

Pre-Employment Seminar Activities To Increase Self Esteem In A Social Cognitive Perspective (Case Study On Member Of The Karang Taruna in Muktiwari Village, Cibitung.

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Abstract

Low growth and a large number of young people who have not worked, from Muktiwari Village, Cibitung Bekasi, make the background of this research, The formulation of this research problem is, How is the pre-employment seminar activity to increase self-esteem in a cognitive social perspective, (study on Members of the Karang Taruna in Muktiwari Village?. The purpose of this study is to determine the activities of pre-employment seminars to increase self-esteem in a social cognitive perspective, (study on Members of the Karang Taruna in Muktiwari Village. The approach used is a qualitative case study, with data collection through in-depth interviews and direct observation of the object of study. This research has a research instrument consisting of 2 key speakers, and 4 supporting sources, which are carried out checking the validity of the data based on the results of observation and triangulation of sources and data found. One of the results of this study is That parents become the first factor to form self esteem , the participants of pre-employment seminars. The more they are valued by their parents, the more they love themselves and want to change their mindset and behavior to be positive in an effort to work

Keywords

Self Esteem, Seminar, Youth, Social Cognitive, Karang Taruna.

1. Introduction

Young age, is a time when a person finds out about various things. The age range of 18-24 years, referring to the International Labour Organizations (ILO) is categorized in the category of young people. This age is the age that still identifies oneself will step up and do what to be able to be a productive or productive individual. Many young people, who try their luck by working, at a young age, with the skills possessed are certainly still inexperienced. This applies both to rural and urban communities. The emergence of industries ranging from small, medium to large industries that require labor in their business processes, of course, makes young people, try various preparations to be able to join the industrial world.

The indicators set by the company are certainly indicators that benefit the company, with a work system where the required workforce has expertise according to the needs of the industry.

Table 1 : Average Indicators of the Labor Market Aged 15-24

		Partisipasi dalam pasar tenaga kerja (% penduduk)	Partisipasi Dalam pendidikan (% penduduk)	Tidak aktif dan putus sekolah (% penduduk)	Tingkat kerja (% aktif)	Tingkat pengangguran (% aktif)	Tingkat pengangguran relaks(a) (% terus aktif)
Tempat tinggal	Kota	46,9	42,6	13,3	78,5	21,5	22,8
	Desa	47,8	31,6	23,7	83,9	16,1	19,0
Jenis kelamin	Laki-laki	55,9	36,9	10,5	82,1	17,9	20,4
	Perempuan	38,7	36,5	27,5	80,4	19,6	21,1
Kisaran usia	15-19	31,9	56,0	15,6	76,1	23,9	26,9
	20-24	66,6	12,6	22,9	84,6	15,4	16,9
Total		47,4	36,7	18,9	81,4	18,6	20,7

Source: Website UCW (https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---ilo-jakarta/documents/publication/wcms_183689.pdf), Accessed, June 15, 2022

In the table above, it shows data that the labor market indicators at the age of 15-24 years, whose category is young people, at a percentage of 22.9% are dropouts, with an average of 26.9% being the unemployment rate, but the participation of needs is quite high, namely 66.6%, with the most locations of 47.8% being in rural areas.

Based on the level of labor market needs, it can be interpreted as the need to polish the skills of prospective workers, according to the needs of the industrial world. Methods that can be used in various ways, one of which is by seminars, provide education to prospective workers to be able to hone individual self-competence. The pre-employment seminar is an educational program on readiness to start entering the industry, starting from preparing for yourself, then looking for a job, then going through the stages of sending a job application, to facing the job interview process and various tests that must be passed.

According to Jalaludin Rakhmat, (2005:101), to go through all processes properly, it is necessary to prepare starting from the individual self. It all starts from knowing oneself, so that it continues to the stage of self-respect and actualizing oneself according to the self-image that will be formed. The stage of self-esteem or commonly called the stage of self Esteem, is where an individual already loves himself with the advantages and disadvantages that exist in him. This is reinforced by Refnadi's research, (2018:21) which states that, self esteem, or self-esteem begins to be formed from the moment a person is born, and develops according to his interactions with others, which ultimately results in an acceptance of self-identity, self-understanding, and valuable self-assessment, so that self esteem affects the implication of the self-learning process.

