
EFFECTIVENESS OF *CAREER PLANNING TRAINING* TO HELP STUDENTS IN MAKING CAREER DECISIONS

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ABSTRACT

Career decision making is a difficult process for high school students who are in adolescence. Generally, students experience obstacles in career selection due to lack of information about careers that make it difficult for students to make choices. The purpose of the research is to develop knowledge related to *career planning* that can help in student career decision making. *Career planning* training is given to help students make career decisions based on mature knowledge and understanding, rather than trusting career choices to the wishes of people around them. The research approach used a quasi-experimental method using a *pretest* and *posttest* design. This experimental design is used to measure before treatment is given and after treatment is given to the same group. The research subjects were 72 students of SMA Negeri 4 Banda Aceh. The results showed that *career planning* training had an influence on student career decision making with a value of $0.001 < 0.05$ ($p < 0.05$), meaning that there were differences in career decision making after being given *career planner* training. This study successfully proved that the *career planner* training is effective in helping students in making career decisions after graduating from their current education. In conclusion, this training allows students to know what to do before deciding to choose a career and what to prepare to realize that career. Because so far, many students regret in the future due to choosing the wrong career.

Keywords: *Career Decision Making, Career Planning, Students*

EFEKTIVITAS *CAREER PLANNING TRAINING* UNTUK MEMBANTU SISWA/I DALAM PENGAMBILAN KEPUTUSAN KARIR

ABSTRAK

Pengambilan keputusan karir merupakan proses yang sulit dilakukan oleh para siswa sekolah menengah atas yang berada di masa remaja. Umumnya siswa mengalami hambatan dalam pemilihan karir karena kurangnya informasi mengenai karir yang membuat siswa menjadi sulit dalam menentukan pilihannya. Tujuan penelitian adalah untuk pengembangan ilmu terkait *career planning* yang dapat membantu dalam pengambilan keputusan karir siswa. Pelatihan *career planning* diberikan untuk membantu siswa dalam mengambil keputusan karirnya didasari dengan pengetahuan dan pemahaman yang matang, bukan lebih mempercayai pilihan karir pada keinginan orang disekitarnya. Pendekatan penelitian menggunakan metode kuasi eksperimen dengan menggunakan design *pretest* dan *posttest*. Desain eksperimen ini digunakan untuk mengukur sebelum perlakuan diberikan dan setelah perlakuan diberikan pada kelompok yang sama. Subjek penelitian adalah siswa-siswi SMA Negeri 4 Banda Aceh sebanyak 72 orang. Hasil penelitian menunjukkan bahwa pelatihan *career planning* memberikan pengaruh terhadap pengambilan keputusan karir siswa dengan nilai sebesar $0,001 < 0,05$ ($p < 0,05$),

artinya ada perbedaan pengambilan keputusan karir setelah diberikan pelatihan *career planner*. Penelitian ini berhasil membuktikan bahwa pelatihan *career planner* ini efektif membantu siswa-siswi dalam pengambilan keputusan karir setelah lulus dari pendidikannya saat ini. Kesimpulannya, pelatihan ini membuat siswa dapat mengetahui hal apa saja yang harus dilakukan sebelum memutuskan memilih salah satu karir serta apa saja yang harus dipersiapkan untuk mewujudkan karir tersebut. Karena selama ini, banyak siswa menyesal dikemudian hari akibat salah dalam memilih karirnya.

Kata Kunci: *Perencanaan Karir, Pengambilan Keputusan Karir, Siswa*

Introduction

Adolescence is a stage of development that occurs in human life. Adolescence is a transition period from childhood to adulthood. Adolescence according to (Santrock, 2007) is a transitional period from childhood to adulthood involving changes in biological aspects, thinking abilities and individual socio-emotional states. Adolescence is a crucial period in an individual's life because individuals at this time experience many changes. The behaviors and attitudes formed during this period can affect future development. (Setiobudi, 2017).

According to Anna Freud (Suprihatin, 2011) adolescent development involves adjustments to their psychosexual development, changes in relationships with their parents, and changes in their ideals. According to Hurlock (Setiobudi, 2017) adolescence begins between the ages of 13 years and 16 years, and adolescence ends between the ages of 16 years or 17 years and 18 years. Based on the level of education, adolescence starts from the age of 15 years to 18 years, which is usually adolescents at that age are at the Senior High School or Vocational High School level.

