

Analysis of Relationship Between Self-Efficacy with the Future Orientation on Employees BPJS Employment of Madiun Branch Office

Risky Firlanda Putra¹, Dhea Rakhmat Ginanjar², Rendy Sutiyono³, Erry Rimawan⁴
Magister Manajemen, Mercu Buana University

Abstract:- On the scope of employment during retirement is when the start of an employees does not get full salary or salary because it has entered retirement age. Entering retirement relates to the clarity and uncertainty of the future in which employees become the problem. Employees experience confusion in decision-making for the future to be lived due to too many job options and needs in the future. Attention and hope formed about the future, as well as planning to make it happen is known as future orientation. the future orientation is the individual's image of himself in the context of the future that forms the basis for setting goals, plans, and evaluations to what extent they can be realized primarily in terms of education, career, and family. This paper is a correlational writing that aims to determine the relationship between self efficacy with future oration on employees BPJS Employment Branch Office Madiun.

Keywords:- *Self-efficacy, future orientation, retirement.*

I. INTRODUCTION

Working in an institution must have a period of work, will generally end when a worker enters retirement age. Retirement is a natural phenomenon when a worker whose age is deemed to be advanced should be no longer a permanent employee. The worker cannot avoid when the rules mention at a certain age must be ready to retire. Retirement by Parnes and Nessel (Corsini, 1987) is a condition in which the worker has stopped working on a regular job.

The future is a time that has not been experienced by every individual, in other words a period that will occur after this moment. Myers, Little and Robinson (1958) said that thinking about the future can be a fun thing when we begin to imagine ourselves, our friends, our fields of work, our education and future relationships (Source: Nurmi Journal 1989, 1991). Similarly, employees, this also happens to employees who will enter the period of preparation for retirement and then retire.

Retirement is a time that naturally will be faced by everyone. Many have a pessimistic notion that retirement is when entering old age, with increasingly weak physical condition, suffering from various diseases, quickly forget, appearance becomes unattractive. There is also a thought that retirement is a sign of someone is not useful and no longer needed because of productivity that has been declining. Such perception resulted in him being over

sensitive and subjective towards her old age. This affects the physical condition, the less excited and often attacked by disease. In other words, many people are not ready to face retirement, because retirement is considered a breaker of routine activities that lived for many years. In addition, retirement has always been regarded as an unpleasant period due to decreased income, loss of authority it possesses (post-power syndrome).

Actually retirement is not always a difficult time. Many people also managed to live a happy retirement. They enjoy retirement as a fun and eagerly awaited period, so they retire as the final period of work and enjoy their old age.

Therefore it is very important to prepare early on in the face of retirement, and it would be better if the preparation is done well in advance of retirement. So enough time for the preparation of both physical and mental as well as financial because of the finances are no longer stable. For that employees need to be given awareness and always be reminded of the risks of old age (retirement).

On the scope of employment during retirement is when the start of an employee does not get full salary or salary because it has entered retirement age. Determination of the retirement age limit usually refers to the prevailing habits within the company, or is guided by several laws that govern the rights relating to retirement, such as laws (UU) Jamsostek, Law on Pension Fund or Employment Law and Act on certain professions. For example, in Article 14 paragraph 1 of Act No.3 of 1992 on Social Security of Labor states that the Old Age Security (JHT) is paid to personnel who have reached the age of 55 years. This provision is the time when the right to JHT can be analyzed as when reaching the retirement age limit. Similarly, Law no. 11 of 1992 on the Pension Fund stipulates that the right to a pension benefit with a normal retirement age limit is 55 years and the mandatory retirement age limit of 60 years. The provision is analogous to the retirement age limit for employees. There are certain positions whose retirement age is above 55 years such as teacher, normal retirement age is 60 years old, 65 years old lecturer and Professor 70 or Professor (Law No. 14 Year 2005 on Teachers and Lecturers article 67 clause 4 and 5).

