THE EFFECT OF LOCUS OF CONTROL, CAREER MOTIVATION, KNOWLEDGE ON INTEREST IN BUILDING A SUSTAINABLE CAREER ON HUMAN RESOURCES WITH THE MEDIATION OF SELF-EFFICACY

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Abstract

Background - *Currently, job prospects or careers for management students, especially those interested in human resource management, need to be evaluated whether they are still promising. In the context of the world of work, individuals who want a career in this field will specialize in managing the workforce in various types of organizations. This includes various topics, such as employee management, employment law, business ethics, HR data analysis, organizational development, and HR management strategies.*

Aim - *obtain empirical evidence of the sustainable career interests of students interested in human resource management concentrations which are effected by locus of control, knowledge, motivation, self-efficacy.*

Design /Methodology /Approach - *Quantitative research design with a sample of management students concentrating in human resource management at UMG, with a target sample carried out in a saturated manner. The analysis method used is path analysis with the help of WarpPls.*

Findings - *That locus of control has no effect on self-efficacy, motivation has an effect on career self-efficacy, knowledge has an effect on self-efficacy, locus of control has no effect on interest in a sustainable career, career motivation has an effect on interest in a sustainable career, knowledge has an effect on interest in a sustainable career, self-efficacy has an effect on interest in a sustainable career, locus of control has no effect on interest in a sustainable career through self-efficacy, career motivation has an effect on interest in a sustainable career through self-efficacy, and knowledge has no effect on interest in a sustainable career through self-efficacy.*

Research Implications - *That if students want to have a career in the field resource humans must increase their knowledge and literacy rules- labor regulations that act as the initial foundation for pursuing a sustainable career and need to continue to increase knowledge and capabilities. Theoretical implications can use self-efficacy as a mediator between career motivation and sustainable career intentions in the field of human resources.*

Research Limitations - *This research only explores data from student sources who chose an interest in human resources, as well as the expected sample target which was not met, so that in the future research can make comparisons of career interests in the field of human resources involving many students as respondents.*

Keywords: *Locus of Control, Knowledge, Motivation, Self-Efficacy, Interest*

Program Studi Manajemen Universitas Muhammadiyah Gresik Jawa Timur Indonesia

Abstrak

Latar Belakang - Saat ini prospek kerja atau karir bagi mahasiswa manajemen khususnya peminat pada manajemen sumber daya manusia apakah masih menjanjikan atau tidak. Dalam konteks dunia kerja, menjadi seorang yang ingin berkarir di bidang ini akan mengkhususkan diri untuk mengelola tenaga kerja dalam berbagai jenis organisasi yang mencakup berbagai topik, termasuk manajemen karyawan, hukum ketenagakerjaan, etika bisnis, analisis data SDM, pengembangan organisasi, dan strategi manajemen SDM.

Tujuan - mendapatkan pembuktian empiris atas minat karir berkelanjutan mahasiswa peminat konsentrasi manajemen sumber daya manusia yang dipengaruhi oleh locus of control, pengetahuan, motivasi, efikasi diri.

Desain /Metodologi /Pendekatan - Desain penelitian kuantitatif dengan sampel mahasiswa manajemen konsentrasi manajemen sumber daya manusia Unmuh Gresik, dengan target sampel dilakukan secara jenuh. Metode analisis yang digunakan adalah analisis jalur dengan bantuan WarpPls.

Temuan - Bahwa locus of control tidak berpengaruh terhadap efikasi diri, motivasi berpengaruh terhadap berkarir efikasi diri, pengetahuan berpengaruh terhadap efikasi diri, locus of control tidak berpengaruh terhadap minat karir berkelanjutan, motivasi berkarir berpengaruh terhadap minat karir berkelanjutan, pengetahuan berpengaruh terhadap minat karir berkelanjutan, efikasi diri berpengaruh terhadap minat karir berkelanjutan, locus of control tidak berpengaruh terhadap minat karir berkelanjutan melalui efikasi diri, motivasi berkarir berpengaruh terhadap minat karir berkelanjutan melalui efikasi diri, dan pengetahuan tidak berpengaruh terhadap minat karir berkelanjutan melalui efikasi diri

Implikasi Penelitian - Bahwa mahasiswa jika ingin berkarir pada bidang sumber daya manusia harus meningkatkan pengetahuan dan literasi peraturan-peraturan tentang ketenagakerjaan yang berlaku sebagai fondasi awal dalam meniti karir yang berkelanjutan dan perlu terus meningkatan pengetahuan dan kapabilitas. Implikasi teoritis dapat menggunakan efikasi diri sebagai mediator antara motivasi berkarir dan niat berkarir berkelanjutan dalam bidang sumber daya manusia

Batasan Penelitian - Penelitian ini hanya menggali data dari sumber mahasiswa yang memilih minat SDM, demikian pula target sampel yang diharapkan tidak terpenuhi, sehingga dimasa mendatang penelitian dapat membuat perbandingan minat karir bidang sumberdaya manusia yang melibatkan banyak mahasiswa sebagai responden.

