



**UKRIDA**

**Fakultas  
Psikologi**  
*Faculty of Psychology*

SURAT TUGAS

No.: 169/ST/UKKW/FPsi/Prodi/V/2021

Pimpinan Fakultas Psikologi Universitas Kristen Krida Wacana dengan ini memberi tugas kepada :

Nama : **William Gunawan, S.Psi., M.Min., M.Si., PhD (Land)**  
NIK Dosen : 1450  
Jabatan : Dosen Tetap S-1 Psikologi UKRIDA  
Keperluan : **Sebagai Penyaji dan Peserta pada 2021 Asia Pacific Career Development Association (APCDA) Conference**  
Waktu : **19-29 Mei 2021 (Conference), 25 Mei (Presenter)**  
Tempat : (Zoom Meeting)  
Keterangan : 1. Melaksanakan tugas dengan baik dan bertanggung jawab.  
2. Selesai bertugas membuat laporan kepada Pimpinan Fakultas.  
3. Selama bertugas dianggap hadir di Ukrida.

Dikeluarkan di : Jakarta

Pada tanggal : 18 Mei 2021

Ka. Prodi S-1 Psikologi



**Pinkan Margaretha, M. Psi., Psikolog**

Tembusan :

1. Kepala Kesejahteraan ( wajib ).
2. Arsip.

**TELAH MELAKSANAKAN TUGAS**

Bukti undangan / sertifikat



# Validity and Reliability Test of Perceived Future Employability Scale for Young Adults in Indonesia

## *a research study*

Anastasia Christy Matius (anastasia.2017fpsio28@civitas.ukrida.ac.id)

William Gunawan S.Psi., M.Min., M.Si, Ph.D., CLC. (william.gunawan@ukrida.ac.id)

## Abstract

In this era of the 4th industrial revolution, one of the challenges we face is employment. There has been a decrease in job opportunities, while competition has also increased. The unemployment rate also continues to increase annually, especially among university graduates. Students need to be aware of how ready they are to enter the labor market after completing their studies. This study aims to test the validity and reliability of the perceived future employability scale (PFES), to identify whether the Indonesian version of the instrument is valid and reliable. PFES is expected to assist students to get an overview of how ready they are to enter the labor market, so they can prepare themselves better and know what still needs to improve.

The process carried out includes a focus group discussion (FGD), forward-backward translation, expert review, readability test, expert judgment, and data collection. The research design is in the form of an online questionnaire. The number of samples in this study amounted to 467 university students aged 18-30 years old. This study examined construct validity and internal consistency reliability. PFES has a strong positive correlation ( $r=0.639$ ) with the instrument that measures similar construct (career ambition), and has a low negative correlation ( $r=-0.315$ ) with the instrument that measures different construct (career distress). The results also indicated a high level of reliability ( $\alpha=0.951$ ). Thus, the Indonesian version of the PFES measuring instrument is a valid and reliable measuring instrument.

*Keywords: perceived future employability, reliability, tool of measurement, university student, validity*





Krida Wacana Christian University

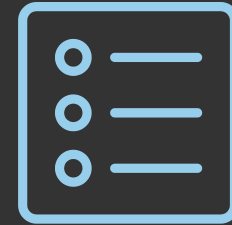
# TEST OF PERCEIVED FUTURE EMPLOYABILITY SCALE FOR YOUNG ADULTS In INDONESIA

**Anastasia Christy Matius**  
**William Gunawan**  
Faculty of Psychology  
Krida Wacana Christian University





<b>Title</b>	<b>01</b>
<b>Introduction</b>	<b>02</b>
<b>Purpose</b>	<b>03</b>
<b>Methodology</b>	<b>04</b>
<b>Results &amp; Statistical Analysis</b>	<b>05</b>
<b>Discussion</b>	<b>06</b>
<b>Conclusion</b>	<b>07</b>
<b>References</b>	<b>08</b>



## Presentation Outline



# INTRODUCTION

01

“Decreased employment opportunities by 62.5%”

- Agus sartono (2019)

-

Deputy of Education and Religion Sector Of Human Development Sector

02

7.05 million PEOPLE unemployed

Data from **Statistics Indonesia** (BPS) in 2019. The number has never been below 7 million on average since 2015.

03

Indonesia ranks among the world middle level in human capital quality and below the average in ASEAN

Ranked 87th out of 153 countries and 6th out of 10 countries in Southeast Asia (World Bank, 2019).

04

There is an increase OF unemployment IN UNIVERSITY GRADUATES From 2017 to 2019, there was a 25% increase in the number of unemployment in university graduates (BPS, 2019)



**8 out of 10 companies in Indonesia find it difficult to find suitable workers from university graduates (*Willis Towers Watson Study, 2014*).**

**To improve the quality of human resources, students should be equipped with the right skills.**



**Contributions from the field of psychology can be made by adapting, updating, or making valid and reliable psychological instruments**



**Suwartono (2016) stated that there needs to be a psychological measurement tool that can support and increase the competitiveness and quality of the people in Indonesia. Psychological measurement tool can help identify individuals regarding their potential to meet existing**

**criteria.**



**Rothwell & Arnold (2007)**

Defined employability as “the ability to keep the job one has or to get the job one desires.” This definition incorporates aspects of future success and of maintaining one’s position.

**Creed & Klisch (2005)**

Future selves can be considered as “...the construction of prospective self-representations in terms of hopes and fears [that are] seen to provide a basis for anticipating future events, setting goals, planning, exploring options, making commitments, and subsequently guiding

a developmental course”  
Proposed the construct of

**Berntson & Marklun (2007)**

Perceived employability has been defined as the individual’s perception of their own possibilities for maintaining existing, or finding new, employment.

**Gunawan, Creed, & Glendon (2018)**

perceived future employability (PFE) using future self theory, goal setting, and self regulation theory, to design a tool that purports to measure perceived future employability In university

students.



# Perceived Future employability (PFE)

Perceived future employability (PFE) for young people can be considered as an “...appraisal of their own **skills, experience, networks, personal traits, labour market knowledge**, and **institutional reputation** after they complete their education and/or training and are ready to enter the labour market”.


For young adults, perceived future employability (PFE) is the representation of their occupational self after they have completed their study and/or training. Future selves (including future occupational selves) refer to an individual’s specific, individualized representations of what they might become  
- *Gunawan et al. (2018)* -










# DIMENSIONS


**01 FUTURE SKILLS**  **Skills and competencies** that a person will already have in the future, which can help them get/keep a job.