In entering retirement, a person will lose his social role in society, psychological adjustment, adjustment of financial condition, loss of social contact (Turner & Helms, 1987 in Princess, 2010), loss of self-esteem due to loss of office, loss of association with exclusive groups and loss meaningful feelings within a particular group (Turner & Helms, 1983 in

Handayani, 2008). A person who has finished his retirement or retirement is likely to experience depression, mental shock or psychological shock known as post power syndrome is a psychological phenomenon that is less stable and appear when someone descends from a position previously owned.

Related to this matter, the result of Saputra research, 2018 to employees of BPJS Employment of Branch Office of Madiun indicates that entering retirement related to clarity and unclear future become the problems of the employees. Employees are confused in making decisions for the future that will be lived because of too many job choices and needs in the future. Attention and hope formed about the future, as well as planning to make it happen is known as future orientation.

According to Nurmi (1989, 2004), the future orientation is a picture of the individual about himself in the context of the future that becomes the basis for setting goals, plans, and evaluations to what extent these objectives can be realized especially in terms of education, career, and family. Nurmi (1989, 2004) suggests that the individual's future orientation includes motivation, planning, and evaluation. This motivation is concerned with the selection of individuals for future interest, planning relating to how individuals make steps to achieve and realize them, and evaluations relate to the level of confidence and expectation that the future goals they plan to achieve will be realized. In determining the picture in the future it is necessary to have inner confidence to live and determine the effort in dealing with future situations that are hesitant, stressful and unpredictable (Bandura, 1997).

With self-confidence, the individual will feel confident with his ability and always try to achieve success according to the wishes or needs and make someone capable and confident to step and run everything amid all the uncertainty that surrounds itself in planning the future (Rachmahana, 2003). The belief that one has in doing something or the ability to confront a constraint is usually known as self-efficacy. According to Bandura (1997), self-efficacy is a person's belief in his ability to organize and execute an action necessary to produce certain accomplishments. One's beliefs can influence their actions to choose, how much effort they make in achieving what they want, and how long they will endure in the face of obstacles or failures in deciding and living their future choices.

A person who believes in his ability to be optimistic takes on new challenges, and sets goals high for themselves. Bandura (1997) suggests that self-efficacy consists of three dimensions: level, generality, and strength. Levels relate to individual beliefs in choosing a task based on the level of difficulty and ability. Generality is an individual's preoccupation with a job or job. Strength is the level of strength or individual stability of his beliefs. Employees with high self-efficacy will provide all the capabilities they have to achieve what is expected.

Self-efficacy is required by employees in their beliefs about the effectiveness of their ability to determine their

business in the face of future, stressful and unpredictable future situations (Bandura, 1997). Therefore, this research is conducted to see the relation between self-efficacy with future orientation, especially for Employee BPJS Employment Branch Madiun in face of retirement.

Purpose

To analyze the relationship between self-efficacy with future orientation on employee BPJS Employment of branch offices madiun.

II. THEORETICAL REVIEW

A. *Definition of Retirement*

Retirement is the end of someone doing his job. Beverly (in Hurlock, 1994) argues that retirement is often regarded as an unpleasant reality so that by the time the arrival of some people is already worried because they do not know what kind of life they will be facing. Parnes and Nessel (in Corsini, 1987) say that retirement is a condition in which the individual has stopped working on a regular job. A clearer and more complete restriction by Corsini (1987) says that retirement is the process of separating an individual from his job, where in the performance of his role a person is paid.

In other words retirement affects a person's activity, from a work situation to an out-of-work situation. While based on the developmental psychology view, retirement can be explained. as a period of transition to a new lifestyle, or a lifestyle ending (Schawrz in Hurlock, 1980).

B. *Definition of Self Efficacy*

Self-Efficacy is an evaluation of a person's ability or competence to perform a task, achieve a goal, or overcome obstacles (Bandura, 1977 in Baron & Byrne, 2004). Woolfolk (2009) also mentions that self-efficacy is a belief in personal competence in a particular situation. The physical performance (Courneya&McAuley, 1993; Duncan &McElnoy, in Adair, 1998), achieves success (Sanna&Pusecker in Hennessy, Elisabeth, Nicole, 2006), performance in work (Ivancevich, Konopaske, Michael, 2007) to overcome anxiety and depression (Cheung & Sun, in Pajares, Urdan, 2006), enhanced through a strong sense of self-efficacy.