Kata Kunci: *Locus Of Control*, Pengetahuan, Motivasi, Efikasi Diri, Minat

INTRODUCTION

Prospect Having a career today presents its own challenges for job seekers, because the current situation is faced with the dynamics of change that intersect with technological developments, so knowledge combined with technology is certainly more promising for a better career. The challenge of human resource management in the global and digital era is how highly skilled human resources in the sense that human resources must have technical expertise and also soft skills in the digital era. In the world economic forum report, it is estimated that by 2030 the world will lack 85 million highly skilled human resources (Kumparan, 2024). However, it is still upstream whether jobs are available or not. This phenomenon shows that career opportunities or job opportunities are still open in various especially in Gresik Regency which is known as an industrial city.

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Currently, the employment situation of Gresik Regency is based on a BPS release, that the number of working age population (15 years and over) of Gresik Regency is 1.05 million people, a decrease of 1.52 thousand people compared to the previous year. This decrease was not offset by an increase in the workforce, where there was an increase in the workforce from 720.87 thousand people in 2022 to 739.01 thousand people. This caused the Labor Force Participation Rate Indicator, in Indonesian terms "tingkat partisipasi angkatan kerja" (TPAK) in August 2023 to increase from 68.30 percent in 2022 to 70.12 percent in 2023. The Open Unemployment Rate, in Indonesian terms "Tingkat Pengangguran Terbuka" (TPT) in August 2023 was 6.82 percent, down 1.02 percentage points compared to August 2022. The working population was 688.64 thousand people, an increase of 24.27 thousand people. from August 2022. The service sector absorbs the largest number of workers, namely 47.77 percent, followed by the manufacturing sector which absorbs 38.02 percent of the workforce. The agricultural sector absorbs the smallest portion of labor, namely 14.21 percent of the workforce. Formal sector workers will increase from 2022 at the level of 54.25 percent to 55.30 percent in 2023. This data shows that the existing workforce is increasing, which has an impact on employment and unemployment rates.

This condition must be understood for job seekers and those interested in a career who must prepare themselves better, with adding continuous and sustainable self-competence. Career is a series of roles or job positions taken by an individual over a certain period of time, which includes the development of skills and abilities needed to improve individual and organizational performance as a whole (GreatDay, 2023). It is further explained that a career in human resources includes a series of roles and responsibilities related to operational and strategic human resources (HR) activities. Recruitment and selection of employees, performance management, training and development management, pay management, industrial relations management, and change management are all part of a career in human resources. Meanwhile, sustainable career management is Building a sustainable career in the field of human resources is a process that involves commitment and consistent effort. This includes several aspects such as maintaining a balance between work life and personal life, improving skills through training and development, and building reputation and credibility in the field of human resources.

Previous research has extensively researched the interest in sustainable

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careers both in the context of entrepreneurship and in other fields such as research (Amalia, 2017; Batmetan et al., 2022; Rohmah, 2016; Soedihono, 2018). Why the variable Sustainable career interest was chosen, because this variable is not only important for individuals, but also for organizations and society as a whole. Research in this area can provide valuable insights for the development of better human resource policies and practices.

Other research also states that career interest can be influenced by several factors including locus of control factors such as research (Ardiansyah et al., 2021; Bustan, 2014; Suprapti & Muhammad, 2022; Wahyu Eko Saputro, 2023), knowledge factors such as (Ariska, 2020; Auwldhani & Handayani, 2023; Budiarsih & Estiningrum, 2022; Sulistiyowati & Hakim, 2021), motivational factors such as research (Agustin, 2021; Nabilah & Murdiansyah, 2023; Paramitasari & Muhyadi, 2016; Sari & Rusdarti, 2020) as well as self-efficacy factors as well as playing an important role in mediating other factors on career interest someone such as research (Agustin, 2021; Sari & Rusdarti, 2020; Hendrawati, 2006; Jaya & Maryati, 2010)

However, previous research related to career interests was dominated by the search for entrepreneurship interests and career interests in accounting and taxation. In a search on a search engine google scholar with the keyword interest in entrepreneurship reached 16,500 words, while interest in accounting and taxation was 12,600, for tax, 2,020, while with the keyword search career interest in the field human resource management was almost nowhere to be found (search conducted August 2, 2024). So this research is interesting in providing a new color in careers in the field HR.

This research is important to make a positive contribution to career planning, especially in human resource management, so that students can prepare for a planned and sustainable career. Several important factors that must be considered in preparing human resources, as conveyed by the world economic forum, are the need for human resources with high technical and soft skills, and among these skills are those related to factors originating from the individual, including locus of control, motivation, knowledge and self-efficacy.

LITERATURE REVIEW

Sustainable Career

Every individual certainly wants to prepare for a better career in the future, with all the desired motivation. Wherever possible a career can be started from scratch and can continue guarded, maintained and developed so that the process of achieving

it is easier and more sustainable. In the author's opinion, sustainability is something that is done continuously through a learning process (lifelong learning) in which there are opportunities, challenges and dynamics that continue to develop along with it.

In the article released by https://ecc.co.id/, (2024) there are several ways to design a sustainable career path in the digital era:

1. Identify your interests and skills
   The first step in designing a sustainable career path is understanding your interests and skills. Honest self-analysis and identify areas that you are truly interested in. Additionally, evaluate the skills you currently have and determine areas that need improvement to achieve your career goals.

2. Stay relevant by continuously learning
   In the digital era, lifelong learning is the key to remaining relevant and competitive. Never stop learning and developing yourself. Take training, online courses, or certification programs that can improve your skills and knowledge. Be one learner a lifetime of always being open to learning new things.

