



## Pelatihan Perencanaan Dan Pengembangan Karir Bagi Angkatan Kerja Muda Di Buper Waena Kota Jayapura

*Training On Career Planning and Development for Young Workers at Buper Waena, Jayapura City*

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### Abstrak

Kegiatan Pengabdian kepada Masyarakat ini dilaksanakan dalam bentuk *Pelatihan Perencanaan dan Pengembangan Karir bagi Angkatan Kerja Muda di Buper Waena, Kota Jayapura* sebagai respons atas tingginya tingkat pengangguran terbuka di kalangan usia produktif. Permasalahan utama yang dihadapi peserta adalah rendahnya pengetahuan mengenai manajemen karir, keterbatasan dalam menyusun rencana karir secara terstruktur, serta minimnya keterampilan membangun jaringan profesional. Metode pelaksanaan meliputi tahap perencanaan (persiapan materi dan koordinasi dengan mitra), pelaksanaan (sosialisasi manajemen karir, praktik penyusunan rencana karir berbasis SMART, serta simulasi komunikasi dan networking), dan evaluasi (pre-posttest dan observasi praktik). Hasil kegiatan menunjukkan peningkatan signifikan pada aspek pengetahuan, di mana rata-rata skor pre-test sebesar 76% meningkat menjadi 100% pada post-test. Aspek keterampilan juga tercapai optimal, dengan seluruh peserta (100%) mampu menyusun rencana karir SMART, memetakan jaringan profesional melalui pendekatan *Webbed*, serta memperlihatkan keterampilan komunikasi profesional kategori baik-sangat baik. Dampak kegiatan mencakup peningkatan kesadaran karir individu, kesiapan angkatan kerja muda menghadapi pasar kerja, serta penguatan jejaring kelembagaan dengan Dinas Tenaga Kerja Kota Jayapura. Dengan demikian, kegiatan ini tidak hanya meningkatkan pemahaman konseptual, tetapi juga membangun kompetensi aplikatif yang relevan untuk meningkatkan daya saing tenaga kerja muda.

**Kata kunci:** Perencanaan, Pengembangan, Karir, Angkatan Kerja

### Abstract

*This community service activity was carried out as Career Planning and Development Training for Young Workers in Buper Waena, Jayapura City, in response to the high open unemployment rate among the productive age group. The main problems faced by participants were a lack of knowledge about career management, limitations in structuring career plans, and a lack of professional networking skills. The implementation method included the planning stage (preparation of materials and coordination with partners), implementation (socialization of career management, practice of SMART-based career plan development, and communication and networking simulations), and evaluation (pre- and post-tests and practice observation). The activity results showed a significant increase in knowledge, with the average pre-test score of 76% increasing to 100% in the post-test. Skills were also optimally achieved, with all participants (100%) able to develop SMART career plans, map professional networks through the Webbed approach, and demonstrate good to excellent professional communication skills. The impact of the activity included increased individual career awareness, the readiness of the young workforce to face the job market, and the strengthening of institutional networks with the Jayapura City Manpower Office. Thus, this activity not only increased conceptual understanding but also built relevant applied competencies, improving the competitiveness of the young workforce.*

**Keywords:** Planning, Development, Career, Workforce

**Key Message:**

- This training increased participants' average knowledge from 76% to 100% through a pre-post test approach.
- All participants were able to develop structured and realistic SMART-based career plans.
- Participants demonstrated professional communication skills and the ability to map networks through the Webbed approach.
- This activity increased career awareness and the readiness of the young workforce to face the competitive job market.



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### GRAPHICAL ABSTRACT

## Empowering the Future: Career Readiness Training for Jayapura's Youth

Showcasing methodologies and measurable success of a professional career development program targeted at reducing unemployment



**Before Challenges:** Jayapura Unemployment (8.24%), High Urbanization, Skills Gap

**Context Summary:** Facing an 8.24% unemployment rate and skills shortage, this intervention used structured planning and networking methodologies to bridge gaps.



**Headline: The Webbed Networking Approach**

**Supporting Detail:** Learners mapped diverse professional relationships beyond immediate circles to access broader "weak tie" job opportunities.



**Headline: SMART Career Goal Setting**

**Supporting Detail:** Participants transformed vague ambitions into Specific, Measurable, Achievable, Relevant, and Time-bound professional roadmaps.



