

SELF-MANAGEMENT, SELF-ESTEEM, AND BODY IMAGE ON JOB OPPORTUNITIES OF SMA/SMK GRADUATES IN MAGETAN

Tashya Taria Marshyanda¹⁾, Robby Sandhi Dessyarti²⁾

¹Management Program, Faculty of Economics and Business, Universitas PGRI Madiun

Email: tariatashya@gmail.com

²Management Program, Faculty of Economics and Business, Universitas PGRI Madiun

Email: robbeyvan@gmail.com

Abstract

This study analyzes the influence of self management, self esteem, and body image on job opportunities among fresh graduates of senior and vocational high schools (SMA/SMK) in Magetan Regency. The study is motivated by the persistently high open unemployment rate among SMA/SMK graduates at the national, East Java, and Magetan levels, despite a relatively large number of available job vacancies. A quantitative survey approach was applied to 385 respondents selected through purposive sampling. Data were collected using a Likert-scale questionnaire and analyzed with multiple linear regression using SPSS. The results show that self management, self esteem, and body image each have a positive and significant effect on job opportunities, both partially and simultaneously, explaining 69.3 percent of the variance. The study recommends that fresh graduates strengthen their self-management skills, self-confidence, and positive body image, and that schools and local government provide structured job-readiness programs for SMA/SMK graduates.

Keywords: *self management, self esteem, body image, job opportunities, fresh graduate.*

A. INTRODUCTION

Human resources are a strategic asset in national development, and their quality largely determines a country's economic, social, and technological progress. Human Capital Theory views individuals as economic assets whose value can be developed through education, training, and work experience; investment in human capital increases productivity, competence, and competitiveness, thereby widening access to employment (Becker, 1964; Schultz, 1961). Despite ongoing efforts to improve human capital, unemployment remains one of Indonesia's central labor-market challenges.

Badan Pusat Statistik (BPS, 2025) recorded Indonesia's open unemployment rate (TPT) at 4.85 percent in August 2025, covering 7.46 million people from a labor force of 154 million. The rate

is far higher among the 15-24 age group, at 16.89 percent, a group that directly represents fresh SMA/SMK graduates newly entering the labor market. By education level, SMK graduates recorded the highest TPT at 8.63 percent, followed by SMA graduates at 6.88 percent, both markedly above Diploma and undergraduate graduates. A similar pattern appears in East Java, where TPT fell from 4.88 percent (2023) to 3.88 percent (2025), yet SMK and SMA graduates still recorded the highest TPT among education groups at 6.81 percent and 6.69 percent respectively (BPS Jawa Timur, 2024, 2025).

In Magetan Regency, TPT declined from 4.16 percent in 2023 to 3.26 percent in 2025 (BPS Kabupaten Magetan, 2025). The 2025 Job Fair organized by the Magetan Manpower Office offered around 16,000 vacancies against 13,553 registered unemployed persons, indicating that the availability of jobs alone does not guarantee employment; individual readiness to recognize and utilize opportunities is equally important. This view was reinforced by the Deputy Regent of Magetan, who noted that employment problems in the regency relate not only to job availability but also to job seekers' readiness to meet company requirements (NusaDaily, 2025). Job opportunities in this study are therefore defined, following Adel and Almanshur (2024), as an individual-level capacity to access, utilize, and optimize available employment opportunities.

Several internal factors are proposed to influence job opportunities. Self management is an individual's ability to control, organize, and direct behavior, thoughts, and actions toward a set goal (Imran, 2020); individuals with strong self management set clearer career goals, manage time more effectively, and sustain motivation during a job search. Self esteem reflects an individual's evaluation of, and confidence in, their own worth (Rosenberg, 1965); high self esteem is associated with greater confidence during recruitment and selection. Body image concerns an individual's perception of and attitude toward their own physical appearance (Cash, 2004); in service-oriented and customer-facing jobs, physical presentation is often part of recruitment considerations, and a positive body image can support confidence during interviews.

Adel and Almanshur (2024), studying diploma and undergraduate fresh graduates in Malang City, found that self management and self esteem had a positive and significant effect on job opportunities, whereas body image showed no significant partial effect, though all three variables were jointly significant. This inconsistency, together with the fact that prior research has focused on diploma/undergraduate graduates rather than SMA/SMK graduates undergoing the school-to-work transition, motivates the present study. The novelty of this research lies in its object, respondent characteristics, and context: it re-examines the influence of self management, self esteem, and body image on job opportunities specifically among SMA/SMK fresh graduates in Magetan Regency, a population that continues to record disproportionately high open unemployment despite an expanding local job market.

