INFLUENCE OF CULTURE IN STUDENT CAREER PLANNING

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Abstract

Culture is a mindset that is embedded in individuals through their habits that are obtained from the environment. While career planning is a process of selecting career goals, taking into account the opportunities, opportunities, constraints and career choices to achieve the desired career goals in accordance with the talents, interests and potential of students. So, the culture that is used or the individual will affect the career planning of an individual or student. This study aims to determine whether there is a cultural influence in career planning. And in this study, culture is quite influential in individual or student career planning.

1. Introduction

Culture is a pattern of basic assumptions discovered and determined by a particular group due to studying and mastering the problems of external adaptation and internal integration, which have worked well enough to be considered worthy. And because it is taught to new members as a way of being perceived, thought and felt correctly in relation to the problem (Jerald, G & Robert, 2008). Furthermore, in various aspects of cultural life, it is quite influential in it. Included in individual or student career planning.

With the development of an increasingly rapid era, every student is expected to be able to have a mature career plan. It's all for the benefit of students in the future. In this case, students are said to have had a mature career planning when students are able to understand their potential, get information on the world of work and students are able to make their own decisions in deciding an existing career. Even so, in career planning there are usually several factors that influence the process, such as culture. This is found in the results of research (S. H&J, 2019a) which states that there is an influence of Serawai culture on students' career planning, namely obedient, diligent, high-willed and frugal.

Based on the explanation above, it can be understood that there are cultural implications in career planning. And the purpose of this study is to find out how the implications of culture in students' career planning.

2. Method

This research method is qualitative with a literature study approach. According to (Warsiah, 2009) literature study is research conducted by researchers by collecting a number of books, magazines related to the problem and research objectives. Furthermore, literature study is a research methodology that aims to collect and extract the essence of several previous studies and analyze several overviews of experts written in text form (Snyder, 2019). Lastly, literature study is an important step where after a researcher determines the research topic, the next step is to conduct theoretical studies and references related to the research conducted (Sugiyono, 2017).

So, literature study is research conducted by analyzing and taking several theories from previous research. The information used by the author in this article is information obtained from the study of literature. In this literature review, the author seeks to find out how cultural implications are in student career planning.

3. Result and Discussion

Culture

Definition

The word "culture" comes from the Sanskrit "Buddhayah", which is the plural form of "Budhi" (reason). So, culture is everything that is concerned with reason. In addition, the word culture also means "mind and power" or the power of the mind. So culture is all the power of the mind, namely creativity, taste and intention. According to the Big Indonesian Dictionary (2020) culture means thoughts, reason, results, customs or something that has become a habit that is difficult to change.

Furthermore, culture or culture is a term that comes from the discipline of social anthropology. In the world of cultural education can be used as a transmission of knowledge, because actually what is covered in culture is very broad. Culture is like software that resides in the human brain, which guides perception, identifies what is seen, directs focus on one thing, and avoids others (Gunawan, 2000) Culture is a pattern of basic assumptions found and determined by a particular group because of studying and mastering the problems of external adaptation and internal integration, which have worked well enough to be properly considered and therefore taught to new recruits as ways of being properly perceived, thought and felt in relation to these problems (Jerald, G & Robert, 2008). .

From the explanation above, it can be understood that culture is a mindset that is embedded in individuals through their habits obtained from the environment.

Career

Definition Career

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Career is a person's entire life in self-realization to live life and achieve goals. To achieve these goals, individuals must have strengths such as mastery of abilities and aspects that support career success (T.T, 2014). The word career (career) refers more to a job or position that is occupied and is believed to be a calling for life, which permeates the entire realm of a person's thoughts and feelings, and colors his entire lifestyle (S, 2015).

Job refers to work that is not continuous and may be temporary. Therefore a job generally requires only a little skill, a little education, and a little dedication. While work as a career implies education and training, commitment, and is a way of working life that is chosen by the individual. In addition, career implies success in what individuals choose as well as personal and financial meaning (Juwitaningrum, I., & Indonesia, 2013)

Development Career

Careers are created, nurtured and developed through and during life. These are closely related to how well a person manages himself, understands other people and the environment, and relates to other people and his environment. This means that an individual's career is related to understanding oneself, others and their environment.