**Headline: Experiential Communication Simulations**

**Supporting Detail:** Interactive role-playing and mock interviews bridged the gap between theoretical knowledge and workplace readiness.



**Quantifiable Impact Headline: 100% Knowledge Mastery**

**Supporting Detail:** Average pre-last scores of 76% rose to a perfect 100% post-training.



**Headline: Universal Skill Achievement**

**Supporting Detail:** 100% of participants successfully produced structured career plans and demonstrated professional communication.



**Headline: Multi-Dimensional Growth**

**Supporting Detail:** The program increased individual awareness, social workforce readiness, and institutional networking with the Manpower Office.

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### INTRODUCTION

As the economic and administrative center of Papua Province, the city of Jayapura has excellent potential for developing its young workforce. With a more productive population structure (aged 15-64) than unproductive, around 76% of its 413,000 residents are young workers between 15 and 35. Young people in Jayapura City have great potential to contribute to regional economic improvement. However, the challenges are increasingly complex, especially with the Open Unemployment Rate (TPT) recorded at 8.24% in 2024, higher than the national average of 5.32%. According to data from the Jayapura City Manpower Office, the number of unemployed people reached 14,554 in 2024, an increase from 10,523 in the previous period (Disnaker, 2024).

Data from the Central Statistics Agency shows that the employment rate in Jayapura City was 88.33% in 2021 and increased to 90.29% in 2022. However, the availability of jobs is still not proportional to the number of

job seekers (BPS, 2024). This is exacerbated by the large number of college graduates who do not have entrepreneurial skills and prefer to wait for formal jobs, such as civil servants (ASN). Research conducted by Ratna et al. (2022) also notes that the unemployment rate in Jayapura City often fluctuates, with the highest figure reaching 16,369 people compared to other regions in Papua Regency/City. This phenomenon is caused by the urbanization of people from different areas looking for job opportunities in Jayapura City, believing that more opportunities and facilities are available compared to other regions. This has led to many job seekers coming to Jayapura City in search of work, thereby increasing competition in the job market.

In this context, career planning and development are crucial in overcoming these challenges. Career planning is a strategic process that helps individuals determine their career goals and the steps needed to achieve them. Research by Greenhaus & Callanan (2019) found that individuals who are active in career planning have higher job satisfaction and are better able to adapt to industry changes. According to Corey & Corey (2006), career planning involves exploring options and preparing for one's future career, which shows that self-awareness and understanding of one's potential are critical in designing a suitable career path. Furthermore, career development also provides benefits not only for individuals but also for companies and society as a whole.

In Jayapura City, especially in the Buper Waena area, there are still many young workers who are unaware of the importance of career planning in increasing their chances of success in the world of work. Without a clear understanding of how to plan a career, they tend to accept any job available, often without considering whether it matches their interests and skills. In addition, many are willing to remain unemployed, simply waiting for civil service openings with any position, as long as they can pass the exam. Research by Mediana & Hwihanus (2024) shows that a systematic approach to career planning is urgently needed in this era of globalization, given the dynamic changes in the labor market.

The phenomenon of job hopping among young workers is also a concern. Although changing jobs can provide valuable experience, it can result in a lack of in-depth skills and stability in long-term careers. Research by Maulyan (2019) emphasizes that career planning is not only about choosing a job, but also includes self-evaluation and strategies for facing challenges in the world of work. Therefore, systematic career planning training will help participants understand the importance of building a stable and sustainable career and developing skills relevant to market needs.

Therefore, young workers in Buper Waena need to receive career planning and development training to succeed in an increasingly competitive job market. The participants involved are young workers aged 15-35 years old who live in Buper Waena. The training is provided in the form of lectures, question and answer sessions, and practical exercises. This training is expected to benefit young workers by enabling them to improve their skills and competitiveness in the workforce.

## **METHOD**

The community service activity, titled "Career Planning and Development Training for Young Workers," was conducted on August 8, 2025, at the Mamu Waena Homestay Hall, Jayapura City. The program involved 35 participants aged 15-35 years who reside in the Buper Waena area. The implementation followed a systematic approach divided into three main stages: planning, implementation, and evaluation.

