

**EFFORTS OF GUIDANCE AND COUNSELING SERVICES IN
OVERCOMING DIFFICULTIES OF CAREER PLANNING STUDENTS
CLASS XI IPA 5 SMAN DARUSSHOLAH SINGOJURUH ACADEMIC
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Heribertus Wicaksonom^{1a}, Devani Rosalina S^{2b}, Ratna Wulandari³

¹²Department of Education and Citizenship Banyuwangi, PGRI University

devanirosalinas23@gmail.com

heriwicaksono014@gmail.com

(*) Corresponding Author

heriwicaksono014@gmail.com

Abstract

Career planning is a learning process to prepare for future career choices by fostering careers and education in accordance with self-understanding and interests that must be taken in preparing to enter a career (job and position) and achieve career goals (dreams). Career Counseling is a process of assistance, service, approach to individuals so that they can identify and plan careers/advanced studies after graduating from school. The purpose of this study was to find out what factors caused the students of class XI IPA 5 of SMAN Darussholah Singojuruh to find it difficult to plan a career and to make efforts to help students who had problems planning a career. This research is a type of experimental quantitative research. Data was collected by using a *one group pretest posttest*. The pretest was given before the treatment, then the respondent was given treatment with Classical Guidance, then continued with the Post Test. The results of this study were analyzed through the IBM SPSS application and showed that the significance value before treatment was 35% while the significance value after treatment was 70%. This means that the treatment given by the author has the criteria of "Good" based on Likert Scale intervals. Therefore, 30% of these students need to be given special treatment in planning their careers after graduating from school having the criteria of "Good" based on Likert Scale intervals

Keywords: *Career Planning; High school student; Career Counseling*

INTRODUCTION

At the high school level, students are in a career preparation period, which is a period where they are faced with many career references to select which one is better according to self-understanding and career options. In order to carry out these career options, a student applies them by making career decisions (Dr. Hartono, 2016). Career planning is an important aspect that must be possessed by students in deciding further studies that match the talents and interests of students. Career planning is a technique to support students in selecting a career field that matches their abilities, so that students deserve to be successful in their work. Selection of career targets, taking into account opportunities, opportunities, obstacles and career choices to achieve the desired career goals that match the talents, interests and abilities of the students (Komara, 2016).

Aspects in making career decisions include personal preparation, knowledge/information about oneself and the world of work, understanding oneself and the world of work and realistic reasoning regarding the relationship of information, preparation, knowledge, and explanations related to careers (Vatmawati, 2019). The objectives of making career decisions for students or counselees are: (1) To determine career choices that are in accordance with their potential; (2) as the basis for choosing a major or study program at the higher education level; (3) realizing self-development in academic aspects, professional aspects, as well as values and attitudes that support career development; and

(4) to obtain a career position that can prosper their lives in the future

. Before choosing a career, students must prepare several things, including understanding themselves, especially potential in terms of interests, abilities, talents, attitudes and aspirations, understanding various types of work, and being able to overcome the barriers found so that students can ultimately make decisions about the future and find a career for the life to come. Some students choose career plans only according to their own desires, without considering their abilities, some students even leave their career choices to their peers or others (Purnamasari, 2017).

Career problems are one of the types of problems that are often faced by students. Some questions that often arise, such as how to prepare for the future, what kind of education should be taken to get the ideal job, and how to get the job. This situation is a difficulty faced by adolescent students in planning a career, which affects the process of making career decisions in the future. This difficulty can also be caused by a lack of information, such as the required requirements and interests related to career choices. That's why career information services are needed by students (Hendra, 2018).

Based on the results of observations and interviews conducted with one of the BK Teachers of SMADA 23 January 2021, it can be described that the career planning problems experienced by Darussolah Senior High School students are: confusion in recognizing their potential, doubts in making career decisions, and anxiety about economic factors, abilities self, and preparation within oneself to plan a career. The BK teacher at SMAN Darussolah has provided an overview of the preparation of career planning to students since grade 11, such as distributing pamphlets or brochures containing information on State Universities and Private Universities, providing input and motivation to students, directing students' career planning according to their majors, and provide information about institutions that accept high school graduates to students who want a career without going to college. However, this is not enough for students considering that some of them still experience some problems in planning their careers after graduating from school. That's why career guidance for high school students is very necessary

. Career Planning.

