

## **STUDENT'S CAREER PLANNING STABILIZATION WITH TRAIT AND FACTOR THEORY**

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### **Abstract**

*The purpose of writing this scientific article is to find out how to strengthen students' career planning using trait and factor theory, where students find out the right career planning for them using trait and factor theory. Trait-Factor theory is a view that says that a person's personality can be described by identifying a number of traits, as far as the results of psychological testing measuring each of the personality dimensions are seen, trait and factor theory prioritizes student traits and personalities in matching the right choices for students. It is hoped that the student's career choice with the character and personality will be able to strengthen his career planning.*

**Keywords**– Career Planning; Trait And Factor Theory; Student

## **1. Introduction**

Student career planning is a step that must be taken by the student to strengthen his career planning in the future, where these steps must be appropriate and relevant to what career choice he chooses. Apart from all that, strengthening student career choices is very suitable by using this trait and factor theory where students can see how the personality of the student is in order to determine the direction of future career choices, for example by using tests, the tests carried out are such as personality, interest and talent to know the nature and personality of students with the career he has chosen. The test is also useful for overcoming the confusion that students have about their career choices, with this test students can match their character and personality with the career they have chosen so that the student is also able to solidify his career planning perfectly and can carry out his career well in the future.

Early theories that emerged for counseling and career development were called trait factors. The fundamental thing for nature and factor counseling is the assumption that individuals seek to use self-understanding and knowledge of their own skills as a basis for developing their potential ( Gibson & Mitchell, 2011: 45).

## **2. Method**

This article discusses the Stabilization of Student Career Planning with Trait and Factor Theory. The type of this research method is the analysis of literature review (literature research). This article will describe the analysis of scientific journals that are relevant to the discussion that has been selected, and the subtopics discussed in this article are about how to discuss career planning, discussion of good trait and factor theory. it is in the form of understanding and explanation then how its characteristics and strengths and weaknesses in the trait and factor theory and how to apply the trait and factor theory to strengthen student career planning in the future which will be discussed in the discussion below.

## **3. Result and Discussion**

### ***Carrer Planing***

Every individual certainly has a career plan in his life, where career planning is a process where individuals can identify and take steps to achieve a career goal. After he is able to direct, he will have to be able to plan his future career, in the career planning process a person will gain knowledge about the potential available to him, which includes skills, interests, knowledge, motivation and characteristics that will be used as a basis in career selection. This is supported by the opinion of Parsons (Winkel & Hastuti, 2004: 626-623) who formulates career planning as a process that is passed before making a career choice. So each individual will always go through the career planning process first before selecting various career alternatives that will lead to career decisions to be achieved.

The tasks of adolescent career development are to have an understanding of careers, seek information, attitudes, be responsible for career decisions, be able to make planning, make decisions, and have skills or competencies related to the career they choose (Komara, 2016) . Career planning is a process by which individuals can identify and take steps to achieve their career goals. So that in the end individuals can determine career choices ( Mondy in Susilowati, 2012) what is meant by career planning is that individuals take steps regarding their career choices, the steps taken by individuals must be relevant to the career they choose. Some things that must be considered by someone when they want to have a career in a certain field, namely:

- a. Understand the career decision-making process, taking into account psychological and sociological factors, Readiness in making career decisions, Aspirations and Perceptions
- b. Self-understanding
- c. Knowledge about career, which involves things such as tasks that must be done in a type of job, job requirements, education, special training or training.
- d. Considering alternative career choices and their impact both physically, intellectually and emotionally.

- e. Choose, plan and act to achieve the desired career choice (Splete & Pietrofesa in Fatmawati, 2015)
- f. There are several things that are individual steps before establishing career planning, namely individuals preparing several things both internally and externally. Internally the individual must take steps to prepare psychologically and sociologically from the individual, externally the individual must take steps such as attending special training or training. Furthermore, ( Simamora, 2011: 504) suggests that career planning (career planning) is a process where individuals can identify and take steps to achieve career goals. Career planning involves identifying career-related goals and preparing plans -plan to achieve these goals In the career planning process the individual will gain knowledge about the potential that exists in oneself which includes skills, interests, knowledge, motivation, and characteristics used as a basis in career selection which is then followed by determining the stages to be able to achieve a career already selected.

From some of the opinions above, it can be concluded that career planning is a step that must be taken by someone who is something to prepare for a career in the future. In taking career planning and career stabilization, it is necessary to take steps in planning one's career that are supported by effort and prayer so that if everything goes hand in hand and is planned properly and perfectly, the results that will be obtained will be even better.

### ***Theory Trait and Factor***

Trait and Factor Approach according to the dictionary of terms of counseling and therapy, is a counseling approach from Minnesota, also known as directive counseling or counselor centered, has a basic view that human personality is a system of interdependent characteristics and factors. For example abilities, interests, attitudes and temperament; counseling aims to facilitate the perfect development of all aspects through advancing self-understanding and understanding of the environment, so that individuals can manage themselves and the environment optimally ( Wikarta & Nursalim, 2009) , What is meant by a trait is a characteristic that is unique to a person in thinking, feeling, and behaving, such

as intelligence (thinking), compassion (feeling), and aggressive (behavior) (Diana, Sedanayasa, & Suranata, 2014). Each individual has unique characteristics in thinking and feeling to solve the problems that the individual is experiencing. The existence of a factor as a balance of traits makes the individual will increase individual characteristics in solving the problem.