3. Build a strong professional network
   A strong professional network can open doors to new career opportunities and provide insight into the latest industry trends. Take advantage of professional social media like LinkedIn to build connections with professionals in your field. Join professional associations and attend networking events to expand your network.

4. Flexible and adaptive
   In an ever-changing world, flexibility and adaptability are the keys to success. Don't get stuck in a rigid way of thinking or resist change. Be open to new opportunities and be ready to modify your career path according to evolving market conditions.

5. Consider a dual career or career portfolio
   In the digital era, many people choose to pursue dual careers or build a diverse career portfolio. This can provide greater financial security and personal satisfaction. Consider developing other skills and interests alongside your main job.

6. Prioritize mental and physical health
   A sustainable career is not only about professional success, but also about personal well-being. Prioritize your mental and physical health by maintaining a healthy lifestyle, exercising regularly, and making time for yourself and your family. A healthy life balance will help you stay productive and motivated in pursuing your career goals.

Program Studi Manajemen Universitas Muhammadiyah Gresik Jawa Timur Indonesia

a career is not a straight line, but a journey full of challenges and opportunities. Stay open, keep learning, and adapt to change to ensure your career remains relevant and fulfilling in the long term.

The UN Sustainable Development Initiative is relevant to career development in several ways (https://careerprocanada.ca/ (2023);

1. Sustainable Growth Opportunities : This initiative emphasizes sustainable economic growth, which can create new fields and professions. Individuals who are interested in pursuing a career in this field may have greater opportunities for growth and advancement.
2. Competitive Skills Development: This initiative encourages the development of competencies relevant to sustainable development. Individuals who possess these skills may be more competitive in the job market and have greater opportunities for career development.
3. Innovation and Entrepreneurship: This initiative recognizes the importance of developing a culture of innovation and entrepreneurship, which can create new opportunities for business development and job creation.
4. Collaboration and Knowledge Sharing: This initiative underscores the importance of partnerships, networking and joint problem solving. These

opportunities position individuals to learn and advance their careers in emerging fields.

Career Interests

Muspawi & Lestari, (2020) in career preparation, interest is interpreted as a rather persistent tendency in someone who feels interested in a particular field and feels happy participating in various activities.

Interest is a desire possessed by someone who can push in getting what they want. If someone is interested in working, they will learn how to do it. Kartono in Supriaman (2019:68), "interest is an opportunity that arises from a deep emotional reaction of the soul to something that makes more sense (emotions, feelings) where there are strong effective factors (emotions). Benefits can also be attributed to humans." Interest in career can motivate people to act without being influenced by other situations.

Career itself is interpreted as a long road that a person goes through which includes experiences and things that have been done throughout life to achieve what they want or aim for. Specifically, career goals mean getting a better, more decent job part people are achievements in promising work (motivated) materially better or more (encouragement).

Siagian (2016:206) divides career planning patterns into three categories,

first, professional objectives to be met; if he can perform effectively, is devoted to the company, exhibits functional conduct, and has the capacity for growth and development, what level of position or positions does he wish to attain? The second is career planning, which is the process by which an individual decides on a career path and objectives. Third, the readiness to take the required actions to advance one's career while working.

Locus of Control

Concept about Locus of control (LOC) first proposed by (Rotter, 1966), LOC is defined as a relatively stable general tendency to see the world in a certain way, capturing general beliefs about the causes of rewards and punishments. Rotter divides LOC into two, namely internal LOC and external LOC. A person with an internal locus of control considers skill, ability and effort to determine what is achieved in life. Meanwhile, external LOC assumes that life is determined by forces from outside oneself, such as fate, destiny, luck and other people in power.

An individual who believes that the fate in his life is controlled by himself, then that individual has LOC. Meanwhile, an individual who believes that the fate of his life is controlled by other people or the environment, then that individual has external LOC. LOC internal according to (Wiriani et al., 2013) it is a belief in an individual who holds great potential to determine his fate, the individual does not care about his environment. Individuals who have this behavior will have a high work ethic, always be strong in facing difficulties either in life or at work. Whereas external LOC is someone who more quickly surrenders or gives up on life or work. Individuals like this will think that the problems that occur in their lives are a threat to their lives. He even sees other people as a threat to himself because it will threaten his existence in life.

Based on the study above, it is understood LOC namely the characteristics that an individual has to know the successes and failures experienced, both by internal actors and external actors.

According to the concept presented by Rotter about LOC, there are two types LOC, that is internal LOC and external LOC. According to Crider in (Ghufron & R Risnawita, 2010) there are different characteristics of the two types, namely: Internal LOC (hard worker, have initiative or creativity high, always trying to solve problems, thinking effective, and always have the perception that effort must always be made if you want to get something success). External LOC (lacks initiative or creativity, gives up easily, always thinks if there is a correlation between effort and success, lacks in searching for information)

Someone who has a internal LOC This person has a higher tendency to make efforts and a sense of hope within himself. Therefore, if individuals experience failure in their lives, it will be easier for them to blame themselves because they think that the efforts they have made are still not enough. If an individual achieves success, then they will be more proud of themselves because they were able to achieve success with their hard work. Meanwhile, an individual who has an external locus of control, will be more dependent on the environment or other people. If these individuals experience failure, they will easily blame the environment or other people.

Someone who has internal control and the view that their important role reflects actions that can be done in the future. An Individual strives to achieve success or success. Another case with someone with an external control location can easily be discouraged and does not have high hopes because it is difficult to find solutions to find solutions if damage occurs.