### **1. Planning and Preparation Stage**

This initial phase involved coordinating with local partners and preparing the necessary infrastructure for the training. Key activities included:

- Developing comprehensive training materials and participant practice modules.
- Preparing technical facilities and equipment at the venue.

- Identifying the specific needs of the young workforce in Buper Waena to ensure the material was contextual and relevant.

## 2. Implementation Stage

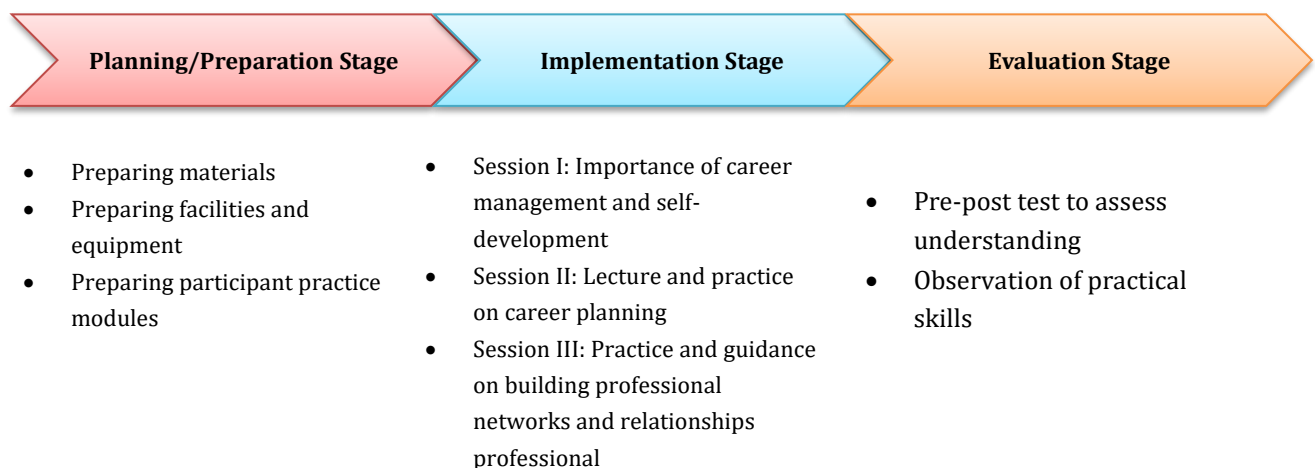
The training was delivered through an experiential learning and andragogical approach, combining lectures, interactive discussions, and hands-on practice. The implementation was structured into three core sessions:

- Session I: Career Management, Socialization, and Self-Assessment. Participants were introduced to the concept of careers as a lifelong dynamic process. Using an andragogical approach, participants performed self-assessments to identify their personal potential, interests, and life goals.
- Session II: Career Planning via the SMART Method. Participants were guided to formulate realistic short-term and long-term career goals using the SMART (Specific, Measurable, Achievable, Relevant, Time-Bound) framework. This session integrated scientific career mapping instruments, including Holland's RIASEC Model, personal values, and the Big Five Personality Traits.
- Session III: Networking and Communication Simulation. This session focused on practical skills. Participants utilized the Webbed method to map out potential professional networks within their community and digital environments. Additionally, role-playing simulations were conducted for job interviews and professional presentations to enhance interpersonal communication and self-confidence.

## 3. Evaluation Stage

To measure the effectiveness of the activity, a two-fold evaluation method was employed:

- Knowledge Assessment: A pre-test and post-test design was used to measure the quantitative increase in participants' understanding of career concepts.
- Skill Assessment: Direct observation was conducted during practical exercises to evaluate the participants' ability to develop SMART plans, map networks using the Webbed approach, and demonstrate professional communication skills.



**Figure 1. Flowchart of Community Service**

## RESULTS AND DISCUSSION

The Career Planning and Development Training for Young Workers at Buper Waena was held in three sessions with 35 participants. This training program was designed to provide comprehensive conceptual understanding and practical, applicable skills, so that participants not only understand the theory but can also implement it effectively in their professional lives. The program was structured to deliver both conceptual understanding and practical, applicable skills through three main sessions:

## Training Session:

### 1. Socialization of Career Management and Self-Development

The initial stage of the activity focused on socialization regarding career management and self-development, which served as a conceptual foundation for participants. In this session, participants were introduced to understanding a career as a dynamic process that lasts throughout life, including a series of experiences, work activities, and the formation of attitudes, values, and professional behavior that are not limited to formal positions alone. The material was delivered emphasizing the urgency of career planning and management in an increasingly competitive and uncertain work environment.



