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# EMBRACING INCLUSIVITY IN EDUCATION, SCIENCE AND CULTURE TOWARDS A FUTURE-READY SOUTHEAST ASIA

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## The Role of Career Adaptability to Occupational Future Time Perspective (OFTP): Japanese Apprenticeship Study

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# Background and Rationale

- Career adaptability is a psychosocial resource that instructs a person to manage tasks, career transitions, and manage trauma-related views in a career (Savickas & Porfeli, 2012)
- In relation to apprentice participation, the four dimensions of individual career adaptability (control, attention, curiosity, and self-confidence) can simultaneously increase over time while participating in an apprenticeship program (Ocampo et al., 2020)

# Background and Rationale

- The limited duration of the apprenticeship requires apprentices to be able to plan for a future career. Occupational future time perspective (OFTP) has an important role in creating opportunities to develop careers with confidence and career exploration abilities (Rudolph et.al., 2017)
- OFTP addresses questions related to career issues and their relationship to future outlooks. In previous research (Nisa, 2022), career adaptability can shape views and opportunities in the work of older workers.

# Research Questions

What is the relationship between career adaptability and the occupational future time perspective regarding Japanese apprentices?

# Methodology

Characteristics	Number of Samples (n=36)		Prefecture		Occupation			
	Frequency (f)	Percentage (%)						
<b>Gender</b>								
Male	20	55,6	Gunma	17	47,22	Food processing	17	47,22
Female	16	44,4	Hyogo	1	2,77	Construction	8	22,22
<b>Education</b>			Kanagawa	4	11,11	Manufacturing industry	11	30,55
SMK	17	47,22	Chiba	4	11,11			
D1/D2/D3	10	27,8	Mie	3	8,33			
D4/S1	9	25	Gifu	4	11,11			
			Saga	3	8,33			



# Methodology

- Research Model: Quantitative
- Data Collection: Self assessment questionnaire in 5 Likert Scale
- Measures:
  - 1) Career Adaptability (24 questions by Savickas & Porfeli (2012))
  - 2) Occupational Future Time Perspective (6 questions by Zacher & Frese (2009) and 4 questions by Zacher (2013))
- Hypothesis:
  - 1) H0 – There is no relationship between career adaptability and OFTP of Japanese apprentices
  - 2) H1 – There is a relationship between career adaptability and OFTP of Japanese apprentices
- Data Analysis: descriptive statistics, classical assumption test, and simple regression test using SPSS

# Discussion of Findings

## One-Sample Kolmogorov-Smimov Test

		Unstandardized Residual
N		36
Normal Parameters <sup>a,b</sup>	Mean	.0000000
	Std. Deviation	4.67674856
Most Extreme Differences	Absolute	.173
	Positive	.173
	Negative	-.071
Test Statistic		.173
Asymp. Sig. (2-tailed)		.008 <sup>c</sup>

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

Table 1. Data Normality Test

## Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	20.982	3.643		5.760	.000		
	Adaptasi_X	.137	.037	.541	3.747	.001	1.000	1.000

a. Dependent Variable: OFTP\_Y

Table 2. Multicollinierity Test

## Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.465	2.063		2.649	.012
	Adaptasi_X	-.017	.021	-.142	-.836	.409

a. Dependent Variable: ABS RES

Table 3. Heteroscedasticity Test

# Discussion of Findings

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.541 <sup>a</sup>	.292	.271	4.745

a. Predictors: (Constant), X\_Adaptability

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	20.982	3.643		5.760	.000
	X_Adaptability	.137	.037	.541	3.747	.001

a. Dependent Variable: Y\_OFTP

Table 4. The Contribution of Career Adaptability to OFTP

Table 5. Career Adaptability Regression Coefficient to OFTP

The results show that aspects of career adaptability influence the interns' perspectives in viewing their future occupational. This is in line with previous research, career adaptability is proven to be able to shape one's future job perspective (Fitriana & Desiana, 2022 and Fasbender et.al., 2019)



# Discussion of Findings

- The 5S work culture - Seiri (Brief), Seiton (Neat), Seiso (Clean), Seiketsu (Take care), and Shitsuke (Diligent) - implemented during the internship can influence people's OFTP by creating beliefs that they have the ability to succeed, produce high-quality work, and develop personally and professionally in the future (Komariah et.al., 2022)
- Another factor related to the increased performance competence of apprentices like having better skills, increased self-confidence, awareness of continuous learning opportunities, and competitive advantages influenced to individuals optimistic and proactive view of their future in the world of work (Komariah et.al., 2022)

# Conclusion

From the results of the analysis, it can be concluded that there is a positive relationship of career adaptability variables to Occupational Future Time Perspective variable (OFTP). Although not the main dominating factor, career adaptability serves to build a positive view of the future of work, extending apprentices' ideas regarding their remaining working time in the future and further career possibilities.

This research is still limited to a small sample and on certain types of work, so it has not been able to fully represent the actual situation yet. It is hoped that further research can increase the number of respondents with a wider variety of occupations so that the results of the research can be generalized

# Policy Recommendations

It is hoped that this cooperation program between the governments of Indonesia and Japan can continue so as to provide benefits for each country. Such apprenticeship programs can be used as a model for better skill development, career and future preparation of workers. It is important for the government and related organizations to continue to support and expand apprenticeship programs that provide positive benefits for apprentices.

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