Lack of Confidence Factors of the Library Science Students Batch 2020 in Deciding the Profession as a Librarian

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Abstract. Each individual needs confidence in carrying out all activities in his life. Confidence is the biggest capital in a person to be able to express himself. However, currently there are still many students who do not have high self-confidence, especially Library Science students of Diponegoro University to become librarians. Therefore, this study aims to determine the factors that cause Diponegoro University Library Science students Batch 2020 to have lack confidence in becoming a librarian. The method used in this study was qualitative with data collection techniques interviewing and observing library science students. The results of this study show that Diponegoro University Library Science students Batch 2020 to have lack confidence in becoming a librarian due to several factors, such as many people who cannot appreciate the work of a librarian currently. Librarians have not been able to express themselves properly so that the librarian profession is still not yet appreciated well in society. Therefore, the Diponegoro University Library Science Study Program needs to work with practitioners to provide an understanding to Library Science Students at the beginning of the academic year about the importance of their self-confidence early.

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1 Introduction

Being someone certainly has self-confidence. Confidence is one of the reasons that an individual really needs to live his life. Someone who has positive self-confidence will have a significant impact on himself. This can be proven by these individuals tend to have a more optimistic attitude and dare to take risks in achieving their goals. Someone who has high self-confidence is more resilient in facing failure in his life.

Someone who has strong self-confidence will also have an impact on the mental and emotional health of the individual. Someone with low self-confidence certainly has a lower stress level. High self-confidence needs to be instilled in every individual, this is because with the self-confidence that has been built, the individuals will be able to achieve their best potential in several aspects of their life, and with high self-confidence, the individuals can have a good understanding of their identity.

This can also be based on the public's view of libraries in Indonesia. Indonesian people still underestimate the function of the library and the activities carried out by librarians. Librarians in Indonesia are currently unable to actualize their abilities in their profession. The view of the Indonesian people is that a librarian is someone who only looks after and cleans the library so they are thought to have no important meaning for a profession.

The lack of actualization from society makes the librarian profession less attractive to the public. This certainly has an influence on the library science department at every university in Indonesia. Library science majors in Indonesia are currently someone's last choice to choose their college study program, and currently most library science graduates in Indonesia are not librarians..

This is evidenced by data from the Center for Librarian Development of the National Library of Indonesia, that the number of librarians in Indonesia as of May 19, 2021 was 4,218, but there only 2,428 graduates of library science. This data proves that for now, the librarian profession in Indonesia is less attractive. Today's society still perceives that the librarian profession has no clear job prospects and is only as a books keeper.

This self-confidence is needed by all individuals, especially students. Being a student, of course, must have confidence in all the abilities they have. However, Diponegoro University Library Science Students batch 2020 cannot yet implement this.

There are 143 Library Science students at Diponegoro University batch 2020. These students can be said at this time that they lack confidence in the majors they are taking. Library science is a department that has existed in Indonesia for quite a long time, but until

now many people do not know what a library science department is. Therefore, currently Library Science students feel inconfident to mention the study programs they are capable of, and are reluctant to become librarians.

The background of this research is focused on the factors that influence a student's lack of self-confidence specifically for Library Science Students at Diponegoro University batch 2020 in determining their work as librarians.

1.1 Theoretical Framework

1.1.1 Self-confidence

Craven (1991) in (Sari & Khoirunnisa, 2021) states that self-confidence is a unified psychological construction that can affect a student's academic work. It can also be said that if someone has self-confidence, it means that there will be hope that an individual can also achieve a goal in a certain situation. A person who is confident will certainly find it easy to put himself in accordance with the circumstances in which he is, besides that, someone who is confident will have a positive perspective on himself (Dewi et al., 2013);

1.1.2 Self-confidence in Choosing a Profession

Dalam Masturiana (2018) kompetensi diri dan kepercayaan diri memiliki pengaruh terhadap perencanaan karir. Menurut Al-Ghifari (2003) dalam (Masturiana, 2018) bahwa kepercayaan merupakan sebuah modal utama agar seseorang dapat mencapai sukses serta dalam menghadapi kehidupan yang kompleks dan kompetitif. Kepercayaan diri akan berpengaruh terhadap pemilihan karir seseorang jika memiliki kepercayaan diri akan berpengaruh terhadap pemilihan karir seseorang jika memiliki kepercayaan diri seseorangan memiliki hubungan yang positif.

