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THE PLAN OF A CAREER PROBLEM-BASED GUIDANCE AND COUNSELING SERVICE PROGRAM AT TENTH GRADE OF SCIENCE CLASSES OF SMAN 12 PADANG

RANCANGAN PROGRAM PELAYANAN BIMBINGAN DAN KONSELING BERBASIS PERMASALAHAN KARIR PADA ANAK SMA KELAS X IPA SMA NEGERI 12 PADANG

Sesi Nofridayati¹⁾, Besti Nora Dwi Putri²⁾, Suryadi³⁾

¹STKIP PGRI Sumatera Barat, Guidance and Counseling
email: sesicaniago@gmail.com

²STKIP PGRI Sumatera Barat, Guidance and Counseling
email: bestinora2187@gmail.com

³STKIP PGRI Sumatera Barat, Guidance and Counseling
email: suryadies1@gmail.com

Abstract

This research is motivated by students who do not understand what a career is, there are still students who do not understand a career, there are still students who have not been able to choose their career or their future, and there are still students who do not know how to achieve a successful career. The objectives of this study are: 1) to describe the career problems of senior high school students, 2) to design a program of guidance and counseling services based on career problems of senior high school students. Then, this research uses descriptive quantitative method. Furthermore, the population in this study amounted to 199 students, and the sample of this study was 67 students at tenth grade of science classes, this research taken using simple random cluster sampling technique. The instrument used by researcher was a questionnaire. Meanwhile, for data analysis is using percentage classification. On the other hand, the results of research on career problems for senior high school are in the high category and make a program of the form of guidance and counseling services, namely information services, group guidance services, consulting services, and bibliotherapy services. This research is recommended to tenth grade of science classes of SMAN 12 Padang.

Keywords: Career Problems

Abstrak

Penelitian ini dilatarbelakangi adanya peserta didik yang masih belum memahami apa itu karir, masih ada peserta didik yang belum peduli dengan karir, masih ada peserta didik yang belum bisa memilih karir atau masa depannya dan masih ada yang belum tau bagaimana cara meraih karir yang sukses. Tujuan penelitian ini adalah 1) Mendeskripsikan apa saja permasalahan karir anak SMA, 2) Membuat Rancangan Program Pelayanan Bimbingan dan Konseling berbasis permasalahan karir anak SMA. Penelitian ini dilakukan dengan menggunakan metode deskriptif kuantitatif. Populasi pada penelitian ini berjumlah 199 peserta didik dan Sampel penelitian ini sebanyak 67 peserta didik pada kelas X IPA diambil dengan menggunakan teknik simple random cluster sampling. Instrumen yang digunakan yaitu angket. Sedangkan untuk analisis data menggunakan klasifikasi persentase. Hasil penelitian tentang permasalahan karir anak SMA berada pada kategori tinggi dan membuat sebuah program bentuk layanan bimbingan dan konseling yaitu layanan informasi, layanan bimbingan kelompok, layanan konsultasi dan layanan biblioterapy. Penelitian ini direkomendasikan kepada peserta didik Kelas X IPA SMA Negeri 12 Padang.

Kata kunci: Permasalahan Karir

1. INTRODUCTION

Education is the process of advancing one's dignity and elevating humans from ignorance. With education, in addition to finding knowledge in thought process, new experiences will also be obtained, all of which will help human efforts to develop the quality of life, whether they become adults or become children of the nation. A category of Indonesian society that aims to develop the whole Indonesian people. Humans are the first force of development and development goals (Hamdani, 2012: 15). According to Prayitno and Amti (Hamdani, 2012: 97), in education there is a service for school members, namely the Guidance and Counseling service that has formally entered schools, namely by including these services in the 1975 curriculum which are valid for elementary, junior high and high school levels. In 1984, the existence of Guidance and Counseling was further confirmed. Senior High School (SMA) students are generally aged 16 to 19 years and are in the phase of adolescent development. The adolescent phase is the developmental transition phase between the childhood phase and the adult phase which has major changes in physical, cognitive and psychosocial conditions. Piaget states that high school students are in a formal operational cognitive development phase (Papalia, et al 2008: 534).