Career development is a lifelong developmental process that is influenced by educational background, other work experiences and which influences each individual's decisions regarding career and lifestyle (S, 2015).

So, from the above understanding career development will continue to be experienced by each individual. Which ultimately requires career development. Which career development is influenced by character education (Mega Iswari, 2019).

Career Planning

Career planning will mature when the individual goes through his career development from time to time. Career planning is an important aspect that students need to have in determining further studies according to their talents and interests. Career planning according to Person (Winkel, 2006) is a way to assist

students in choosing a career field according to their potential, so that they can be quite successful in their work.

The researcher concludes that career planning is a process of selecting career goals, taking into account the opportunities, opportunities, constraints and career choices to achieve the desired career goals in accordance with the talents, interests and potential of students.

Career Planning Goals

The goals of career planning according to Simamora (2011):

1. Self-aware of opportunities, opportunities, constraints, choices and consequences

2. Identify career-related goals

3. Develop a program of work, education and related developmental experiences in order to provide direction, timing and sequence of steps taken to achieve career goals.

Related to the goals of career planning above, it can be explained that the purpose of career planning is to be aware of the opportunities, opportunities, as well as obstacles and choices, and also to identify goals related to careers, composing work programs, education and experiences that are developmental in nature achieve career goals.

From the theory above, career planning is very important since I was still in school. Good career planning leads to fulfilling a good life as well (Akosah-Twumasi, P., Emeto, T. I., Lindsay, D., Tsey, K., & Malau-Aduli, 2018) Zar (Salleh, A. M. M., Omar, K. , Aburumman, O. J., Mat, N. H. N., & Almhairat, 2020) stated that the purpose of career planning is to identify the needs, aspirations, opportunities for individuals related to careers and the implementation of human resource development programs to support these careers. Then, Desimone (Kaswan, 2014) mentions that students' career planning is self-awareness and its consequences, career-related goal setting, and related programming, education, experience and development planning to provide guidance to achieve career goals.

In career planning, of course there are several factors that will affect its success, one of which is culture. If a culture supports good career planning, the results will also be good. On the other hand, if the culture that encourages us is not good, then career planning will certainly be disrupted as well. Scientific evidence shows that culture influences individual career choices. This is described in these studies. (Gunkel, M., Schlägel, C., Langella, I. M., Peluchette, J. V, & Reshetnyak, 2013) studied eighteen hundred students and obtained information about national culture influencing planning, adaptation, career optimism, and knowledge related to career.

From the discussion above, it can be concluded that in career planning, culture has strong implications. If the culture adopted directs individuals or students to be effective in career planning, a mature career planning will be achieved. And vice versa, if the culture adopted does not direct individuals to be effective in career planning, then the individual or student career planning will experience obstacles.

As contained in the study (S. H&J, 2019b) entitled The Influence of Serawai Culture on Student Career Planning at SMA Negeri 9 Bengkulu City. mentions that there are influences or implications of Serawai culture on students' career planning, namely obedient, diligent, high-willed and frugal. Furthermore, Sulusyawati & Melati, (2019) also suggested that there are several factors that influence rejang culture on student career planning, namely 1) parents' habits in making decisions for their children, 2) peer influence, 3) procrastinating work, 4) desire and high enthusiasm for progress. And finally, the results of research from (S. & J. J. H&J, 2020) show that the influence of Serawai culture on students' career planning, namely 1) obedient, 2) diligent, 3) high desire, 4) frugal.

4. Conclusion

Culture is a mindset that is embedded in individuals through their habits that are obtained from the environment. While a career is a job or position that is occupied and believed to be a calling for life, which permeates the entire realm of a person's thoughts and feelings, and colors his entire lifestyle. Then, career

planning is a process of selecting career goals, taking into account the opportunities, opportunities, constraints and career choices to achieve the desired career goals in accordance with the talents, interests and potential of students. So, the culture adopted will affect individual or student career planning. If the culture adopted provides a positive impetus, career planning maturity will be achieved. Vice versa.

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