**Figure 2. Delivery of Career Management and Self-Development Material**

Participants are encouraged to understand that good career planning can improve the alignment between individual goals and organizational needs, while contributing to job retention, satisfaction, and professional independence. In addition, participants are given an understanding of the factors that influence career choices, including abilities, interests, personal values, income prospects, and working conditions. Participants conduct self-assessments through an andragogical approach that emphasizes adult learning experiences to identify their potential, weaknesses, interests, and life goals. This activity is reinforced by interactive discussions facilitated by resource persons, fostering awareness that self-development is essential for building a more planned, adaptive, and future-oriented career path.



**Figure 3. Participants conducting self-assessment**

### 2. Career Planning Using the SMART Method

The second stage focuses on developing a career plan using the SMART method (Specific, Measurable, Achievable, Relevant, Time-Bound). In this session, participants gain a conceptual understanding of the importance of measurable career goals and are directly guided in formulating realistic and contextual short-term

and long-term career goals. Participants are introduced to several career mapping instruments recognized in career psychology studies, such as Holland's RIASEC Model (Realistic, Investigative, Artistic, Social, Enterprising, Conventional), personal values (e.g., stability, creativity, altruism, intellectuality, and leadership), and personality dimensions based on the Big Five Personality Traits.



**Figure 4. Participants Conducting Identification Using Career Mapping Instruments**

All of these instruments help participants understand the relationship between personal characteristics and suitable career paths, so that the direction chosen is not merely a subjective desire but has a scientific basis. Thus, participants are trained to be more flexible and adaptive in adjusting their career direction to the dynamics of the job market and the development of future personal needs.

### **3. Professional Networking and Effective Communication Simulation**

The final stage of the training focuses on strengthening practical skills in building professional networks and effective communication, which are crucial aspects in supporting career success. Participants are invited to practice the Webbed method to map potential relationships that can help their careers, whether in the workplace, community, or digital networks, which are increasingly relevant in this digital transformation era. Simulations are conducted in groups so that participants can see firsthand how networking can open up new opportunities.



**Figure 5. Participants Conducting Group Simulations**

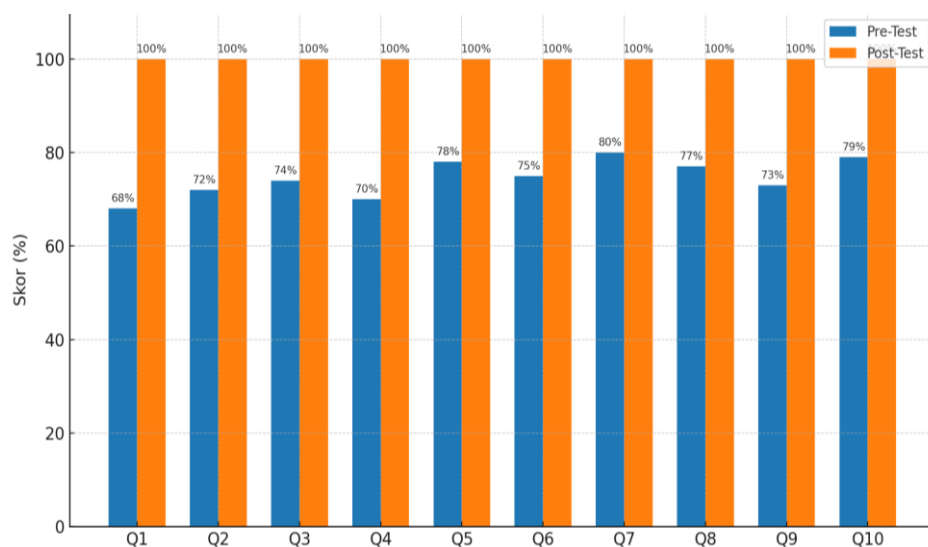
Next, participants are trained in professional communication skills through role-playing job interviews, short presentations, and interpersonal communication, emphasizing clarity of message, body language, and self-confidence. The material also highlights aspects of professional self-concept, career direction confidence, and the ability to adapt to the dynamics of the world of work. With this combination of exercises, participants acquire technical communication skills and mental and psychological readiness to face real challenges in the workplace, enabling them to position themselves as competent, confident, and highly competitive individuals.