Andrey (Kaswan, 2014: 14-15) says that career is "individual work history, sequences of and patterns in occupations and work positions, and upward progress in an occupation or in lifegenerally". Kaswan (Sinambela, 2017: 252) says that a career is a job that results from training and education that has been obtained over a long period of time. (Ball, 1997: 25) says that a career is a series of jobs in which there is an attitude of great responsibility and higher pay. Furthermore, Farlex (Hartono, 2016: 139) said that career is the general progression of your working or professional life. Career is a general progress regarding work or professional life. Super (Osipow, 1983: 161) describes the components of career maturity as follows:

1. Career choice orientation, which is the phase of attention seen by a person in career cases and their effectiveness in utilizing careful information origin in their relationships and in the formation of career decisions.
2. Information and planning, namely information that a person has regarding career choices, the specific stages of career choice programs and the phase of participation in career planning activities.
3. Consistency, namely consistency in the field of career choice, consistency in the career choice phase, and consistency in the career choice of the family.

4. Character crystallization, which has several indicators, namely career interest, attention to career abilities, career independence, and tolerance for career planning responsibilities.
5. Career choice policies, namely the relationship between a person's competence and career choices, interests with career choices, and activities with career choices.

Winkel & Hastuti, (2006: 623) suggest that the development of career understanding is broader than traditional. In the 1950s understanding was more focused on the occupational aspects concerning the transition from school to work. The aspect that is determined is the involvement of individuals in their work because the person concerned has prepared themselves to hold the job and obtain personal satisfaction, but their involvement is still limited during working hours. Winkel & Hastuti, (2006: 624) say that the way of career development is individual and results from many factors, for example: psychological, sociological, cultural, geographical, educational, physical, economic and open opportunities. This factor is what influences someone in career development. Wolfe and Kold (Manrihu, 1988: 49) say that individual career development does not only cover achievements but includes the entire life of the individual, namely the whole personality, needs, capacities, and potentials and understandings. Donal Super Winkel & Hastuti, (2006: 631) said that career development is a way that includes many factors that exist in a person and also in the environment, all of which interact with one another to create a way of individual career development. According to Winkel & Hastuti, (2010: 623), the word occupation emphasizes the aspect that individuals feel involved in their work because they have prepared themselves to hold the work and get personal satisfaction, but their involvement can still be limited by working hours. The words vocation and career emphasize the aspect that individuals see the work of a life calling which permeates all thoughts, feelings and colors the whole lifestyle without neglecting the other 2 aspects mentioned above. It can be found that the same words refer to the notions of work, for example employment, job, occupation, and career, but each word does not cover the same aspects of the meaning contained in a job. The words employment and job emphasize the aspect that individuals are busy doing something and get economic rewards for the time they spend, regardless of whether the person really feels involved in their work and sees it as non-economic personal satisfaction. Based on some of the above theories, it can be concluded that career guidance is a help service to someone in order to gain knowledge about the world of work, understand their potential, and have a description of understanding and solving career problems they face is useful for obtaining satisfaction and happiness in their life.

2. METHODS

This research was conducted using a quantitative descriptive approach. According to (Arikunto, 2010: 27) "Quantitative research, research using numbers, the beginning of collecting data, interpreting the data, and describing the results. In line with that (Arikunto, 2010: 54) explains that "quantitative descriptive research is non-hypothetical research and is not intended to study certain hypotheses. The study population was 199 students who were selected using simple random sampling with 67 respondents. The instrument used was a questionnaire. Meanwhile, for data analysis using percentage classification.

Sources of data in this study are primary data sources and secondary data sources. According to Darmawan (2013: 13) explains that:

- a. Primary data is data that is obtained directly from sources or respondents.
- b. Secondary data is data obtained from published documents or research reports from agencies or other supporting data sources.