Many aspects can affect an individual's self esteem, such as in the research of Bona S,H, Hutahae and Nathanael E.J.Sumampouw (2018:111), that individuals who have gone through training and education about self esteem, their self esteem stability is influenced by many factors, family and environment, when parents support their potential, the higher their self-esteem, and vice versa. In contrast to the theory of self-esteem proposed by Burn (1993), which states that the factors that determine a person's self-esteem are of four components, namely (1) Experience, (2) Parenting, (3) Environment, (4) Socioeconomics.

Muktiwari Village, Cibitung, Bekasi Regency which enters the border between the cities of Jakarta and Bekasi, with the location of the implementation of PKM Kp Telar, RT 001, RW 001 Muktiwari Village, Cibitung District, Bekasi Regency, Java-West. Zip Code 17520, which has a total population of 16,169 people, with a composition, is male as many as 8,170 people, and women 7,999 people, spread over 4,899 households, and the growth rate in 2020 is at 50%. The youth organization at the village level that is active today is the cadet reef of Muktiwari village, which is a forum for young people in actualizing community activities, and individual development from various aspects.

Table 2 : Data on the Population of Muktiwari Village

No.	Tahun	Jumlah Penduduk			Jumlah KK	Laju Pertumbuhan
		Lk	Pr	Jumlah		
1	2020	8170	7999	16,169	4,899	50 %

Source : Muktiwari Village Data

1.1 Objectives

Referring to the table data above, the author sees that the growth rate shown is still relatively slow. And compared to the data on the composition of the sexes, predominantly male-male. Based on the series of data above and the observations of researchers formulated this research problem on how to conduct pre-employment seminar activities to increase self-esteem in a Cognitive Social Perspective (Case Study on members of the Karang Taruna, in Muktiwari Village, Cibitung? This study aims to find out and describe pre-employment seminar activities to increase self-esteem in a social cognitive perspective (Case Study on members of the Karang Taruna in Muktiwari Village, Cibitung)

2. Literature Review

2.1 Seminar

The seminar according to I Kadek Adhi Dharma Putra, accessed on June 15, 2022 on the website www.researchgate.net a scientific meeting that has a purpose with activities that cover: (1) Problem solving, (2) Discussion of Case Studies or Topics, (3) Meetings in the scientific field, (4) Meetings of a group of experts, (5) Discussion of scientific results. The purpose of the seminar is as a forum for conveying new thoughts or ideas, in order to be a suggestion for problem solving, or solutions to developing problems in participants or participants involved in the seminar activities.

2.2. The concept of Self Esteem

Self Esteem according to Lawrence, (in Refinadi (2018:17) has a meaning as a concept of evaluating a person to make changes to himself or develop self-abilities in terms of skills, social, physical. While the concept of self esteem according to Rusli Lutan (2003), is a form of self-acceptance, self-eradication , considering oneself valuable and valuable , by not caring about past phases, and that is happening to the person, thus generating the feeling that he is very valuable.

2.3 Factors Forming Self Esteem

Burn (1993), which states that the factors that determine a person's self-esteem are from four components, namely (1) Experience, (2) Parenting, (3) Environment, (4) Socioeconomics. Meanwhile, Coopersmith (1998), stated that the factors that cause a high or low self-esteem of individuals are divided into: (1) Respectful, a condition in which a person realizes his role in providing comfort to

oneself. (2) Experience of Success, a condition in which a person judges how valuable he is from what has been achieved. (3) Values and Aspirations, Values instilled by parents regarding their potential. (4) Self-response, is the way a person responds to everything related to the individual self.

2.4. Cognitive Social Theory

The social theory of cognitive, according to Bandura (1977 : 191), states that the development of human education, starting from its social environment, pays attention to examples, models, and they act based on the belief in the abilities possessed.

Meanwhile, the results of research proposed by Elga Yanuardianto, (2019: 110) regarding cognitive social theory, state that social recognition that is different from the environment affects the self-conception of individuals, including self-esteem. The learning process from the environment affects the individual's perception of himself, and the belief in his importance to the environment.