### Evaluation Session:

The evaluation was conducted using pre- and post-tests to measure knowledge improvement and practical observations to assess skills.

#### 1. Knowledge Improvement (Pre-Post Test)

The evaluation results using the pre-post test instrument showed a significant increase in knowledge on all questions. The results are visualized in a bar chart comparing the pre-test and post-test scores for each question (Q1-Q10), which can be seen as follows:



**Figure 6 Comparison of Pre-Test and Post-Test**

Participants' pre-test scores averaged 76%, indicating that before training, most participants only had a basic understanding of career planning and development. After participating in the training, post-test scores increased to 100% on all questions, confirming that every aspect of knowledge had been comprehensively mastered. Participants' understanding transformed from adequate to excellent for the Q1-Q4 group of questions, which discussed basic career concepts and mapping. Q5-Q7 focused on career planning strategies and skills. Meanwhile, Q8-Q10 emphasize communication, self-development, and career mapping to increase potential.

#### 2. Skill Improvement (Practical Observation)

In addition to improving knowledge, the evaluation results showed significant development in participants' skills after the training. The evaluation was conducted through practical observation in three main aspects, namely career planning, professional networking, and communication skills, with the following results:

1. All participants (100%) successfully developed career plans using the SMART method (Specific, Measurable, Achievable, Relevant, Time-Bound). This achievement confirms that participants understand the theoretical framework and can apply it in formulating short-term and long-term career goals in a more structured, realistic, and measurable manner. This success reflects the internalization of concepts into real practice, providing participants with a clear career roadmap that can be evaluated periodically. This improvement is consistent with the findings of Greenhaus & Callanan (2019), which emphasize that goal-based career

planning can increase the effectiveness of career decision-making, while minimizing the risk of confusion in facing the dynamics of the job market.

2. All participants (100%) successfully identified and described their professional networks using the Webbed approach. This skill not only adds to their technical understanding of the importance of networking, but also provides participants with practical guidance on how to develop and expand their professional relationships more effectively. Studies show that many job opportunities come from connections that are not very close or “rare” (weak ties), not just from close friends or family (Sullivan, 2005). Therefore, it is very important for each individual to continue to develop and maintain a diverse network in order to open up more access to information and career opportunities.
3. All participants (100%) showed improved professional communication skills in the good to outstanding category. This aspect was observed through job interview simulations, presentation exercises, and interpersonal communication practices. These results indicate that participants are technically and psychologically ready to perform professionally in the workplace. With better communication skills, participants have more substantial social and psychological capital to compete in a competitive job market.

**Table 1. Summary of Indicator Achievements**

No	Indicator	Target	Achievement	Status
1	Improvement in career management knowledge	≥ 90% of participants improved	100% of participants improved (average score rose from 76% to 100%)	Achieved
2	Ability to develop SMART-based career plans	100% of participants developed a plan	100% of participants successfully developed SMART plans	Achieved
3	Professional networking skills (Webbed)	≥ 90% of participants mastered the techniques	100% of participants are able to identify and map networks	Exceeded target
4	Professional communication skills	≥ 85% of participants improved	100% of participants demonstrated good to excellent professional communication skills	Achieved

The SMART method (Specific, Measurable, Achievable, Relevant, Time-Bound) has proven effective in guiding individuals to set clear career goals that are relevant to their potential and aligned with local labour market conditions. This approach aligns with the views of Greenhaus & Callanan (2019), who emphasise that individuals with focused career planning will experience higher job satisfaction and be more adaptable to industry changes. In addition, the gradual application of SMART helps participants design measurable and achievable short-, medium-, and long-term goals (EuroScienceJobs, 2024; Janets, 2024). Research by Sundari et al. (2024) also reinforces the notion that self-efficacy, or the belief in one’s abilities, plays a crucial role in successful career planning. In this training, participants are guided to engage in self-reflection, potential assessment, and career strategy setting that emphasises relevance and realistic achievement, so that the planning process becomes more effective and contextual.