Understanding Career Planning Career

planning is a student activity that can guide students to make decisions about their future careers. Career planning activities include understanding career information, discussing future career plans with adults, participating in courses that help make career decisions, participating in extracurricular activities, and participating in training or tutoring activities. If students have completed the career planning activities above, then they can be said to have mature career planning (Aisah Siti, 2018).

The demands of career planning for each individual are basically determined by the existence of an instinct to live and the urge to develop themselves. Life is an absolute necessity for everyone that must be met by continuously developing themselves. The self-development includes; talents, interests, character, abilities, qualities, and attitudes. To achieve all that, it is important to have a career plan (Dr. Hartono, 2016). However, in its development, not all teenagers plan their education well. So that there are still many high school graduates who are confused about filling out registration forms to determine majors in higher education or further studies, so they choose majors carelessly and not based on careful planning by adjusting their potential, higher education or further study. so that they choose their majors carelessly and not based on careful planning by adjusting their potential.

Career Planning Objectives Career

planning objectives are as follows:

- a. Gain self-awareness and understanding.
- b. Achieve individual fulfillment.
- c. Prepare to get a job with a suitable position and salary
- d. Business effectiveness and time utilization.

Students should be given professional direction with the aim that they can determine

their future and find out what kind of work is suitable for them (Rambe, 2018).

There are several factors that hinder individuals in planning a career, including; life values, intelligence level, special talents, interests, traits, personality traits (open, closed, flexible, cheerful, easily nervous, pessimistic, etc.), knowledge, physical condition, society, family socioeconomic status, school education, association with peers, and the demands attached to each individual.

Career Counseling

Guidance Career Counseling

Guidance is a process of assistance provided by counselors to students or counselees as groups or individuals, with the aim that students or counselees can achieve self-understanding, career understanding, can gain independence in making career choices, and can achieve and maintain the chosen career in social life (Dr. Hartono, 2016).

Guidance and counseling services cover four areas, namely the field of personal guidance, the field of social guidance, the field of study and the field of career that are tailored to the level of student development. To assist students in developing themselves ideally so that they can plan career achievements as a professional formation according to their capacities.

Career Information

Service Definition of Career Information Service Career

information service is a service that allows students to receive and master various information, including; information on learning, association, career, and further learning. Career information services are provided to equip students with knowledge and explanations about various things that are useful for self-identification, designing and improving the pattern of life as students and the community, so that the explanations obtained through career information are used as reference material in increasing learning activities and achievements, increasing aspirations. - ideals in implementation of daily life as well as in decision making (Hidayati, 2015).

Purpose of Career Information Services

Specifically, the objectives of career information in career guidance services in schools are as follows:

1. So that students have adequate information, both information about themselves and information about the environment, and assistance to make the right career choices.
2. Develop individual skills related to personal values and other influences on career choice.

Classical Guidance

Definition of Classical Guidance Classical

guidance is a guidance service provided to students in a number of class units or a guidance service provided by a counselor to a number of students in a class unit. There are also goals and benefits of classical guidance services, namely to design study completion activities, guide future career and life growth, increase students' abilities and strengths to the maximum, help students familiarize themselves with their environment, and help students solve their problems in solving problems. learning to achieve success in achieving learning goals (Fatimah, 2017).

Objectives of Classical Guidance The

objectives of classical guidance include, among others, designing study completion activities, career growth for life in the future, increasing all abilities and strengths they have to the maximum, familiarizing themselves with the learning environment and society. The steps in classical guidance, namely; provide understanding to students, determine trends in the need for classical guidance for students / counselees based on the results of student understanding, sort out appropriate procedures and methods for providing classical guidance, prepare tools for activities in providing classical guidance according to needs, evaluation, and follow-up (Aminuddin, 2017).

- The steps of classical guidance in this study, among others:
- a. Preparation
 - Prepare the topic of classical guidance material. The classical guidance material in this study contains the definition of career planning and university references.
 - Develop a plan for implementing classical guidance services using systematics in RPL format
 - . Determine the schedule for implementing classical guidance
 - b. Implementation
 - Carrying out classical guidance services according to the schedule and materials that have been prepared
 - Recording events or things that need improvement or follow-up after classical guidance services are implemented
 - Documenting the implementation of classical guidance services
 - c. Evaluation Evaluating
 - the process of classical guidance services
 - . Evaluating the results of classical guidance services that have been given

RESEARCH METHOD

This research uses experimental quantitative methods. Quantitative method is a method that requires a lot of use of numbers, starting from the collection of information, understanding the information, and the appearance of the results. Likewise in the conclusion session, research with this method would be better if it was accompanied by photos, tables, graphs or other displays. Experimental Quantitative Method is a quantitative research method used to identify the effect of the independent variable (*treatment*) on the dependent variable (outcome) in controlled conditions. The situation is controlled so that there are no other variables (other than the treatment variable) that can affect the dependent variable.

