

## **IMPLEMENTATION OF CAREER GUIDANCE IN IMPROVING CAREER PLANNING SKILLS IN STUDENTS IN SENIOR HIGH SCHOOL**

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### **Abstract**

*Career guidance is one of the efforts to know and understand himself, or understand what is in the individual well, and to know well the work. Then what is meant by career planning is a process when individuals can identify and take efforts to achieve the goals of their career. Through career planning each individual can evaluate his or her own abilities and interests, consider career opportunities, draw up career goals, and plan practical development activities.*

**Keywords**– Career guidance; Career planning; Students

## **1. Introduction**

Selection and self-preparation towards a job or career is the preparation of adolescents before entering the world of work and is a task of adolescent development . Teenagers ideally choose a job that suits their potential . The potentials in question include knowledge of skills, creativity, abilities and attitudes towards work. Decision making about the chosen career must be combined between the job and the desired career with the personal potentials possessed (Sukardi, 1987)

Teens are expected to learn how to escape parental help by getting a job and preparing to enter the workforce in the future.

Obtaining a decent career or job and as expected, is one of the most important aspects of a healthy human life, wherever and whenever they are. How people will feel very difficult and restless if they do not have a clear job, especially if they become unemployed. Similarly, many people experience stress and frustration in this life due to work problems. Achieving a glorious career is not obtained just by going through the overnight process. It requires hard work, deep self-actualization, and a willingness to keep learning.

A professional who succeeded in his career is he who has pioneered it since young. HR practitioners say, "Successful people will generally do an analysis and know what their career goals are, what plans and actions are taken to achieve the expected career".

Career guidance services are needed as an integral part of guidance and counseling that can help students overcome and solve career problems so that students have career exploration maturity. Research is focused on the use of career guidance services in increasing the maturity of students' career exploration.

## **2. Method**

This literature study is obtained from research articles related to titles obtained from Google Scholar. The author of this article devotes himself to knowing how the relationship between counselors and counselors helps. Article

selection is carried out through the process of identification, screening and eligibility. Of the many articles found through a search on Google Scholar, selected several articles that are relevant to the goals and problems raised by the author.

### **3. Result and Discussion**

#### ***a. Career Guidance***

Career is defined as the order of the main position or occupation that a person occupies from adolescence to retirement during the life span (Joseph, 2002: 29). If an individual can occupy a good position in an institution or agency, then for the community will say that he succeeded in his career.

Yusuf (2002) suggests that there are several stages to achieving career success. These stages are recognizing self-potential, work characteristics, internal environment, and the external environment. The introduction of self-potential is very important because the introduction of self-potential is the basis of all stages of achieving career success.

Recognition of self-potential can be done during the education period. Through education individuals can develop their values, knowledge, and skills in preparation for continuing their lives and entering the workforce (Yusuf, 2002).

In general, career guidance is interpreted as assistance to individuals to stimulate (encourage) and provide ease of career development in life. The assistance includes career planning, decision making and job adjustments. Within the school setting, career guidance is seen as an ongoing developmental process in an effort to help individuals prepare for careers through curricular interventions related to; Career planning, decision making, problem-solving skills development, career information and self-understanding, understanding positive attitudes towards all types of work, as well as developing positive living habits. Career guidance services are very closely related to the other three mentorships, namely tutoring, personal guidance, and social guidance. (Kartadinata, 1999: 231)

Sukardi distinguishes between career guidance and vocational guidance. Career guidance focuses more on planning the life that must be owned in advance, as well as the surrounding environment so that they acquire and have a broad and positive view of careers in the community. While the guidance of the position emphasizes more on services centered on providing information on the job market and position. (Sukardi 1989: 20)

Career guidance is a process of assistance provided by an expert, namely a counselor to students or counselors in the form of groups or individuals so that students or students are able to achieve self-understanding, understanding of careers, and are able to gain independence and career decision making, and can achieve and maintain their careers in people's lives. (Hartono, 2018: 29)

Surya (2008) states that career guidance is one type of guidance that seeks to help individuals to solve career problems, obtain the best match between their abilities and environment, gain success and self-realization in the course of their lives.