Trait factor counseling (Adi, 2013) aims to invite individuals to think about themselves and be able to develop ways to get out of the problems they face. Therefore, in general, trait and factor counseling aims to assist clients in self-clarification, self-understanding, self-acceptance, self-direction and self-actualization (Tarsidi , 2007)

The characteristics of clients in trait and factor counseling can be explained as follows: 1. Unable to correct their shortcomings, disabilities, and limitations. 2. The growth and integration of personality is hampered 3. The client is unable to face, explain, and solve his problems (Tiarasani, 2012).

Understanding Trait and Factor Theory in trait language is defined as the nature, characteristics of an individual, while factors mean types, certain conditions possessed (Zeni, 2016). Trait and factor are the characteristics of the individual and factors are the specific types and conditions that individual has. Traits with factors are related to each other, when discussing traits automatically there are factors associated with it. The trait-factor approach considers personality as a system or factor that is interrelated with one another, such as skills, interests, and attitudes (Surya, P in Putra, 2015). A person's personality also determines a person's tastes, interests and attitudes towards something he likes, including career choice.

From some of the explanations above it can be said that individuals have several stages in solving the problems they are experiencing, based on the assumptions described in the trait and factor approach, this is reinforced by the concept of Frank Parsons (in Novitasari, 2013) showing three steps that must be followed in decision making. individual career ie :

- a. A clear understanding of the brain's abilities, talents, interests, various strengths and weaknesses, as well as other characteristics.

- b. Knowledge of all the requirements that must be met in order to achieve success in various fields of work, as well as about remuneration and opportunities for advancement in all fields of work.
- c. Think rationally about the relationship between the two groups above.

The advantage of this theory is that it helps someone develop their own talents in choosing their career in the future. While the weakness of this theory is that too many considerations are emphasized on objective data, excessive use and belief in this data is not possible due to the limited reliability, validity and completeness of the data (Dharsana in Santi, Suranata, & Dharsana, 2014).

The weakness of this theory is that there is less attention to the role of the close family which influences the series of children's choices by expressing hopes, desires and giving cost-benefit considerations while pointing to family traditions, economic demands, and financial capacity (Pervin, 1994). It is not realized that the qualifications required to achieve success in a field of work / study program can change during the years to come (Wiggins, 1996).

#### ***Application of Trait and Factor Theory to Strengthen Student Career Planning***

Trait and Factor theory in its approach both to the counseling process and client's problem solving, rationally, logically, and intellectually, but the basis of philosophy is not rationalism. This theory is closer to empiricism, which has an optimistic view, that even though humans have been equipped with innings, it is not decisive ( Sayekti, 1998)In this case, the use of trait and factor counseling services is a counseling style that emphasizes self-understanding through psychological testing and the application of that understanding in solving various problems faced, especially those concerning the choice of study program and or field of work (Winkel in Rachmayanie, Sulistiyana, Sari , & Cintya, 2016). This trait and factor counseling is used if the client feels confused in determining the major and job that suits his interests and talents, that confusion becomes a problem in the client's life so that the counselor applies the trait and factor.

The task of trait and factor counseling is to help individuals gain progress in understanding and managing themselves by helping them assess their own strengths and weaknesses in self-activity with changes in the progress of life and

career goals. Counseling is carried out by helping individuals to improve their deficiencies, disabilities and limitations; and helps the growth and integration of personality. In a counseling relationship, individuals are expected to be able to face, explain and solve their problems ( Sholihin, 2015). From this explanation, it is clear that Trait and Factors help the counselee to solve the problem of confusion he is experiencing, especially in determining a career and for that trait and factor can help the counselee in making progress in his life by inviting the counselee to know his strengths and weaknesses through psychological testing and understanding in solving problems regarding confusion in determining majors and careers.

Trait-factor counseling can be described as a style of counseling that emphasizes self-understanding through psychological testing and the application of that understanding in solving various problems encountered, especially regarding the choice of study program/field of work (Mahfud, 2016)

From some of the opinions above, it can be concluded that in order to strengthen career planning, students must be able to plan their next steps and must be able to overcome the psychological confusion they experience, as a counselor, they must be able to provide assistance to students to overcome their confusion by conducting various tests to determine their personality such as personality test, interest and aptitude test to determine the traits and factors in terms of student personality. This trait and factor can be used by the counselor if the client is confused in solving the problem he is experiencing and the trait and factor is used according to the characteristics that are in accordance with the problem experienced by the client. Being a counselor or counseling teacher has a duty to help students who are assisted is to help students adjust their career choices with their personalities, so that the determination of career planning will be good and good for these students in the future and by using trait theory and this factor students can choose and find his career path well.

#### **4. Conclusion**

In the article explains that in SD it is very necessary for BK services in helping students so that they are able to solve problems and develop their potential. In addition, BK teachers also help class teachers to provide guidance and services to elementary school students, so that Guidance and counseling services can be maximized. For that in development The BK program in schools is the basis of the BK implementation and services carried out by BK teachers, for that a program must be made properly and adapted with the needs of students (need assessment). The program that is designed to be in accordance with the stages of the BK program design in schools will have a positive effect on students later, both in terms of learning outcomes and from a social perspective.

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