Population is a generalization area consisting of objects/subjects that have certain qualities and characteristics determined by the researcher to be studied and then drawn conclusions. According to a statement from the BK teacher, the implementation of career planning at SMAN Darussholah has been carried out since class XI. Unlike in other schools that carry out career planning activities when entering class XII. That's why the population in this study were class XI students of SMAN Darussholah Singojuruh for the 2020/2021 academic year.

The sample in a study can be used as a data collection tool. The data can be seen as accurate or not depending on a sample that has been obtained in a study. The sample is part or representative of the population to be studied. The sampling method in this research is by *Random Sampling*. This method is a method of taking samples from the population at random without regard to the existing strata in the population.

sampling technique used in this research is *purposive sampling*. *Purposive sampling technique* is the technique of taking data based on considerations to achieve a specific target or focus. The purpose of this technique is to sort out or to determine a sample in the study based on criteria specifically determined by the researcher.

The type of sample in this study is a homogeneous sample. Homogeneous samples focus on one particular group or the same group (homogeneous). The characteristics in this sample were chosen because they have similarities or the same characteristics.

Class XI IPA 5 consists of 36 students consisting of 15 boys and 21 girls. To determine the sample, the researcher categorizes the average number of scores from students who have almost the same score. And from 36 students of class XI IPA 5 there are 15 students who meet the criteria. The criteria are, 15 students come from the same class and class. Namely class XI IPA 5 for the 2020/2021 academic year, and has almost the same level of ability, which is seen from the average score of 80-83. So, the sample in this study was 15 students of class XI IPA 5 SMAN Darussholah Singojuruh for the 2020/2021 academic year.

Variables are everything in any form determined by the researcher to be studied so that information is obtained about it, then conclusions are drawn. In this study, there are 2 variables, namely Variable X is Career Planning, and Variable Y is Career Guidance.

Data collection was obtained from observation, interviews, documentation and triangulation. The data collection technique used in this research is to use observation, interviews, and questionnaires.

The data instrument used in this research is a questionnaire in the form of a scale, namely a series of levels, levels, or values that describe variations in the degree of something. The type of scale used is a *Likert scale*. The type of *Likert* in this study is using an interval scale. The interval scale is defined as a quantitative measurement scale where the difference between two variables is significant. In other words, the variable is measured in actual and not as a relative way.

Implementation of Career Counseling at SMAN Darussholah Singojuruh

Based on the author's interview with one of the BK teachers at SMAN Darussholah Singojuruh, Mrs. Sudartik, she stated that the number of BK teachers at SMAN Darussholah Singojuruh was 3 people. Each still holds the responsibility of each generation. The BK implementation at SMAN Darussholah Singojuruh is carried out every 1 hour 1 time a week. Counseling teachers provide several materials with different themes every hour such as about juvenile delinquency and its effects and effects, about drugs and their effects and effects, social anxiety and its effects and effects, also provides approaches to career planning after graduating from school.

Career Counseling Guidance provided at schools includes information on admission to State/Private Universities, information on SNMPTN, SBMPTN, Service selection, etc. According to Mrs. Sudartik, graduates from SMAN Darussholah Singojuruh prefer to continue their careers in the world of work without studying at PTN/PTS. There are many alumni from SMAN Darussholah who continue their careers after graduating from school by becoming flight attendants, tour guides, cruise ship employees, and some who continue to study religion at Islamic boarding schools. Only 45% of Darussholah SMAN graduates are interested in continuing in the world of lectures

. Data Analysis

This research was conducted at SMAN Darussholah Singojuruh with a total of 15 students from class XI IPA 5 for the 2020/2021 academic year. The results of this study used several tests such as *Paired Sample Correlation*, experimental linear regression, homogeneity test using *Levene test*, and normality test using *the One-Sample Kolmogorov-Smirnov Test*. The experimental linear regression test was used to test the effect of one independent variable on the dependent variable. Normality test using *the Kolmogorov-Smirnov Test* is used to determine whether the residual value is normally distributed or not. Homogeneity test is used to find out that two or more groups of sample data come from populations that have the same variance (homogeneous). And the *Paired Sample Correlation* is used to show whether there is an effect on the differences in the treatment given to each variable or not.