Rotter explained that there are aspects that are indicators internal LOC and external LOC, namely as follows: internal LOC (self-confidence in your ability to complete problems or assignments, Likes to work hard and has more effort in completing problems or assignments and achieving achievements, Has self-satisfaction in completing tasks without the help of others).

External LOC (lack of effort in achieving achievements and completing problems or assignments, lacks initiative, and believes that success and achievement are influenced by factors from outside (fate, luck, environment).

Career Motivation

Career motivation in the context of motivation is often associated with encouragement that comes from within the individual and also factors that come from outside that move someone to do or behave in a certain way.

Mc Donald in Sardiman (2007; 73), motivation is A shift in a person's energy that is marked by the appearance of "feelings" and preceded by a reaction to a goal. Nuggrahini, et al. (2022). Dividing motivation into three categories, First, there is quality motivation. The key to improving one's quality and abilities lies in cultivating self-motivation. To cultivate the drive for personal growth, one must have the intention, talent, and be willing to invest the time to surpass previous levels of quality. Second, there is career motivation. Career motivation is very important in a person's professional journey, because it is natural for individuals to aspire to higher positions and roles. Third is economic motivation, with economic motivation functioning as a driving force for individuals to be actively involved in their work, someone will think If you have a career or work, you will get quite

Program Studi Manajemen Universitas Muhammadiyah Gresik Jawa Timur Indonesia

a large financial or income. Fourth is social motivation, apart from getting financially or a fairly large income, someone is usually socially motivated which plays an important role, because individuals often associate career success with receiving recognition and admiration from peers and the community.

Knowledge

In simple terms, knowledge is everything that a person knows in the form of cognitively processed information in the form of a person's memory and understanding. Referring to the Big Indonesian Dictionary, in Indonesia term "Kamus Besar Bahasa Indonesia" (KBBI) means everything that is known, intelligence, or everything that is known regarding a thing (Anjani, et al.,2023).

Everything that is known is called knowledge. The word "knowledge" indicates a person's familiarity with the subject. Knowing, being known, and awareness of what one wants to know are all components of anything one wants to know. Consequently, to have knowledge, a subject must have awareness and interest in learning about the things and objects in front of him. Thus, knowledge can be defined as everything humans do to understand certain items (Dandi, 2023).

In the learning process, especially at the tertiary level, students gain knowledge and knowledge, including knowledge about

human resource management (HRM). Priyono & Darma (2016) provide the HRM concept as a managerial tool for planning, managing and controlling human resources.

HRM itself in companies and organizations carries out various goals to be achieved as a managerial tool, including: Improving levels productivity, Improve the quality of work life, Ensure that the organization has fulfilled legal aspects, S

Whereas HR also performs various functions including planning for human resource needs, staffing according to organizational needs, performance appraisal, improving the quality of workers and the work environment, achieving effectiveness work relationship. Based on several of these concepts, HRM knowledge is knowledge related to matters regarding the functions and objectives of managerial tools in the company's functional areas, namely HRM.

Self-Efficacy

Self-efficacy refers to an individual's level of confidence in his or her ability to influence certain circumstances and achieve desired outcomes. It also includes the idea of having confidence and belief that one can effectively control the results of one's efforts. Akmalia (2020), self-efficacy is a concept originating from social cognitive theory which describes the reciprocal relationship between behavior, awareness

Program Studi Manajemen Universitas Muhammadiyah Gresik Jawa Timur Indonesia

and the environment, which continuously interact and shape each other dynamically.

Pulungan & Rivai (2021) define operationally Self-efficacy is a belief or belief that originates from within oneself in doing anything and completing any work in order to achieve goals and desires that have been determined through experience. Indications of self-efficacy are past experiences, verbal abilities and the individual's physical condition.
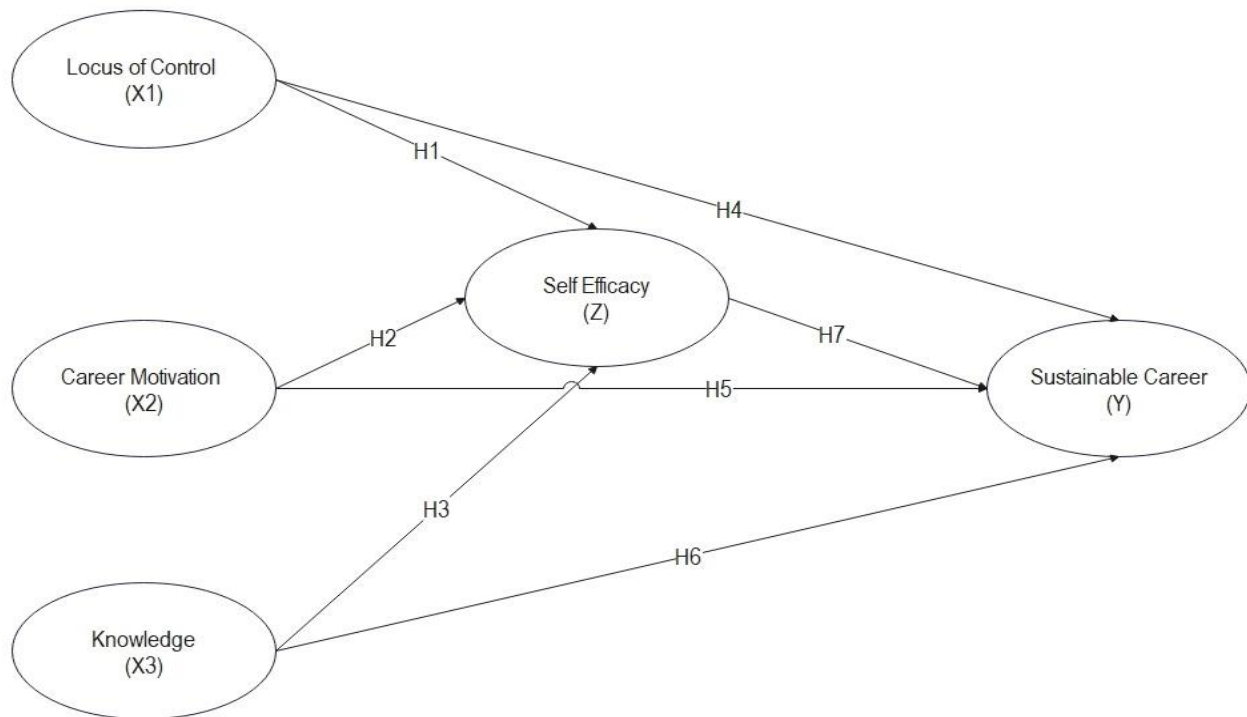