When viewed from the theory of career development according to Super, high school students are at the exploration stage. Winkel (1997) says in career exploration individuals think of various alternatives, but have not taken binding decisions. At the exploration stage high school students can more accurately describe the chances of success in a future job (Sharf, 1992). The task of development at this stage is to achieve the crystallization of the career in demand. Crystallization is the period where students formulate job opportunities and understand the relationship between career development and self-concept in determining relevant education (Osipow, 1983).

The career development task is in accordance with the student's independence competency standards issued by ABKIN (2007). High school students must achieve independence in career insight and preparation.

This task is internalized into three stages:

- 1) Introduction, namely by studying self-abilities, opportunities and variety of jobs, education and activities focused on developing more targeted career alternatives;

- 2) Accommodation, is the internalization of values that underlie consideration of the selection of career alternatives; and
- 3) Action, that is, start developing career planning alternatives that consider abilities, opportunities, and career variety.

Career guidance services aim to help students to get adjustment and solve career problems faced. Students will obtain assistance through career guidance, namely: (1) a more precise understanding of themselves; (2) introduction to different types of sources of life; (3) mature preparation for entering the world of work and life; (4) placements appropriate to a particular area of life; (5) solve specific problems with respect to work and other patterns of life; (6) objective and healthy appreciation of career (Surya, 1988).

It should be before continuing education to college, SLTA students have explored various things about the college to be addressed during the study period in High School (SMA), so that when entering education at an individual college has been steady with the chosen major and made it a career direction.

Based on the results of research conducted by Erwita Ika Violina, et al about the Difference in Career Maturity of Students in the 2014 Entering Year, The Educational Sciences of Padang State University was reviewed from decision-making style and gender, it was found that:

- 1) The level of career maturity of students in the 2014 Entry Year, Faculty of Education, Universitas Negeri Padang is generally in the high category
- 2) The level of student career maturity is reviewed from different decision-making styles significantly, where the career maturity of rational students is higher and differs significantly with dependent-style students while not with students in a class. The career maturity of intuitively styled students is higher than that of students in a modest style but not significantly different.
- 3) The level of career maturity of students is reviewed from gender is in the high category but there is no significant difference between male and female students

- 4) There is no interaction of decision-making style and gender in explaining the career of students.

### ***b. Career Planning***

The term career was initially always associated with the notion of work or position. Winkel and Sri Hastuti (2012: 623) suggest that the term career tends to have a broader and deeper understanding, the term career not only describes occupation, but covers all aspects of one's life, even the term career emphasizes the aspect that a person views his work more as a call to life.

Career planning is an activity or activity that is carried out in a directed and focused manner based on the potential (interests, talents, beliefs, values) that we have to get a source of income that allows us to progress and develop both in quality (life) and quantity (welfare). It is very important in this career planning that is emphasized not only on what work we will get, but on the preparation of the preparations we do. One of the most important preparations is to choose the education and skills to be developed. For example, if we are currently in high school (SMA) then we will have to be able to determine approximately what majors will be chosen by IPS, Language, or IPA.

Therefore, the important points that must be in career planning include the following things:

- 1) Be aware of the opportunities, obstacles, choices, and consequences that will be faced.
- 2) Identify life goals especially those related to career,
- 3) Preparation of educational programs, skills and experiences that are developed in achieving career goals.

### ***c. Steps in Planning a Career***

Here are the steps in planning a career, including:

- 1) Develop a career plan. Think about what we are going to do and what strategic steps are needed to do the things we want.
- 2) Review the talents or abilities and interests we have. Think seriously and deeply the things we love, we are able to do well, and the values we believe to be true.

- 3) Try to find out the types of careers or jobs that are close to ourselves, namely according to the talents and interests we have, educational background, working conditions and the environment we expect, as well as other things that will provide clarity of direction and focus of our career / work.
- 4) Next, compare the skills and interests we have with the type of career or job we will choose. So the career or job that is most suitable and close to ourselves is very likely to be our career or job in the future.
- 5) Develop the career goals / jobs we choose. This will be a very important guide for us to draw up the next strategic steps.
- 6) Follow an education or training that brings us closer to the career or job goals we have created.
- 7) The important thing that should not be missed is financial matters. We will probably think about the resources and the amount of money we need to make our careers happen.
- 8) Try to seek advice from several sources that you believe can help you provide explanations and directions to fulfill your chosen career / job.