In addition to focusing on goal planning, the training also emphasises the importance of professional networking through the application of the Webbed method. Amidst the competitive employment conditions in Jayapura City, due to increasing urbanisation, the ability to build and utilise social networks is a key factor in expanding employment opportunities. Through the Webbed method, participants are trained to map professional relationships in the context of the work environment, community, and digital networks. Research by Wolff & Moser (2009) indicates that targeted networking activities are positively correlated with increased career opportunities, higher salaries, and greater job satisfaction. These results align with the findings of Riyadi et al. (2022), who noted

that a network-based approach can enhance active participation and interaction among participants in a learning context. Thus, the application of the Webbed method in this training serves not only to expand social connections but also to build participants' awareness of the importance of sustainable professional relationships in long-term career development.

Furthermore, the significant improvement in professional communication skills acquired by participants after the training shows the critical role of the experiential learning approach in shaping career readiness. Activities such as mock interviews, presentations, and group interactions encourage participants to learn through direct experience, reflection, and social interaction, fostering a deeper understanding of the material. The University of Pittsburgh, (2024) asserts that experiential learning improves career readiness through a combination of real-life experiences and reflective processes. Research by Nabilah & Ulya (2025) also found that self-efficacy has a positive correlation with individual work readiness. These findings are reinforced by a report from the National Association of Colleges and Employers (2024), which identifies practical communication skills as one of the core competencies most needed by the modern workplace, but often lacking in new graduates.

### **Impact of Activities**

This activity has a strategic impact on participants and partners, which can be seen in the implementation of career planning and development training that provides several strategic impacts that can be seen from the following aspects:

#### **1. Individual Aspects**

This activity has brought about significant changes in career awareness and readiness for participants. Before the training, most participants had a limited understanding of career planning and self-development strategies. Through interventions such as socialization, SMART plan development practices, and professional communication simulations, participants are now better able to formulate realistic and measurable career goals. Improved communication skills and networking abilities add to the participants' employability skills, which are determining factors for competitiveness in the world of work.

#### **2. Social Aspect**

Socially, this activity improves the readiness of young workers in Buper Waena to enter an increasingly competitive job market. With the new skills they have acquired, they are better prepared to compete for jobs and reduce the risk of long-term unemployment and the prevalent phenomenon of job hopping among young people. This phenomenon is important to anticipate because job hopping is often associated with low loyalty and career stability (Maulyan, 2019). Career management skills training encourages participants to be more consistent in designing a sustainable career path.

#### **3. Academic Aspects**

From an academic perspective, this activity has practical implications and produces outputs in the form of draft scientific articles that are ready for publication in community service journals. This is an important contribution to the development of science, particularly in human resource management. Academic publications serve as a means of disseminating the results of activities to the broader scientific community and strengthening the institution's position in research and community service contributions. Thus, this activity aligns with the Tridharma Perguruan Tinggi mandate: education, research, and community service.

## **CONCLUSION**

Implementing Community Service through Career Planning and Development Training for Young Workers in Buper Waena, Jayapura City, achieved its objectives well. The evaluation results showed a significant improvement in knowledge, with the average score of participants increasing from 76% in the pre-test to 100% in the post-test. In addition, skills also showed optimal results, with all participants able to develop SMART-based

career plans, identify professional networks through the Webbed approach, and demonstrate professional communication at a good to excellent level. This activity also had a positive multidimensional impact: it increased individual career awareness, strengthened the social readiness of the young workforce, produced academic outputs in the form of scientific article drafts, and strengthened institutional networks with the Jayapura City Manpower Office.

For the program's sustainability, participants must consistently apply the SMART method and professional communication skills throughout their careers. Local governments, particularly the Manpower Office, are advised to integrate similar training into official human resource development programs to reach a wider target group. Cenderawasih University needs to make this program a sustainable activity within the framework of the Tridharma Perguruan Tinggi (Three Pillars of Higher Education), while involving more students so that they gain practical experience. In addition, further research is needed to assess the effectiveness of career planning training on different target groups, to enrich academic contributions, and support human resource development at the regional and national levels.

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## CONFLICT OF INTEREST

The authors declare no conflicts of interest.

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