**02 EXPECTED EXPERIENCES**  **Experiences** that the individual will already have in the future, which can help them in getting/keeping their job. Eg. experience working in a particular field.

Eg. problem solving abilities, technical skills, etc.

**03 FUTURE NETWORKS**  **Networks** that the individual will already have in the future, which can help them succeed in the workplace or get a job. Also related to how someone can build networks/connections in the future.

**04 EXPECTED PERSONAL TRAITS**  **Attributes (traits/characteristics)** that the individual will have in the future, which are useful for overcoming challenging situations in the world of work. Eg. capacity to learn and develop.

**05 FUTURE KNOWLEDGE**  **Knowledge** of the future labor market such as awareness of available job opportunities or **trends in the labor market.**

**06 ANTICIPATED REPUTATION OF EDUCATIONAL INSTITUTION**  **Reputation** of a person's educational institution in the future, in relation to the individual's employment, such as whether it can help them get a job.

## Item Stem : “When I complete my studies ..... “

No.	Dimension	Sample Item
1	Perceived future skills	... I will have gained the knowledge required to get the job I want
2	Perceived expected experiences	... I will have had relevant work experience applying the knowledge acquired in my studies
3	Perceived future networks	... I will be able to draw on the network I have developed to succeed at my work
4	Perceived future personal traits	... my experiences will show that I have developed resilience and do not give up easily
5	Perceived future labor market knowledge	... I will have developed a good understanding of the variety of work opportunities available to me
6	Anticipated reputation of educational institution	... I will have an advantage as future employers will be more likely to recruit graduates from my institution than from other institutions



# RESEARCH QUESTION

Is the Indonesian version of **Perceived Future Employability scale (PFES)** for **young adults** a valid and reliable **measurement tool?**



## PURPOSE

Test the reliability and validity of the Indonesian version of Perceived Future Employability Scale (PFES) for Young Adults.

## SIGNIFICANCE

Data obtained can provide information regarding the validity and reliability of the Indonesian version of Perceived Future Employability Scale (PFES) measurement tool. PFES can be used in the fields of career, education, and psychometrics.

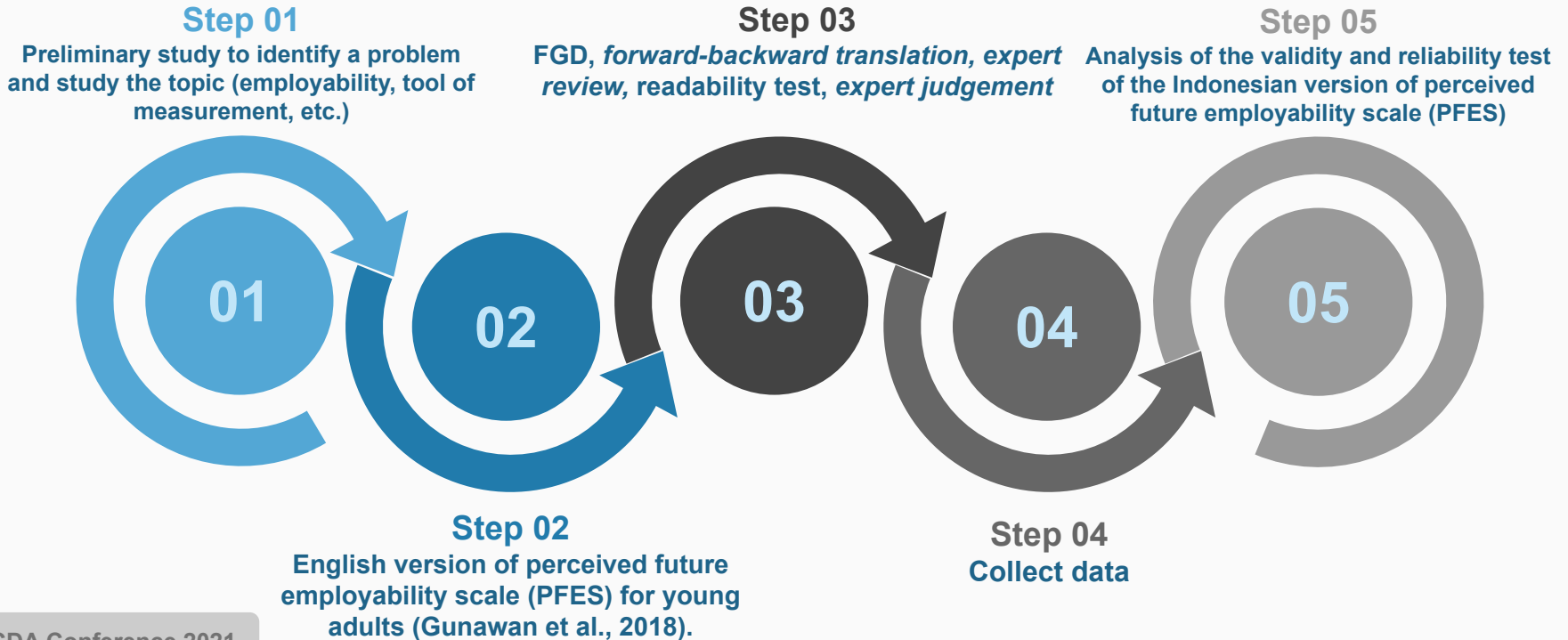
# HYPOTHE SIS

The Indonesian version  
of the **Perceived  
Future Employability  
Scale (PFES)** for  
**Young Adults** is a valid  
and reliable measuring  
tool.





# METHODOLOGY : RESEARCH PROCEDURES





## RESEARCH TIMELINE

October

November

DeCembe

JanuarY

Focus Group Discussion (FGD)



Forward-backward translation



Expert review of the translation



Readability test



Expert judgement



Item evaluation



Data collection

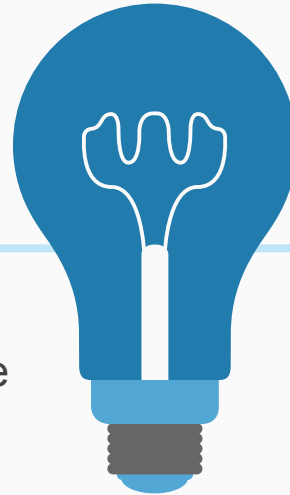


## TYPE OF STUDY

Quantitative research in the form of an online questionnaire using *Limesurvey*.

