

# ADAB Career Profiling Test; Career Profile Mapping Based on Morals and Talent Detection Applications

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**Abstract.** One of the products developed by the UPKK Career Development Center UIN Antasari is the innovation of web-based career profile mapping in the integrated career program ADAB Career Profiling Test. This is an individual potential mapping measurement instrument aimed at students. There are four mappings carried out simultaneously in one application: intelligence potential test, moral potential test, personality test, and career interest test. This mapping is intended to guide individual careers based on their characteristics and personality. Internally, the ADAB Career Profiling Test contributes to the CDC as a basis for identifying career training needs through personal development workshops and the student talent interest kiosk program, and it continues with career counseling. Apart from that, it also contributes to academic advisor lecturers in carrying out their duties of guiding and improving the academic competence of their students. Externally, this web-based online application is designed to answer current challenges and needs in using integrated information technology and the durability of CDC UPKK UIN Antasari career services during the pandemic. By using ADAB Career Profiling as an online measurement, the Career Center can increase organizational effectiveness and student personal development through talent management and career counseling.

**Keywords:** Career Profile, Talent Mapping, Career Counselling.

## 1 Introduction

Preparing a Student's Career Profile is an activity related to analyzing a map of personal potential and career interests to get a complete picture of the student's profile, then determining career focus for the future with recommendations for the best career choices. By preparing a career profile, students will get information about their potential, including intellectual aspects, personality aspects, talent, and interest aspects that suit the needs of the world of work, and they can plan personal development based on their work profile.

Choosing the right profession is very important for students from an early age; the aim is to match personality and career choice. This also refers to the principle of person-job fit, as stated by Ballout (2007). Person-job fit (personality and job suitability) is related to an individual's career success, that a suitable job generally follows the talents and interests they have; the

analogy is "a realistic individual who is in a realistic situation is more suitable than a realistic individual who is in a similar situation conventional." By choosing the right career according to your personality, even if your potential and choice can be known, determined, and prepared early, your work interest and productivity will be more optimal, and this can also affect your comfort and improve your work results [1].

Research studies on career profiles and person-job fit have shown several positive findings. A career profile with a person-job fit positively correlates with work and career outcomes, such as confidence in getting a job, job satisfaction, work commitment, career involvement, career satisfaction, organizational commitment, and career success. It has a negative correlation with employee turnover interval. (Cable & DeRue, 2002; Bretz & Judge, 1994; Harris & Mossholder, 1996; Lauver & Kristof-Brown, 2001).[2],[3],[4],[5].

Then, when the career profile is met with the person-job fit, choosing a suitable and appropriate career will direct students to person-organization fit, namely the individual's suitability to the organization. Person-organization fit is associated with the readiness and alignment of students' attitudes toward their career goals and values (Van Vianen, Pater, & Van Dijk, 2007). Manifestations of this harmony are reflected through readiness, commitment, satisfaction, work behavior, and strengthening career decisions (Hoffman & Woehr, 2006; Verquer, Beehr, & Wagner, 2003; Kristof Brown, Zimmerman, & Johnson, 2005; Bretz & Judge, 1994; Young & Hurlic, 2007).[6],[7],[5],[8],[3],[9],[10].

Every year, the State Islamic University (UIN) Antasari Banjarmasin can graduate Bachelor's (S1), Master's (S2), and Doctorate (S3) in ever-increasing numbers. The number of alumni is increasing over time, but the number of alumni directly accepted to work is not balanced. The findings of the 2019 UIN Antasari Tracer Study show that at most (53.85%), it takes graduates two years to obtain a job, including entrepreneurship (38.46%) in 1 year and (7.69%) in 3 years. Of course, this reality contributes to the fundamental problems faced by the government, especially the problem of educated unemployment. Quoting the results of a Central Statistics Agency (BPS) survey published on May 5, 2021, it was written that the number of unemployed reached 8.75 million people in February 2021, and this number increased (26.26%) compared to the same period in the previous year of 6.93 million people. Unemployment.

