

Conference Paper

The Correlation Between Conformity and Self-Efficacy in Career Decision Making Among 12th Grade High School Students

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Abstract.

This study aimed to determine the characteristics of conformity and self-efficacy in career decision-making and the relationship between conformity and self-efficacy in career decision-making in class XII students. This study used a quantitative correlational method with a sample of class XII students at SMA Negeri 2 Nganjuk who were selected using a cluster random sampling technique. The instruments used were a conformity scale and a self-efficacy scale of career decision-making compiled by researchers based on theory. The data analysis techniques used were descriptive and Pearson product-moment correlation analyses. The results showed that there is a relationship between conformity and self-efficacy towards career decision-making in class XII high school students.

Keywords: Conformity, Career decision, Self-efficacy, CHigh school students

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1. Introduction

Senior high school formal education in Indonesia is generally taken within three years, although some are quicker through accelerated programs or slower at Seminary Schools. High school students, especially students in class XII, are faced with making decisions related to their careers [1]. They are required to make the right decisions to continue their education to higher education or work [2]. In contrast, SMK students equipped with vocational skills are productive and ready to work. High school students are equipped with logical thinking and scientific skills when pursuing senior secondary education, so they cannot compete with graduates from vocational schools when they have graduated and decide to work [3]. Continuing education to a higher level is an alternative for students who have doubts about deciding to work after graduating from high school [1]. When students decide to continue their education to a higher level, students are faced with choosing the major they want. The choice of major is

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important because it becomes a bridge to the future career depiction. Manifestations of student choices are not completed after making choices but also being responsible for getting maximum results for these choices so that the level of career success becomes a picture of life in the future [4].

Individuals aged 16-19 are transitioning from adolescence to adulthood, so they tend to prioritize conformity and their group's interests [5]. This occurs as an effort to accept the group of each member. Conformity has an important role in self-efficacy in career decision-making. Self-efficacy in making career decisions in education is important for students who occupy class XII. A high level of self-efficacy in career decision-making can influence students' concepts of career and exploration [6]. The lower the conformity of the individual, the lower the career decision-making and vice versa [1]. For class XII students, self-efficacy in making career decisions is important so that students can understand their potential and abilities, understand the future careers depiction, and the alignment of their abilities with the desired career so the students can find appropriate career and life choices. Expected [7]. For students who have good career planning, it is unlikely that they will end up being unemployed, and of course, it will affect work groups in society.

Data from the Central Statistics Agency of 2022 regarding open unemployment based on education completed shows that high school graduates are the highest at 2,251,558, higher than vocational graduates at 1,876,661. This high number indicates that students are not ready to go directly into the work environment because high school graduates are not equipped with the basic skills to face the work environment [8]. The lack of basic skills in the world of work, coupled with intense competition for work, causes students to continue their studies to a higher level [9]. It is hoped that this will be able to provide greater opportunities for them to achieve their dream career.

According to the interviews conducted by researchers on November 15 2022, with five class XII students of SMA Negeri 2 Nganjuk aged 17-18, they stated that all students decided to continue their studies at a higher level instead of working. They said they wanted to achieve their goals and also needed to figure out what work they would do if they graduated from high school. Another reason was that there was advice from both parents to continue their education to a higher level. Even though they already desire to continue to the next level, most students have doubts about which major to take. Some students lack confidence in the major they will take because they are unsure of their abilities, and the passing grade of the major is considered high.

Research with the same variables was conducted by [10] entitled "The Relationship between Conformity and Self-Efficacy in Career Decision Making in Class XI Students of

SMK Negeri 12 Surabaya” states that the lower the conformity in individuals, the lower career decision-making and vice versa. Career decision-making considerations are always accompanied by factors that influence reaching decision maturity. Research with the same variable has also been carried out by [11] entitled “The Relationship Between Peer Conformity and Parental Attachment and Student Career Decision-Making Self-Efficacy” states that there is a positive relationship between conformity and self-efficacy in career decision-making. Then the higher the level of conformity, the higher the self-efficacy in making career decisions among students. The existence of proximity factors between individuals and their closest environment encourages conformity in self-efficacy in career decision-making.

