

Exploring Local Cultural Values in Career Instrument Development: Understanding Indonesian People's Career Choice

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Abstrak. *Career Value* secara umum telah dipelajari di Indonesia baik dalam bidang psikologi dan karir konseling selama dua tahun terakhir. Namun dari artikel tersebut tidak ada satupun yang fokus pada adaptasi dan validasi pengukuran yang dilakukan berdasarkan pedoman adaptasi alat ukur, sehingga pengukuran yang dilakukan bersifat independen antara peneliti satu dengan peneliti lainnya. Penggunaan instrumen pada latar belakang budaya yang berbeda membutuhkan proses adaptasi agar hasil pengukurannya valid dan reliabel. Tujuan penelitian ini adalah memperoleh alat ukur career value versi Indonesia yang terstandarisasi. Proses adaptasi dilakukan dengan menggunakan acuan adaptasi. Berdasarkan hasil analisis CFA dapat disimpulkan bahwa sesuai teori, model career value terdiri dari delapan dimensi yaitu social, management, specialization, mobility, independence, salary, team-work-balance, variety memiliki good fit model. Artinya hipotesa nol yang menyatakan model career value goodness of fit dapat diterima. Hal ini menjelaskan bahwa model yang dihasilkan dapat menggambarkan kondisi aktual.

Abstract. Career Value has been studied in Indonesia in general in both psychology and career counseling for the past two years. However, none of these articles focus on the adaptation and validation of measurements carried out based on the guidelines for adapting measuring instruments, so that the measurements carried out are independent between one researcher and another. The use of instruments in different cultural backgrounds requires an adaptation process so that the measurement results are valid and reliable. The purpose of this study was to obtain a standardized Indonesian version of a career value measurement instrument. The adaptation process was carried out using an adaptation reference. Based on the results of the CFA analysis, it can be concluded that according to theory, the career value model consists of eight dimensions, namely social, management, specialization, mobility, independence, salary, team-work-balance, variety has a good fit model. This means that the null hypothesis stating that the career value goodness of fit model can be accepted. This explains that the resulting model can describe actual conditions.

Key word: Carrer Instrument; Career Value; Indonesian.

INTRODUCTION

Values are believed to play a role in various aspects of life, both directly and indirectly. Values play a major role in personal goal setting. (Akmal et al., 2021) says that goals have a dynamic structure that is continuously (consciously and unconsciously) assessed, monitored, and reconstructed to meet reality. In this case, value plays a role in reconstructing a person's goals.

Departing from Social Cognitive Career Theory (Lent et al., 2008) Positive career development depends on individual experiences resulting from the interaction between environmental and personal factors. Internalized values are predicted to help the process of translating one's interests into goals and career development, and are translated into actions including in one's career. This is proven in studies that values are correlated with psychological success, (Hall et al., 2018) work engagement (Sortheix et al., 2013) which can form a career goal. So that values can influence job choices and the results of those job choices as well as a person's career development.

Value is one of the most important factors in developing self-concept in career development because it becomes a normative standard in assessing one's own behavior and makes life's guiding principles grow actions. Values form the core of an individual's cognitive structure and personality formation, both of which determine their attitudes (Deci et al., 2017). In addition, values represent a person's beliefs about the quality of what they want or expect to achieve in their career. (Brown, 2002). Once people develop an understanding of their career values, they will understand how to motivate, inspire, or execute work to achieve career success. Work that is in line with career values can lead to job satisfaction, including work enjoyment and self-confidence. (Brown et al., 2013)

Current career development or advancement and career choices in modern society have become the most important aspects in one's career development. In fact, career development in the post-modern era focuses on value-based career decision making (Brown et al., 2013), which emphasizes self-design and self-development of individual narratives (Ismail, 2016). In postmodern society, careers are seen as more dynamic, open and global due to constant environmental changes, as well as global technological

developments and the reconstruction of networks and organizations. As a result, people's self-concepts also change over time (Sergi et al., 2019) following one's experience and in a dynamic environment.

This is proven in the generation born in the postmodern era with the phenomenon that several generations such as millennials and Z identify themselves as self-employed. (Collin et al., 2000) who has the characteristic of high mobility, likes to experiment and has a high attraction to new things (Karasek et al., 2020). less concerned with stability at work, seeking flexibility and letting go of routine (Barhate et al., 2022) and active in social media (Vitellar, 2013).

Therefore, career values vary greatly across societies today and it is possible to have a diverse and non-linear career to achieve self-actualization and meaning in life (Taormina et al., 2013). Individual career development is a dynamic of successive development throughout life (Savickas et al., 2009). Based on these dynamics, career education needs to be considered because it emphasizes self-understanding to investigate and use psychological tests that guide the decision-making of the younger generation regarding their future careers.

Digging into several studies that have examined career driven by value, several studies have been carried out, one of which was by (Jackson et al., 2019) and research (Sorthaix et al., 2013) which measures a person's career value from several instruments whose indicators refer to career value. The rapid development of career value in general in research in the fields of psychology and education was initially caused by the availability of instruments that could be used. Based on the researcher's search for measuring career value, the researcher obtained a measuring instrument that could be used to measure career value whose aspects had been arranged multidimensionally which referred to career value in general. The instrument is called the Multidimensional Career Values Questionnaire (Abessolo et al., 2021).