One of the causes of the high rate of educated unemployment is that many graduates are confused about what to do with their lives after graduating from college. Many of them have not discovered and know the map of their potential and how to develop it. At UIN, Antasari also shows the same symptoms; the results of the 2019 Tracer Study (1.27%) of graduates feel they are not ready to enter the job market and the business world, (6.64%) of graduates feel less able to compete, and (35.94%) of graduates feel unable to create their jobs. This fact shows that they do not have a good career plan. Even though career planning is very important for success in the world of work and business. Students with a planned career have the confidence and ability to see the future and visualize it in such a way as to determine the desired career choices to be achieved in the future. It's like looking through binoculars at something far away and then adjusting and controlling it to appear closer, more extensive, and more transparent.

An important factor in planning a student's career is individual career planning. Byars & Rue (2006) define individual career planning as the efforts individuals make to advance their career goals. According to Mathis (2006), individual career planning is an individual's effort to achieve their professional goals. Students' career planning focuses more on training to help them "know"

themselves regarding potential and abilities. Additionally, an individual's career is entirely under personal control, including information gathering, problem-solving, and decision-making [11],[12].

In its development, individual career planning was preceded by preparing a career profile (Talent Mapping) with a self-potential mapping measurement instrument as a basis. A reliable instrument will be able to reveal and provide an overview of students' potential intelligence, personality style, and career interests. Then, a decision-making flow system must be planned for various purposes in the world of work, such as selection, placement, potential mapping, development, promotion, and talent management.

At UIN Antasari CDC, UPKK is essential in preparing and assisting graduates to get jobs up to three years after graduation, based on Chancellor's Decree Number 409 of 2020. Therefore, the CDC UPKK Career Division makes this happen by carrying out career planning for students and graduates through developing their potential. Optimally. There are two practical dimensions carried out, namely: the first is carrying out the "Integrated Career Program" activity, and the second is "Preparing a Career Profile Based on the Moral and Talent Detection Application (ADAB Career Profiling Test)."

ADAB Career Profiling Test is an innovation in web-based career profile mapping in integrated career programs. ADAB Career Profiling Tests are prepared and developed according to needs. As a solution to various problems, such as academic advisor lecturers needing a map of student potential to guide and improve academic competence, CDC UPKK does not yet have a measuring tool for mapping career profiles based on characteristics and personality person-job fit; CDC UPKK does not yet have a Moral Potential Test instrument that is in line with UIN Antasari's vision of "Excellent and Moral," the durability of UIN Antasari's CDC UPKK career services which were hampered during the last pandemic, as well as responding to current challenges and needs in using integrated information technology.

## **2 Methodology**

The study method for this paper is the design of information technology-based measurement development, mainly web-based, which is based on literacy studies and tracer study research results which are designed to answer challenges and needs as well as technological advances that are integrated with the field of industrial and organizational psychology as well as student and alumni career development programs, at University.