There are several studies related to conformity and self-efficacy in career decision-making. Different characteristics can be seen from the research focus in selecting research subjects, how the stages of research are carried out, the variables used, and the obstacles experienced in conducting research. In this study, subject characteristics were different from research previously conducted by Wardhana [10] with subjects in class XI SMK students. From the beginning, vocational students are equipped with skills prepared to work immediately. In contrast, high school students are more equipped with skills in the field of knowledge expected after graduation to continue their education to a higher level because the work environment requires experience and skills to work. A longer career path that high school students must take may indicate self-efficacy in making career decisions between high school and vocational students. The differences in each study indicate that there is novelty between the research that will be carried out and the research that has been done before.

The selection of class XII students at Nganjuk 2 Public High School as the study population was due to data from the guidance and counselling services of Nganjuk 2 Public High School, which stated that 70% of students graduating in 2022 continued to the next level, the remaining 30% did not continue to the next level. This research is important to do considering that based on the results of interviews that have been conducted, most students want to continue to the next level of education. However, many students have indications of doubt in making career decisions due to a lack of confidence in their abilities and external influences that impact career decision-making. Student. The purpose of this study was to determine the characteristics of student conformity, the characteristics of self-efficacy in making career decisions in students, and the relationship between conformity and self-efficacy in making career decisions in XII SMA students.

2. Literature Review

Conformity is an individual or group that tries to get other parties to perform certain actions, and other parties do not like these actions. So conformity can be said when someone displays certain behaviors because other people display these behaviors [12].

Conformity is a social influence that causes changes in individual attitudes and behavior to comply with existing norms [13]. Individuals display conformity because of information from other people so that they are not seen as deviant. However, individuals will return to the old behavior if intervention and authority in a group are no longer valid [12]. According to [14], conformity is an individual adjustment to the norms that apply by behaving the same as peers.

The conformity variable consists of three aspects: 1) Cohesiveness, the group's cohesiveness causes individuals to be interested in becoming members, so the group's cohesiveness and strength will benefit individuals. It Generates feelings of closeness to group members and concern for the group because they want to gain recognition and avoid rejection from group members. 2) Agreement, a reference that has been agreed upon by group members and has strong pressure so that members must follow the agreements in the group. Therefore, the formation of trust in the group and equality of opinion between group members because of the individual dependence on the group. 3) Obedience, willingness to take action even though the individual does not want to do it because of pressure from group members and wants to meet group expectations. Obedience is the willingness of individuals to do something even though it is not their desire, making it difficult for individuals to refuse and tend to obey every order in the group.

According to [13], the factors that affect conformity are as follows: 1) Cohesiveness, the degree of individual interest in a group. The greater the level of cohesiveness, the higher the individual's to conform to the group. 2) Group size, the larger the number of group members, the higher and lower the individual conforms to the group. 3) Applicable norms. Applicable social norms consist of descriptive norms and injunctive norms. Descriptive norms indicate individual behavior within the group in certain situations. Meanwhile, injunctive norms are norms that determine whether the behavior is acceptable or not in certain situations.

Self Efficacy Theory, introduced by Bandura [15], is seen as an approach related to social learning. According to Bandura, self-efficacy is an individual's belief in their ability to complete certain tasks. Self-efficacy is an assessment of oneself who can do good and bad things [16]. Good self-efficacy is the belief to carry out the behavior intended

by others and the individual. Meanwhile, negative self-efficacy causes individuals to do something [17]. The development of self-efficacy theory related to career decisions was initiated by [18]. Career-related self-efficacy can be called career decision-making self-efficacy.

Career decision-making is related to self-confidence, known as Career Decision Making Self-Efficacy (CDMSE). Self-efficacy in career decision-making can encourage individuals to seek solutions that will be faced in the career decision-making process. Individuals who have strong self-efficacy will have the urge to try hard and be optimistic that they will get success. However, individuals with low efficacy will easily be pessimistic and easily give up in situations that they think are difficult and have low commitment. Therefore, achieving the goals is difficult [15].

