	.105	1	.450**	.115	.080	.317*	.448**	-.158	-.052	.051	.174	.102	.347*
	Sig. (2-tailed)	.469		.001	.426	.583	.025	.001	.273	.723	.723	.228	.480	.013
	N	50	50	50	50	50	50	50	50	50	50	50	50	50
WE3	Pearson Correlation	.230	.450**	1	.304*	.458**	.263	.327*	.283*	.193	-.071	.119	.261	.588**
	Sig. (2-tailed)	.108	.001		.032	.001	.065	.020	.046	.179	.622	.411	.067	.000
	N	50	50	50	50	50	50	50	50	50	50	50	50	50
WE4	Pearson Correlation	.401**	.115	.304*	1	.415**	.261	.177	.420**	.412**	.135	.182	.239	.683**
	Sig. (2-tailed)	.004	.426	.032		.003	.068	.218	.002	.003	.350	.206	.095	.000
	N	50	50	50	50	50	50	50	50	50	50	50	50	50
WE5	Pearson Correlation	.308*	.080	.458**	.415**	1	.212	.182	.354*	.145	.272	.179	.197	.597**
	Sig. (2-tailed)	.030	.583	.001	.003		.140	.261	.012	.314	.056	.213	.171	.000
	N	50	50	50	50	50	50	50	50	50	50	50	50	50
WE6	Pearson Correlation	.125	.317*	.263	.261	.212	1	.407**	-.125	-.137	.146	-.003	.027	.372**
	Sig. (2-tailed)	.388	.025	.065	.068	.140		.003	.386	.343	.312	.986	.853	.008
	N	50	50	50	50	50	50	50	50	50	50	50	50	50
WE7	Pearson Correlation	.191	.448**	.327*	.177	.182	.407**	1	-.072	.010	.033	.107	.161	.447**
	Sig. (2-tailed)	.184	.001	.020	.218	.261	.003		.621	.948	.821	.460	.265	.001
	N	50	50	50	50	50	50	50	50	50	50	50	50	50
WE8	Pearson Correlation	.108	-.158	.283*	.420**	.354*	-.125	-.072	1	.672**	.010	.219	.162	.533**
	Sig. (2-tailed)	.455	.273	.046	.002	.012	.386	.621		.000	.946	.126	.260	.000
	N	50	50	50	50	50	50	50	50	50	50	50	50	50
WE9	Pearson Correlation	.107	-.052	.193	.412**	.145	-.137	.010	.672**	1	-.048	.200	.145	.495**
	Sig. (2-tailed)	.458	.723	.179	.003	.314	.343	.948	.000		.741	.163	.313	.000
	N	50	50	50	50	50	50	50	50	50	50	50	50	50
WE10	Pearson Correlation	.047	.051	-.071	.135	.272	.146	.033	.010	-.048	1	.392**	.347*	.421**
	Sig. (2-tailed)	.745	.723	.622	.350	.056	.312	.821	.946	.741		.005	.014	.002
	N	50	50	50	50	50	50	50	50	50	50	50	50	50
WE11	Pearson Correlation	.089	.174	.119	.182	.179	-.003	.107	.219	.200	.392**	1	.497**	.538**
	Sig. (2-tailed)	.541	.228	.411	.206	.213	.986	.460	.126	.163	.005		.000	.000
	N	50	50	50	50	50	50	50	50	50	50	50	50	50
WE12	Pearson Correlation	.402**	.102	.261	.239	.197	.027	.161	.162	.145	.347*	.497**	1	.594**
	Sig. (2-tailed)	.004	.480	.067	.095	.171	.853	.265	.260	.313	.014	.000		.000
	N	50	50	50	50	50	50	50	50	50	50	50	50	50
WE TOTAL	Pearson Correlation	.463**	.347*	.588**	.683**	.597**	.372**	.447**	.533**	.495**	.421**	.538**	.594**	1
	Sig. (2-tailed)	.001	.013	.000	.000	.000	.008	.001	.000	.000	.002	.000	.000	
	N	50	50	50	50	50	50	50	50	50	50	50	50	50