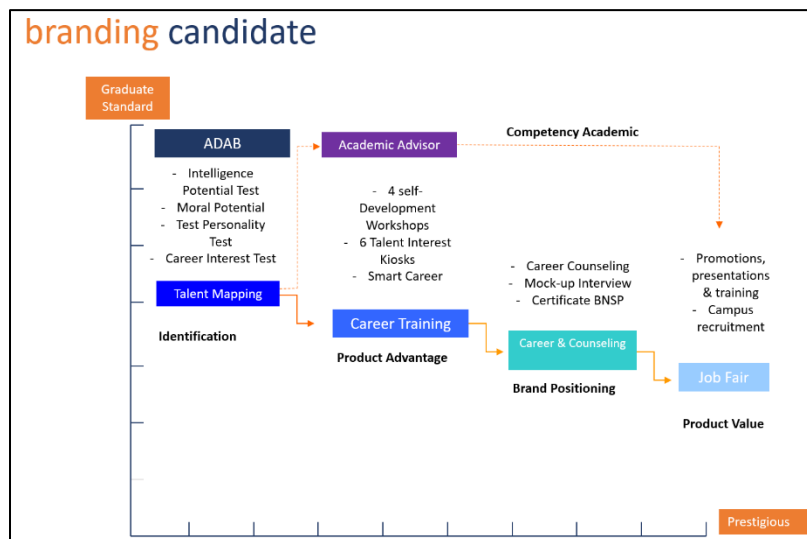
## **3 Results and Discussion**

The Integrated Career Program was released in 2019 and then perfected in 2020. The integrated career program is a continuum program as an effort that students have clarity on the direction of choosing a field of high career interest as early as possible from the first semester so that they can determine the steps to take in achieving career success and can develop the skills and expertise needed in the world of work.

The process is accompanied by a capacity-building program through training activities and workshops so that students gain technical competence and career maturity, namely self-

knowledge, knowledge about work, the ability to choose a job, and the ability to implement steps towards the desired career. Theoretically, there are five stages of individual career development, namely: a) Assess Yourself, this stage helps individuals discover and organize the interests, skills, and values needed to enter the world of work as potential workers; b) Explorer Careers, at this point, individuals learn to combine all the information he has learned about himself and to find the right job. c) Create a Plan & Set Goals, then individuals set specific directions and goals and make plans to increase the chances of getting what they want in work; d) Expand Skills: at this stage, individuals note down and develop themselves the skills they need to master using Participate in self-development training and workshops. e) Find a Job: at this stage, the individual is truly ready to get a job and can present his or her portfolio verbally and in writing in an application letter.

Referring to the theoretical basis, the CDC UPKK Integrated Career Program consists of six activity programs with a rundown of programs implemented sequentially in one year. Starting with Talent Mapping, Career Training, Smart Career, Job Fair and Campus Recruitment, Certificate of Competence BNSP (National Board for Professional Certification), Career Counseling, and Mock-up interviews, which can be visualized as follows:



**Fig 1.** UPKK UIN Antasari Banjarmasin Integrated Career Program

Talent mapping is the first series of implementations of the Integrated Career Program. Talent Mapping is a potential assessment of new students when they are accepted as new students at UIN Antasari. Four aspects of mapping are carried out as identification, namely intelligence potential, moral potential, personality, and career interests. This instrument, the ADAB Career Profiling Test, develops information technology-based measurements designed to answer current challenges and needs, namely technological advances integrated with student career services at UIN Antasari. The CDC UPKK Psychology Team created the ADAB Career Profiling Test in collaboration with the Psychology Team at the Islamic Psychology Study

Program, the Faculty of Ushuluddin and Humanities, and the Information Technology and Database Unit at UIN Antasari Banjarmasin.

Career Training is the second series of implementation of the Integrated Career Program. The Career Training philosophy is product advantage. I strive to develop students' potential to become superior, especially in areas of interest, talent, and non-academic soft skills, which I have identified through training and workshop activities. Graduates can also access career training, especially those who have received CDC UPKK assistance for three years. There are ten activities with two programs, namely: first, the Self-Development Workshop for students and alumni, there are four activities; secondly, the Student Interest Talent Kiosk Program has six kiosks, detailed as follows: 1) Student and Alumni Personal Development Workshop: The Intra and Interpersonal Skills workshop aims to increase competence in public and business and managerial communication at both macro and micro levels; Prophetic Leadership Workshop aims to improve leadership competence from an Islamic perspective by emulating the morals of the Prophet Muhammad; Public Communication Workshop aims explicitly to increase competence in mass communication, starting from participant capacity building, rhetorical skills, ability to coordinate the crowd, ability to process central issues, ability to collaborate and place oneself, as well as courage and self-confidence; Managerial skills workshop: this activity is aimed explicitly at Master's and Doctoral students to provide provisions to improve managerial competence, especially when receiving a mandate as a leader in formal, informal and non-formal organizations. 2) Student Interest Talent Kiosk Program. The Tilawah Kiosk aims to provide facilities for students who have an interest in and talent for the field of recitations (reading the Al-Qur'an well and beautifully); The Calligraphy Kiosk aims to provide facilities for students interested in and talented in calligraphy (writing the Al-Qur'an well and beautifully); The Creative Writing Kiosk aims to provide facilities for students interested in and talented in calligraphy (writing the Koran well and beautifully); The Master of Ceremony and Personality Ethics Kiosk aims to provide facilities for students who have an interest and talent in the field of Master of Ceremony, mainly formal and informal events, and provide micro skills in personality ethics; The Antasari Voice Kiosk aims to provide facilities for students interested in and talented in vocal training, including tonation, voice, and tone. Able to create sound colors and process sounds in harmony. The Graphic Design Kiosk aims to provide facilities for students who are interested in and talented in graphic design and skilled in using graphic design applications such as Photoshop and Corel Draw. Able to design promotional product leaflets, pamphlets, banners, covers, etc.