Career decision-making self-efficacy has five dimensions: 1) Accurate Self Appraisal, a description of individual beliefs based on an individual's assessment of himself. In this case, the individual has a realistic attitude, able to understand the abilities, skills and strengths. 2) Gathering Occupational Information is an overview of individual beliefs as seen from individual efforts to find and gather information related to the career field of interest. 3) Goal Selection is an overview of individual beliefs in determining the selection of goals related to the career field of interest in the future and individual confidence in achieving goals in the career field of interest. 4) Making Plans For The Future, an overview of individual beliefs regarding making career plans for the future. 5) Problem-Solving, an overview of individual beliefs regarding making career plans for the future. The higher the efficacy of the individual, the more confident the individual can realize the plans that have been made. There are two factors that affect career decision-making self-efficacy, namely internal factors and external factors. Internal factors include gender, age, ethnicity, achievement, and the need to develop. In contrast, external factors include major decisions and parental support.

One of the factors that influence student career decision-making is conformity. Conformity causes actions or thoughts that are different from those usually done alone [19]. Individuals who are in the adolescent phase show social development by forming groups with peers. New things that are known in the group encourage individuals to conform to the group. Conformity provides comparisons regarding abilities and other things an individual has with others in the group. Especially if a career decision that many people follow will influence individuals to follow that decision, the assumption that many individuals are interested in the career decision indicates that it is the right decision because many people chose it.

Research conducted by Gushue & Clarke [20] entitled "The Relationship of Career Decision Making Self-Efficacy, Vocational Identity, and Career Exploration Behavior in African American High School Students" states that a high level of CDMSE influences career concepts and exploration carried out by students. Students with a high CDMSE have a more mature career picture and confidence in their ability to achieve career plans than those with a low CDMSE. Another study conducted by Kundu & Cummins [21] entitled "Morality and Conformity: The Asch-Paradigm Applied to Moral Decisions" states that when individuals confuse in making a decision, both personal and group decisions, individuals will feel in a dilemma when hearing other individuals give different decisions from him even though the individual knows that the decisions taken by some people are wrong. Individuals will adjust to their environment and try to change their decisions so that they are the same as most others.

3. Method

These research using quantitative research method. The quantitative research method focuses on data analysis in numbers processed based on statistical procedures [22]. This study uses a type of correlational research which aims to determine the relationship between the variables studied [23].

Population defined as an area consisting of subjects or objects that has certain qualities and characteristics determined by researchers to be studied and drawn conclusions [22]. The population in this study were students of class XII SMA. The sample of this research is class XII SMAN 2 Nganjuk. The reason for choosing SMAN 2 Nganjuk class XII students as the sample is that SMAN 2 Nganjuk is the favorite high school in the Nganjuk Regency. Based on data from the *Lembaga Tes Masuk Perguruan Tinggi* (LTMPPT) for 2022, SMA Negeri 2 Nganjuk is one of the 30 best high schools in East Java. Based on data from the guidance and counselling department of SMAN 2 Nganjuk, it is stated that 70% of students graduating in 2022 will be accepted at the tertiary level. The inherent assumption that SMAN 2 Nganjuk is the best school requires students to have a mature career choice. Sampling technique in this study was cluster random sampling. Amount of the sample in this study was counted by Slovin formula with a significance level of 5%, and as the result there were 181 students obtained as a sample.

Conformity is a change in the behavior of individuals or groups due to the influence of other individuals in order to be accepted and socialized in the individual environment [12]. Conformity is measured using a conformity scale compiled based on conformity aspects according to [12], namely, compactness, agreement, and obedience. The higher

the total score obtained, the higher the level of conformity behavior. Conversely, the lower total score indicates that the level of conformity behavior carried out by individuals is low.

Career decision-making self-efficacy is an individual's belief in completing tasks and making good career decisions based on self-concept, goals, and career choices. Career decision-making self-efficacy is measured using a career decision-making self-efficacy scale based on the dimensions presented by Betz & Luzzo [24], namely, Accurate Self Appraisal, Gathering occupational information, goal selection, making plans for the future, and problem-solving. The higher total score obtained indicates the level of individual self-efficacy in making high career decisions. In contrast, the lower total score obtained indicates that the level of individual self-efficacy in making career decisions is low.