Emphasizes analysis on quantitative data (numbers) using statistical analysis.

The main variable is perceived future employability in young adults.



## SAMPLING METHOD

**Convenience sampling =** Collect data from a conveniently available pool of respondents.

Data of registered university students in Indonesia : 8,314,120 (Ristekdikti, 2019)

Sample size (minimum) : 385 (Raosoft)



## RESEARCH SUBJECT CHARACTERISTICS



University  
student



Age : 18-30



Lives in  
Indonesia



# Research instruments

1

PFES

*Perceived future employability scale* (Gunawan et al., 2018)

6 subscales -> 4 items each.

24 items total

Likert scale 1 - 6

1 = strongly disagree

6 = strongly agree

Results :

- Total score per subscale
- Overall total score

2

CA

*Career ambition scale*

Rothwell, Jewell, & Hardie  
(2009)

6 items.

Likert scale 1 - 6

1 = strongly disagree

6 = strongly agree

3

CD

*Career distress scale*

Creed, Hood, Praskova, & Makransky  
(2016)

9 items.

Likert scale 1 - 6

1 = strongly disagree

6 = strongly agree





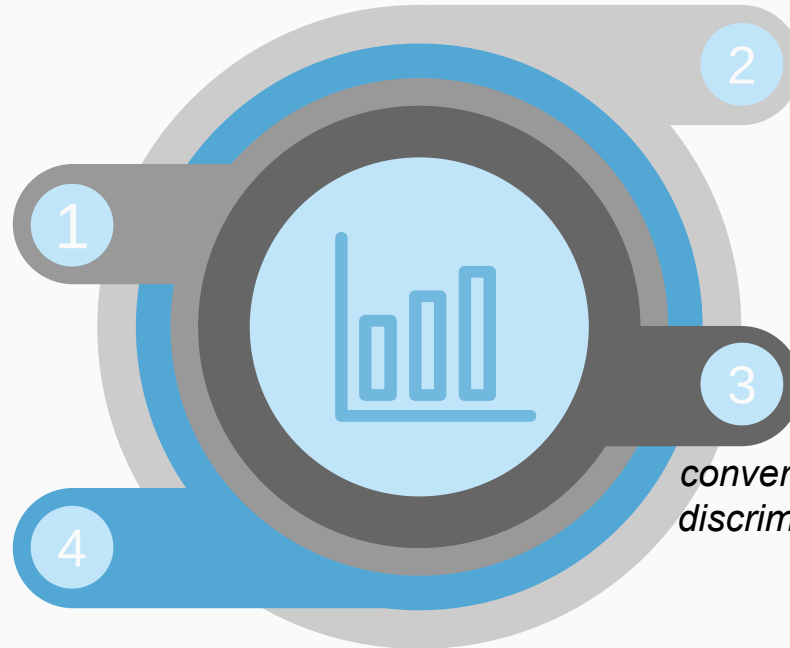
# VALIDITY & RELIABILITY

## FACE VALIDITY

Refers to the extent to which a test appears to measure what it is intended to measure.  
-> **Readability Test.**

## INTERNAL CONSISTENCY

Aims to see consistency between items in an instrument.



## CONTENT VALIDITY

*Content validity index*  
3 parameters:  
relevancy, importance,  
and clarity.  
-> **Expert Judgement**

## CONSTRUCT VALIDITY

**Convergent & Discriminant**  
*convergent = career ambition scale*  
*discriminant = career distress scale*




# DATA ANALYSIS METHOD



## Item discrimination

Intends to see whether the items can distinguish between the upper group and the lower group.

(*independent sample t-test*)

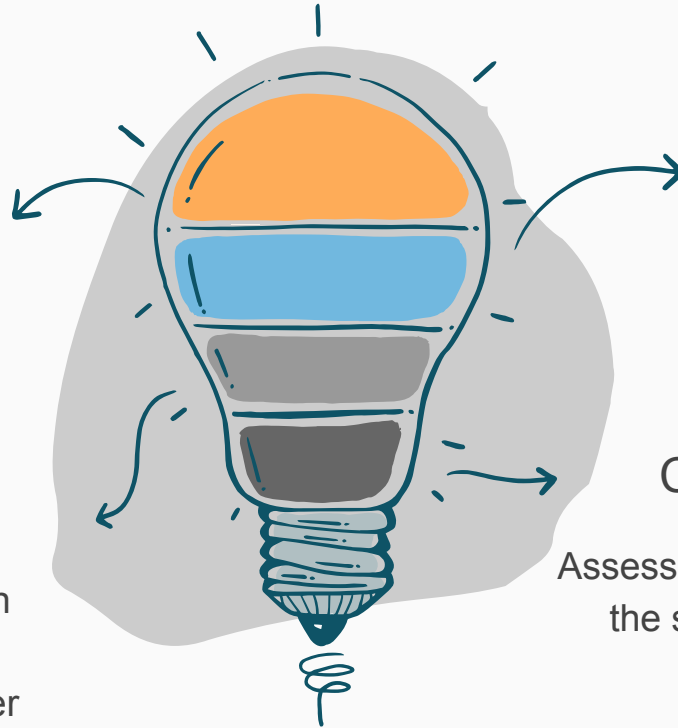


## SPEARMAN'S CORRELATION

convergent validity :