Smart Career is the third series of implementation of the Integrated Career Program. This program is termed the "Pick Up the Ball Program." Picking up the ball means that the participant's participation is immediately determined. Technically, CDC UPKK collaborates with the Study Program to determine counseling participants; however, CDC UPKK generally opens registration for counseling participants. Each study program directly determines and selects a smart career in the screening process for counseling participants to appoint and delegate the participants/students included. Since 2019, Smart Career activities have reached 28 undergraduate study programs at UIN Antasari Banjarmasin.

Same as the series of Career Training programs, philosophy Smart Career also product advantage. Operationally, Smart Career is career counseling for students based on "study program profiles." Each study program has achieved skills and competencies according to their respective fields, and it is hoped that graduates can contribute to society and the world of work.

This is a strategic step to foster enthusiasm and love for the studies they are involved in and to anticipate students who feel they have "chosen the wrong major." With Smart Career, each participant can build a "Mind Process Work" to overcome feelings of disappointment, lack of self-confidence, etc., by optimizing their capacity to become someone ready to compete individually and collectively.

Career Counseling & Mock-up Interview. The fourth series of implementations of the Integrated Career Program are Career Counseling & Mock-up Interview / Career Counseling & Job Interview Simulation. The philosophy of Career Counseling & Mock-up Interview is Brand Positioning, which means how a product is packaged to attract the market. In this case, the students or alumni being accompanied are assisted in understanding the needs of the job market they are about to enter. Career Counseling aims to provide consultation and counseling services regarding careers with Psychologists and Career Professionals. It is hoped that this service will make it easier for students/alumni to choose a career path according to their abilities, interests, tendencies, potential, and passion.

Meanwhile, Mock-up Interview provides job interview services and simulations for students/alumni. This exercise prepares job seekers to be successful when undergoing interview tests, become familiar with job interview situations, build self-confidence, organize strategies, present their appearance, and prepare various possible best answers. The CDC UPKK Counselor Team, both Career Counselors and Entrepreneurship Counselors, was formally formed through the Decree of the Chancellor of UIN Antasari Banjarmasin Number 587 of 2021 and Number 566 of 2021. The counselor team comprises lecturers and practitioners with particular expertise in their fields, with academic and professional recognition. Currently, the number of Career Counselor Teams is 15 people, and the Entrepreneurship Counselor Team is 15, so the total number of counselors is 30.

Certificate BNSP. The philosophy of the BNSP Certificate is Brand Positioning, the same as the Career Counseling & Mock-up Interview activity program. CDC UPKK's efforts are to ensure that students and alumni have their own competencies and capacities to be attractive and meet the job market's needs. For this reason, students and alumni who are accompanied can take the BNSP (National Board for Professional Certification) competency test outside of their academic competency. UPKK has implemented two competency test schemes in collaboration with LSP: first, HC (Human Capital) certification and second, AO certification (Administrative Officer). These two schemes are included in HRM (Human Resource Management). The aim of providing these two HRM schemes outside of academic competency is to provide provisions so that students and alumni have self-confidence internally and the confidence of society and business/industry actors externally to absorb UIN Antasari graduates who are ready to work either according to their unique skills (academic recognition) or supporting expertise in the field of HRM based on a BNSP certificate which has received recognition at National and Southeast Asia (ASEAN) standards. The BNSP Certificate is the fifth activity in implementing the Integrated Career Program.

