

## The Influence of Self Efficacy and Social Support on Career Adaptability in Workers with Disability in Bandung

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**Keywords** : *Self Efficacy, Social Support, Career Adaptability, Disability.*

*Abstract: This study aims to determine the effect of Self efficacy and Social support on Career adaptability in workers with disabilities in Bandung City. The research method used in this research is a quantitative approach. The population in this study were workers with disabilities in Bandung City. The sampling technique uses an approach from Haier, the number of samples is determined 5 - 10 times the number of questionnaire questions where in this study the questions used totaled 34 questions, if multiplied by 5, the respondents totaled 170 respondents. While the data collection technique uses a questionnaire distributed to employees. The data analysis technique used in this research is multiple linear regression analysis, coefficient of determination, T test and F test with the help of the SPSS program. The results of this study indicate that the Self Efficacy variable has a significant effect on Career Adaptability and Social Support has no significant effect on Career Adaptability.*

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### Introduction

The rapid growth of Indonesia's industrial sector, driven by technological advancement and globalization, has increased the demand for adaptive and competent human resources. However, amid this growth, persons with disabilities continue to face significant challenges in accessing equal employment opportunities. According to Law No. 8 of 2016 and Law No. 13 of 2003, individuals with disabilities are entitled to the same rights to obtain employment and develop their careers.

Data from the Central Bureau of Statistics (2023) show that out of a total of 4,534 persons with disabilities in Bandung City, only approximately 214 individuals are employed—representing less than 5%. This indicates the continued low participation of persons with disabilities in the formal labor sector. Although most of them are willing and able to work,

psychological barriers such as low self efficacy, lack of social support, and prolonged work adaptation processes remain the main obstacles.

Table 1. Pre-Survey

NO	PERTANYAAN	JAWABAN																			
		YA	%	TIDAK	%	1 - 3 BULAN	%	4 - 6 BULAN	%	7 - 9 BULAN	%	10 - 12 BULAN	%	KESULITAN DALAM KOMUNIKASI	%	SIKAP ATAU PERILAKUAN DARI REKAN KERJA ATAU ATASAN	%	KURANG NYA PERCAYA DIRI DARI DIRI SENDIRI	%	FASILITAS FISIK TIDAK RAMAH DISABILITAS	%
1	Apakah Anda merasa diperlakukan secara setara dengan pekerja lainnya di tempat kerja?	21	70%	9	30%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2	Saya bekerja karena keinginan pribadi saya.	25	83%	5	17%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
3	Sejauh mana Anda merasa pekerjaan Anda telah disesuaikan dengan kemampuan Anda?	17	57%	13	43%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
4	Berapa lama waktu yang dibutuhkan untuk beradaptasi dengan pekerjaan	-	-	-	-	7	23%	8	27%	5	17%	10	33%	-	-	-	-	-	-	-	-
5	Apakah Anda merasa nyaman menyampaikan kebutuhan atau kesulitan Anda kepada atasan?	12	40%	18	60%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6	Apa kendala utama yang Anda alami dalam menyesuaikan diri di lingkungan kerja?	-	-	-	-	-	-	-	-	-	-	-	-	9	30%	5	17%	12	40%	4	13%
7	Apakah anda yakin mampu menyelesaikan setiap tugas yang diberikan ?	16	53%	14	47%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
8	Apakah anda mampu menyelesaikan setiap masalah tanpa meminta bantuan orang lain ?	10	33%	20	67%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Table 1 presents several questions from a pre-survey. The results reveal that 70% of workers with disabilities stated that their workplaces treat them equally. This indicates that most companies do not differentiate between employees with or without disabilities. Furthermore, 83% expressed that working was their own choice.

Moreover, 53% stated that their current jobs match the skills they have acquired, whether through formal education or training. Despite the presence of equality and skill alignment, 77% of disabled workers reported requiring 4–12 months to adapt to their work environment. This is a relatively long adjustment period for an employee to adapt to their roles and responsibilities. Among the challenges faced, 60% admitted to being unable to directly communicate their difficulties to coworkers or supervisors. Ideally, in a non-discriminatory work environment, disabled employees should be able to express such challenges with comfort and confidence. One significant factor contributing to this prolonged adjustment period is low self-confidence—40% of respondents stated they lacked the confidence to complete work tasks independently. This lack of confidence can hinder adaptation, even in environments perceived as inclusive.

The same table also indicates that many workers with disabilities are indeed capable of completing assigned tasks; 53% reported being able to fulfill their responsibilities. However, 63% still required assistance from coworkers or supervisors to do so effectively.

Adaptation to workplace demands becomes particularly crucial for individuals with disabilities, who often face disparities not only physically but also psychologically and socially. The concept of career adaptability becomes highly relevant in addressing these challenges. Savickas (1997) explains that career adaptability comprises four dimensions: concern, control, curiosity, and confidence—all of which assist individuals in navigating transitions and pressures in the workplace.

