

GAMBARAN *SELF-EFFICACY* PELAMAR DALAM WAWANCARA KERJA SECARA DARING

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INTISARI

Penelitian ini bertujuan untuk mengetahui efikasi diri pelamar kerja saat melakukan wawancara secara daring. Populasi penelitian ini dilakukan pada tiga perusahaan di Kota Medan yang melakukan wawancara secara daring. Adapun jumlah sampel dalam penelitian ini yaitu 105 orang pelamar yang mengikuti proses wawancara di tiga perusahaan tersebut. Pada penelitian ini, teknik pengambilan sampel yang digunakan ialah teknik *sampling jenuh*. Penelitian kuantitatif ini menggunakan alat ukur berupa skala *self-efficacy* yang terdiri atas 17 butir aitem. Data dianalisis menggunakan uji kolerasi *pearson product moment* dengan bantuan SPSS Versi 25 *for windows*. Hasil penelitian menunjukkan subyek yang memiliki *self- efficacy* rendah sebesar 18,1%, subyek yang memiliki *self-efficacy* sedang sebesar 56.2%, dan 27.5% subyek memiliki *self-efficacy* tinggi.

Kata kunci : self-efficacy, pelamar kerja, wawancara daring.

OVERVIEW OF APPLICANTS SELF-EFFICACY IN ONLINE JOB INTERVIEWS

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ABSTRACT

This study aimed to determine the self-efficacy of job applicants when conducting online interviews. The population for this study was conducted at three companies in Medan City who conducted online interviews. The number of samples in this study were 105 applicants who took part in the interview process at the three companies. In this research, technique. The sampling technique used was saturated sampling. This quantitative study used a measuring tool in the form of a self-efficacy scale consisting of 17 item items. Data were analyzed using the Pearson product moment correlation test with the help of SPSS Version 25 for windows. The results showed subjects had low self-efficacy 18.1%, moderate self-efficacy 56,2%, and 27,5% of applicants had high self-efficacy.

Keyword : Self-efficacy, job applicant, online interview.