Job Fair and Campus Recruitment is the final "sixth" series of implementation of the Integrated Career Program. Job Fair and Campus Recruitment is a yearly routine agenda involving agencies/institutions and companies/industries. The activities carried out are integrated, namely industrial exhibitions, promotions, presentations, training, and recruitment of workers (in this case, UIN Antasari Alumni), which are carried out simultaneously. This activity aims to provide

special facilities for graduates who have passed the Brand Positioning series and have the competence and capacity to participate directly in the employee selection process following job opportunities opened by Agencies/Institutions and Companies/Industries participating in the UIN Antasari Jobfair and Campus Recruitment. For UPKK students, Jobfair and Campus Recruitment are also opportunities to show their entrepreneurial spirit, contribute to showcasing their processed products, and provide opportunities for students and local investors to interact and present the advantages of their processed products. Not only that, Jobfair and Campus Recruitment were held with other agendas, such as the "World of Work Training Seminar," where Fresh Graduate alumni were the target participants.

### **Web-Based Application ADAB Career Profiling Test**

The ADAB Career Profiling Test is a clear example of the development of IT-based measurements, mainly web-based. ADAB is a student Career Profile measurement design based on essential principles of person-job fit (personality and job suitability) and Psychometrics. Four aspects of mapping are integrated into one application, namely intelligence potential, moral potential, personality, and career interests. The uniqueness of ADAB lies in the moral potential test prepared by the Psychology Team and Experts in the Field of Moral Sufism, which differentiates it from the web-based Career Profiling Test application that already exists and is currently developing. In general, the construction of the ADAB Career Profiling Test is as follows: 1) Intelligence Potential Test. It is a test designed to reveal five potential student intelligences: General Insight, Logical Thinking Ability, Analytical Thinking Ability, Numerical Analysis Ability, and Visual Thinking Ability. 2) Moral Potential Test. It is a test designed to reveal a student's moral potential. Three potential morals are mapped, namely, first, Morals towards Allah SWT are the attitudes or actions that humans as creatures should do towards their God, manifested in the form of worship rituals such as prayer, fasting, and zakat, then carrying out all His commands and avoiding all His prohibitions. Be grateful for His blessings, remember Him, and pray to Allah. The two morals towards fellow human beings' reactions that increase the dignity of human life in the eyes of God and fellow humans include doing good to parents, doing good to teachers (in this case lecturers), doing good to friends, being kind (husnuzhan) towards other people, being patient (in relationships with other people, and forgiving/not holding grudges. The three morals towards the environment are our culture, customs, habits, and habits of treating the animate (biotic) and the inanimate (abiotic). by exceeding limits and causing natural damage. 3) Personality test. It is a test designed to reveal potential tendencies of student characteristics. Sixteen potential personality traits are mapped, including stability of the movement, cooperation, communication, persuasion skills, firmness of attitude, criticality, endurance, and adaptability. 4) Career Interest Test. It is a test designed to reveal students' interests and career tendencies, including revealing learning styles and interests in self-development activities as well as occupational professional tendencies.

ADAB Career Profiling Test is an online application based on a website system that is not limited to the operating system used and can be run directly in a browser via an internet connection. Online measurement is one of the fields that is developing rapidly in psychology, with several advantages, including efficiency in costs, time, space, and human resources, speed in results and reports, and unlimited access to various developments. ADAB Career Profiling Test online measurement via the internet provides a fast, cheaper, and more efficient finding process, saves valuable time, and provides fast and easy results compared to face-to-face testing.

