

KNOWING STUDENT'S PERSONALITY TYPES IN THE DETERMINATION OF CAREER SELECTION ACCORDING TO HOLLAND'S THEORY

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DOI: <https://doi.org/10.21107/literasinusantara.v1n3.40116246>

Received: March 12, 2021

Revised: June 19, 2021

Accepted: July 12, 2021

Abstract

This paper is a scientific paper that aims to identify the personality types of students in determining career choices according to Holland's theory. The need to know yourself, personality and recognize interests and talents that are more dominant before a career direction is set. Because currently there are still many people who don't know their personality type when they first choose career. In the end, the career that is being carried out does not match his own personality, this has an impact on one's career success. Knowing the student's personality type is very important, so that we can help and direct students in making career choices according to their respective personalities. The method used in this article is literature research, which discusses theories related to the topic of liberation obtained from relevant sources. The results of this discussion will allow teachers to direct their students about the appropriate personality according to their respective personalities.

Keywords– Personality Type, Career Selection, Holland's theory

1. Introduction

Currently, there are still many students who do not know what they want to be and where their career will be, many people are also wrong in choosing a career which as a result can affect the success of that person. someone running a career that is not in accordance with their own field, it makes many people fail in carrying out their career, for that it is necessary to choose a career direction that is in accordance with each of our personalities so that our life and career goals become focused. To get a directed career, it takes a long process or time so that the chosen job or position is really suitable and in accordance with the potential we have.

Career choice is an important decision-making process in one's personal life. The decisions he makes will affect what he will experience in his life. For this reason, it is necessary to choose well by the student himself so that he is not wrong in carrying out his career in the future. It is important for counselors to provide career guidance to their students so that they can determine the direction of their career guidance. According to Afdal, Samsu, & Uman (2014:2) Career guidance can be interpreted as a consultant's effort (professional and trained) to help individuals understand themselves and their environment, which is related to the process of selecting and developing careers through a series of guidance and counseling. Through career guidance, we can also get to know students' personality types in determining career choices according to Holland's theory.

2. Method

This article discusses "Knowing Student's Personality Types in the Determination of Career Selection According to Holland's Theory". With analysis using literature research. As for this article, we will discuss several things about personality types in determining student career choices with discussions: career definition, career selection, personality definition and personality types according to Holland theory and the direction of career selection. All of which will ultimately be concluded in the discussion chapter below.

3. Result and Discussion

A. Definition of Career

Career is a person's life, to achieve life goals in self-realization. Careers can show the increase and development of individuals at a level that is achieved during their working period in a job. A career is not a gift from someone else, a person's career is created and created through and during his life” (Latif, Yusuf, & Effendi, 2017:31). According to Elviana, Afdal, & Yusuf, (2018:764) Career is the sequence of the main jobs and positions that a person engages in throughout his life from adolescence to retirement. On this basis, career development spans human life.

Career is something that is very important in the life of an individual. careers are created and developed by individuals throughout their life time even when a person is in early childhood, he has begun to explore the types of projections that can be entered (Sari, Yusuf, Iswari, & Afdal, 2021:118).

According to Handoko (2000:121) career is all jobs or positions that are handled or held during a person's working life. A career consists of a series of experiences or a series of work carried out in a person's life, it provides continuity and stability, thereby forming attitude and behavior. According to Mathis & Jackson (2006:342) a career is the series of job related position occupied by person throughout his life. Meanwhile Gibson, R. L. & Mitchell (1995) Explain that occupation is the sum of a person's life experience and lifestyle. Conceptually, career is closely related to work, career development, vocational education, career guidance, career counseling, job information, position and vocational education.

Furthermore Surya (1988) Realize that occupation is closely related to work, but has a broader meaning than work. A career can be achieved through work that is optimally and appropriately planned and developed, but work does not always support professional achievement. Therefore, work is an important stage of career development. At the same time, career development itself is a long process, starting from a very young age, and being affected by various factors in human life.

Munandir (1996:104) states that career and work are closely related. Career decisions are not temporary, but a long-term process, which is part of the personal development process. Furthermore, Hoyt (Gibson, R. L. & Mitchell, 1995) explains that career is the integrity of a person's work experience in life. In career choice personality and environment are interrelated in career choice theory (Amalianita & Putri, 2019:65).

