Abstract

Repeated failure in police recruitment selection was an experience that could affect adolescents' psychological condition, particularly in developing confidence in their abilities and readiness to face their future careers. One factor that helped individuals cope with such conditions was self-efficacy. Individuals with high self-efficacy tended to be more optimistic, were more likely to persist in the face of failure, and had greater readiness to plan and determine their career direction. This study aimed to determine the effect of self-efficacy on career readiness among adolescents who failed the police recruitment selection at the Gorontalo Regional Police. This study employed a quantitative, associative approach to examine the effect of self-efficacy on career readiness. The research sample consisted of 275 respondents selected through purposive sampling. Data were collected using a self-efficacy scale based on the instrument developed by Siregar (2022) and a career readiness scale based on the instrument developed by Nadira (2017), both of which had been modified and tested for validity and reliability. Data were analyzed using simple linear regression. The results showed that self-efficacy had a positive and significant effect on career readiness, with a significance value of 0.000 ($p < 0.05$). The coefficient of determination (R^2) of 0.111 indicated that self-efficacy accounted for 11.1% of the variance in career readiness, while the remaining 88.9% was explained by other factors outside this study. These findings indicated that the higher adolescents' self-efficacy, the higher their career readiness after experiencing failure in police recruitment.

Keywords: *Self-Efficacy; Career Readiness; Police Recruitment Selection*

ABSTRAK

Kegagalan berulang dalam seleksi kepolisian merupakan pengalaman yang dapat memengaruhi kondisi psikologis remaja, terutama dalam membangun keyakinan terhadap kemampuan diri dan kesiapan menghadapi masa depan karier. Salah satu faktor yang berperan dalam membantu individu menghadapi kondisi tersebut adalah *self-efficacy*. Individu yang memiliki *self-efficacy* tinggi cenderung lebih optimis, mampu bertahan menghadapi kegagalan, serta memiliki kesiapan yang lebih baik dalam merencanakan dan menentukan arah karier. Penelitian ini bertujuan untuk mengetahui pengaruh *self-efficacy* terhadap kesiapan karier pada remaja yang gagal dalam seleksi kepolisian di Polda Gorontalo. Penelitian ini menggunakan metode kuantitatif dengan pendekatan asosiatif untuk menguji pengaruh *self-efficacy* terhadap kesiapan karier. Sampel penelitian berjumlah 275 responden yang dipilih menggunakan teknik purposive sampling. Pengumpulan data menggunakan skala *self-efficacy* berdasarkan instrumen Siregar (2022) dan skala kesiapan karier berdasarkan instrumen Nadira (2017) yang keduanya telah dimodifikasi serta diuji validitas dan reliabilitasnya. Analisis data menggunakan regresi linear sederhana. Hasil penelitian menunjukkan bahwa *self-efficacy* berpengaruh positif dan signifikan terhadap kesiapan karier dengan nilai signifikansi sebesar 0,000 ($p < 0,05$). Nilai koefisien determinasi (R^2) sebesar 0,111 menunjukkan bahwa *self-efficacy* memberikan kontribusi sebesar 11,1% terhadap kesiapan karier, sedangkan 88,9% dipengaruhi oleh faktor lain di luar penelitian. Temuan ini menunjukkan bahwa semakin tinggi *self-efficacy* yang dimiliki remaja, maka semakin tinggi pula kesiapan kariernya setelah mengalami kegagalan dalam seleksi kepolisian.

Kata Kunci: *Self-Efficacy*, Kesiapan Karier, Seleksi Kepolisian.