Figure 1. Research Framework

RESEARCH METHOD

This study uses a quantitative approach to explore the causal relationships between several developed concepts or variables (scientific explanation). The research is conducted in the Management Study Program, specifically in the concentration of Human Resource Management.

In this study, the researcher employs accidental sampling techniques, which do not provide equal opportunities for all respondents. The sample is collected by gathering students who are concentrating in Human Resource Management. Subsequently, a questionnaire is administered online to the selected respondent.

Data collection is carried out through a questionnaire distributed via an online survey link using Google Forms, containing

relevant statements or variable indicators. The research instrument utilizes a questionnaire as a measuring tool to collect primary data, which has been adapted from the references of each variable. Before further analysis, the questionnaire is tested for instrument validity and reliability.

The model in this study will be evaluated using a model fit approach. Prior to evaluation, the research instrument will undergo validity and reliability testing. The analysis technique used is Inner Models analysis with the aid of WarpPLS software. To test the direct and indirect relationships between variables, hypothesis testing is conducted.

Hypothesis testing is performed by examining the p-value to predict direct and indirect effects. The decision-making criteria involve comparing the t-value with a critical value of 1.96 and a specified significance probability (p) of 0.05. If the t-value is greater than the critical value of 1.96 and the significance probability is less than p, the hypothesis is accepted. Conversely, if the t-value is less than the critical value of 1.96 and the significance level is greater than p, the hypothesis is rejected.

RESULTS AND DISCUSSION
Research result
The results of this study involve 53 students interested in the field of human

resources, although the initial target was 100 data points. Data were collected through an online survey using Google Forms, and only 53 complete and usable responses were obtained. In this research, instrument testing, estimation, and hypothesis testing were conducted to complement the discussion. Among the 53 respondents, 28 were male and 25 were female, with the majority aged 22 years, and only 10 students had already entered the workforce.

Reliability Validity Testing
Tests for the accuracy of the measurement scale or data validity were carried out on question items on the variables locus of control (LOC), career motivation (MK), knowledge (PH), self-efficacy (EF), sustainable career interest (KBL). The accuracy test of the measurement scale carried out in this research includes validity and reliability tests, presented as follows:

Validity Test
The results of the validity test are presented in the combined loadings and cross-loadings output using the reflective method (table 1). In the first stage of testing there were still values below 0.50, namely item LOC1, which was then removed from the validity meter, the next step was to retest as shown in table 1.

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The results of the validity test show that all indicators have values above 0.5, and the p value is below 0 (<0.000), so that the question items or indicators used to measure each latent variable are able to measure what is to be measured or have fulfilled the convergent validity of an indicator, thus the results of the comparison between loading and cross loading show that the loading value has fulfilled the test standards.

Reliability Test

Reliability testing provides information that the composite reliability coefficient of the locus of control (LOC), career motivation (MK), knowledge (PH), self-efficacy (EF), and continuing career interest (KBL) variables has a value greater than 0.7 (Ghozali 2018:46) requirement for accepting composite reliability, for the internal consistency reliability value has also met the requirements for accepting internal consistency reliability, because the Cronbach's alpha value is above 0.60. All these results are presented in table 2.

Model Fit Index Testing

The results of testing the feasibility of this research model are presented in table 3. The model fit test using 10 indices provides information that the index and fit of the relationship between the latent variables and their assumptions have obtained results that have fulfilled the rule of thumb criteria for good and ideal indices, so it is concluded that the relationship model between the latent variables is fit.

Model Estimation Testing and Path Analysis

This analysis is used to determine the relationship between variables. In the variables locus of control (LOK), career motivation (MK), knowledge (PH), self-efficacy (EF), sustainable career interest (KBL). The data obtained were analyzed using warpPLS 5.0. In this research there are tests that show estimates of direct effects and indirect effects, along with the total effect test results are presented in figure 2.