** Correlation is significant at the 0.01 level (2-tailed).
* Correlation is significant at the 0.05 level (2-tailed).

2. **Self-Efficacy**

Correlations

		SE1	SE2	SE3	SE4	SE5	SE6	SE7	SE8	SE9	SE10	SE TOTAL
SE1	Pearson Correlation	1	.532**	.433**	.458**	.344*	.263	.348*	.302*	.195	.233	.680**
	Sig. (2-tailed)		.000	.002	.001	.015	.065	.013	.033	.174	.103	.000
	N	50	50	50	50	50	50	50	50	50	50	50
SE2	Pearson Correlation	.532**	1	.454**	.633**	.337*	.185	.389**	.291*	.390**	.228	.726**
	Sig. (2-tailed)	.000		.001	.000	.017	.199	.005	.040	.005	.112	.000
	N	50	50	50	50	50	50	50	50	50	50	50
SE3	Pearson Correlation	.433**	.454**	1	.239	.307*	.061	.325*	.303*	.207	.006	.584**
	Sig. (2-tailed)	.002	.001		.094	.030	.673	.021	.032	.150	.968	.000
	N	50	50	50	50	50	50	50	50	50	50	50
SE4	Pearson Correlation	.458**	.633**	.239	1	.365**	.359*	.346*	.196	.304*	.130	.651**
	Sig. (2-tailed)	.001	.000	.094		.009	.011	.014	.173	.032	.368	.000
	N	50	50	50	50	50	50	50	50	50	50	50
SE5	Pearson Correlation	.344*	.337*	.307*	.365**	1	.574**	.573**	.440**	.358*	.358*	.717**
	Sig. (2-tailed)	.015	.017	.030	.009		.000	.000	.001	.011	.011	.000
	N	50	50	50	50	50	50	50	50	50	50	50
SE6	Pearson Correlation	.263	.185	.061	.359*	.574**	1	.350*	.299*	.364**	.324*	.564**
	Sig. (2-tailed)	.065	.199	.673	.011	.000		.013	.035	.009	.022	.000
	N	50	50	50	50	50	50	50	50	50	50	50
SE7	Pearson Correlation	.348*	.389**	.325*	.346*	.573**	.350*	1	.575**	.696**	.210	.735**
	Sig. (2-tailed)	.013	.005	.021	.014	.000	.013		.000	.000	.143	.000
	N	50	50	50	50	50	50	50	50	50	50	50
SE8	Pearson Correlation	.302*	.291*	.303*	.196	.440**	.299*	.575**	1	.641**	.286*	.638**
	Sig. (2-tailed)	.033	.040	.032	.173	.001	.035	.000		.000	.044	.000
	N	50	50	50	50	50	50	50	50	50	50	50
SE9	Pearson Correlation	.195	.390**	.207	.304*	.358*	.364**	.696**	.641**	1	.180	.633**
	Sig. (2-tailed)	.174	.005	.150	.032	.011	.009	.000	.000		.210	.000
	N	50	50	50	50	50	50	50	50	50	50	50
SE10	Pearson Correlation	.233	.228	.006	.130	.358*	.324*	.210	.286*	.180	1	.427**
	Sig. (2-tailed)	.103	.112	.968	.368	.011	.022	.143	.044	.210		.002
	N	50	50	50	50	50	50	50	50	50	50	50
SE TOTAL	Pearson Correlation	.680**	.726**	.584**	.651**	.717**	.564**	.735**	.638**	.633**	.427**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.002	
	N	50	50	50	50	50	50	50	50	50	50	50

**. Correlation is significant at the 0.01 level (2-tailed).

*. Correlation is significant at the 0.05 level (2-tailed).

3. Intention to apply job

Correlations

		IA1	IA2	IA3	IA4	IA TOTAL
IA1	Pearson Correlation	1	.498**	.491**	.549**	.868**
	Sig. (2-tailed)		.000	.000	.000	.000
	N	50	50	50	50	50
IA2	Pearson Correlation	.498**	1	.220	.466**	.671**
	Sig. (2-tailed)	.000		.124	.001	.000
	N	50	50	50	50	50
IA3	Pearson Correlation	.491**	.220	1	.363**	.708**
	Sig. (2-tailed)	.000	.124		.010	.000
	N	50	50	50	50	50
IA4	Pearson Correlation	.549**	.466**	.363**	1	.771**
	Sig. (2-tailed)	.000	.001	.010		.000
	N	50	50	50	50	50
IA TOTAL	Pearson Correlation	.868**	.671**	.708**	.771**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	50	50	50	50	50

**. Correlation is significant at the 0.01 level (2-tailed).

APPENDIX 6

Multiple Regression Analysis SPSS

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	SE TOTAL, WE TOTAL[b]	.	Enter

a. Dependent Variable: IA TOTAL

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.712[a]	.508	.487	1.804

a. Predictors: (Constant), SE TOTAL, WE TOTAL

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	157.596	2	78.798	24.224	.000[b]
	Residual	152.884	47	3.253		
	Total	310.480	49			

a. Dependent Variable: IA TOTAL

b. Predictors: (Constant), SE TOTAL, WE TOTAL

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.821	2.577		-.319	.751
	WE TOTAL	.121	.050	.265	2.399	.020
	SE TOTAL	.266	.052	.569	5.157	.000

a. Dependent Variable: IA TOTAL