

## HOLLAND'S THEORY APPROACH IN CAREER GUIDANCE SERVICES IN SCHOOLS

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**DOI:** <https://doi.org/10.21107/literasinusantara.v1n3.39522245>

Received: March 10, 2021

Revised: June 17, 2021

Accepted: July 10, 2021

### Abstract

*Career Guidance is an effort to encourage individuals to be able to know and master, get to know the world of work, and improve experiences in accordance with the form of life they expect. One of the theories that can be used to identify the world of work that is suitable for individuals is Holland's Theory, which sees individual personality as a benchmark in career choice and adjustment to the work environment. Therefore, the author aims to examine more deeply about Holland's Theory in career guidance services in schools to find out more in depth through various available and relevant sources. This study uses a literature review method because the method used in this study is supported by relevant theories and sources. The results of this study indicate that a person can make good career decisions when his personality type is accepted in the work environment.*

**Keywords**–Career Guidance, Holland's theory, Services in Schools

## 1. Introduction

One of the developmental challenges faced by high school students is being able to plan their future careers based on their abilities, talents and interests. However, the current phenomenon is that individuals generally prioritize their work over the individual's personality. Students can choose the career they want correctly if there is support from the influencing factors. One of the main developmental challenges facing young people is choosing their future career options. Mendatu (Yeni Muslihatul, 2011) students must have a lot of understanding about the right career for themselves in order to be able to achieve optimal development. Hornby (Bimo Walgito, 2005) work is work, and there will be people who work happily and happily if what they do is in accordance with their abilities and interests according to their abilities and interests. According to Gizberg in Zunkar (Hartono, 2018) young clients are transported into an era of reality characterized by the integration of their diverse interests and abilities with a focus on career choices. Career guidance is the process of helping students understand their knowledge and job opportunities, act on them, make decisions, and help stakeholders manage their career development (Manrihu, 1988). Sesungguhnya karir dilahirkan, dibina serta dikembangkan selama masa kehidupan. All of this is of course closely related to how a person manages himself, how he understands the environment with other people, and how he understands the relationship between other people and the environment (Yusuf, 2002). Careers require good self-management by individuals, understanding of other people and their environment, and good relationships with other people and their environment. Intelligence and ability are also important points to achieve success in a career. However, it should be emphasized that intelligence and expertise alone are not sufficient (Azmatul Khairiah Sari, A. Muri Yusuf, Megaiswari, 2021).

A person's aspirations are closely related to the education received and making decisions about careers, positions or career choices to be achieved (Fadli et al., 2017). There are many theories that describe careers, one of which is John Holland. One theory that is directly related to career issues is whether the

profession and position are appropriate for the overall personality type. The theory states that the higher the similarity between individual and job characteristics, the more satisfying and potentially positive career outcomes, including sustainability and success (Lent R, Sheu H, 2010). Holland's career choice theory applies to the counseling process because it is believed to be relevant to vocational and career guidance activities in secondary and higher education institutions (Winkel, 2007).

In research (Zainudin et al., 2020) consider that employment and education decisions are problems facing the younger generation. Professional interest and suitability for work is one of the factors that influence individual career decisions. Holland's theory is one of the occupational theories that helps us understand our own professional nature and make career decisions. Likewise with research (Sheldon et al., 2020) say and advise individuals to choose a career according to their personality.

## **2. Method**

This research uses the literature review method because the methods used in this study are supported by relevant theories and sources. Research method to collect and extract the essence of previous research and analyze several written reviews from experts (Snyder, 2019). At the initial stage of the search for this journal article, 2120 articles were found from 2017-2021 through a search (Google Scholar) with the keywords "Holland's Theory Approach in Career Guidance in Schools". The purpose of this method is to examine more deeply related issues raised based on related theories to better understand the topics being discussed because they are supported by theories and theoretical studies based on relevant sources.

## **3. Result and Discussion**

### **A. The concept of Holland's Theory Holland's**

Theory emerged in 1959 or 62 years ago, the concept of this theory of properties and aspects (factors) "remains in the tradition of differential

psychology". Holland's (1997) theory explains that individual interactions with the environment tend to lead to the characteristics of job choices and adaptation to the work environment. Here the individual must build a good interaction with his environment so that later the characteristics he has do not hinder him in choosing his job and also hinder him in trying to adjust his work environment. Holland says that personality, environment and work include developing skills and abilities so that they can convey the behaviors and values they discover and the materials they find in the world. (Rahmi, 2015).

Holland's theory is a process concept of career advancement that is widely used in research and then applied, especially in the career guidance process in schools. Based on the existing validity that personality factors are the basis in career choice, this theory conveys that an individual can illustrate the world and work illustrations through positions and make career decisions that make differences in the orientation of the individual itself. Holland's statement conveys that individuals with the same personality type can also collaborate in a management, creating an environment that suits their type (Lent R, Sheu H, 2010). When entering the workforce, it is important to have confidence in your abilities. Believing in the power of personal self is the main key to carrying out an activity. With self-confidence, people feel they can do good things or activities (Yusuf, A. Muri., Mawardi, 2017).