2.5. Cognitive Social Characteristics

In the process of seeking knowledge in the environment by implementing cognitive social concepts has the following characteristics: (1), Focus on environmental influences, (2) Focus on parts, (3) Focus on reactions, (4) The main priority on the formation of learning outcomes through stimulus responses, (5) Focus on preconceived skills, (6) Focus on exercises and habits, (7) The learning outcomes obtained are the expected behavioral changes.

3. Methods

This research examines more deeply using a qualitative case study approach, being part of the method used in this study. According to Bogdan and Taylor (In Moleong 2000: 2), qualitative research methodology is a type of research that generates descriptive data in the form of written or oral statements verbatim made by the subject and observable behaviors.

The object of the study was a Karang Taruna located with the address of Muktiwari Village, Cibitung, Bekasi Regency which entered the border between the cities of Jakarta and Bekasi, with the location of the implementation of pkm Kp Telar, RT 001, RW 001 Muktiwari Village, Cibitung District, Bekasi Regency, Java-West. Zip Code 17520. Meanwhile, the subjects of the study were 2 key informants consisting of (1) the Head of Karang Taruna Muktiwari Village, (2), the Head of RT 01 Muktiwari Village. Then the supporting informants were participants in the Pre-Employment seminar, who were members of the Muktiwari village cadet reef, consisting of 4 people, namely: (1) Dimas, (2) Ifan, (3) Pemas, (4) Wahyu.

4. Data Collection

Researchers collected data with in-depth interview techniques with research instruments of 2 key informants, and 4 informants. This is in accordance with the opinion of Reni Novia, (2022: 11) data analysis methods used in qualitative research, starting with collecting data, open coding, coordinating logically developed data, with inductive analysis. According to Bogdan and Taylor, (In Moleong 2000: 5), qualitative research methodology is a type of research that generates descriptive data in the form of written or spoken statements verbatim made by the subject and observable behaviors. In this study, observations and interviews were carried out on predetermined research instruments

The data validity technique uses a way by triangulation of data and sources, comparing the information submitted between the informant and the key informant. As well as making periodic observations on the results of interviews that have been conducted.

5. Results and Discussion

The seminar held in Muktiwari Village, Cibitung is a pre-employment seminar, with the purpose of the activity being, solving problems regarding the number of members of the cadet reef who have not worked, and discussing case studies or topics regarding the work readiness of each individual cadet coral, starting from the self-esteem of each participant. As stated by I Kadek Adhi Dharma Putra, accessed on June 15, 2022 on the website www.researchgate.net a scientific meeting that has a purpose with activities that cover: (1) Problem solving, (2) Discussion of Case Studies or Topics, (3) Meetings in the scientific field, (4) Meetings of a group of experts, (5) Discussion of scientific results

This is reinforced by the information submitted by the head of the cadet reef " Didesa Muktiwari, the average youth has a high school education level, so it needs activities that open their horizons"(Interview dated April 18, 2022, at 13.00). A similar statement was also conveyed by the Head of RT 01, Mr. Nursyan Syatibi, "We are happy that there are students who carry out KKN activities in this village, seminar activities can add insight to children here, they have provisions to prepare themselves for work or open a business" (Interview on April 18, 2022 at 13.00 WIB).



Figure 1: Opening of Pre-Employment Seminar by Village Officials and Karang Taruna
Source : Researcher Documentation