In this study, using data sources collected in the form of primary data and secondary data. Primary data was obtained from students, such as career problems faced by students in class X IPA SMA Negeri 12 Padang, while secondary data was obtained from counseling teachers about career problems in students.

3. RESULTS AND DISCUSSION

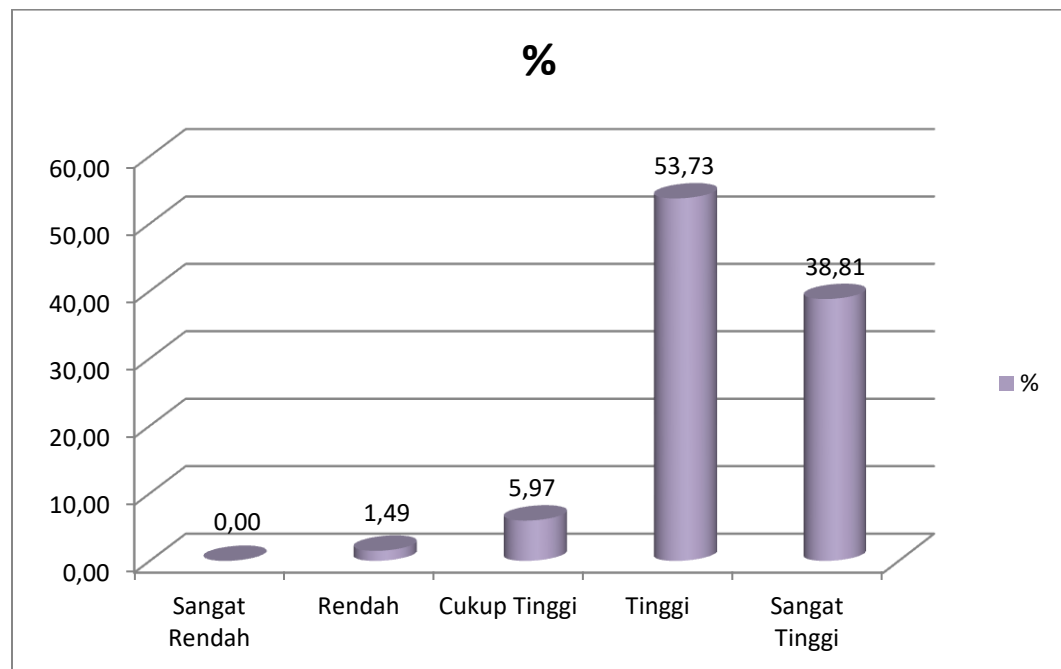
At this point, a discussion based on analysis, interpretation, research findings will be explained regarding the design of the guidance and counseling service program based on career problems in class X IPA SMA Negeri 12 Padang.

a. Overall Career Problems for High School Children

Based on the results of data processing, there were 26 students with a percentage (38.81%) in the very high category, then 36 students with a percentage (53.73%) in the High category, then 4 students with a percentage (5.97%) is in the high enough category, then 1 student with a percentage (1.49%) is in the low category, and there are no students with a very low category in terms of career problems in high school children. So the career problems in class X IPA SMA Negeri 12 Padang are in the High category with a percentage (53.73%). for more details, please see the following tables and graphs

Distribution of Frequency and Score Category of Career Problems in High School Children

Classification	Category	F	%
≤ 70	Very Low	0	0,00
71-101	Low	1	1,49
102-133	Fairly High	4	5,97
134-164	High	36	53,73
≥ 165	Very High	26	38,81
Σ		67	100,00



This means that most of the career problems of students are still high. Next will be discussed indicator:

1) Description of career problems in high school children from the Career Choice Orientation Indicator.

Based on the results of data processing there were 15 students with a percentage (22.39%) in the very high category, then 27 students with a percentage (40.30%) in the high category, then 22 students with a percentage (32.84%) is in the high enough category, then 3 students with a percentage (4.48%) are in the low category, then none of the students are in the very low category in the career choice orientation. So the career problem in class X IPA SMA Negeri 12 Padang is seen from the career choice orientation indicator in the High category with a percentage (40.30%).

