

# CHAPTER I

## INTRODUCTION

### 1.1 Background of Final Report

Indonesia is one of developing countries in Asia with so many work places. Almost every work place need workers with higher education level. Some of regular officers in a company usually are fresh graduates from senior high school or vocational high school. A company usually has a program to promote an employee to be in higher position. Workers who work in a company more than a few years are usually promoted to be a regular officer. When they are a regular officers, they will have opportunity to reach higher position. Promotion is one way for them to get a higher position in the company.

According to Hasibuan (2008) promotion of position is a move that enlarges the authority and responsibility of employees to a higher position within an organization so that the rights obligations, status and income are getting greater. When an employee has a higher position in a company, he also has a greater responsibility about his job. Before they can get promotion for a higher position, they need to continue their study to get higher education level.

People who have higher education level are considered to have greater responsibility. This is the reason why a company push their employees to have a higher level of education. In fact, the bustle of work in work place makes the employee has a little opportunity if they want to continue their study. Some of

regular workers work for 8 hours per day. The work duration will make them tired physically and mentally. But in real work life, the company push them to have a higher education level.

To overcome that problem, Indonesia has *Universitas Terbuka* (UT) or Open University. It is an alternative university for workers to continue their study. Open University is the 45<sup>th</sup> State University in Indonesia which was establish on 4 September 1984, based on Presidential Decree No. 41 of 1984. UT has 4 Faculties, namely Faculty of Economics (FEKON), Faculty of Social and Political Sciences (FISIP), Faculty of Mathematics and Natural Sciences (FMIPA), Faculty of Teacher Training and Education (FKIP) for Diploma and Bachelor Degree. Since 2004, Open University has opened the Master's Degree at the Graduate Program.

The difference between Open University and regular university is in the student attendance when studying in the Open University, the student does not need to come to the place to study. They study online by discussing some materials and doing some assignments. The students only come to the university place when the middle-term test and final-term test will be held. Some employees prefer to study in Open University because some of them think that study in Open University will not disturb their activity in their work place. Most of them usually believe that they can manage their behavior to reach their goal to graduate from university. However, they still focus with their job, it gives an impact to their study in university.

The phenomenon in the field shows that the regular officers who study in Open University have problem with the final result of one semester. They cannot reach

their target to get high result. The other problem that they are too focus with their work and make their study as an additional job or as a term to get a promotion in their work place. The problem appears because they cannot manage their behavior as a strategy to reach their goal.

Managing their self as a strategy to reach their goal is a must and it is a form of self-regulation. Self-regulation is one the self's major executive functions. The executive function of the self refers to its active, intentional aspects and may be thought of as that part of the self which is ultimately responsible for the actions of the individual (see Baumeister, 1998; Gazzaniga, Ivry, & Mangun, 1998). Self-regulation models are concerned with what individuals choose to do and how they go about trying to accomplish their goals. (Markus & Wurf, 1987).

The phenomenon in the field shows that some regular officers who continue their study in Open University have a problem with managing their self like managing their cognitive, physical, and emotional to help them achieve the target of getting a high result at the end of the semester. In the other hand, we can describe that they have a low level of self-regulation. The low level of self-regulation will be an impede to reach a high result because they have no ability to manage their self. According to the phenomenon, the writer interests to use this problem as the object for this final report. Based on the statements and description above, the writer choose the topic about self-regulation as the material for the final report. The writer uses psychology theme and entitled her Final Report "The Importance of Self-Regulation for The Student Worker of *Universitas Terbuka Jember*".

## **1.2 Objectives of Final Report**

The objectives of the Final Report is divided into two parts. One objective is for D3 English program and one objective is for students. The objectives for each part will be explained more below.

### **1.2.1 Objectives of Final Report for D-III English Program**

The objective of this Final report is as the completion of study in D-III English Program Merdeka University Malang.

### **1.2.2 Objectives of Final Report for Students**

The objectives of this final report for students is to know and understand about the connection of self-regulation and the respondent's goal and its application in a worker who continue their study in university.

## **1.3 Significances of Final Report**

The writer hopes that the final report will give some benefits for both D-III English program and the students. The significances for both of them will be explained more below.

### **1.3.1 Significances of the Final Report for D-III English Program**

Apart from the writer have fulfilled the requirement before she graduate, the significances of her Final Report are can be used as a reference for the next final report and her Final Report can be a media learning of about self-regulation.

### **1.3.2 Significances of the Final Report for Student**

The writer hopes that after reading her Final Report, the readers can understand the importance of self-regulation to help them reach their goal so they will be able to manage themselves to reach their goals by maintaining their self-regulation.

### **1.4 Procedures of the Final Report**

The procedures that are used by the writer to finish the final report is divided into 3 parts, which are pre-departure training, on-going process, and final report and examination.

#### **1.4.1 Pre-Departure Training**

The writer already passed the pre-departure process. The pre-departure process are the writer has already done with the payment of the final report. The writer also has already filled the registration form for the final report and collected all the requirements that are needed for the final report like the copy of the senior high school diploma and photos.

Pre-departure training in room 305 at D3 English Program was held on May 9, 2018 from 02.30 P.M until 04.00 P.M on the 3<sup>rd</sup> floor of D3 English Program University of Merdeka Malang. The speaker on this pre-departure training was Miss Widya Febriana, A.Md., one of the alumnus of D3 English Program from class of 2007. The pre-departure training was held for all sixth semester students of D3 English Program. The speaker gave the students some information about the

preparation before they started making the final report. The speaker also explained her experience of making final report while she was studying at D3 English Program. Furthermore, the speakers also gave the students some advices and tips to finish the final report.

#### **1.4.2 On-going Process**

The students can start writing the Final Report when they already have their advisor. For this final report, my advisor was Ms. Yasmin Farani, S.Pd., M.Pd. After they know their advisor, they can start writing the Final Report consultation with the advisor from the title of the final report up to the last chapter of the final report. When they want to consul the final report, they need to bring the consultation sheet. The process of making final report is around one semester. If they cannot finish the process in one semester, they can extend the process time through the academic division and the Head of English Program. To finish the final report, the students need to pass minimum 8-10 times of consultation with the advisor.

#### **1.4.3 Final Report and Examination**

After the writer passed the pre-departure process, the writer's next process of writing the final report. The writer started her consultation with her advisor from the title of the final report up to chapter 1, 2 and 3. The process is a continuous process. The schedule of the consultation depend on the agreement between the writer and the advisor. Every time the writer wanted to consul to the advisor, she had to to bring the consultation sheet to record all the process of the consultation.

The first step to start up to the Final Report consultation is when she submitted the title of the final report to the academic division. The second step is she started up the consultation the title and the content of the final report to the advisor. When the advisor has already approved the title of the final report, she could continue the writing process of the Final Report. When she has finished with the writing process of the final report, she could register to join the final report examination.