Internet measurements also offer ease of use (user-friendly), familiarity, consistent instrument materials, and uniform shapes. Suppose students feel more familiar with this procedure. In that case, they will feel more comfortable taking the test, which reduces the possibility of a fake good test result or being affected by the situation. In particular, the benefit of the ADAB Career Profiling Test online measurement is that students can find career profile trends based on their personality type so that from the start, students already have an idea of a career profile that suits their character. The results of mapping potential career profiles contribute information to the CDC UPKK or Career Center as a result of TNA (Training With Analysis) as a basis for implementing training and self-development workshops. Then, it can also provide information on the potential of new students, both strengths and weaknesses, which the Academic Advisor needs to help students achieve optimal performance according to the time available. To produce an instrument that is not only appropriate, effective, and efficient but also a valid and reliable instrument in designing the online ADAB Career Profiling Test, it is necessary to carry out validation to test this instrument. The validation process begins with expert judgment; then, validation is carried out by testing this instrument's reliability and construct validity using factor analysis. Factor analysis is a collection of methods to examine the underlying constructs and influences on several measured variables (Pett, 2011). Through factor analysis, it can be seen to what extent the theoretically developed construct specifications follow the underlying construct concept after field trials. In addition, online validation of the ADAB Career Profiling Test is also carried out by testing the validity of the criteria. Criterion validity testing is carried out by testing predictive and concurrent validity.[13].

In contrast to the paper-based model, measurements with the online ADAB Career Profiling Test are carried out online, starting by logging in and then going to the Career Profiling Questionnaire menu. Students take the online ADAB Career Profiling Test, while the data entered is automatically stored in the system. Specifically, the following is the online design of the ADAB-Career Profiling Test:

### **1. Login**

Every student (user) must have a Username and Password before being able to take online ADAB Career Profiling measurements. This application is integrated with SIAKAD (Academic Information System) so that students with a Username and Password no longer need to fill in their data (biodata) because it is already stored in the system.





**Fig 2.** ADAB Career Profiling Test Login.

## 2. Agreement

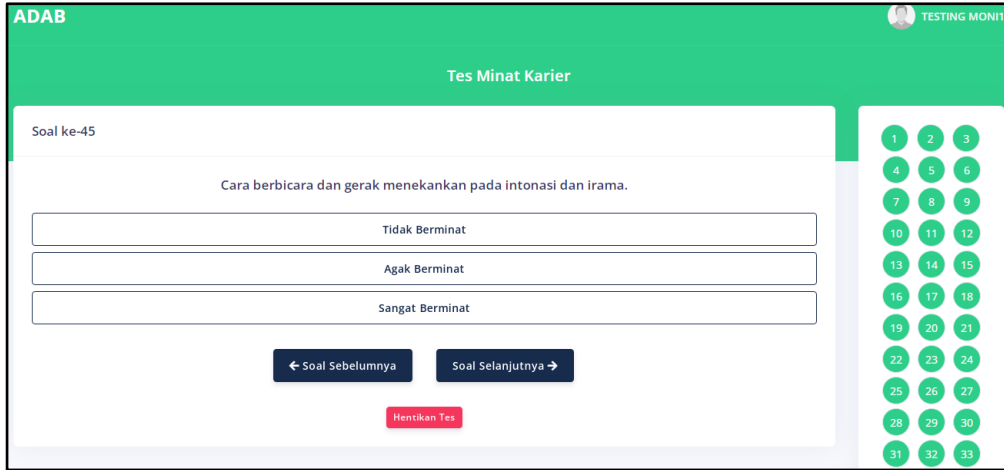
Before students (users) work, they are preceded by informed consent or an approval sheet.



**Fig 3.** Informed consent ADAB Career Profiling Test.

## 3. Questionnaire

Students (users) enter data online by answering all the questions or statements presented. This test is carried out sequentially at a predetermined time (it automatically stops if it passes). In the beginning, students will take an intelligence potential test, then a moral potential test, followed by a personality test and a career interest test.



**Fig 4.** Question items ADAB Career Profiling Test.

#### 4. Results

After the student (user) fills in and saves the data in the system, the user can directly access the measurement results by clicking the "view results" menu. The results are explained in bar charts, psychograms and descriptions.