Seminar activities, with self-concept material, discuss everything related to self-concept, which aims to provide changes in attitudes, opinions and behaviors of individuals who follow pre-employment seminars. The expected change is the emergence of self esteem, or self-respect, self-love. According to Ifan, Informant II as a participant in "This Pre-employment Seminar discusses the importance of knowing ourselves so that we can consider ourselves valuable" (Interview on May 2, 2022, at 09.00 WIB). This statement was also reinforced by Dimas " From us not knowing who we are because participating in this short seminar we know our strengths and weaknesses, we continue to be grateful and unfortunately if we do nothing in life" (Interview dated May 2, 2022, at 10.00 WIB). The statement of the two informants above regarding self esteem, interpreted the same as that examined by previous researchers, the concept of self esteem according to Lawrence, (in Refinadi (2018: 17) has a meaning as a concept of evaluating a person to make changes to himself or develop self-abilities in terms of skills, social, physical. This is contrary to the results of research from Wilis Sriyeki, David, A Setiady, Rasyid Bo Sanitoso (2015: 152), that participants in a discussion, will avoid the environment, if the individual's self-esteem is threatened, where the participants who avoid are participants whose self esteem is low. The results of the interviews in Informants I and II mentioned above, are similar to what was discussed by Rusli Lutan (2003), that self-esteem is a form of self-acceptance, self-eradication, considering oneself valuable and valuable, by not caring about past phases, and what is happening to the person, thus generating a feeling that he is very valuable.

In the process of delivering a pre-employment seminar on self-concept material, seminar participants are educated to appreciate themselves positively. Based on an interview with the Head of Karang Taruna regarding the cause of the lack of enthusiasm of the youth in Muktiwari village to improve themselves and their lives by working or entrepreneurship as a result of the following interview " Here on average they are still confused about what to do, what business they want, because they do not understand the direction of the goal" (Interview April 18, 2022, at 13.00 WIB). Information about the formation of self-esteem was also conveyed by the seminar participants, Informant III, Phemas, "Sometimes parents say that if they want to work, what can they do if there is no expertise, so what do you want to do, what is important is halal" (Interview dated May 2, 2022, at 09.00 WIB). Based on the results of the interview above, the researcher can conclude that, parents are the first factor to form self-esteem, the participants of the pre-employment seminar. The more they are valued by their parents, the more they love themselves and are willing to change mindsets and behaviors to be positive in an effort to work. This is as revealed by Burn (1993), which states that the factors that determine a person's self-esteem are from four components, namely (1) Experience, (2) Parenting, (3) Environment, (4) Socioeconomic. The life experience that has been passed, then the parenting style in the family given by parents, the surrounding environment and socioeconomic conditions determine the high or low self-esteem of individual participants or youth in Muktiwari village, Cibitung. Bekasi. As added by the head of RT 01, Nursyan Syatibi, "If parents whose children are fully supported know where they are going to graduate, some help continue their business or some are working while studying, who have not worked on average lack motivation" (Interview dated April 18, 2022 at 13.00 WIB). This statement is inversely proportional to the results of the research of Bona S,H, Hutahaeen and Nathanael E.J.Sumampouw (2018:109) which states that, If it has gone through a high level of self-esteem a person is influenced by interpersonal factors , and situational of the individual himself.

The results of this study are also not the same as the opinion of Coopersmith (1998), which states that the factors that cause a high or low self-esteem of individuals are divided into: (1) Respectful, a condition in which a person realizes his role in providing comfort to himself. (2) Experience of Success, a condition in which a person judges how valuable he is from what has been achieved. (3) Values and Aspirations, Values instilled by parents regarding their potential. (4) Self-response, is the way a person responds to everything related to the individual self. This is because in pre-employment seminar participants, what forms their self-esteem is the family environment, with a heavy point on parental parenting in appreciating the achievements of their children, regardless of their strengths and weaknesses.

In the Pre-Employment seminar, researchers become presenters or speakers who provide education and training on participants' self-introduction, up to the ability of participants to know their strengths and weaknesses. The education provided uses models, story telling or telling themselves, so that participants are invited to be grateful for their strengths and weaknesses. This information was conveyed by informant, Ifan "From this seminar, I learned to release mental blocks, I want to change according to the skills I have, after this I will start making a CV, which is good to continue to be sent to the job search application" (Interview dated May 2, 2022, at 09.00 WIB). According to Dimas, the informant who is also a participant" Now I am clear how to prepare myself to apply for a job, must be confident first, so you can help pass the existing interviews and tests" (Interview dated May 2, 2022, at 10.00 WIB). Phemas added " From this pre-employment seminar, I got new knowledge about self-respect, so we used to value ourselves and then others can appreciate it too"

(Interview dated May 2, 2022, at 10.00 WIB). From the information above, the researcher concluded that, the condition of participants or members of the cadet coral who took part in the seminar, by paying attention to the examples given, stories, gave confidence to the participants to increase their self-esteem to be even higher. Like the social cognitive theory that Bandura (1977: 191) originated, states that the development of human education, starting from its social environment, pays attention to examples, models, and they act based on beliefs in the abilities possessed. However, this statement is different from the results of research proposed by Elga Yanuardianto, (2019: 110) regarding cognitive social theory, stating that the different social recognition of the environment affects the self-conception of the individual, including self esteem. The learning process from the environment affects the individual's perception of himself, and the belief in his importance to the environment.