In Indonesia, research on career values can be traced from various journals in Indonesia published in the period 2020-2021. Although there is research conducted by (Lee et al., 2022) which looks at the picture of Korean-Indonesian students' career value, the use of measuring instruments in the study is not a comprehensive measuring

instrument, where the measurement combines aspects that lead to indicators used to measure a person's value. This finding shows that career value in general has been studied in Indonesia both in the fields of psychology and career counseling for the past two years. However, none of the articles focus on the adaptation and validation of measurements carried out based on the guidelines for adapting measuring instruments, so that the measurements carried out are independent between one researcher and another.

Therefore, the aim of this study is to adapt the Multidimensional Career Values Questionnaire measuring instrument into Indonesian, but the adaptation was carried out based on the guidelines put forward by Beaton (Beaton et al., 2000). This study will focus on construct validity to confirm the factor structure underlying the Multidimensional Career Values Questionnaire measurement model. Construct validity is defined as the extent to which the scale measures the intended construct, where the method commonly used in construct validity is CFA (Kaplan, 2008).

METHOD

The adaptation method uses the method explained by (Beaton et al., 2000) which consists of five stages, stage one is translation; this stage is the earliest stage that aims to produce a translation of the Multidimensional Career Value Questionnaire (MCVQ). This study involved two translators who separately translated from English to Indonesian. The first translator has a background in psychology. The second translator is a translator without a background in psychology. This stage then produces the translation data of Translator 1 (P1) and Translator 2 (P2).

Stage two is synthesis; at this stage, the researcher synthesizes the data from P1 and P2. Synthesis is done by comparing the translation results of P1 and P2, looking at the similarities and differences in the grammar used, then evaluating the suitability with the Career Value concept, and evaluating the grammar according to the Indonesian EYD. This synthesis stage then produces a draft synthesis of the Indonesian version of the Multidimensional Career Value Questionnaire.

Stage three is back translation; at this stage, the initial draft Indonesian version of the MCVQ data is back translated into English by two translators separately. The first translator is a translator with a background in psychology. The second translator has a non-psychology background. This stage then produces translation data for Back Translator 1 and Back Translator 2.

Stage four is expert assessment; at this stage, the researcher sends a draft of the Indonesian version of the Authenticity Scale and the original authenticity scale to two experts to be evaluated and get input on conceptual equivalence. Stage five is measuring instrument adaptation trial; Participants, Design, and Procedure. This study is a quantitative study through a cross-sectional survey. For the validity test itself, the researcher will first test it with a product moment test, then the instrument is analyzed where the method commonly used in construct validity is confirmatory factor analysis.

The data collection technique used is non-probability convenience sampling, this technique was chosen because it is in accordance with the ability and ease of researchers in accessing the population or target participants. Accidental sampling is a sampling technique by choosing who happens to be met. Thus, accidental sampling is based on the spontaneity factor, meaning that anyone who accidentally meets the researcher and is in accordance with the characteristics can be used as a sample (respondent). The advantage of accidental sampling is that sampling can be done easily and quickly. While the disadvantage of accidental sampling is that the sample obtained may not be representative. This is because the sample obtained from accidental sampling only depends on the sample members who are met. The sample limit taken is around 287 with the categorization of men and women at the adolescent and early adult development levels. The sample in this study ranged in age from 18 to 22. All participants are currently completing their bachelor's degrees at their universities. The authenticity scale questionnaire in the "Bahasa" version was given to participants online using Google Form, and distributed through social media and online chat applications, such as WhatsApp.

REASULTS AND DISCUSSION

Preparation for data collection was prepared carefully, both from preparation to data collection. The research sample of students obtained was 287 with the following data distribution: Semester 1-3 students are included in the early semester student category, while semester 5-9 are included in the final semester category. Next, the CFA results will be presented, here is the table.