Based on the results of the analysis above, an equation model can be prepared:

$$EF= 0.169LOC+0.553MK+0.204PH$$
$$KBL=0.190LOC+0.233MK+0.258PH+0.369EF+0.062LOC*EF+0.204MK*EF+0.075PH*EF$$

The coefficients of the variables locus of control (LOC), career motivation (MK) knowledge (PH), self-efficacy (EF), each have a positive path to the dependent variable, so that an increase in locus of control (LOC), career motivation (MK) knowledge (PH), self-efficacy (EF), will increase interest in pursuing a sustainable career (KBL) in the field of HRM.

Hypothesis Testing

To test the hypothesis in this research, multivariate analysis was used using the WarpPLS program. Hypothesis testing was carried out by comparing the significance value (p/α) which was determined at 0.05. If the p-value is greater than the probability value then the hypothesis is rejected, and if the significance p-value is smaller than α, then the hypothesis can be accepted. The data used refers to table 4, which summarized in table 4.

Table 1. Validity Test

Variables	LOK	MK	PH	EF	KBL	SE
LOC2	**0.756**	-0.118	-0.028	-0.560	0.706	0.104
LOC3	**0.756**	0.118	0.028	0.560	-0.706	0.104
MK1	0.172	**0.826**	-0.008	-0.246	0.024	0.101
MK2	-0.097	**0.834**	-0.073	0.182	-0.015	0.101
MK3	-0.125	**0.902**	0.071	0.132	-0.058	0.098
MK4	0.005	**0.871**	0.122	-0.184	-0.053	0.099
MK5	0.058	**0.838**	-0.122	0.111	0.109	0.100
PH1	-0.084	-0.278	**0.638**	0.456	-0.299	0.108
PH2	-0.004	-0.073	**0.691**	-0.256	0.374	0.106
PH3	-0.005	0.124	**0.685**	-0.497	0.458	0.106
PH4	-0.056	0.027	**0.668**	-0.153	0.212	0.107
PH5	0.121	0.156	**0.801**	0.410	-0.654	0.102
EF1	0.142	0.370	0.063	**0.788**	-0.605	0.102
EF2	0.235	0.037	0.331	**0.754**	0.205	0.104
EF3	-0.207	-0.223	-0.234	**0.843**	0.485	0.100
EF4	-0.131	-0.151	-0.117	**0.870**	-0.100	0.099
KBL1	-0.037	-0.019	0.002	-0.682	**0.722**	0.105
KBL2	0.003	-0.046	0.114	0.364	**0.791**	0.102
KBL3	0.047	0.098	0.011	0.111	**0.873**	0.099
KBL4	0.192	-0.028	-0.112	-0.082	**0.756**	0.104
KBL5	-0.197	-0.018	-0.021	0.205	**0.822**	0.101

Source : PLS Output, 2024

Table 2. Reliability Test

Composite reliability coefficients	LOC	MK	PH	EF	KBL
	0.728	0.931	0.826	0.887	0.895
Cronbach's alpha coefficients	LOC	MK	PH	EF	KBL
	0.651	0.907	0.735	0.830	0.853

Source : PLS Output, 2024

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Tabel 3. Model Fit and Quality Indices

| No	Model fit and Quality Indices	Fit Criteria	Analysis Results	Remark
1	Average path coefficient (APC)=0.282, P=0.007	p < 0.05	P=0.007	Good
2	Average R-squared (ARS)=0.653, P<0.001	p < 0.05	P<0.001	Good
3	Average adjusted R-squared (AARS)=0.628, P<0.001	p < 0.05	P<0.001	Good
4	Average block VIF (AVIF)=1.634, acceptable if <= 5, ideally <= 3.3	Acceptable if <= 5, Ideally <= 3.3	1.634	Ideal
5	Average full collinearity VIF (AFVIF)=2.247, acceptable if <= 5, ideally <= 3.3	Acceptable if <= 5, Ideally <= 3.3	2.247	Ideal
6	Tenenhaus GoF (GoF)=0.635, small >= 0.1, medium >= 0.25, large >= 0.36	Small >= 0.1, Medium >= 0.25, Large >= 0.36	0.635	Large
7	Sympson's paradox ratio (SPR)=1.000, acceptable if >= 0.7, ideally = 1	Acceptable if >= 0.7, Ideally = 1	1	Ideal
8	R-squared contribution ratio (RSCR)=1.000, acceptable if >= 0.9, ideally = 1	Acceptable If >= 0.9, Ideally = 1	1	Ideal
9	Statistical suppression ratio (SSR)=1.000, acceptable if >= 0.7	Acceptable if >= 0.7	1	Accepted
10	Nonlinear bivariate causality direction ratio (NLBCDR)=1.000, acceptable if >= 0.7	Acceptable if >= 0.7	1	Accepted