Holland's career choice theory says that in choosing a career, individuals prefer to work in an environment that suits their personality. Career decisions are made using six personality types. The existence of Holland's theory is to understand individual differences in personality, preferences and behavior and whether the patterns widely used by individuals are consistent with reality. Each individual or student must have a different personality and behavior. This is the same as Holland's presentation which conveys the relationship of compatibility, not only estimating the compatibility between ability and work pressure and does not provide views

or factors that affect identity between individuals and the work environment (Michalos, 2010).

#### B. Personality Types

John Holland divides personality types into six (Wille & De Fruyt, 2014): (RIASEC) Realistic (R), Investigative (I), Artistic (A), Social (S), Enterprising (E), Conventional (C). Furthermore, Holland describes several characteristics of career choice theory (Sheldon et al., 2020), that is:

1. Each individual is one of six personalities: realistic, investigative, artistic, social, enterprising, and conventional (RIASEC)
2. Individuals with the appropriate character will collaborate to create a work zone situation that matches the same character
3. Individuals seek an environment where they can use their skills and abilities. abilities and spark their values and attitudes.
4. Individuals who decide to manage in a similar scope with character are likely to be more optimal in managing and get satisfaction in their work.

It can be seen that the Holland Theory approach in schools is very much needed, because through this theory the guidance and counseling teacher can find out the personality types of students, so that in making career decisions it can be adjusted to the student's personality type.

After understanding this theory, it can also be seen the purpose of career guidance and counseling according to Dewa Ketut Sukardi (Daryanto, 2015), yaitu:

1. Students can improve their knowledge of themselves (self-concept).
2. Participants do not increase their knowledge of the professional world.
3. Students can develop their attitudes and values from job decisions in preparation for preparation.
4. Students can improve their ability to see what is available in the world of work so that they can position themselves accordingly.

5. Students can dominate significant basic skills on the job, particularly the ability to communicate, work together, work together, etc.

Furthermore, the purpose of career guidance is at the Student Center, not the Teacher Center. This means that students are actively involved in self-awareness, self-understanding and self-discovery, understand the image of the world of work, and understand their own image when making their own choices and choices (Afandi, 2011).

Based on what has been described above, it can be concluded that the purpose of career guidance and counseling is to provide understanding or assistance to students regarding the world of work or career that they will take later. If it is associated with Holland's theory regarding the purpose of career guidance and counseling, career counseling guidance in schools is to provide understanding or students in career choices or further study decisions, as it is known that Holland's theory emphasizes that individual careers are determined by personality type and environmental adjustment.

Holland said that the stability of career choice is very dependent on the influence of individual orientation which is influenced by the environment (Defriyanto & Purnamasari, 2016). It can be seen that individuals who successfully match their personality with their work environment will easily make future career decisions, especially for students who will take further studies, this is very necessary so that students do not make mistakes in choosing their careers later. Those employed in their circumstances understand their abilities, intelligence, interests, talents, attitudes, values, and other personal characteristics, and they have a good understanding of their abilities, interests, talents, and functions and values (Yusuf, 2002). The job gives him satisfaction and encourages him to be more optimistic and productive.

### C. Holland's Theory Approach in Career Guidance Services in Schools

Career guidance is an activity that encourages career development by providing stimulation through counseling of working age in various fields

(Richma Hidayati, 2015). These activities include career planning, decision making, and coordination assistance. Next (Winkel W.S. & Sri Hastuti, 2004) provides a definition of career guidance as a means of meeting individual developmental needs which should be considered an integral part of an educational program that is integrated into the learning experience in the field. In another definition, career guidance helps individuals understand themselves and their environment by involving a (skilled) mentor to be involved through a series of (professional) mentoring activities called counselor efforts, selection processes, and career development efforts. (Afdal et al., 2014).

Regarding career guidance using the Holland Theory approach, it is supported by existing research that the six personality types lead to job satisfaction in accordance with the individual's interaction with his work environment, which if the individual successfully matches himself with his job he will get a job that is in accordance with his characteristics. (Amalianita & Putri, 2019). Furthermore, in one other study also said that individual career choices cannot be separated from their personality, and individuals choose professions to express themselves, interests, and values. This theory also assumes that personality type will be used as a guide to determine future jobs. (Putri & Purnamasari, 2018). And in summary (Holland, 1997) says John Holland's career choice theory helps explain what career choices are most likely to lead to job success and job satisfaction.

#### **4. Conclusion**

In the explanation above, this theory is supporting individual careers which are determined by personality type and adaptation to the environment. An individual can determine his career if his personality type allows in the work environment. Teachers in guidance and counseling offer career counseling to provide students with understanding and support about the world of work and future career paths so they don't make mistakes in their career choices.

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