Tabel 1. Factor Loadings

Factor	Indicator	Estimate	SE	Z	p
Social	Soc1	0.502	0.051	9.84	< .001
	Soc2	0.447	0.0457	9.77	< .001
	Soc3	0.429	0.0449	9.54	< .001
	Soc4	0.265	0.0365	7.27	< .001
Management	Man3	0.66	0.0701	9.41	< .001
	Man4	0.839	0.0615	13.64	< .001
	Man5	0.912	0.0597	15.27	< .001
	Man6	0.521	0.0522	9.99	< .001
Spezalitation	Spe1	0.538	0.0417	12.89	< .001
	Spe2	0.483	0.0479	10.1	< .001
	Spe3	0.492	0.0412	11.94	< .001
	Spe4	0.572	0.0388	14.74	< .001
	Spe5	0.432	0.0384	11.26	< .001
Mobility	Mob1	0.545	0.0476	11.46	< .001
	Mob2	0.677	0.0488	13.88	< .001
	Mob3	0.604	0.0481	12.58	< .001
	Mob4	0.529	0.0525	10.07	< .001
Independence	Ind1	0.409	0.0543	7.54	< .001
	Ind2	0.216	0.0565	3.82	< .001
	Ind3	0.461	0.0467	9.86	< .001
	Ind4	0.586	0.0519	11.29	< .001
	Ind5	0.527	0.0424	12.42	< .001
Salary	Sal1	0.467	0.0417	11.21	< .001
	Sal2	0.297	0.0674	4.41	< .001
	Sal3	0.533	0.0357	14.92	< .001
	Sal4	0.398	0.0313	12.7	< .001
Team Work Balance	Twb1	0.403	0.0302	13.37	< .001
	Twb2	0.395	0.0536	7.38	< .001
	Twb3	0.431	0.046	9.37	< .001
	Twb4	0.459	0.0319	14.4	< .001
Variety	Var1	0.452	0.0536	8.43	< .001

Var2	0.543	0.0602	9.02	< .001
Var3	0.635	0.0588	10.8	< .001
Var4	0.535	0.0562	9.52	< .001

Based on the loading factor value shown in Table 1. each latent variable can be explained by its indicator significantly, if seen from the significance. Furthermore, Goodness of fit measurements were carried out before and after modification as shown in the table below.

Tabel 2. Fit Measures

CFI	TLI	RMSEA	RMSEA 90% CI	
			Lower	Upper
0.914	0.901	0.0446	0.0385	0.0505

Based on the data provided, here is a discussion of the suitability of the model tested using several fit indices. The CFI value of 0.914 indicates that the model has a good fit with the data. CFI is a measure that compares the proposed model with the null model (the simplest model). A value above 0.90 is considered a good indication. The TLI of 0.900 also indicates an acceptable fit. Although slightly below the 0.90 limit, this value still reflects that the proposed model is better than the null model. An increase in TLI above 0.90 is usually expected to increase the validity of the model. The RMSEA of 0.0446 indicates a very good fit. An RMSEA value below 0.05 indicates that the model is close to a perfect fit with the data. The 90% CI range for RMSEA, which ranges from 0.0385 to 0.0505, further strengthens the conclusion that the model has a good fit. Since the upper limit of CI (0.0540) is still below 0.08, it shows that the results of the above analysis can be quite confident that the actual RMSEA value is within the range that indicates good fit with the indicators.

Tabel 3. Reliability Statistics of The Instrument

SD	Cronbach's α	McDonald's ω
0.39	0.894	0.9

Then for the reliability test shows that the scale value is close to 1. So it can be said that the instrument is reliable to use in various settings, especially in Indonesian society. In this study there are still limitations of research related to ethical clearance. However,

based on suggestions in previous studies, researchers suggest that future research should try to replicate the career value measurement model presented here with different populations and across countries. Based on these suggestions, the research team conducted a test study of this instrument in settings on Asian society in general or specifically in Indonesia. Further research to be able to take a wider sample is specifically aimed at Asian society so that the results can be generalized well.

Practice Implication

The results of this study contribute to the use of career value instruments that have been culturally adapted for Indonesia. The MCVQ measurement tool enables counselors to understand students' career values more accurately and contextually. With this understanding, counselors in higher education settings can design career guidance services that are more relevant to the cultural background, expectations, and social dynamics of students in Indonesia.

Furthermore, counselors can use information on the eight dimensions of career values (social, management, specialization, mobility, independence, salary, teamwork-balance, and variety) to assist students in self-reflection during their career exploration. Counselors can design individual and class counseling sessions that encourage students to identify their career priorities, balance personal needs with job market demands, and anticipate potential value conflicts in career decision-making.

Another practical implication is increasing counselors' sensitivity to student diversity. Students from various social, cultural, and economic backgrounds may have different career orientations. With this validated instrument, it is hoped that counselors can provide more equitable and inclusive services. This will strengthen the role of college counseling in facilitating students in designing meaningful, sustainable career paths that align with their personal values.

Research Limitations

Although this research provides practical contributions, it is not without limitations. The most important is that it did not use a longitudinal method, as the instrument developed by (Abessolo et al., 2021). This is because a person's values can change with age and experience. Furthermore, the sampling technique used was

accidental sampling, with 287 students aged 18–22 years old as respondents. Although the number is quite large, the sample's representativeness is still limited to undergraduate students at several universities. This makes the generalizability of the research results to a broader population, such as postgraduate students or the working community, still need to be reviewed. Further research is needed to determine whether this instrument can also reflect career values in individuals who are already employed or in transition. Thus, the external validity of this instrument is still limited.

CONCLUSION

The purpose of this study is to adapt the career value instrument so that it can be used in limited condition, such as can be used for college students. Based on the results of the CFA analysis, it can be concluded that the career value model consists of three dimensions, namely social, management, specialization, mobility, independence, salary, team-work-balance, variety. This shows that career value has evidence of internal structure validity. The reliability of career value is also quite good, so it will provide relatively consistent results when re-measured.

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