According to this research, it is consistent with the theory put forward by Super (Supriatna, 2009: 39) says a term called career orientation (Career Orientation), career orientation is a general opinion about student career readiness which is expected to provide a summary and collection of what students expect in terms of career orientation.

Career orientation is a variable that falls into the dimension of career maturity. According to Super (Supriatna, 2009: 41) the career orientation referred to is the readiness of individuals to make choice, which means a person's readiness to make clear decisions. The decision in question is a decision about career. This reference is based on the assumption that career decisions occur in all life spans. In the phase of high school age children are faced with various certainties regarding careers. For example, children are required to be able to make a choice of a major after advancing to class XI and will make a decision whether to major in Science or Social Sciences.

Based on the explanation of the results of the research and theory above, it can be concluded that the need for careers for high school students is because at this time they make career choices and determine their goals.

2) Description of career problems in high school children from information and planning

Based on the results of data processing, it was found that 23 students with a percentage (34.33%) were in the very high category, then 26 students with a percentage (38.81%) were in the high category, then 17 students with a percentage (25.37%) is in the high enough category, then 1 student with a percentage (1.498%) is in the low category, then none of the students are in the very low category in terms of information and planning. So the career problems in class X IPA SMA Negeri 12 Padang can be seen from the information and planning indicators in the High category with a percentage (38.81%).

The results of this study are consistent with those suggested by Yean & Yahya (2013: 25) that the concept of career planning is an activity that makes people responsible and develops their careers. This career development effort can be done with an obvious reaction. Reactions taken consciously or deliberately to ensure and decide where to live and work in order to achieve a prosperous life by paying attention to opportunities and various alternative options (Alberta, 2007: 4).

Witko, K., Magnusson, K., Bardick, A. D., & Bernes, (2008: 81) explained that the conception of career planning is a process that must be passed by a person before they make career decisions. This is supported by the opinion of Parsons (Winkel & Hastuti, (2004: 626-623) which explains career planning as a way to go before making career choices. So a person will go through the career planning process first before selecting various career alternatives that will be ends in the career decisions that will be achieved. The Ministry of Education and Culture (Walgito, 2005: 206) explains that the conception of career planning includes things related to self-information, considering alternatives, deciding and determining the most suitable career. This process includes 3 aspects the main aspects are self-insight and understanding, insight and understanding of work, and the use of correct reasoning to be able to decide a career with certainty.

Based on the explanation of the results of the research and theory above, it can be concluded that career planning and information are a person's activities in developing a career by choosing and deciding which career to pursue by paying attention to opportunities and alternative choices.

3) Description of career problems in high school children from the consistency indicator

Based on the results of data processing, there were no students in the very high category, then 12 students with a percentage (17.91%) were in the High category, then 47 students with a percentage (70.15%) were in the high enough category, then 7 students with a percentage (10.45%) are in the low category, then 1 student with a percentage (1.49%) is in the very low category. So the career problems in class X IPA SMA Negeri 12 Padang, seen from the consistency indicator, are in a fairly high category with a percentage (70.15%).

According to the results of this study, consistent with what is stated by Robbins (2010: 41) Consistency is someone trying to align their attitudes and behavior so that they are seen as rational and consistent, this means that individuals who are consistent have an attitude that always tries to harmonize words, attitudes. and his behavior.

According to Evertson (2011: 184) consistency is to reinforce the same expectations for appropriate behavior in a certain activity throughout time and for all students, it is clear that consistent people are not affected by changes outside of themselves.

Based on the explanation of the results of the research and theory above, it can be concluded that the conception of consistency is very influential on the career choices that will be chosen later, it must be consistent with what was chosen at the beginning and that is the one chosen until the end.