The developmental tasks that must be achieved by high school students are how their attitudes and behavior in responding to their environment. Career is part of the developmental tasks that need to be given more attention, students must be able to make career decisions in the future. (Abubakar, 2011). According to (Sharf, 1992) Career decision making is a stage that is carried out when making choices. According to Tideman and O'hara (Ahmad, 2022) career decision making is a decision taken based on identification of oneself and one's environment consciously and wisely. While (Gati, I., Krausz, M., & Osipow, 1996) (Gati, I., Krausz, M., & Osipow, 1996) argue that career decision making is a stage of determination carried out by selecting, comparing, and evaluating alternative options available. Some individuals may make their decisions easily, but there are still individuals who have difficulty in determining their career choices so that help from experts is needed.

Career decision making is a difficult process for high school students who are in adolescence. Individuals currently have a low level of awareness of the importance of careers in the future (Pratama

& Primanita, 2023). According to (Kazi, & Akhlaq, 2017) students experience obstacles in career choice due to lack of information about careers that make students misunderstand their career choices.

Arjanggi (2017) also proves in the results of his research that in career decision making around 44.7% of adolescents still experience difficulties in determining their career choices. This is also supported by the results of research from (Hijri & Akmal, 2017) that around 81.4% of adolescents experience career indecision.

Students in adolescence really need support from the people around them. The emotional instability of adolescents will cause individual doubts and conflicts when making important decisions for themselves in the future. (Utari, 2019). This is in accordance with decision making according to normative theory that the best career decision making is that which helps individuals achieve the goals of making these decisions.

Nurihsan and Sudianto (Pramudi, 2015) suggested that when making career decisions, high school students are at a critical stage between two very decisive choices. First, the stage of choosing to continue their studies in college or enter the world of work. Second, the stage of reaching maturity in career selection when facing these two choices. Santrock (Mamahit, 2014) also explains that high school students are directed at decision-making situations about how to deal with current conditions, about the future, determining acceptable behavior in relationships, choosing friends, determining whether to continue their studies in college or must work, and so on.

Twelfth-grade high school students experience the most problems regarding their careers, this is in accordance with the results of research (Setiobudi, 2017) which states that most twelfth-grade students experience confusion in determining career choices when they graduate from school, thus making students unable to determine their careers. The subjects of this study were XII grade students of SMA Negeri 4 Banda Aceh. As one of the favorite schools in Banda Aceh, SMA Negeri 4 has produced outstanding students in the academic field. This advantage provides many opportunities for information about lectures and job vacancies circulating in the school environment, which is expected that students can already make decisions about their careers. But in fact, there are still many XII grade students of SMA Negeri 4 Banda Aceh who have not been able to determine their career choices.

This is in accordance with the characteristics of not being able to determine career choices according to Gati, Amir and Landman (Wahyuningsih, & Alhusin, 2019) such as students do not make career decisions, students trust their choices and the wishes of those around them. Then do not

continue the career decision- making process before reaching a decision. Next, the decision taken is not optimal because decision making is not based on mature knowledge and understanding so that

career decision making is done without consideration and self-planning. Based on the explanation above, it can be concluded that students of SMA Negeri 4 Banda Aceh have not been able to make decisions about their careers.

The facts described above make the reason for researchers to look at the effectiveness of *career planning training* on student career decision making. This is because students really need guidance or direction and information from more mature and experienced people in the career exploration stage so that students have good abilities in making decisions about the career direction to be chosen after finishing school. Schools can facilitate the development of career adaptability through training to introduce the transition process from school to college and the world of work.

Previous research shows that through the *career planning training* process helps improve students' adaptive abilities before entering the world of work. (Wilkins-yel, Roach, Tracey, & Yel, 2018) and effectively increase career maturity (Saifuddin, Ruhaena, & Pratisti, 2017). To answer the confusion and uncertainty of adolescents in determining careers, career training is needed by students. The researcher describes the research design table as follows:

Table 1
Research Design

Group	Pretest	Intervention	Posttest
Siswa/i	O	X	O

Description:

X: Treatment (*career planning training*)

O: Measurement

Data analysis techniques using quantitative analysis. Quantitative data analysis using *Statistical Product and Service Solution (SPSS)* for *Windows*. Hypothesis testing in this study was carried out by paired samples t-test analysis. Paired sample t- test is a paired sample t test conducted by comparing two means or averages of sample groups or comparing *pretest* (before) and *posttest* (after) results.

Results

During the data collection process, there are two data described, namely *pre-test* and *post-test* data collected before and after the *career planning* training. Furthermore, the data obtained was analyzed to determine the results of the research that had been conducted. The results of the data analysis are described in the following table:

Table 2
Test Results

<i>Paired Differences</i>		<i>Significance</i>
<i>Pair 1</i>	<i>Mean</i>	<i>Two-Sided p</i>
	-3.250	<,001

The table above shows that there is a significant difference before and after the *career planning* training. It is known that the *Sig (2-Sided)* value is $0.001 < 0.05$, meaning that there are differences in career decision making after being given *career planning* training.