Some of these data testing techniques were tested through the *IBM SPSS Statistic application (Statistical Package for the Social Sciences)* version 19. After conducting several tests, the following data results were obtained:

Discussion of Research Results

As mentioned in chapter 3 in the method of determining the sample, the 15 samples included in the categories/criteria that have been determined by the previous author were collected into one via whatsapp group. This was done due to the current state of the Covid-19 pandemic that is still hitting Indonesia. Face-to-face schools still cannot be implemented. So this research was conducted through online messages.

Based on the statement from the BK teacher, the implementation of Career Counseling in schools for now is only limited to spreading information through whatsapp groups/online by giving some pamphlets/brochures to students. Prior to the COVID-19

pandemic, the implementation of Career Counseling in schools also involved students directly. Since grade XI, SMAN Darussholah has prepared its students to plan a career after graduating from school. Before determining the career decisions that students will choose, the BK teacher first provides information on PTN/PTS or similar institutions to students. The BK teacher also provides SBMPTN questions to students. After that, students are asked to fill in their career choice data in the format of Name, Choice of PTN/PTS or similar institutions, and majors. Students are directed to fill out a maximum of 3 of each of the further study options and majors. If the student has met the requirements above, then the BK teacher provides an approach to students by providing motivation and direction to take guidance, private lessons, and extracurricular activities. The hope is that students can solidify their career choices after graduating from school. However, if there are students who are still unable to determine their career plans, the BK teacher provides special assistance to related students by digging deeper information about the student as well as making home visits if needed. The visit was conducted to observe what are the inhibiting factors of students in planning their careers. Whether it's in terms of family or from the economy. If there are students who have difficulty planning a career due to minimal economic conditions, the BK teacher provides information about scholarships that can be taken by students who want to study. The BK teacher also provides information on where the course is to students who want to work immediately.

Because currently schools are still conducting online learning, students experience problems in planning their careers after graduating from school. Communication with BK teachers through social media is still not helpful for students to plan their careers. Students are only given information without any follow-up approach/motivation directly from the BK teacher. That's why many students are currently experiencing difficulties in career planning.

Prior to treatment with Classical Guidance, 15 students of class XI IPA 5 SMAN Darussholah Singojuruh for the 2020/2021 Academic Year, had difficulty planning careers after graduating from school. This is known through the results of simple interviews and *pre-test* given by the author. Judging by the final results of the *pre-test*, it can be seen that many students still do not have an idea about further studies after graduating from school.

Based on the results of the questionnaire indicators made by the author, it can be seen that the inhibiting factors of career planning for class XI IPA 5 SMAN Darussholah Singojuruh students include: Students have not been able to plan a career after graduating from school, students do not have a picture of ideals that are in accordance with their abilities, students lack information about strategies for entering further education, students are less interested in taking tutoring/private lessons for further studies, students feel confused in determining further studies according to their abilities, and students do not know the various types of advanced studies that can support a career

the author gives treatment with Classical Guidance. In this classical guidance, the author provides material on what is a career, what is career planning, and also tips on career planning, a list of study programs, and a list of job opportunities that can be a guide for students to choose further studies after graduating from

school *universities* Based on the final results of the *post-test*, it is known that as many as 70% of these students (based on SPSS data input) experienced an increase in which they already had an overview of career planning after graduating from school. This shows that the treatment given by the author has succeeded in providing an improvement in career planning for class XI IPA 5 students at SMAN Darussholah Singojuruh. That is, 30% of these students need to be given special treatment in planning their careers after graduating from school

CONCLUSION

Theoretically, career planning is a student activity that can guide students to make decisions about their future careers. The demands of career planning for each individual are basically determined by the existence of a life instinct and an urge to develop themselves. Counseling teachers are responsible for optimizing counseling services that must be provided to students as a form of assistance in solving problems, one of which is career

counseling guidance services and further study information services need career information services to assist them in making career choices/advanced studies after graduating from school. These career information services include, among others, identity for further studies (University/High School/Institute, etc.), strategies for determining careers, exploring potential to support students in planning careers, etc.

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