PFES and career ambition scale **discriminant**

**validity** : PFES and career



## ITEM-TOTAL CORRELATION

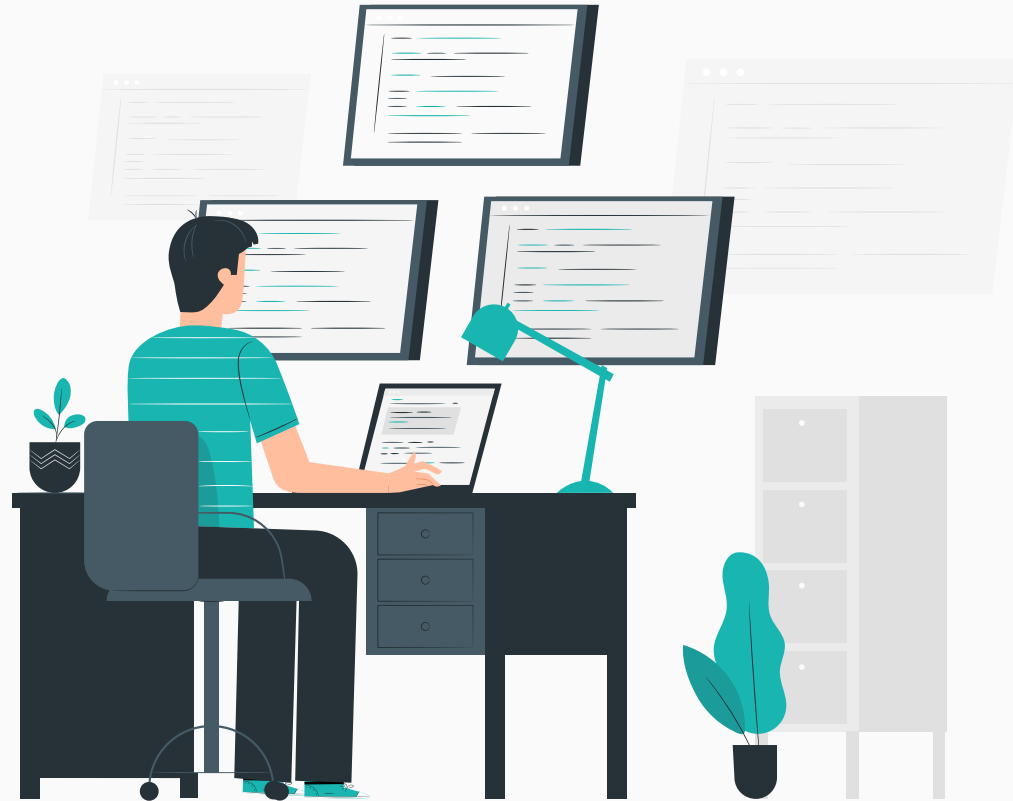
Correlation between the score of each item with the total score on the scale.



## CRONBACH'S ALPHA

Assesses the reliability of the scale (consistency between items).

# RESULTS and statistical analysis



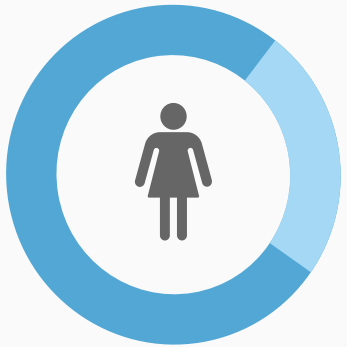
# TOTAL DATA COLLECTED : 467

Initially, a total of **576** data were recorded. The completeness of each respondent's data and whether or not they meet the criteria required in this research were checked. In the end, **109** data got eliminated and **467** remained.





# RESPONDENTS DEMOGRAPHIC SEX & AGE



71%  
FEMALE



29%  
MALE

18-20 years old

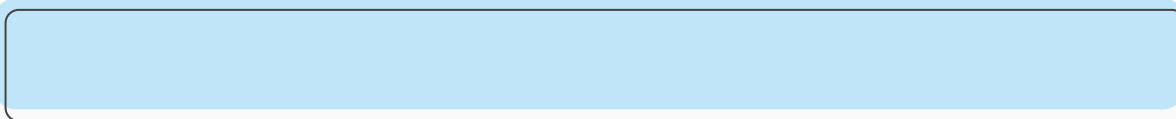


21-25 years old

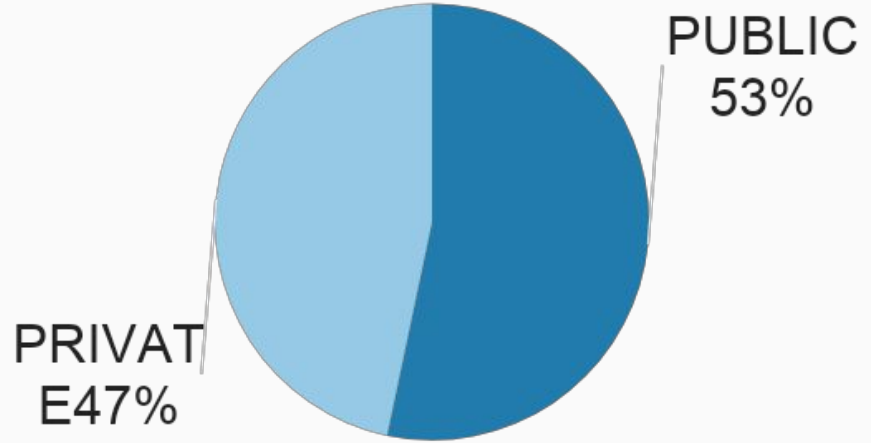


26-30 years old

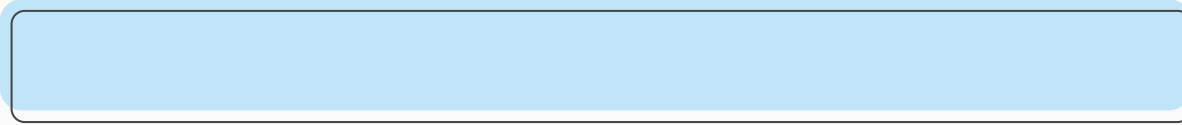




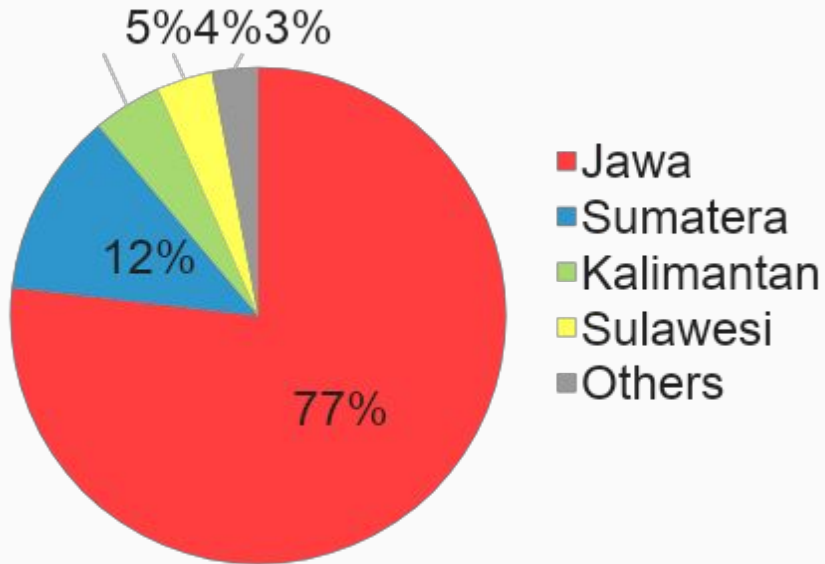
## UNIVERSITY



**210 Universities = 92 public + 118 private**



## UNIVERSITY Region



Majority ARE :