Next, the table containing the results of the correlation between the two groups of data, namely *pretest* and *posttest* data, is explained. The correlation results can be seen in the table below:

Table 3
Correlation Test

	<i>Correlation</i>	<i>Significance</i>
<i>Pretest & Posttest</i>	.781	<,001

Based on the table above, we can see the results of the correlation or relationship test between the two data groups. The table above explains the correlation coefficient value of 0.781 with a significance value (*Sig*) of 0.001, because the *Sig* value of $0.001 < 0.05$ probability, it can be said that there is a relationship between the two data groups.

Furthermore, the results of the measurement of career decision making show an increase in the average in career decision making. An overview of the increase in scores can be seen in the table below:

Table 4
Average Value Result

		<i>Mean</i>	<i>N</i>
<i>Pair 1</i>	<i>Pretest</i>	67.07	72

The table above shows that there is an increase in the average score between before and after the *career planning* training for 72 students of SMAN 4 Banda Aceh. The *pretest* score was 67.07, while the *posttest* score was 70.32. The average value can be interpreted as an increase in the decision-making process of students of SMAN 4 Banda Aceh.

Discussion

The focus of this research is to determine the effectiveness of *career planning* training in making career decisions of students of SMAN 4 Banda Aceh. The purpose of this study is to see the effectiveness of *career planning* training in helping students of SMAN 4 Banda Aceh make career decisions. The results of data analysis with the *Paired Sample T-Test* test showed a Sig (*2-Sided*) value of $0.001 < 0.05$, so it can be concluded that there are differences in career decision making after being given *career planning* training. This study successfully proved that *career planning* training is effective in helping students in making career decisions after graduating from their current education.

The results of the *pretest* and *posttest* showed an increase in scores or an increase in the average score between before and after the *career planning* training was given to 72 students. The *pretest* score is at 67.07, while the *posttest* score is at 70.32. This means that the average value can be interpreted as an increase in the decision making of students of SMAN 4 Banda Aceh in the process of making career decisions.

After attending the *career planning* training, students know more about what a career is and what the future career will be like, a lot of information about careers is obtained. This training also helps students in the process of making career decisions, what to do before deciding to choose one of the careers and what must be prepared to realize the career. Because so far, many students regret in the future due to wrong decision making about the career they choose.

The process of making better career decisions after receiving training can be seen from several factors, including a better understanding of careers and increased knowledge in conducting self-evaluations about their talents and interests. This evaluation will be a consideration for students in deciding to choose a particular career to suit their circumstances or potential and expectations. This is stated by (Arjanggi, 2017) which reveals that adolescents experience difficulties in making

decisions, so they need guidance and assistance from several parties, one of which is from counseling guidance teachers.

The results of this study are also supported by Wibowo & Yuwono, 2021 who said that there was an increase in career adaptability after being given training. This supports the career

development needs of students, namely in the first stage related to career attention to increase students' understanding of the definition, aspects and various career options that can be chosen. Training on career preparation is very helpful for students before deciding to choose their career path in the future.

Students need guidance and direction from more mature and experienced people in the career exploration stage, this is so that students have a good ability to cope with changing situations and adjust to unpredictable work situations. Schools can facilitate career preparation through training to introduce the transition process from school to work. Previous research also shows that through the career training process can help college graduates to be able to increase career adaptability and direct prospective workers to be ready to face the transition from college to the world of work and increase the opportunity to be able to choose quality jobs, increase students' adaptive abilities before entering the world of work. (Wilkins-yel, K. G., Roach, C. M. L., Tracey, T. J. G., & Yel, 2018) and effectively increase career maturity (Saifuddin, Ruhaena, & Pratisti, 2017).

Conclusion

From the results of the research that has been conducted, it can be concluded that *career planning* training shows that it can improve the ability of students of SMAN 4 Banda Aceh in making career decisions. With training on how to plan an effective career starting from finding information about various careers, considering, and deciding what career to choose later, this strengthens students in their decision making. The results of this study indicate a difference in *career* decision making after being given *career planning* training with a Sig (2-Sided) value of $0.001 < 0.05$.

Suggestion

Based on the description of the research results and conclusions, the researcher suggests that *career planning* training can be provided by the school to students to help provide knowledge and *skills* in deciding career decision making. This research and writing are still far from perfection, it is hoped that in the future it can be further researched for a perfect writing.

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