Based on the above opinion, I can conclude that a career is a job that a person undertakes in his life in the form of an experience or a series of work done in a person's life to continue his life goals for the sake of sustainability in the future based on the development of his life.

B. Career Selection

Career choice is one of the most important decision-making processes in an individual's life. The decisions he makes will affect the life he will experience. In general, career selection is a process of an individual as a preparation effort himself to enter the stages related to work (Setyawardani, 2009:65). Theory Holloand (1997) reveals that the choice of career or position is the result of the interaction between heredity factors and all cultural influences, parents' friends, adults who are considered to have an important role. In choosing and running a career, individuals have career developments throughout their life span. In one's career, a person has the right to choose a career that suits his personality (Sari et al., 2021).

According to Holland Sukardi (1994:50) career choice is a form of personality expansion in the world of work followed by subsequent identification with clear work habits. The comparison between self and perception of a job and acceptance or rejection is the main determinant in career choice.

Based on the above opinion, I can conclude that career selection is a person's effort to make a decision regarding the direction of choosing an individual's career based on his personality or things that suit him so that later someone chooses a suitable career and does not choose the wrong career in carrying out the career that has been taken.

Holland's career selection theory suggests that in career choice, people prefer to work with people like them. They seek an environment where they can use their skills and abilities by expressing their attitudes and values according to their personality and professional environment, while taking on interesting issues and roles (Amalianita & Putri, 2019:64). Holland's career choice model shows that individuals will look for a work environment that matches their skills, desires, behavior and values, or must be able to match the 6 personality types with the environment (Gorji Z., 2011:15).

C. Definition of Personality

According to Schaefer & Iamm (Riyadiningsih & Sundari, 2014:390) Personality is the whole way an individual looks at the individual such as how to behave, talk to other people or any behavior that is carried out through interacting with other individuals. Personality is referred to as the totality of unique characteristics, behaviors, patterns of attitudes and needs in a person. Personality is the result of heredity and environment (Robbins, 2017). He also believed that circumstances would influence the influence of genetics and environment on personality. At the same time, life experiences or personal life experiences are also reflected in a person's personality (McShane, S. L., & Von Glinow, 2010).

According to Woodworth, every action of a person is seen from the description of his personality. According to him, personality is not a meaning but a picture of a person's life. Personality is not looking at activities such as talking, remembering, thinking or making love, but the personality of an individual can be seen in the way they do these activities (Patty, F, 1982:152). Meanwhile, Kreitner & Kinicki (Aditya & Hasibuan, 2020) state that occupation is a combination of stable physical and mental characteristics that can be seen from a person's characteristics. Furthermore, Allport (Suryabrata, 2012:205) Member definition of personality is a the organization dynamic within the individual psychophysical system determines its adjustment to the environment.

Based on the above opinion, I can conclude that personality is something that exists in an individual that can describe a person's characteristics that can be seen from his own attitudes and behavior that distinguishes him from others.

A person's personality can influence in determining the career choices they will choose. Often someone feels confused in determining career choices in a job that will be carried out in the future. According to Santamaria (Fadli, Alizamar, & Afdal, 2017:74) the factors that influence the selection and making of career decisions are: behavior, desires, abilities, needs and personality of a person. Basic Concepts According to John Holland, a person's personality is the result of genetic influences and his social environment (Osipow, 1983:84). Winkel (2005:634-635) states that Holland's view of all people They can be classified according to how close they are to one of the six personality types. The more he can see characteristics and unique behavior patterns. Each personality type is a suitable or appropriate type and is the result of a person's interaction with other people. Based on this interaction, it is easy for humans to learn to like certain activities, which will arouse prominent interest in the future, thus fostering certain abilities and skills.

D. Personality Types According to Holland Theory and Directions for Determining Career Selection

Holland emphasizes that people with the same personality type and those who work together in the work they do will create and provide an environment that suits their personality type (Sheu & Dkk, 2010:76).