Undergraduate students  
(92,5%)



In 1<sup>st</sup>, 3<sup>rd</sup>, and  
5<sup>th</sup> semester



## FACULTY

SOCIAL AND POLITICAL  
SCIENCES

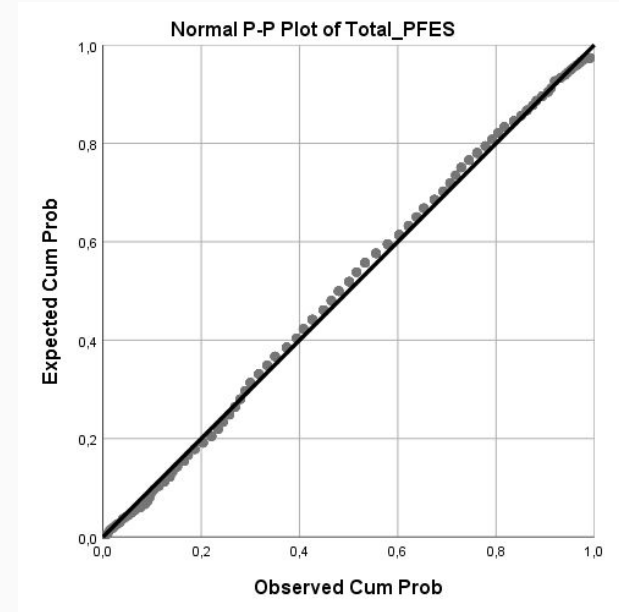
- ECONOMICS AND BUSINESS
- ENGINEERING



# STATISTICAL ANALYSIS

## Kolgomorov-smirnov NORMALITY TEST

Scale	Sig.
Perceived Future Employability Scale (PFES)	0,156
Career Ambition (CA)	0,000
Career Distress (CD)	0,000





# VALIDITY & RELIABILITY TEST

Face validity	READABILITY TEST	14 items needs to be evaluated
Content validity	Expert judgement	S-CVI of clarity parameter -> .54 Most of the items need to be evaluated & revised in terms of clarity (word choice, structure, etc.)
	DISCRIMINATION	
	ITEM-TOTAL CORRELATION	all items -> rit > .3
Construct validity	Convergent validity	$p < 0,05$ ; $r = .639$
RELIABILITY	INTERNAL CONSISTENCY	Cronbach's alpha -> .951

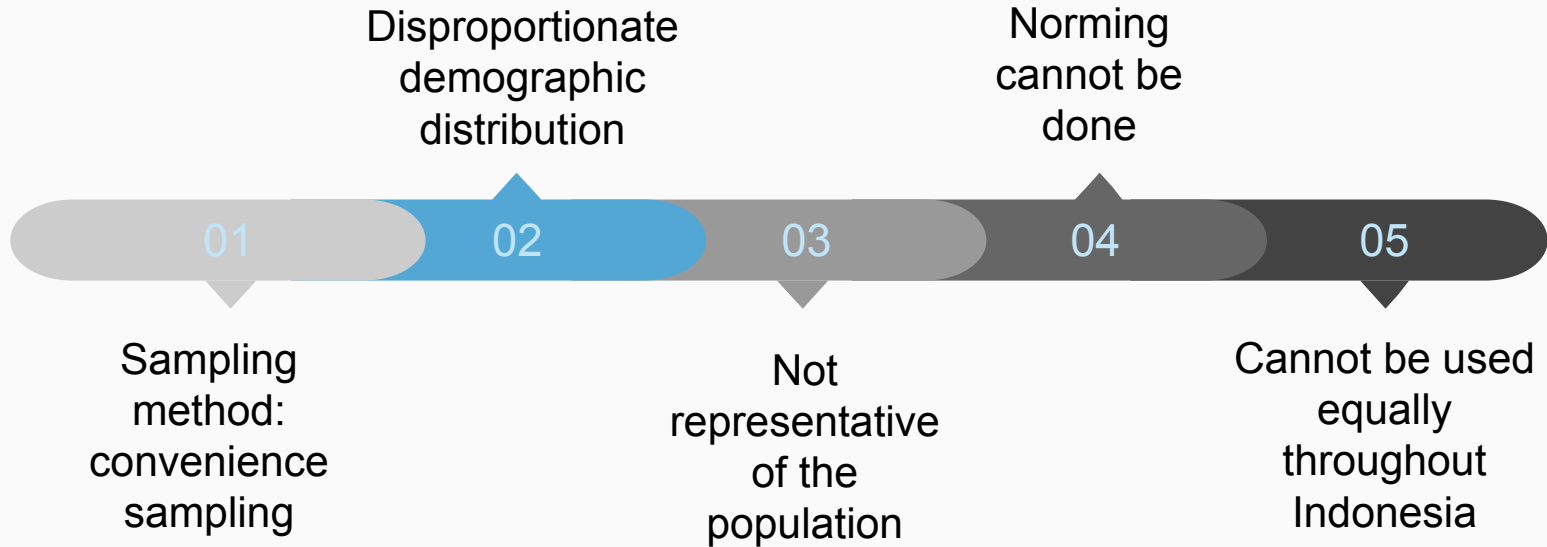


## DISCUSSION

	PFES Indonesian version	PFES (Gunawan, et al., 2018)
PFES & CA CORRELATION	$r = .639 (p < .05),$	$r = 0.65 (p < .05)$
PFES & CD CORRELATION	$r = -.315 (p < .05),$	$r = -.390 (p < .05)$
INTERNAL CONSISTENCY RELIABILITY	.951	.950