Source : PLS Output, 2024
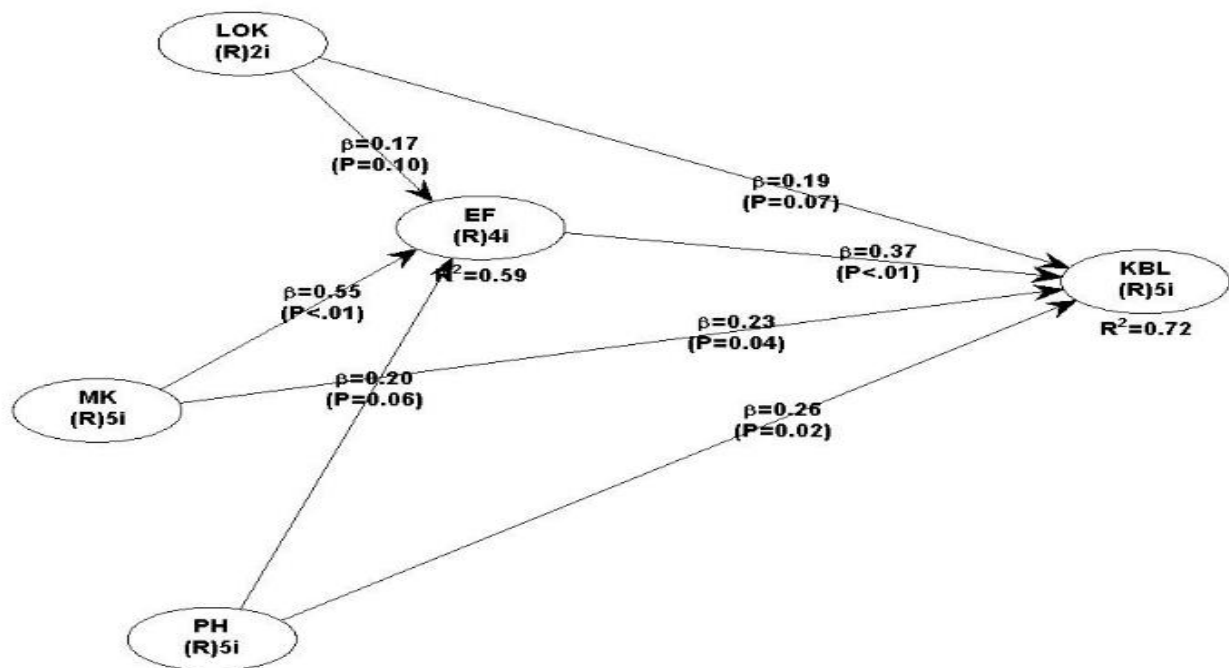
Figure 2. Path Analysis Score

187

Table 4. Hypothesis Testing

No	Hypothesis	Hypothesis variable code	Item	b/ Coefficient Track	P-Value	Remarks
1	H1	LOC→EF	Locus of control →Self-efficacy	0.169	0.098	Rejected
2	H2	MK→EF	Career motivation→Self-efficacy	0.533	0.001	**Accepted**
3	H3	PH→EF	Knowledge→Self-efficacy	0.204	0.057	**Accepted**
4	H4	LOC→KBL	Locus of control→ Sustainable career interests	0.190	0.072	Rejected
5	H5	MK→KBL	Career motivation→Sustainable career interests	0.233	0.035	**Accepted**
6	H6	PH→KBL	Knowledge→Sustainable career interests	0.258	0.022	**Accepted**
7	H7	EF→KBL	Self-efficacy→Sustainable career interests	0.369	0.002	**Accepted**
8	H8	LOC→EF→KBL	Locus of control→Self-efficacy→Sustainable career interests	0.062	0.258	Rejected
9	H9	MK→EF→KBL	Career motivation→Self-efficacy→Sustainable career interests	0.204	0.014	**Accepted**
10	H10	PH→EF→KBL	Knowledge→Self-efficacy→Sustainable career interests	0.075	0.214	Rejected

Source : PLS Output, 2024

Discussion

Locus of control has no effect on self-efficacy, although it has a positive relationship. Students with good internal self-control do not necessarily increase self-efficacy, especially in human resources careers. In this research, locus of control is represented by internal self-control, with the lowest indicator being satisfaction in solving problems and the highest indicator being success that depends on oneself. These results support previous research which shows that locus of control does not have a significant influence on career self-efficacy, as found by Hendrawati (2006), Jaya and Maryati (2010), and Qudsiyah (2023). However, these results do not support the research of Ashari & Wiryosutomo, (2022; Djunaedi et al., (2022); Sutanto, (2001) which states that locus of control has an effect on self-efficacy.

Strong motivation can increase self-efficacy, especially in human resources

188

(HR) careers. This variable includes the desire to succeed, encouragement of success in the HR field, interesting activities, increased abilities and expertise, and expectations of promising career prospects. The lowest indicator is the drive for success, while the highest indicator is the desire to succeed. Previous research (Agustin, 2021; Dewi, 2019; Kurniawan et al., 2016; Sari & Rusdarti, 2020) supports these results, showing that career motivation is significant to self-efficacy.

Better knowledge also increases self-efficacy, especially regarding career. This variable includes basic knowledge about HR, HR aspects, employment regulations, HR issues, and the role of HRM. The lowest indicator is knowledge of labor regulations, while the highest is basic knowledge of HR. Previous research (Apiatun & Prajanti, 2019; Indriyani & Subowo, 2019; Rindivenessia & Fikri, 2021; Ubaidillah, 2019) shows that knowledge is significant for career self-efficacy

Even though locus of control is positive and has a unidirectional relationship to sustainable career interest, research shows that it has no significant effect. Students with good internal self-control can increase career interest, especially in the field of human resources (HR). This variable includes self-dependent success and satisfaction in solving problems. The

lowest indicator is satisfaction in solving problems, while the highest is independent success. These results contradict previous research which indicated a significant influence of locus of control on career interest (Ardiansyah et al., 2021; Bustan, 2014; Estuwijaya et al., 2023). However, these results support previous research (Anjarsari, 2023; Oktavia et al., 2017) that internal locus of control does not influence sustainable career interest.