Different research conducted by Mega Iswari on Character Education in The Career Development of Children with Special Needs at SMK Inclusive School Organizers. So it was found that the implementation of character education in vocational high schools is directly integrated in every learning in the school. So that children with special needs in schools that follow the organizers of inclusion education have a character that is in accordance with the prevailing culture and values. But the problems that arise from each other if examined further will be relevant whether from the problems of teachers, students, schools, communities, or the Government. The first related to teacher problems, teachers complained about the lack of competence in dealing with HER. This is due to lack of understanding of DIA teachers, teachers have difficulty in teaching and learning activities. This is also supported by the presence of some teachers who have inappropriate educational backgrounds and the lack of Special

Accompanying Teachers so as to further increase the workload of teachers who are heavy administrative burdens and teaching burdens. It also indirectly impacts the way teachers deal with students in schools is not optimal. The results of the study also showed that many problems that arise related to the implementation of inclusion schools in terms of teachers, students, parents, schools, communities, government, and infrastructure are still lacking, and the lack of cooperation from various parties so that the impact is less implementation of inclusion schools to the maximum. The success of inclusion schools needs to involve many parties. School inclusion is a process that involves all school staff and students for its development such as how organized the student approach, the role of the teaching staff, the approach in teaching and curriculum. The school must also work with the school community as teachers, classroom companion teachers, parents of students, students, school administrative teams, and the school community to maximize teacher performance.

#### ***d. Aspects of Career Planning***

According to Parsons (in Winkel & Hastuti), there are three aspects that must be fulfilled in making a career plan, namely:

- 1) Self-knowledge and understanding, namely knowledge and knowledge of talents, interests, personality, potential, academic achievement, ambition, limitations, and resources possessed.
- 2) Knowledge and understanding of the world of work and exploring job information, i.e. knowledge of the terms and conditions needed to succeed in a job, advantages and disadvantages, compensation, opportunities, and job prospects in various fields in the world of work.
- 3) Realistic reasoning will be the relationship of knowledge and self-understanding with knowledge and understanding of the world of work, namely the ability to make a realistic reasoning in planning or choosing the field of work and / or further education that considers the knowledge and understanding of self-possession with the knowledge and understanding of the available world of work. (Winkel, W.S and Hastuti, 2012)



#### ***e. Career Planning Goals***

The purpose of career planning is so that learners can identify their expertise and proceed to assess their needs and should be considered constantly.

As for the career planning goals as follows:

1) Gain self-awareness and understanding

Assessment and understanding of individual strengths and weaknesses is an important step in career planning. One assessment allows the individual to better understand themselves as it relates to career goals and plans.

2) Achieving personal satisfaction

Achieving personal career personally is one of the goals in career planning where the individual spends most of his life working, benefiting in his work. When a person gets satisfaction or desires that have been achieved then specifically the individual is satisfied with work and positive things. Factors that contribute to individual satisfaction are work, challenges, and interpersonal relationships.

3) Prepare yourself to earn appropriate income and income

The individual who will be looking for a job should be designed in a way. In planning, individuals may want to avoid areas that provide limited opportunities or are not in accordance with their interests. Throughout career planning, the focus of people's attention is on the career that is best suited for the individual, assessing assets and liabilities and comparing them to the requirements for different types of careers.

#### **4. Conclusion**

Aspects that are very important to develop in relation to efforts to help individuals develop optimally are career aspects, namely the ability to understand themselves, about the world of work, plan for the future in accordance with the life form they expect, determine and take the right decisions and responsibly, so as to realize themselves meaningfully.

Not all teens can easily make career decisions, and many of the students experience episodes of doubt before steady on a career path. These doubts manifest as the difficulties that individuals face when determining a career. These difficulties can lead the individual to leave decision-making responsibilities to others or delay and shy away from decision-making tasks that can result in his or her decision-making not being optimal.

For this reason, career guidance services are needed as an integral part of guidance and counseling that can help students overcome and solve career problems so that students have the maturity of career exploration.

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