# DISCUSSION: LIMITATIONS



Sampling method: convenience sampling

Disproportionate demographic distribution

Not representative of the population

Norming cannot be done

Cannot be used equally throughout Indonesia

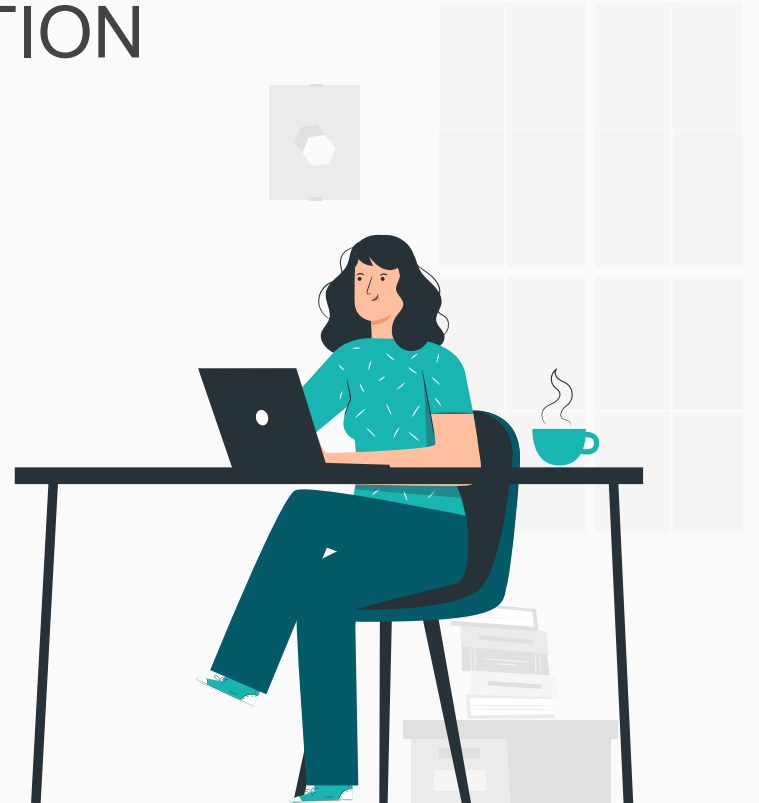


# IMPLICATION



The Indonesian version of PFES can be used as a career assessment tool that can provide an overview of perceived future employability in young adults (university students)

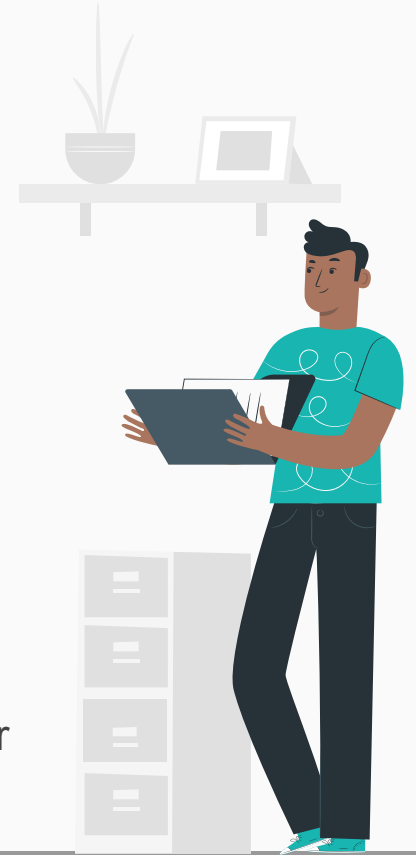
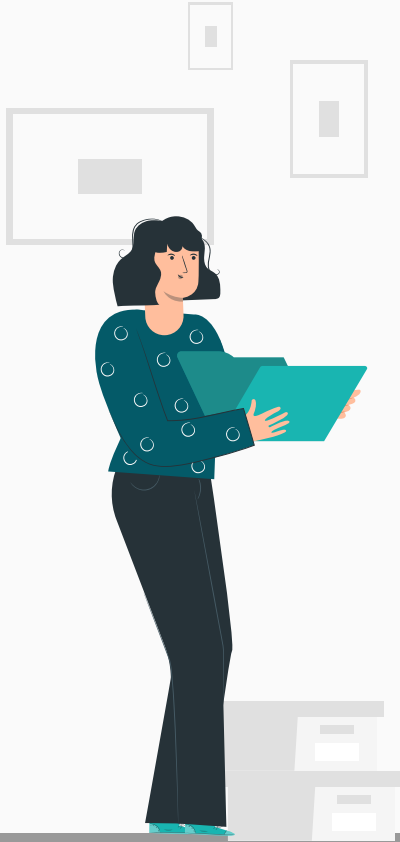
The total score per subscale can help students identify/find out which aspects are still lacking or need to be improved and what is already good enough, so that the students will be able to equip themselves better and be more ready to enter the workforce after graduating.



# CONCLUSION

Based on the results, it's concluded that the Indonesian version of the PFES measuring instrument is valid and reliable.

However, even though PFES is a valid and reliable measuring tool, this measuring tool cannot be used as a standard measuring tool which can be used equally throughout Indonesia due to limitations in its sampling technique, so the sample in this study is not sufficiently representative of the population for norming.



# RECOMMENDATIONS



## METHODOLOGY

Sampling technique, should be tested using a more advanced methods such as factor analysis, item response theory (IRT), Rasch model



## PROCEDURAL

Readability test was only carried out once. Further research should re-check the readability.



## THEORITICAL

Testing the criterion validity.  
Predictive validity -> correlate with the duration of time needed until they get a job after graduating



## PRACTICAL

Can be used as a complementary measurement tool, esp. for career centers in Universities