4) Description of career problems in high school children from the Trait Crystallization Indicator

Based on the results of data processing, there were 23 students with a percentage (34.33%) in the very high category, then 41 students with a percentage (64.19%) in the high category, then 3 students with a percentage (4.48%)) is in the high enough category, then there are no students in the small category and very few categories in terms of crystallization of properties. So the career problems in class X IPA SMA Negeri 12 Padang can be seen from the crystallization indicator of the nature in the high category with a percentage (64.19%).

The results of this study are consistent with those proposed by (Sukardi, 1984: 63). The concept of making career decisions is a way for individuals to obey a selection of some decisions on the future agenda. For high school students, career decisions include continuing school to the highest stage, applying for jobs and opening their own business. The options above must be considered carefully because they will affect the future.

In accordance with the explanation of the results of the research and theory above, it can be concluded that the crystallization of properties is the same as affirmations or decisions which are usually in the form of conclusions related to the theory above that career decisions can be obtained from making decisions, namely how to choose alternative behaviors among several available alternatives resulting in a final decision. which is done deliberately, not coincidentally and not carelessly.

5) Description of career problems in high school children from the Career Options Policy Indicator.

Based on the results of data processing, there were 30 students with a percentage (44.78%) in the very high category, then 33 students with a percentage (49.25%) in the high category, then 3 students (4.48%) are in quite a lot category, then 1 student with a percentage (1.49%) is in the low category, and none of the students are in the very low category in terms of career choice policies. So the career problems in class X IPA SMA Negeri 12 Padang as seen from the indicator of career choice policies are in the high category.

The results of this study are consistent with those stated by Ginzberg (Munandir, 1996: 90). The progress of the conception of the career choice process has 3 standard phases, namely fantasy, tentative, and realistic. Two of them, namely tentative and realistic, are each divided into phases. The tentative phase covers the ages of approximately eleven to eighteen years (the phase of school children in middle school) and includes 4 phases, namely will, capacity, value and change. The realistic phase is the phase of the child's age at college or entering work. This phase is tiered, namely exploration, crystallization and specification.

Regarding the fantasy phase, its main characteristic is to determine the child's career at will, meaning that his will only. The choice is not based on a mature decision regarding the existing statement but according to his impression or imagination.

Super (Munandir, 1996: 90) said that work is a perception. that is, that someone has a perception and tries to carry out that perception by choosing a job, something that someone thinks is most likely to be self-expression. Based on this theory, career choice is a matching question. The theory of development accepts the matching theory (theory of self-concept), but sees that job choice is not a one-time event in an individual's life. A person and the state of his or her environment develop, and the conclusion of this career is a relationship that is made up of small decisions.

Based on the explanation of the research results and the theory above, it can be concluded that the career choice is a status or level of work and an individual position as a source of income whether it is as a main job or a part-time job.

Recapitulation of the Description of Research Results

Variable / Indicator	Total Percentage (%)				
	Sangat Tinggi	Tinggi	Cukup Tinggi	Rendah	Sangat Rendah
Career in class X IPA SMA Negeri 12 Padang	38,81	53,73	5,97	1,49	0,00
a. Orientation Career Options	22,39	40,30	32,84	4,48	0,00
b. Information and planning	41,79	38,81	19,40	0,00	0,00
c. Consistency	0,00	17,91	70,15	10,45	0,00
d. Crystallization properties	34,33	61,19	4,48	0,00	0,00
e. Career choice policy	44,78	49,25	4,48	1,49	0,00

4. CONCLUSION

Based on the results of research that has been done on career problems in class X IPA SMA Negeri 12 Padang, the results are in the high category, conclusions can be drawn, namely:

- a. Describe the career problems seen in 5 indicators, namely 1) career choice orientation is in the high category, 2) information and planning are in the high category, 3) the crystallization of traits is in the high category, 4) consistency is in a fairly high category, and 5) the career choice policy is in the high category.
- b. Designing a Guidance and Counseling service program using several services in accordance with the career problems of class X IPA SMA Negeri 12 Padang students, namely information services, consulting services and bibliotherapy services.

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