In addition, Bandura’s (1997) theory of self efficacy emphasizes the importance of individuals’ belief in their ability to complete tasks. Social support from the workplace and family plays a major role in boosting the confidence and career success of workers with disabilities (Turner & Turner, 2013; Wang et al., 2015).

Based on the aforementioned phenomena, this study aims to examine the influence of self efficacy and social support on career adaptability among workers with disabilities in Bandung City. The findings of this study are expected to provide both theoretical and practical contributions in supporting inclusive employment policies.

### *Self-efficacy*

Self-efficacy refers to an individual's belief in their ability to accomplish tasks or face specific challenges. According to Bandura (1997), self efficacy is an individual's evaluation of their capability to organize and execute the necessary actions to achieve a certain level of performance. Self efficacy is influenced by four main sources: mastery experience, vicarious experience, verbal persuasion, and physiological/emotional states. Individuals with high self efficacy tend to be more confident, persistent, and resilient in facing obstacles, while those with low self efficacy are more likely to give up and avoid challenges.

### *Social Support*

Social support refers to emotional, instrumental, informational, and appraisal support that individuals receive from their social environment. Taylor (2015) defines social support as information from others indicating that an individual is loved, valued, and part of a mutually supportive social network. Cohen et al. (1985) categorize social support into three dimensions: appraisal support, belonging support, and tangible support. Social support has been shown to improve psychological well-being and strengthen individuals' self-confidence in dealing with challenges, including in the workplace.

### *Career Adaptability*

Career adaptability is the individual's ability to respond to and manage changes and transitions in their career. Savickas and Porfeli (2012) define career adaptability as a psychosocial capacity to cope with task demands, transitions, and career-related challenges. Career adaptability consists of four dimensions: concern (future career planning), control (self-regulation and responsibility), curiosity (exploration of career opportunities), and confidence (self-assurance in overcoming career-related challenges). This ability is especially crucial for individuals with disabilities in navigating their integration and career development within the workplace.

## **Research Method**

### *Population and Sample*

The population in this study comprises workers with disabilities in Bandung City. Sugiyono (2017) defines a population as a generalization area consisting of objects/subjects possessing certain qualities and characteristics determined by the researcher to be studied and concluded upon. According to Zulganef (2018), a sample is defined as a part or subset of the population consisting of selected members. Hair et al. (2021) the sample size should be at least 5–10 times the number of questionnaire items. Thus, the number of respondents in this study was determined to be 170 (5 x 34).

### *Research Instruments*

1. Literature Review: Conducted to obtain theoretical foundations relevant to the research problems. This involved reviewing and analyzing scholarly journals, articles, books, and other literature closely related to the research topic.

2. Interview: Used during the preliminary study to identify research problems and to gain deeper insights from a smaller number of respondents.
3. Questionnaire: Data were collected by distributing a set of structured questions or statements to be answered by the respondents.

#### *Data Analysis Technique*

Multiple linear regression analysis is a statistical method used to predict how the independent variables (X) affect the dependent variable (Y) when more than one independent variable is involved. This is based on the premise that a variable's value can be influenced by one or more other variables. In this study, multiple linear regression was applied to examine the functional or causal relationship between the Independent Variables Self efficacy (X1) and Social Support (X2) and the Dependent Variable Career Adaptability (Y).

#### *Relationship Between Variables*

Every worker has tasks and responsibilities to fulfill. Bandura (2001) defines self efficacy as a person's belief in their ability to exercise control over their own functioning and over events that affect their lives. He also asserts that self efficacy is the foundation of human agency. Bandura and Wood (1989) emphasize that self efficacy plays a central role in regulation through individual motivation and the achievement of predefined work goals. Therefore, the belief in one's ability to complete tasks is essential for all workers, including those with disabilities.

A study by Firosyana Rizki Amalia and Farida Kurniawati (2020) revealed that self efficacy acts as a mediator in career decision-making among individuals with special needs. For individuals with disabilities, career success is not only dependent on task completion abilities but also on the presence of social support from colleagues. According to Cohen & Syme (in Apollo & Cahyadi, 2012), social support consists of resources provided by others that influence an individual's psychological well-being. Suhendra and Kurniawan (2024) found that social support significantly impacts the adaptability of new employees with no prior work experience. Another study by Matthew J. Miller et al. (2020) found a significant relationship between self efficacy, social support, and the level of disability in lower limb prosthesis users following amputation. Higher self efficacy and social support levels correlate with lower levels of perceived disability.

Based on previous theoretical and empirical studies, this research examines Self efficacy and Social Support (independent variables) and Career Adaptability (dependent variable).

