

The Effectiveness of Career Guidance Services in Increasing the Interests of Students Who Can't Able To Continue Their Studies

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Abstract. This paper was created to find out the implementation and effectiveness of career guidance services at SMA Negeri 1 Loh Bener so that we can clearly see how the role of counseling teachers plays in the careers of class XII students, especially students who can't afford it. The type of this research is field research using descriptive research methods with a qualitative approach. The research technique used is data collection techniques and data analysis techniques. Data collection techniques were carried out by means of observation, interviews and documentation. The results of this study are 1. The career guidance service at SMA Negeri 1 Lohben consists of 5 stages as follows: a). Counseling teachers collect student data to find out whether or not students are interested in continuing their studies. B). Implementation of career counseling in which students will get questions about whether or not they are interested in continuing their studies, c). Counseling guidance teachers provide information via information boards containing lecture and job brochures, d). Counseling guidance teachers have the opportunity to enter classes to provide career information, e). Guidance and counseling teachers help students who are unable to continue their studies. 2. The effectiveness of career guidance services in increasing the interest of students who are unable to continue their studies has fulfilled the needs that students want, namely the existence of information boards,

socialization of State Universities (PTN), guidance and counseling teachers who always provide services both individual and group counseling regarding careers, make students happy and get very extensive career information.

Keywords : Career Guidance, Student Interests, Continuing Study.

INTRODUCTION

Career guidance is a process of assistance, service and approach to students so that they can know and understand themselves, get to know the world of work, plan for the future as expected, make and believe that decisions are the most appropriate according to their circumstances when connected with the requirements and the demands of the chosen job or career. Career guidance as part of what is given to students should provide sources of information that are more objective and accurate, because the more complete and accurate the information a student collects about self-image and understanding of the environment, the more precise the choices he can make.

According to Winkel in Neti, career guidance is guidance in preparing oneself for the world of work, in choosing a particular job or position/profession and equipping oneself to be ready to assume that position, and in adapting to the various demands of the job position entered.¹

While Rahma cites Sukardi defines career guidance as assistance services provided to individuals to choose, prepare, adjust, and establish themselves in appropriate education and work and obtain happiness from it. With regard to schools, career guidance can be seen as a continuous development process that helps especially in matters of career planning, decision making, skills/expertise development, career information, and self-understanding.²

Career guidance is one area of guidance and counseling in schools. And career guidance is guidance in preparing oneself for the world of higher education, the world of work, and equipping oneself so that she is ready to face the world of work and lectures.³ Bambang quoted Donald E Super, that career guidance is one of the guidance services that seeks to provide assistance to students to solve adjustment problems and solve career problems they face.⁴

¹Devriyanto, Neti P. Implementation of Career Counseling Guidance Services in Increasing Student Interest in Continuing Class XII Studies at Yadika Natar High School, (Lampung: Journal 2016), 209

²Ulifa Rahma, Student Career Guidance, (Malang: UIN-MALIKI PRESS, 2010), 1

³Tatang Supriyadi, Definition of Career and Career Guidance, <http://tatangsupriyadi.blogspot.com/> accessed 09 April 2020

⁴ Bambang Dibyo, Career Guidance Theory, <http://bambangdibyo.jurnalwordpress.com/> accessed 12 April 2020

As Allah says in the Al-Qur'an QS. Ar-Ra'd verse 11:5 which means: "For humans there are angels who always take care of him in turn, from the front and behind him. They guarded it at the command of Allah. Indeed, Allah does not change the condition of a people until they change what is in themselves. And if Allah wills bad for a people, then no one can refuse it; and there will never be a protector for them besides Him."

Surah Ar-Ra'd verse 11 is one of the verses included in the education verse, this verse also applies to career guidance, because in fact there is educational value in career guidance, namely directing students to continue their studies according to their interests, therefore counseling teachers seeks to guide as well as direct if there are students who are still confused about their study goals, besides that a career guidance service will be carried out in order to increase the interest of students who are initially indifferent to their own future so they can care.