Based on the theoretical review above, the following hypotheses are proposed:

H1: Self management is presumed to influence the job opportunities of SMA/SMK fresh graduates.

H2: Self esteem is presumed to influence the job opportunities of SMA/SMK fresh graduates.

H3: Body image is presumed to influence the job opportunities of SMA/SMK fresh graduates.

H4: Self management, self esteem, and body image are presumed to simultaneously influence the job opportunities of SMA/SMK fresh graduates.

B. METHOD

This study applies a quantitative, causal survey design intended to examine the effect of self management (X1), self esteem (X2), and body image (X3) on job opportunities (Y) among SMA/SMK fresh graduates in Magetan Regency. Data were collected through an online questionnaire distributed via Google Form between April and July 2026.

1. Population, Sample, and Sampling Technique

The population comprises SMA/SMK fresh graduates residing in Magetan Regency who completed their education within the last two years and were seeking or had sought employment.

Because the exact population size could not be officially identified, it is treated as an infinite population. The sample size was determined using the Lemeshow formula for populations with an unknown size (Lemeshow et al., 1997): $n = Z^2pq/d^2$, with $Z = 1.96$ (95% confidence level), $p = q = 0.5$, and $d = 0.05$ margin of error, yielding a minimum sample of 384.16, rounded up to 385 respondents. Respondents were selected through purposive sampling based on three criteria: (a) SMA/SMK graduate, (b) resident of Magetan Regency, and (c) graduated within the last two years.

2. Variables, Instrument, and Data Analysis

Self management, self esteem, and body image were treated as independent variables and job opportunities as the dependent variable, each measured with a ten-item, four-point Likert scale (1 = strongly disagree to 4 = strongly agree) developed from the indicators used by Adel and Almanshur (2024). Data were analyzed with SPSS using descriptive statistics, validity and reliability tests (Pearson item-total correlation; Cronbach's Alpha), classical assumption tests (Kolmogorov-Smirnov normality, Variance Inflation Factor for multicollinearity, and the Glejser test for heteroscedasticity), and multiple linear regression: $Y = a + b_1X_1 + b_2X_2 + b_3X_3 + e$. Hypotheses were tested through the partial t-test, the simultaneous F-test, and the coefficient of determination (R^2) (Ghozali, 2023; Sugiyono, 2023).

C. RESULTS AND DISCUSSIONS

1. Validity, Reliability, and Classical Assumption Tests

All 40 questionnaire items (10 items per variable) produced a calculated r-value above the r-table value of 0.100 ($n = 385$, $df = 383$, $\alpha = 5\%$), confirming that every item is valid. Reliability testing produced Cronbach's Alpha values of 0.956 (self management), 0.931 (self esteem), 0.930 (body image), and 0.937 (job opportunities), all exceeding the 0.70 threshold and therefore reliable. The classical assumption tests indicate that the residuals are normally distributed (Kolmogorov-Smirnov significance > 0.05), the model is free of multicollinearity ($VIF < 10$,

Tolerance > 0.10), and no heteroscedasticity is present (Glejser significance > 0.05 for all independent variables), confirming that the regression model meets the classical assumptions required for ordinary least squares estimation.

2. Multiple Linear Regression and Hypothesis Testing

The estimated regression equation is $Y = -6.800 + 0.354X_1 + 0.436X_2 + 0.457X_3 + e$, indicating that self management, self esteem, and body image are each positively related to job opportunities.

Table 1 summarizes the coefficients and the partial (t) test results.

Table 1. Multiple Linear Regression and Partial (t) Test Results

Variable	B	t	Sig.	Result
(Constant)	-6.800	-5.755	0.000	
Self Management (X1)	0.354	10.646	0.000	H1 accepted
Self Esteem (X2)	0.436	12.917	0.000	H2 accepted
Body Image (X3)	0.457	12.555	0.000	H3 accepted

Source: SPSS 25 Output (2026)

The t-test results show that all calculated t-values exceed the t-table value of 1.966 with significance values of 0.000 (< 0.05), so H0 is rejected for each variable. Self management, self esteem, and body image each have a positive and significant partial effect on job opportunities: a one-unit increase in self management, self esteem, or body image is associated with an increase in job opportunities of 0.354, 0.436, and 0.457 units respectively, holding the other variables constant.