Career motivation has a positive and significant influence on sustainable career interest. When students have strong motivation, they tend to increase their career interest, especially in the HR field. These variables include the desire to succeed, the drive for success, and the development of abilities and skills. The lowest indicator is the drive for success, while the highest is the desire to succeed. Previous research supports that career motivation has a significant effect on career interest (Dewi, 2019; Nabilah & Murdiansyah, 2023).

The higher the knowledge students have, the greater their interest in pursuing a sustainable career. This knowledge covers various aspects, such as basic knowledge about HR, employment regulations, current issues in HR, and roles and responsibilities in HR management. In this research, the lowest indicator is knowledge about employment

189

regulations, while the highest indicator is basic knowledge about human resources. Research results support that knowledge contributes significantly to sustainable career interest (Anjani et al., 2023; Ariska, 2020).

High self-efficacy also plays an important role in increasing students' career interests. This variable includes readiness to start a career in HR, confidence in the practical knowledge required, and self-confidence to pursue a career in this field. The lowest indicator is confidence about practical knowledge, while the highest indicator is readiness to start a career. Previous research shows that self-efficacy has a significant influence on sustainable career interest (Dewi, 2019; Kurniawan et al., 2016).

The results of the study show that locus of control has no effect on sustainable career interest through self-efficacy. Even though there is a positive relationship, students with good internal self-control are not able to increase their sustainable career interest, even with the presence of self-efficacy. Locus of control is measured through indicators such as satisfaction in solving problems and self-dependent success. Meanwhile, self-efficacy is represented by readiness to start a career in HR and confidence in the necessary practical knowledge. This research does not support previous

findings which show a significant influence of locus of control on sustainable career interests (Bustan, 2014; Suprapti & Muhammad, 2022; Saputro, 2023; Yohana, 2021). However, these results support previous research (Qudsiyah, 2023) that self-efficacy is unable to mediate the influence of internal locus of control on sustainable career interest.

In contrast to locus of control, career motivation has been proven to influence sustainable career interest when mediated by self-efficacy. Students with high motivation tend to have stronger career interests, especially in the HR field. Career motivation variables include the desire to succeed, drive for success, and development of personal abilities. Self-efficacy, in this context, reflects students' readiness and confidence in starting a career in the HR field. This finding is in line with previous research which shows that career motivation has a significant influence on sustainable career interest (Agustin, 2021; Nabilah & Murdiansyah, 2023; Paramitasari & Muhyadi, 2016; Sari & Rusdarti, 2020).

This study also found that knowledge had no effect on sustainable career interest, although it was mediated by self-efficacy. Students with a higher level of knowledge are not able to increase their career interest in the HR field, even though they have good self-efficacy. Knowledge is

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measured through a basic understanding of HR, related aspects, and employment regulations. The lowest indicator is knowledge of regulations, while the highest indicator is basic knowledge of HR. These results contradict previous research which shows that knowledge has a significant effect on sustainable career interest if mediated by self-efficacy (Ariska, 2020; Auwldhani & Handayani, 2023; Budiarsih & Estiningrum, 2022; Sulistiyowati & Hakim, 2021). However, these results support Qudsiyah's (2023) research that self-efficacy is not able to be a mediating variable for interest.

CONCLUSION

Referring to the research results and discussion of the results and based on the research objectives, it can be concluded that Locus of control has no effect on self-efficacy, Motivation has an effect on career self-efficacy, Knowledge has an effect on self-efficacy, Locus of control has no effect on interest in a sustainable career, Career motivation has an effect on interest in a sustainable career, Knowledge has an effect on interest in a sustainable career, Self-efficacy has an effect on interest in a sustainable career, Locus of control has no effect on interest in a sustainable career through self-efficacy, Motivation for a career has an effect on sustainable career interest through self-efficacy, and

Knowledge has no effect on sustainable career interest through self-efficacy

RESEARCH IMPLICATIONS

Implications at managerial and theoretical levels; **First** The results of this research show that the highest response value is for the locus of control variable, the response value of the indicator that success depends on one's own self, while the lowest response value is for the knowledge variable, the indicator of knowledge about employment regulations, so that if students want to have a career in the field of human resources, they must increase their knowledge and literacy rules-rules about employment which acts as an initial foundation in pursuing a career. **Second,** The highest factor loading value is the career motivation indicator with the desire for career success in the field human resources is very high, so the choice of concentration and deepening of knowledge must be increased with the support of knowledge of legal regulations related to human resources or employment**. Third** The path coefficient value of the variable that has the lowest influence is students' knowledge about human resources compared to other coefficients, so that knowledge and capability improvement needs to continue to be improved and future research needs to strive for this variable to become an important point in

the context of career development in the field. resource man. **Fourth,** In the mediating variable, it is known that self-efficacy is able to mediate the influence of motivation career with The intention to pursue a career in the field of sustainable human resources can be a reference for the importance of motivation and self-efficacy. These implications can generally be implemented by HRM practitioners in using

workers with high knowledge, especially employment regulations, and workers who have strong self-efficacy who will be successful in their careers. However, this study also has limitations, namely research without considering the role of gender in research so that in the future it can also include gender as a comparative and moderating factor in relation to careers.

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