# REFERENCES

- Akkermans, J., & Kubasch, S. (2017). Trending topics in careers: A review and future research agenda. *Career Development International*, 22(6), 586–627. doi:10.1108/CDI-08-2017-0143
- Anastasi, A. (1982). *Psychological testing*. New York: Macmillan.
- Arafat, S., Chowdhury, H., Qusar, M., & Hafez, M. (2016). Cross cultural adaptation and psychometric validation of research instruments: A methodological review. *Journal of Behavioral Health*, 5(3), 129–136, doi: 10.5455/jbh.20160615121755
- Arikunto, S. (1998). *Prosedur penelitian: Suatu pendekatan praktek*. Jakarta: PT Rineka Cipta.
- Arnett, J.J. (2000). Emerging adulthood: A theory of development from the late teens through the twenties. *American Psychologist*, 55(5), 469–480. doi:10.1037/0003-066x.55.5.469
- Astuti, A.W.W. (2019, 16 Februari). "Mismatch" masih jadi permasalahan pendidikan. *Antaranews*. Diunduh dari <https://www.antaranews.com/berita/798989/mismatch-masih-jadi-permasalahan-pendidikan>
- Azwar, S. (2012). *Reliabilitas dan validitas*. Yogyakarta: Pustaka Pelajar.
- Azwar, S. (2017). *Metode penelitian psikologi*. Yogyakarta: Pustaka Pelajar.
- Badan Pusat Statistik. (2019, 6 Mei). Februari 2019: Tingkat pengangguran terbuka (TPT) sebesar 5,01 persen. Diunduh dari <https://www.bps.go.id/pressrelease/2019/05/06/1564/februari-2019--tingkat-pengangguran-terbuka--tpt--sebesar-5-01-persen.html>
- Bandura, A. (1991). Social cognitive theory of self-regulation. *Organizational Behavior and Human Decision Processes*, 50(2), 248–287. doi:10.1016/0749-5978(91)90022-I
- Berntson, E., & Marklund, S. (2007). The relationship between perceived employability and subsequent health. *Work & Stress*, 21(3), 279–292. doi:10.1080/02678370701659215
- Berntson, E. (2008). *Employability perceptions: Nature, determinants, and implications for health and wellbeing* (disertasi). Faculty of Social Sciences Stockholm University, Stockholm.
- Borsa, J. C., Damásio, B. F., & Bandeira, D. R. (2012) Cross-cultural adaptation and validation of psychological instruments: Some considerations. *Paideia*, 22(53), 423–432. doi: 10.1590/1982-43272253201314
- Cohen, R., & Swerdlik, M. (2009). *Psychological testing and assessment: an introduction to test and measurement (7th ed.)*. New York: McGraw-Hill.
- Creed, P. A., Hood, M., Praskova, A., & Makransky, G. (2016). The career distress scale. *Journal of Career Assessment*, 24(4), 732–746. doi:10.1177/1069072715616126
- Crocker, L. & Algina, J. (2008). *Introduction to classical and modern test theory*. Mason: Cengage Learning.
- Cross, S., & Markus, H. (1991). Possible selves across the life span. *Human Development*, 34(4), 230–255. doi:10.1159/000277058



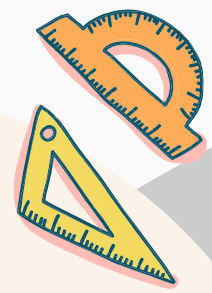
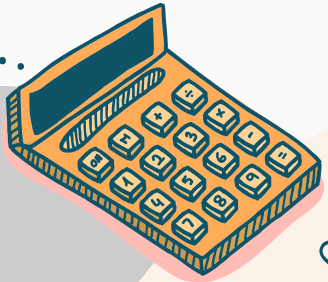
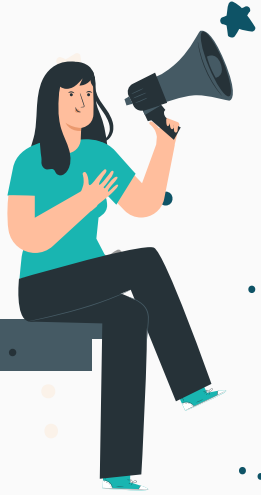
- Cummings, T.G. and Worley, C.G. (2009) *Organization development & change 9th edition*. Connecticut : Cengage Learning.
- De Cuyper, N., & De Witte, H. (2010). Temporary employment and perceived employability: Mediation by impression management. *Journal of Career Development*, 37(3), 635–652. doi:10.1177/0894845309357051
- Ellen, P. S., Wiener, J. L., & Fitzgerald, M. P. (2012). Encouraging people to save for their future: Augmenting current efforts with positive visions of the future. *Journal of Public Policy & Marketing*, 31(1), 58–72. doi:10.1509/jppm.09.089
- Field, A. (2009). *Discovering statistics using SPSS (3rd edition)*. Los Angeles: SAGE Publications.
- Fugate, M., Kinicki, A. J., & Ashforth, B. E. (2004). Employability: A psycho- social construct, its dimensions, and applications. *Journal of Vocational Behavior*, 65(1), 14–38. doi:10.1016/j.jvb.2003.10.005
- Gandek, B., & Ware, J. E. (1998). Methods for validating and norming translations of health status questionnaires. *Journal of Clinical Epidemiology*, 51(11), 953–959. doi:10.1016/s0895-4356(98)00086-9
- Gewati, M. (2016, 23 April). Kenapa lulusan perguruan tinggi makin susah mendapat pekerjaan? Kompas. Diunduh dari <https://edukasi.kompas.com/read/2016/04/23/17424071/Kenapa.Lulusan.Per.guruan.Tinggi.Makin.Susah.Mendapat.Pekerjaan.?page=all> ml
- Guilford, J. P., & Fruchter, B. (1985). *Fundamental statistics in psychology and education*. London: McGraw Hill.
- Gunawan, W., Creed, P. A., & Glendon, A. I. (2018). Development and initial validation of a perceived future employability scale for young adults. *Journal of Career Assessment*, 27(4), 1-18. doi:10.1177/1069072718788645
- Handayani, T. (2015). Relevansi lulusan perguruan tinggi di Indonesia dengan kebutuhan tenaga kerja di era global (the relevance of graduates of higher education in Indonesia with the requirements of labor in the global era). *Jurnal Kependudukan Indonesia* 10(1), 53-64. doi: <https://doi.org/10.14203/jki.v10i1.57>
- Hegde, M. N., & Pomaville, F. (2013). *Assessment of communication disorders in children: Resources and protocols (2nd ed.)*. San Diego: Plural Publishing Inc..
- Hillage, J., & Pollard, E. (1998). Employability: Developing a framework for policy analysis. *Department for Education and Employment*.
- Kemdikbud. (2020, Agustus 18). Direktorat jenderal pendidikan tinggi umumkan klasterisasi perguruan tinggi Indonesia tahun 2020. Diunduh dari <https://www.kemdikbud.go.id/main/blog/2020/08/direktorat-ienderal->