In general, people will act to achieve goals, if the individual feels will get the results of his actions. If he is not convinced that his actions will succeed, then he feels the rewards for his actions are likely to be absent or relatively few (Bandura in Baron & Byrne, 2004). The higher the self-efficacy of a person, the more he feels confident that he is capable of concealing his actions; on the contrary, the lower the self-efficacy, the more he feels unable to complete his actions (Bandura, 1997, in Setiadarma, 2005).

When faced with difficulties, individuals who doubt their ability will reduce effort and surrender, while individuals with strong self-efficacy will emerge greater efforts to master the challenge (Bandura, in Assaat, 2007). It can be concluded that self efficacy is a person's ability in his competence to achieve a goal, as well as ability in

overcoming an obstacle and anxiety in special situation that face.

C. Method

The author uses several previous research journals as the basis of the author in conducting research.

Saputra, Rhion Risky, 2018. Analysis of Future Orientation Picture of Field of Employment at Bpjs Employment Employee of Madiun Branch Office In Facing Retirement. STIE Widya Wiwaha. Yogyakarta.

Tangkeallo, Gloria A., Purbojo, Rijanto., And Sitorus, Kartika. 2014. Relationship Between Self-Efficacy With Future Student's Future Orientation. Universitas Pelita Harapan. Jakarta.

The author analyzes the relationship between the two previous journals and uses the qualitative descriptive method so as to explain the relationship between Self-Efficacy and Future Orientation. The design of this study is correlational because it examines the relationship between self-efficacy with future orientation in employees through hypothesis testing based on previous research.

III. DISCUSSION

This study aims to see whether there is a relationship between self-efficacy with the future orientation of employee BPJS Employment Branch Office Madiun in the face of retirement based on previous literature. The results of Tangkeallo et al 2014 show that there is a significant positive correlation between self-efficacy and future orientation in the final grade at university X ($r = .507$, $p = .000$). The correlation is positive where as self-efficacy increases, the future orientation of the students tends to be more clear. With these results, does not rule out that employees BPJS Employment who have high self-efficacy then the future in the face of retirement will be more clear.

The results of this study support the theory proposed by Bandura (1997) that self-efficacy possessed by a person can influence their actions to choose, determine their business and achieve what they want, and their resilience in the face of obstacles or failure in their choices. One who believes in his ability to be optimistic takes on new challenges, and sets goals for themselves (Bandura, 1997 in Matlin, 1999). One that can be the goal within them is the image that individuals have in the context of the future. The results of this study are also in line with those proposed by Nurmi (1989, 2004) that the individual's image of himself in the future becomes the basis for setting goals, plans and evaluating the extent to which those objectives can be realized. This picture is derived from a collection of attitudes from past experiences that interact with information from individual environments to shape future expectations, design goals and aspirations and give personal meaning to future events. Therefore, given the clear future orientation that the individual possesses, the belief in his ability to attain that goal will be high.

The results of this study are also supported by the findings of Nurmi (1989, in Hawadi&Noviyanti, 2009) stating that one of the factors influencing one's future orientation is cognitive development. This cognitive development can affect the ability of individuals to define goals, construct plans, and find effective ways to achieve those goals. In other words, that future orientation is one of the driving factors for achieving future goals and increasing the individual's confidence in his inner abilities to achieve goals.

Saputra research results, 2018 that 17.86% of employees have a picture of the future orientation of the field of work after a clear retirement, while 82.14% others are employees who have a picture of future orientation of the work field after the retirement is not clear. Where the Future Orientation is influenced by factors Dimension Motivation, Planning Dimensions, and Dimensions of Evaluation.