1.1.3 Factors Affecting Self-Confidence

According to Mylsidayu (2014) in (Fatmawati, 2019), there are 4 factors that influence a person's self-confidence, including personality characteristics or self-concept, demographic characteristics, excitement or anxiety, and cognition. In addition, according to Hakim (2002) in (Fatmawati, 2019), there are external factors that influence a person's self-confidence, including the formation of a good personality, a person's

understanding of one's strengths, and understanding of positive reactions to weaknesses. In addition, according to (Ganggi, 2018), a librarian's lack of confidence is influenced by several factors, namely, self-concept, gender, culture, level of education, socioeconomic status, and experience..

2   Result and Discussion

Self-confidence is a belief that an individual has that is used to develop a positive assessment of oneself and of the environment or situation at hand. Librarians have been recognized by the government as functional officials based on the Minister of Administrative Decree No. 18 of 1988 and finally refined by Minister of Administrative Decree No. 9 of 2014, concerning the Functional Position of Librarians and their Credit Scores. According to Artana & Wardana (2018), it can be observed that there are two things that underlie why currently librarians are still embarrassed and insecure about calling themselves librarians, including: self-image made by the librarian himself. Currently, librarians still do not have prestige in their profession. Most librarians still feel that being a librarian is an 'outcast'. Apart from this, there is still a cultural stigma that a librarian is not good, and boring and tiring, not only that being a librarian is boring.

This is certainly the thinking of a student of library science. Today's library science students don't want to make librarianship their profession after they graduate from the study program. Currently there are 143 Library Science students at Diponegoro University batch 2020, but not all library science students want to become librarians. There are several factors that influence, one of them is the lack of self-confidence of library science students:

2.1 Lack of Self-Concept

Self-concept is a person's views and beliefs about themselves, including judgments about their abilities, values, and potential. Therefore a positive self-concept can certainly contribute to increased self-confidence. If a library science student has a positive view of their abilities. On the contrary, a negative self-concept will be able to cause low self-confidence. This is one of the factors that Diponegoro University librarian science students batch 2020 lack in self-confidence. Based on interviews and observations that have been carried out at this time, several library science students do not yet have a positive view of their abilities as prospective librarians.

2.2 Stigma on Librarian Job

Over time, the librarian profession must be introduced to the wider community, this is because in this era of development and information, libraries must be able to improve services and information. However, until now the public's view of the library is still relatively negative. According to Artana & Wardana, (2018), librarians will not be able to carry out their duties and functions professionally if the librarians themselves do not feel proud, feel happy with their profession and work. This stigma certainly influences the thinking of library science students to become librarians in the future.

2.3 Uncertainty about the Librarian Career

Currently, being a librarian is required to be able to do everything and is required to be someone who is very up to date about all the information available. Not only this, currently the librarian profession is also not as popular as other professions. Being a librarian is required to be able to serve the community, of course, library users. Being a librarian must also be technologically literate due to the current developments. The many demands that make a job as a librarian have many job descriptions, which of course confuse every librarian. This could be one of the factors in a library science student's lack of confidence to become a librarian.

3 Conclusion

There are several factors that influence the lack of confidence of a library science student at Diponegoro University to become a librarian. This of course will result in a lack of human resources who have the competence to become a librarian. Lack of self-confidence in library science students can be caused by a variety of factors, including negative views of librarian work, lack of confidence in abilities and competencies, lack of practical experience, uncertainty about careers in the library field, intense competition in the world of work, and lack of social support. These factors can interact with each other and cause students to feel less confident in choosing a career path as a librarian.

Some suggestions for overcoming this problem are providing accurate education and information regarding the role of librarians and career opportunities in the library field, providing opportunities for practical experience and internships, increasing skills and knowledge through a comprehensive curriculum, providing support and guidance from lecturers and mentors, promoting librarian career in a positive way,

and encouraging continuous self-development. By addressing these factors, it is hoped that library science students will feel more confident in choosing a career as a librarian and facing various challenges in this profession.

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