- Lenhard, W., & Lenhard, A. (2020). Improvement of norm score quality via regression-based continuous norming. *Educational and Psychological Measurement, 81*(2), 1-33. doi:10.1177/0013164420928457
- Makki, S. (2019, 5 November). Angka pengangguran naik jadi 7,05 juta orang per Agustus 2019. CNN. Diunduh dari <https://www.cnnindonesia.com/ekonomi/20191105154437-532-445788/angka-pengangguran-naik-jadi-705-juta-orang-per-agustus-2019>
- Markus, H., & Nurius, P. (1986). Possible selves. *American Psychologist, 41*(9), 954–969. doi:10.1037/0003-066x.41.9.954
- McQuaid, R. W., & Lindsay, C. (2005). The concept of employability. *Urban Studies, 42*(2), 197–219. doi:10.1080/0042098042000316100
- Mutiara, P. (2019, 20 September). Tantangan SDM unggul untuk Indonesia maju di era revolusi industri 4.0. KemenkoPMK. Diunduh dari <https://www.kemenkopmk.go.id/tantangan-sdm-unggul-untuk-indonesia-maju-di-era-revolusi-industri-40>
- Peetz, J., & Wilson, A. E. (2013). Marking time. *Personality and Social Psychology Bulletin, 40*(1), 44–56. doi:10.1177/0146167213501559
- Polit, D. F., Beck, C. T., & Owen, S. V. (2007). Is the CVI an acceptable indicator of content validity? Appraisal and recommendations. *Research in Nursing & Health, 30*(4), 459-67. doi: 10.1002/nur.20199
- Pool, L. D., Qualter, P., & Sewell, P. J. (2014). Exploring the factor structure of the CareerEDGE employability development profile. *Education and Training, 56*(4), 303–313. doi:10.1108/ET-01-2013-0009
- Pratama, A. M. (2019, 14 Agustus). Indeks modal manusia Indonesia kalah jauh dari Singapura dan Vietnam. Kompas. Diunduh dari <https://bandung.kompas.com/read/2019/08/14/142900226/indeks-modal-manusia-indonesia-kalah-jauh-dari-singapura-dan-vietnam>
- Purwono, U. (2010). Metode dan prosedur adaptasi tes psikologi. *50 tahun himpunan psikologi Indonesia (HIMPSI): Redefinisi psikologi Indonesia dalam keberagaman*. Jakarta: Himpsti Jaya.
- Ratnaningsih, D. J., & Isfarudi, I. (2013). Analisis butir tes objektif ujian akhir semester mahasiswa universitas terbuka berdasarkan teori tes modern. *Jurnal Pendidikan Terbuka Dan Jarak Jauh, 14*(2), 98-109
- Ristekdikti. (2019). Statistik pendidikan tinggi 2019. Diunduh dari <https://pddikti.kemdikbud.go.id/asset/data/publikasi/Statistik%20Pendidikan%20Tinggi%20Indonesia%202019.pdf>
- Rothwell, A., & Arnold, J. (2007). Self-perceived employability: Development and validation of a scale. *Personnel Review, 36*(1), 23– 41. doi:10.1108/00483480710716704
- Rothwell, A., Herbert, I., & Rothwell, F. (2008). Self-perceived employability: Construction and initial validation of a scale for university students. *Journal of Vocational Behavior, 73*(1), 1–12. doi:10.1016/j.jvb.2007.12.001

- Rothwell, A., Jewell, S., & Hardie, M. (2009). Self-perceived employability: Investigating the responses of post-graduate students. *Journal of Vocational Behavior*, 75(2), 152–161. doi:10.1016/j.jvb.2009.05.002
- Sousa, V. D., & Rojjanasrirat, W. (2010). Translation, adaptation and validation of instruments or scales for use in cross-cultural health care research: A clear and user-friendly guideline. *Journal of Evaluation in Clinical Practice*, 17(2), 268–274. doi:10.1111/j.1365-2753.2010.01434.x
- Sugiyono. (2017). *Metode penelitian kuantitatif, kualitatif, dan R&D*. Bandung: Alfabeta.
- Suwartono, C. (2016). Alat tes psikologi konteks Indonesia: Tantangan psikologi di era MEA. *Jurnal Psikologi Ulayat*, 3(1), 1-6, doi: <https://doi.org/10.24854/jpu12016-51>
- Tett, R. P., Fitzke, J. R., Wadlington, P. L., Davies, S. A., Anderson, M. G., & Foster, J. (2009). The use of personality test norms in work settings: Effects of sample size and relevance. *Journal of Occupational and Organizational Psychology*, 82(3), 639–659. doi:10.1348/096317908x336159
- Ulya, F. N. (2019, 5 November). BPS: Pengangguran meningkat, lulusan SMK mendominasi. Kompas. Diunduh dari <https://money.kompas.com/read/2019/11/05/155358926/bps-pengangguran-meningkat-lulusan-smk-mendominasi>
- United States Agency for International Development (USAID). (2012). *Youth in development: Realizing the demographic opportunity*. Washington, DC: Author.
- Urbina, S. (2014). *Essentials of psychological testing 2<sup>nd</sup> Edition*. New Jersey: John Wiley & Sons, Inc.
- Van der Heijde, C. M., & van der Heijden, B. I. J. M. (2005). The development and psychometric evaluation of a multi-dimensional measurement instrument of employability—and the impact of aging. *International Congress Series*, 1280, 142–147. doi:10.1016/j.ics.2005.02.061
- Wilson, A. E., Buehler, R., Lawford, H., Schmidt, C., & Yong, A. G. (2012). Basking in projected glory: The role of subjective temporal distance in future self-appraisal. *European Journal of Social Psychology*, 42(3), 342–353. doi:10.1002/ejsp.1863
- Wulandari, P. Y., Suminar, D. R., & Hendriani, W. (2019). Adaptasi dan validasi skala strategi sibling conflict. *Jurnal Psikologi*, 17(2), 151-162. doi: <https://doi.org/10.14710/jp.18.2.151-162>



# THANK YOU!





**APCDA**

**Asia Pacific Career  
Development Association**

## **CERTIFICATE OF RECOGNITION**

FOR THE CONTRIBUTION OF

**WILLIAM GUNAWAN**

AS A PRESENTER ON THE TOPIC:

THE ASSESMENT OF VALIDITY AND RELIABILITY OF PERSONAL  
GLOBE INVENTORY-SHORT IN INDONESIAN LANGUAGE

AT THE 2021 ASIA PACIFIC CAREER DEVELOPMENT ASSOCIATION VIRTUAL CONFERENCE  
ON TUESDAY, MAY 25  
SESSION # 137

Signed: *Sing Chee Wong*  
APCDA President, 2021

Signed: *Gulnur Ismayil*  
Executive Director,