If it refers to the concept of Nurmi (1989,1991), Future Orientation is a variable that has a process dimension, where when future expectations (Future Orientation) a person can be said clearly if the three dimensions in it have a high value (clear) and if one of the three dimensions or the three dimensions has a low value then in theory the future orientation of Nurmi (1989, 1991) the individual is stated unclear eg clear motivation but planning and evaluation is not clear, motivation and planning is clear but evaluation is not clear , and the motivation, assessment and evaluation of the three are not clear.

This condition is in accordance with the concept of Nurmi (1989, 1991) that is individuals who have weak motivation, non-directional planning and improper evaluation, which means that the individual does not have a clear interest in the future so it cannot do the planning and evaluation of himself because of his lack of knowledge. This is also in line with research conducted by Lewis (2007) that way of thinking, feeling, motivation and behavior can influence self-Efficacy belief.

Tangkeallo, et al, 2014 tested the correlation between each dimension with the variable. Looking at the results of the correlation, it was found that self-efficacy has a significant positive correlation with the planning dimension ($r = .511$, $p = .000$). This shows that the individual who is able to make his or her interest planning and objectives for the future is clear then the self-efficacy to achieve its goals in the future will increase. Saputra, 2018 states 4.35% Employee BPJS Employment Branch Madiun have a clear plan. The percentage is very small, indicating that self-efficiency is needed for employees who have no clear planning for future orientation.

Hacker (1985), Nuttin (1984), and Pea & Hawkins (1987, in Nurmi, 1989) state that composing a plan equals the process of solving a problem, ie the individual must find ways that lead to the achievement of the goal and the determination the most efficient step. A person who has faith in his inner abilities will find himself finding ways to accomplish those goals because in the future theorists are

also very closely related to the hopes, goals, standards and plans and strategies undertaken to achieve a goal and ideals (Nurmi, 2004). They also point out that individuals implement the plans and strategies that have been developed by undertaking the monitoring of the implementation of the plan. Supervision is done by comparing the intended purpose with the actual context in the future. This explains a significant positive relationship between the dimensions of planning and self-efficacy.

Havighurst (in Rice & Dolgin, 2008) argues that individuals will seek to decide and pursue careers in order to provide future guarantees especially in good financial terms. They become independent by earning their own living. This certainly depends on the achievement or financial condition. When viewed from the planning dimension in the future orientation, the individual will develop a plan that leads to the achievement of the most efficient goals for the future that can be influenced by the demands of the situation in determining future goals. In addition, Trommsdorff (in Seginer, 2009) suggests that parental support is influential in personality development with regard to willingness and optimism to achieve future goals. In other words, the demands of the situation and parental support, especially in managing finances independently, are important in the formation of future orientations so that individuals can be more optimistic in planning for the future.

IV. CLOSING

A. Conclusion

The results showed that there is a positive relationship between self-efficacy with future orientation. The higher the individual self-efficacy the more clearly the individual's future orientation, and vice versa. In the self-efficacy variable, the dimensions of motivation and planning show the positive correlation value associated with future orientation. In other words, the stability of planning for inner abilities is required by employee BPJS Employment of Madiun Branch associated with future orientation. Individuals who have a steadiness in their inner abilities tend to have a clearer picture of the future. In the future orientation variables, the motivation and planning dimensions show the most significant positive correlation values associated with the self-efficacy variables. In other words, motivation and planning are the dominant dimensions in relation to self-efficacy. This suggests that individuals who are able to plan from their future goals and goals will clearly and vigorously increase their confidence in their abilities.

B. Suggestion

Based on the results of Saputra research, 2018 conducted on employee BPJS Employment Branch Office Madiun about the picture of the future orientation of the field of work after retirement, indicating that not yet mature the concept of future orientation field of work after the employee retired. For that need to structuring and re-planning of the Self-efficacy of employees BPJS Employment to employees who enter the period of retirement preparation by conducting an assessment of the maturity of future orientation of the field of work after

retirement in order to provide directed training so that employees are more mature in carrying out the work has been set when the employee retires.

With the results of this assessment management can also know what training methods will be applied to each employee by looking at the three aspects (Motivation, Planning and Evaluation) of future Orientation, so that when the employee retires can commit and can run the field or type of work which has been set and planned during the time employees are still active work.

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