Table 2. Simultaneous (F) Test and Coefficient of Determination

Statistic	Value	Sig.	Result
F (calculated)	289.618	0.000	H4 accepted
R Square	0.695	-	
Adjusted R Square	0.693 (69.3%)	-	

Source: SPSS 25 Output (2026)

The F-test produces $F = 289.618$ with a significance of $0.000 (< 0.05)$, so F-calculated (289.618) exceeds F-table (2.628), H_0 is rejected, and H_4 is accepted: self management, self esteem, and body image simultaneously have a positive and significant effect on job opportunities. The coefficient of determination shows an Adjusted R Square of 0.693, meaning these three variables jointly explain 69.3 percent of the variance in job opportunities, while the remaining 30.7 percent is explained by variables outside the model.

3. Discussion

Self management shows the strongest theoretical alignment with Human Capital Theory (Becker, 1964; Schultz, 1961): fresh graduates who can set clear career goals, monitor their own progress, and adjust their job-search strategy are better positioned to exploit available vacancies, consistent with Self-Regulation Theory (Zimmerman, 2000). This finding corroborates Adel and Almanshur (2024), Yuliany et al. (2026), Prameswari and Soerjoatmodjo (2022), and Tentama and Riskiyana (2020), all of whom report a positive association between self-regulatory capacity and work readiness or job opportunities.

Self esteem's positive effect is consistent with Social Cognitive Theory (Bandura, 1986), in which personal, behavioral, and environmental factors interact: fresh graduates with higher self-worth tend to appear more confident during recruitment, more resilient to rejection, and more willing to compete for vacancies. The result aligns with Adel and Almanshur (2024), Elfranata et al. (2022), Haris and Suryani (2021), and Widyawati and Karwini (2018).

Body image also shows a positive and significant partial effect in this study, in contrast with Adel and Almanshur (2024), who found no significant partial effect for the same variable among diploma/undergraduate graduates in Malang City. This divergence may reflect the different labor-market segment faced by SMA/SMK graduates in Magetan, where entry-level, customer-facing positions place comparatively greater weight on physical presentation during recruitment, a pattern also observed by Lestari (2021) and Turrahmah (2019). The finding nonetheless supports the

broader claim of Human Capital Theory and Social Cognitive Theory that self-presentation is one facet of an individual's employability.

Taken together, the simultaneous significance of all three variables suggests that job opportunities for SMA/SMK fresh graduates in Magetan are shaped by a combination of self-regulatory capacity, psychological confidence, and self-presentation, echoing Jasak et al. (2020) and Suarta et al. (2017) on the role of work-readiness and employability skills in new graduates' labor-market outcomes.

D. CONCLUSIONS

This study finds that self management, self esteem, and body image each have a positive and significant partial effect on the job opportunities of SMA/SMK fresh graduates in Magetan Regency, and that the three variables also have a positive and significant simultaneous effect, jointly explaining 69.3 percent of the variance in job opportunities. Fresh graduates who are better able to manage themselves, who hold stronger self-confidence, and who perceive their physical appearance more positively tend to have greater access to employment opportunities. These findings support Human Capital Theory in that psychological and self-presentational attributes function as a form of human capital alongside formal education, and they indicate that the persistently high open unemployment rate among SMA/SMK graduates in Magetan is only partly explained by labor-market conditions; individual readiness plays an equally important role. This study is limited to three independent variables and a single regency, and its cross-sectional survey design cannot establish causal direction with certainty.

E. SUGGESTIONS

SMA/SMK fresh graduates are encouraged to set clear career goals, actively seek information on job vacancies, and evaluate their job-search efforts, while also strengthening self-confidence and maintaining a neat, professional appearance appropriate to recruitment settings. Schools, the

Magetan Manpower Office, and training institutions are encouraged to provide structured career-guidance programs, interview simulations, and self-development training that jointly build self management, self esteem, and a positive body image among graduates before they enter the labor market. Future researchers are encouraged to include additional variables such as employability skills, career adaptability, work readiness, digital literacy, or career decision self-efficacy, and to extend the study to broader regions, education levels, or employment sectors for more comprehensive comparison.

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