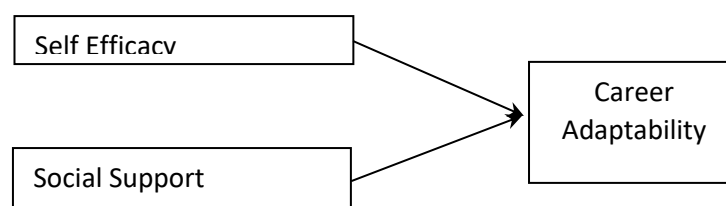


Figure 1. Conceptual Framework

#### *Hypotheses*

- H1: Self efficacy has a significant effect on Career Adaptability among workers with disabilities in Bandung.
- H2: Social Support has a significant effect on Career Adaptability among workers with disabilities in Bandung
- H3: Self efficacy and Social Support simultaneously influence Career Adaptability among employees with disabilities in Bandung City.

## Result and Discussion

To address the research problems and test the hypotheses, multiple regression analysis was employed using the SPSS (Statistical Package for the Social Sciences) version 25 for Windows. The results of the analysis are presented in the following table.

Table 2. Reliability Test

No	Variable	Item	Cronbach alpha	Result
1	Self Efficacy	10	0.869	Reliable
2	Social Support	12	0.776	Reliable
3	Career Adaptability	12	0.891	Reliable

Source : SPSS 25 for Windows

Table 2 shows the reliability coefficient for variable X1 (Self efficacy) is 0.869, for variable X2 (Social Support) is 0.776, and for variable Y (Career Adaptability) is 0.891. Based on these results, it can be concluded that the items in variables X1, X2, and Y are reliable, as each exceeds the reliability threshold of 0.700.

### Correlation Coefficient and Coefficient of Determination Test Results

Table 6. Correlation Coefficient Analysis Results

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.874	.764	.761	2.104

Source : SPSS 25 for Windows

The correlation test aims to determine the degree of closeness of the relationship between variables as expressed by the correlation coefficient ( $r$ ). This study used an error estimation of 5% or 0.05. Based on the table, the correlation coefficient ( $R$ ) between Self Efficacy (X1) and Social Support (X2) on Career Adaptability (Y) is 0.874. This indicates that the independent variables and the dependent variable have a "strong" relationship, as the value falls within the interval of 0.600 to 0.799.

The coefficient of determination test ( $R^2$ ) generally aims to determine how much influence (contribution) is given between variables, namely the influence of the independent variables (Self efficacy and Social Support) on the dependent variable (Career Adaptability). Based on Table 6, the R Square value is 0.764, which means that Self efficacy (X1) and Social Support (X2) contribute 76.4% to Career Adaptability, while the remaining 23.6% is contributed by other variables not examined in this study.

### Multiple Linear Regression Analysis

This study employed multiple linear regression analysis to determine the extent to which the independent variables Self efficacy (X1) and Social Support (X2) influence the dependent variable, Career Adaptability (Y). The results of the regression analysis are presented in the following table:

Table 3. Multiple linear regression analysis

No	Variable	Std Error	t	Sig
1	Self Efficacy	0.032	23.034	.000
2	Social Support	0.058	-0.046	.227

Source : SPSS 25 for Windows

Based on Table 3, referring to the t-values and significance values (Sig.), the interpretation is as follows:

For Self efficacy, the t-value is  $23.034 > t\text{-table} (0.150)$  and  $\text{Sig.} = 0.000 < 0.05$ . Thus,  $H_0$  is rejected and  $H_a$  is accepted, indicating that Self efficacy has a positive and significant effect on Career Adaptability.

For Social Support, the t-value is  $-1.212 > t\text{-table} (0.150)$  and  $\text{Sig.} = 0.227 > 0.05$ . Therefore,  $H_0$  is accepted and  $H_a$  is rejected. The negative sign indicates a negative relationship between Social Support and Career Adaptability, but it is not statistically significant.

Table 4. Model Summary (ANOVA)

No	Model	Sum of Squares	F	Sig
1	Regression	2403.328	271.453	.000
2	Residual	743.699		
3	Total	3147.027		

Source : SPSS 25 for Windows

Table 4 shows that the calculated F-value is 271.453, which is greater than the F-table value of 3.05, with a significance level of  $0.000 < 0.05$ . This indicates that there is a simultaneous influence of Self efficacy (X1) and Social Support (X2) on Career Adaptability (Y). In other words,  $H_0$  is rejected and  $H_3$  is accepted.

## Conclusion

Self efficacy among workers with disabilities in Bandung is categorized as good, although there are several factors that need to be improved, such as providing more opportunities in job duties and responsibilities to enhance skills and offer diverse experiences for disabled workers. Statistically, self efficacy has a significant positive effect on career adaptability. This indicates that the higher an individual's self efficacy, the higher their level of career adaptability, and vice versa.

Social support for workers with disabilities in Bandung is also categorized as good, although there are areas that require improvement, such as appraisal support. In this context, individuals with disabilities often experience difficulty in finding someone who can provide advice or guidance in resolving work-related issues. Statistically, social support does not have a significant influence on career adaptability; however, it shows a negative relationship.

Combined, self efficacy and social support account for 76.4% of the variance in career adaptability, while the remaining 23.6% is attributed to other variables not explored in this study.

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