This study used a Conformity Scale to collect the data compiled by researchers based on aspects of [25], namely, compactness, agreement, and obedience. This scale uses four Likert scales, namely very appropriate (1), appropriate (2), not appropriate (3), and very inappropriate (4). This scale consists of 19 items that has 14 favorable items and 5 unfavorable items. The career decision-making self-efficacy scale based on the dimensions of [24], namely, Accurate Self Appraisal, Gathering occupational information, goal selection, making plans for the future, and problem-solving. The career decision-making self-efficacy scale in this study used a Likert scale with four responses, namely very appropriate (4), appropriate (3), inappropriate (2), and very inappropriate (1). This scale consists of 48 items consisting of 42 favorable items, and 6 unfavorable items.

The preparation of the instruments in this study consisted of several stages: planning, preliminary drafts, scale trials, evaluation of results, and final preparation. At the planning stage, the researcher determines the theoretical construction, subject, measurement objectives, and test administration. In this preliminary draft stage, the subject determines the aspects and indicators to be compiled into a scale and blueprint. After preparing the measuring instruments and determining the blueprint, the researcher conducted an expert judgment. To find out the validity using the content validity method. Content validity is the validity obtained based on instrument assessment by expert judgment, namely two panels which are experts in the field of psychology and one guidance counselling teacher, namely Mr Aji Bagus Priyambodo, S.Psi., M.Psi, Mrs Jati Fatmawiyati, S.Psi., M.Psi, and mother Faradila Elmi Sofiana, S.Pd. In this study, an instrument trial was conducted involving 32 students of class XII-MIPA 2. In the final stage, the subjects finalized the preparation of the measuring instrument after going through various stages and obtaining valid results regarding the measuring instrument. The

researchers developed the scale because they wanted to obtain valid data based on the measurement results in the scale developed by the researcher. There are limitations related to subject characteristics and cultural differences that encourage researchers to develop a scale instead of the original scale because these differences can make the results not optimal.

The results of expert judgment were then processed using Aiken's V formula to find the validity coefficient of the instrument. On the conformity scale, 36 items are appropriate to use with an Aiken's V value of 0.87. In comparison, the self-efficacy scale for career decision-making obtained 62 appropriate items, with an Aiken's V value of 0.78. Therefore, the entire scale can be used in research because it meets Aiken's V rule, namely > 0.04

Then, the calculation of the validity test using the correlation test of Product Moment Pearson. Each item will be tested for correlation with the total score of each variable in this test. To get a good item, an item must correlate (r) with a score of ≥ 0.25 . Items that have an r count < 0.25 will be removed. Nineteen items were obtained that were appropriate, and 17 items were dropped. The appropriate conformity scale has a correlation value of 0.29-0.70. Meanwhile, from calculating the validity test of the self-efficacy scale for career decision-making, 48 items were found to be appropriate for use, and 14 items were dropped. The career decision self-efficacy scale has a correlation value of 0.28-0.82.

Furthermore, a reliability test is carried out to measure a research instrument's consistency in measuring research variables [23]. The reliability test of items in this study using the Cronbach Alpha formula. On the conformity scale, Cronbach's alpha coefficient was 0.74. In contrast, the career decision-making self-efficacy scale obtained Cronbach's alpha coefficient of 0.71. Then, both instruments were reliable because they obtained a Cronbach's alpha coefficient > 0.6 .

4. Result and Discussions

4.1. Result

Respondents in this research were class XII high school students who would continue their education at a national university, private university, or government-affiliated college. The number of respondents in the study was 181 respondents. Data collected using online questionnaires via Google Forms. Based on the research results, it is found that the general description of the respondents is through the demographic data table below:

TABLE 1: Demographic of the Respondents.