Figure 2 : The Educational Process at the Pre-Employment Seminar
Sources :D Researchers' Comments

The process of education or learning through pre-employment seminars with the theme of work preparation, focuses on the formation of learning outcomes, without leaving the skills they already have before, and focuses on changing past habits to positive, so that it is hoped that behavior changes will occur. This is as expected by the Head of Karang Taruna Muktiwari Village, Cibitung, Bekasi " The hope is that members of this cadet reef after the seminar can catch what is taught, and can change, which is usually Just hanging out, gathering – gathering, can have creativity, income" (Interview April 18, 2022, at 13.00 WIB). This is like the characteristics of Bandura's cognitive social theory, (1977: 191) the process of seeking knowledge in the environment by implementing cognitive social concepts has characteristics: (1), Focusing on environmental influences, (2) Focusing on parts, (3) Focusing on reactions, (4) Top priority on the formation of learning outcomes through stimulus responses, (5) Focus on preconceived skills, (6) Focus on exercises and habits, (7) The learning outcome obtained is the expected change in behavior.

5.1 Numerical Results

The implementation of the Pre-employment seminar conducted by IBM Bekasi students, in the 2022 Thematic KKN program, which was held at a location in Muktiwari Village, Cibitung, Bekasi regency, made the intended target was young people of productive age, with reference to village data, that the village growth rate was around 50%.

From the information conveyed by the Head of Karang Taruna, and the Head of RT 01, Muktiwari Village, the researcher concluded that the seminar organized by students was greeted with enthusiasm, with the seminar category expected to be a solution to the problem of the low growth rate in the labor market sector. Statement The purpose of the seminar is as a forum for conveying new thoughts or ideas, in order to be a suggestion for problem solving, or a solution to a developing problem in participants or participants involved in the seminar activity, it can be said that it is in accordance with the implementation in the field

Based on observations, researchers saw the enthusiasm of participants in participating in the Pre-Employment seminar in the Karang Taruna in Muktiwari Village. 30 participants attended the seminar activities actively during the seminar process. The pre-employment seminar process consists of material on introducing self-concept, how to make a job application and curriculum vitae that is in accordance with the needs of the world of work, appearance at work, and how to deal with job interviews

5.2 Proposed Improvements

Empowerment activities and improvement of human resources, more often carried out, with sufficient duration, so that the material can be fulfilled .The family, is an important factor in the formation of self-esteem, it is also necessary to educate parents to have an awareness of the importance of giving self-esteem to children.

6. Conclusion

Based on the research above, it is concluded as follows: The seminar held in Muktiwari Village, Cibitung is a pre-employment seminar, with the purpose of the activity being, solving problems regarding the number of cadet coral members who have not worked, and discussing case studies or topics regarding the work readiness of each individual Cadet coral, starting from the self esteem of each participant. Parents become the first factor to be the shaper of self-esteem , the participants of pre-employment seminars. The more they are valued by their parents, the more they are love themselves and want to change their mindset and behavior to be positive in efforts to work Social Cognitive that occurs at the pre-employment seminar in Muktiwari Village, Cibitung is the condition of participants or members of the cadet coral who take part in the seminar, by paying attention to the examples given, stories, giving confidence to the participants to increase their self-esteem to be even higher Cognitive social characteristics of the Pre-employment Seminar Activities in

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Muktiwari village in increasing self-esteem, focusing on the formation of learning outcomes, without abandoning the skills they already had before, and focusing on changing past habits to positive ones, so that it is hoped that there will be a change in behavior

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