Manrihu (1992:71-73) says that the six personality types of a person will be explained as follows:

1. Realistic Type : a personality type that prioritizes a person preferring activities that require the operation of objects, equipment, machines, and animals, which are clear, regular or systematic . Dislikes relief or educational activities. Emphasis is on increasing the ability to handle objects, animals, tools and engineering equipment, while neglecting

social and educational abilities. Independent in mechanical and motor skills, and incompetent in social skills in interpersonal relationships. Pay attention to real things, Such as money and power. Its characteristics are practicality, stability and consistency. May like it better technical skills and work. The direction of career choice in the Realistic personality type is a job in the form of an engineer, pilot or police officer, Satpol PP

2. Investigative Type : personality type that can be seen that a person prefers and likes activities that require observation, Unlike persuasive social and cultural activities, The symbolic, systematic and creative study and cultural phenomena are carried out understand and control these phenomena over. The direction of choosing a career in the investigative type is chemist and physicist.
3. Artistic Type : the type that can be seen that someone likes ambiguous, free, and unsystematic activities to create art products, such as painting, drama, and prose. Dislikes systematic, regular and routine activities. The artistic abilities have been developed, while the conventional, systematic, and clerical skills have been neglected. Art careers typically include painting, writing, acting, and sculpture. The direction of choosing a career for this personality type is as designer, dancer, editor and graphic designer.
4. Social Type : The personality type of someone who likes activities related to other people, such as Help, teach, or offer help. Dislike routine and systematic activities involving objects and materials. Social competence is often developed, while manual and technical matters are neglected. Think of yourself as capable of helping and teaching others, and attach great importance to social relations activities. Some of its characteristics are cooperative, friendly, persuasive and careful. Social work includes teaching, consulting, and social welfare work. The direction of choosing a career in the social type is such as educator, consultant, health or other social work.

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5. **Enterprising Type** : The personality type of people who like to manipulate the activities of others for financial gain or organizational goals. Dislikes systematic, abstract and scientific activities. Leadership, persuasion, and supervisory skills have been developed, while scientific abilities have been neglected. Sees himself Proactive, popular, confident and able to lead. Political and economic success is highly valued He is characterized by ambition, dominance, optimism, and sociability. The direction of choosing career on personality types Enterprising such as sales person, lawyer, judge and hotel manager.
 6. **Conventional Type** : The personality type of someone who prefers activities that require explicit, regular, and systematic manipulation of data in order contribute to organizational goals. Don't like uncertain, free and unsystematic activities. Competence is The symbolic, systematic and creative study of physical, biological and cultural phenomena. The direction of career selection in conventional personality types is secretary and bank teller.

Holland has identified six personality types characterized by career preferences. Holland said that the work environment can also be classified according to the same criteria (Jigau, 2007:29). Therefore, the choice of career will depend on the priorities of the six areas of human activity. Holland expresses his views that are rooted in psychological differences, the main ones being research and measurement of interests, and habits that study personality types (Winkel, 2005:634). These two influences led Holland to hypothesize that people with different interests and working in different environments are actually people with different personalities and life experiences (Winkel, 2005:634).

According to Holland (1985) personality type has a relationship Compared with other types, the reality type is close to the survey type on the one hand, and close to the conventional type on the other hand. (the correlation is 0.46 and 0.36), the correlation with the social type is 0.21 (Osipow, 1983: 83). Art type is closely related to survey type and social type

(correlation coefficients are 0.34 and 0.42, respectively), but it is far from the conventional type, so the correlation coefficient is 0.11. If this situation is included in the scale measure, this situation cannot be precisely adapted to the hexagon, it is more like an experiment in Holland connecting the two (Osipow, 1983:90).

4. Conclusion

A person's personality influences in determining career choices. The choice of a career in a person will help in making decisions about where and what field of their career will be. Often someone feels confused in determining career choices in a job that will be carried out in the future. According to Holland (Osipow, 1983:84) the basic concept of a person's personality is the result of genetic and environmental influences. Actually, a person already has talent, interests according to their existing career, but they are not yet able to know themselves deeply. Everyone should know their inner personality, what advantages they have and then develop them so that they can know where their career will go.

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