Description	Categories	Frequency	Percentage
Class	XII-MIPA 1	26	14%
	XII-MIPA 3	27	15%
	XII-MIPA 4	6	3%
	XII-MIPA 5	30	17%
	XII-MIPA 6	8	4%
	XII-MIPA 7	5	3%
	XII-IPS 1	27	15%
	XII-IPS 2	27	15%
	XII-IPS 3	25	14%
Gender	Male	57	31%
	Female	124	69%
Age	17	30	17%
	18	106	59%
	19	44	24%
	20	1	1%

Tabel 1 shows the distribution of respondents based on the gender of the 181 respondents. There were 57 male and 124 female respondents with an age range of 18-21 years. Based on the class of 181 respondents, there were 26 respondents from class XII MIPA 1, 27 respondents from class XII MIPA 3, 6 respondents from class XII MIPA 4, 30 respondents from class XII MIPA 5, 8 respondents from class XII MIPA 6, 5 respondents from class XII MIPA 7, 27 respondents from class XII IPS 1, 27 respondents from class XII IPS 2, 25 respondents from class XII IPS 3.

The results of descriptive analysis of data can be seen in Table 2

TABLE 2: Descriptive Analysis Results of Research Data.

Variable	N	Empirical				Hypothetical			
		Min	Max	M	SD	Min	Max	M	SD
Conformity (X)	181	30	69	56.47	9.96	19	76	47.5	9.5
Career Decision Self-Efficacy (Y)	181	76	192	160	13.7	48	192	120	24
Accurate Self Appraisal	181	17	40	32.48	3.89	10	40	25	5
Gathering Occupational Information	181	16	40	33.76	3.44	10	40	25	5
Goal Selection	181	15	44	36.86	3.39	11	44	27.5	5.5
Making Plans For The Future	181	10	24	20.09	2.33	7	28	17.5	3.5
Problem Solving	181	16	40	33.69	3.59	10	40	25	5

According to the results, it was found that the empirical mean score of the conformity variable (X) and career decision self-efficacy variable (Y) was greater than the hypothetical mean. Therefore, it can be concluded that the conformity and self-efficacy of making career decisions in class XII students of SMA Negeri 2 Nganjuk are higher than those predicted by the measuring instrument.

Next, the researcher conducted an assumption test, namely the normality test and the linearity test. The two tests were carried out on the conformity variable (X) and each dimension on the career decision-making self-efficacy variable (Y).

TABLE 3: Normality Test Results.

Variable	Sig	Des.	Conclusion
Conformity and Accurate Self Appraisal	0.93	P > 0.05	Normally Distributed
Conformity and Gathering Occupational Information	0.55	P > 0.05	Normally Distributed
Conformity and Goal Selection	0.20	P > 0.05	Normally Distributed
Conformity and Making Plans For The Future	0.51	P > 0.05	Normally Distributed
Conformity and Problem Solving	0.56	P > 0.05	Normally Distributed

TABLE 4: Linearity Test Results.

Variable	Linearity		Status
	F	Sig.	
Conformity and Accurate Self Appraisal	190.069	0.000	Linear
Conformity and Gathering Occupational Information	13.810	0.00	Linear
Conformity and Goal Selection	38.487	0.000	Linear
Conformity and Making Plans For The Future	8.450	0.004	Linear
Conformity and Problem Solving	16.990	0.000	Linear

The normality test and linearity test with SPSS for Windows version 26.0, it can be seen that both variables are normally distributed with a value of $p = 0.051-0.200$ ($p > 0.05$). In the linearity test, the conformity variable (X) has a linear relationship in each dimension of the career decision-making self-efficacy variable (Y) with a significant value $p = p = 0.000-0.004$ ($p < 0.05$). the normality and linearity test shows that assumption test has fulfilled, then the hypothesis test conducted using the product-moment correlation test by Pearson.

Based on the table above, it is found that the hypothesis test results show that there is a significant relationship between Conformity and Accurate Self Appraisal ($r = 0.677$);

TABLE 5: Hypothesis Test Results.

Conformity	Pearson correlation	Sig	Status	Relationship Type
Career Decision Self-Efficacy	0.443	0.000	Signifikan	Medium
Accurate Self Appraisal	0.677	0.000	Signifikan	High
Gathering Occupational Information	0.233	0.002	Signifikan	Low
Goal Selection	0.358	0.000	Signifikan	Low
Making Plans For The Future	0.190	0.010	Signifikan	Very Low
Problem Solving	0.264	0.000	Signifikan	Low

with Gathering Occupational Information ($r= 0.233$); with Goal Selection ($r= 0.358$); with Making Plans for The Future ($r=0.190$); and with Problem-Solving ($r=0.264$). According to the explanation above, the conformity variable and Accurate Self Appraisal have a strong relationship. Meanwhile, the variables Gathering Occupational Information, Goal Selection, Making Plans for The Future, and Problem-Solving have a low relationship.

