

ABSTRACT

Kusbandiyah Chandrawati (705100051)
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First year working for the new employees is the most determining year whether that the employee can survive in the company or not. The main problem for the new employee in the first year working is adjustment. In order to make a good adjustment, the individual should have self-efficacy. So, the aim of this study is to know the correlation between self-efficacy with adjustment of new employees in the first year working.

This study included 87 new employees who have not had work experience before. This study used snow-ball sampling technique. The instruments are self-efficacy questionnaire from Bandura's theory and adjustment questionnaire from Haber and Runyon's theory. Method that used in this study is non-experimental quantitative.

The result shows that hypothesis proved, there is a significant positive relationship between self-efficacy with adjustment of new employees with $r = 0.889$ and $p = 0 < 0.05$.

Keywords: self-efficacy and adjustment.