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**Tes Potensi Akhlak**

	SKOR TINGGI, URAIAN SINGKAT	SANGAT BAIK	BAIK	CUKUP	KURANG	SANGAT KURANG	SKOR RENDAH, URAIAN SINGKAT
V1	Telah dapat Menjalankan Perintah Allah yang Wajib				x		Belum Optimal dalam Menjalankan Perintah Allah yang Wajib
V2	Telah dapat Menjalankan Perintah Allah (Sunnah)			x			Belum Optimal dalam Menjalankan Perintah Allah (Sunnah)
V3	Telah dapat Menjauhi Larangan				x		Belum Optimal dalam Menjauhi Larangan
V4	Telah dapat melaksanakan ritual ibadah, Seperti Dzikir dan Doa				x		Belum Optimal dalam melaksanakan ritual ibadah, Seperti Dzikir dan Doa
V5	Telah Dapat Merasakan Kehadiran Allah swt.			x			Belum Optimal dalam Dapat Merasakan Kehadiran Allah swt.
V6	Berbuat baik pada orang tua				x		Cenderung Kurang Berbuat baik pada orang tua
V7	Berbuat baik pada guru					x	Cenderung Kurang Berbuat baik pada guru

**Fig 5.** Psychogram of Moral Potential Test Results.



Fig 6. Diagram and Description of Career Interest Test Results

### 5. Decision Making System (Decision Support System)

The results described in descriptions, diagrams, and psychograms are then continued with related decision-making involving experts as a support system.

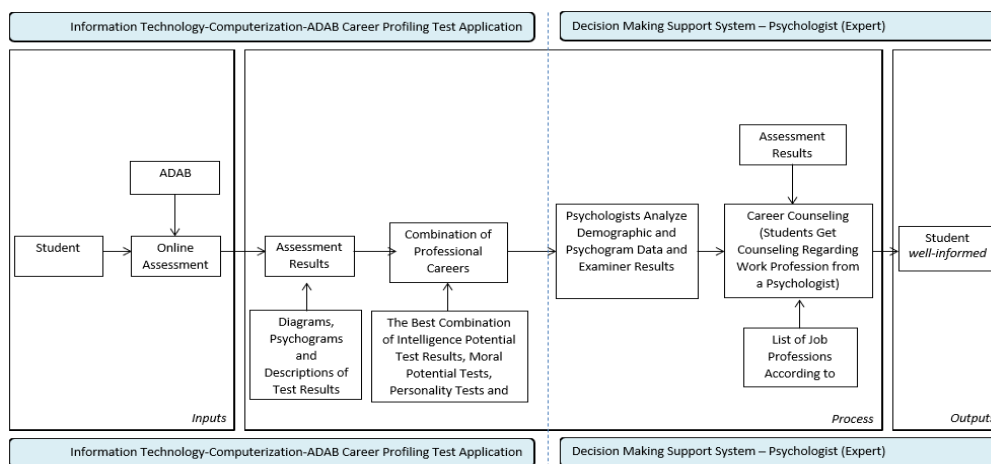


Fig 7. Application Decision-Making Flow Support System ADAB Career Profiling

### Conclusion

ADAB Career Profiling Testis is a web-based career profile mapping innovation, a form of student career profile measurement tool used to guide students' careers based on their characteristics (person-job fit). ADAB Career Profiling Test is designed to answer current challenges and needs in the form of applications on line based on a website system, namely the

use of the internet, which is integrated with career services Talent Mapping at the beginning of the implementation of the CDC UPKK UIN Antasari Integrated Career Program. Four aspects of mapping are integrated into one application, namely intelligence potential, moral potential, personality, and career interests. ADAB Career Profiling Test can be used to map personal potential, talent management, and student career counseling. By using the ADAB Career Profiling Test as a measurement online, Career Center can find out how well a student's profile matches the job profile that best suits their personality. For students, if potential and career choices can be identified and prepared early, work interest and productivity will be more optimal and can influence comfort with the best career choice.

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