4.2. Discussions

The results showed that the majority of class XII students at SMA Negeri 2 Nganjuk had a high level of conformity. This means that SMA Negeri 2 Nganjuk students experience behaviour changes to adjust their friendship groups. The high category on the conformity variable is influenced by the age of the students, ranging from 17-20 years. At this age, class XII students are in the final adolescent phase. In this phase, the individual begins to transition from adolescence to adulthood. Individuals experience various changes biologically, socioemotionally, and cognitively, marked by the search for identity [5]. In this process, adolescents face various social dynamics that encourage them to conform to be well-received in their environment [4].

The results of this study aligned with Kusriani & Saraswati [11], which states that individuals who are currently studying at the high school level tend to conform by adapting to groups either with pressure or without pressure in order to be accepted in their group. In addition, research by Teunissen [26] states that the adolescent phase is a phase that allows individuals to conform to peers, especially if peers have the desired social image. Individuals will adjust their behavior to obtain the same characteristics as their peers.

Self-efficacy in making career decisions in class XII students of SMA Negeri 2 Nganjuk in the high category, with an average score of 85% for each dimension. This means that

class XII students of SMA Negeri 2 Nganjuk have high self-efficacy in making career decisions. The highest percentage of dimension is the target dimension selection of 97%. Target selection has an important role in boosting confidence to make career decisions. The relationship between current understanding and future goals encourages the emergence of confidence from individuals to make a career decision [27]

Setting goals helps individuals to identify abilities and see their goal's depiction. Setting goals also increases confidence in making decisions supported by information collected and goals that have been set [28]. This research is in line with research conducted by [29] states that students who have developed plans or goals have higher confidence in achieving career planning goals.

Apart from the things above, another factor that causes high self-efficacy in class XII students is gender. Based on the results of the average self-efficacy score for career decision-making in class XII students of SMAN 2 Nganjuk, it is known that female students have a self-efficacy level with an average score of 161.2 higher than male students with an average score -an average of 158.3. Male students need approaches and directions with positive modelling to increase self-efficacy in making career decisions [30]. Another study [31] shows that gender influences self-efficacy in career decision-making. The self-efficacy scores of individuals with females are greater than that of males in making career decisions.

Based on the hypothesis results test that has been done, it was found that conformity in class XII high school students has a significant relationship to self-efficacy in making career decisions. The relationship shown by the two variables is positive. It means that individuals with high conformity also have high self-efficacy in making career decisions. This can be interpreted that conformity can help individuals increase self-efficacy in making career decisions. Individuals will be confident in their career choices because they have the same decisions as most individuals in the group.

According to the statement above, based on the hypothesis test results between the conformity variable and each dimension of career decision-making self-efficacy, it can be seen that the Accurate Self Appraisal dimension has the highest relationship among the other dimensions with a correlation value of 0.677 with a high relationship category. This means that class XII students of SMA Negeri 2 Nganjuk have high self-assessment accuracy. Conformity that is done causes the individual to have the same identity as the group to foster self-confidence and self-concept in the individual. Self-concept maximizes self-assessment based on individual potential and abilities [32]. This research is in line with research conducted by Hertz & Wiese [33], which states that individuals will change their beliefs to be the same as the group because they

believe that the group knows many things compared to them and that what the group is doing is correct. This belief encourages individuals to have broader knowledge than before so that individuals can measure their past and present abilities.

The results align with research conducted by Kusrini & Saraswati [11], which states that peer conformity and student efficacy in making career decisions have a positive relationship. In addition, this research is also aligned with Febriana & Masykur [1] research, which states a positive relationship between family social support and career decision-making self-efficacy. Family social support is a form of concern for individuals to boost the individual's self-confidence ^[1,34]. Support from parents is a form of conformity that influences individual beliefs in career decision-making [35].

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