Based on the results of temporary observations at SMA Negeri 1 Lohbener that students who have grown up try to approach career problems with a more practical and more realistic attitude compared to when they were children. But in fact some students are still confused about their career development, even though they both have received career information at school. They feel confused about the choice of whether to continue their studies, go to college or work. Students who are unable to experience low interest are caused or caused by two factors, namely internal factors and external factors. These internal factors include: lack of motivation from within students so that there is no desire or interest to continue their studies, students' abilities are not good both materially and non-materially. Meanwhile, external factors include: the background of the students' parents which belongs to the middle to lower category, family economic factors that cause students to work after graduating from high school.

As Rahma wrote, quoting Crites, he found that 30% of students felt confused while at school as a result of their lack of knowledge about future careers. This feeling of confusion was acknowledged by Erikson in Salamone and Mangicaro stating that students in high school are currently in the dangerous stage of role confusion (the danger of this stage is role confusion). In addition to differences in career aspirations, among advanced students there are substantial differences in developmental needs and career maturity. Many factors contribute to these differences (eg, level of parental assistance, racial gender background and self-concept, physical development and health).⁵

The above phenomenon illustrates that in order to reach a certain level of maturity or achieve a comprehensive level of maturity, the students concerned repeatedly make judgments and reassessments according to their own potential, values, and environmental influences which are constantly changing. In order for

⁵Ulifa Rahma, Student Career Guidance, (Malang: UIN-MALIKI PRESS, 2010), 6

students to be able to make appropriate considerations and assessments, career guidance services are needed in schools, solutions to overcome career problems and strategies in order to mature the ability to choose, plan careers and develop student careers.

In fact, from the results of temporary observations, there are still many students of SMA Negeri 1 Loh Bener who are still low in interest in continuing their studies, and some are not even interested at all. In connection with the interest in further studies, there are some students who are very interested, some are mediocre, some are less or even not interested. The low interest in continuing their studies, especially to tertiary institutions will have an impact later on the selection of majors or what jobs are suitable or in accordance with their interests. In addition, if students are unemployed after graduating from high school, it will actually increase the unemployment rate at the high school level. If students pursue higher education or continue their studies to tertiary institutions, they will have a broader understanding and of course have the provisions to enter the world of work. because the majors chosen are in accordance with their talents and interests. In this case, a mentor is needed who can help students who are unable to increase their interest in continuing their studies. It is so helping students because by continuing their studies to a higher level it will help students in pursuing their careers in the future so that they are more successful and reduce unemployment in the world of work.

Because what we know in this day and age the competition in the world of work is increasingly difficult. Therefore the researcher wants to try to examine how the implementation of career guidance services increases the interest of students who are unable to continue their studies which is expected to help students grow their interest in continuing their studies and help students find the path they must take after graduating from school. In order for the goals of career guidance to be achieved, it must be carried out by a work team (team work), there is a work team here, namely counseling guidance teachers, school administration teams and other teachers. In the work team, the officers involved in it are in the form of cooperation in providing guidance services which are not only career guidance but four areas of guidance, namely: 1). Field of personal guidance, 2). The field of social guidance, 3). The field of tutoring, 4). Field of career guidance that is adjusted to the stage of student development.⁶

In addition to this, the implementation of career guidance can be carried out smoothly and well supported by the role of counselors and other guidance officers in making programs, implementing, evaluating, delivery methods, approach techniques, career information sources, career guidance facilities and infrastructure. Of these several things determine the success of the implementation of career guidance in schools, especially in assisting career development.

⁶Ulifa Rahma, Student Career Guidance, (Malang: UIN-MALIKI PRESS, 2010), 15

From this opinion, it can be concluded that career guidance is a process of assistance, information services, and an approach to career decision making and recognizes that the decision is the most appropriate/according to one's circumstances related to the career requirements or further studies that will be in his diligence. The advantages of career guidance services compared to other services related to interest in further study include: being able to help students prepare for decision making, being able to help students develop some self-confidence, being able to help students find some meaning from student activities at school. Researchers hope that after carrying out career guidance services in increasing interest in continuing their studies, students who are unable to have a tendency to want or are interested in continuing studies.

METHOD

This research is a qualitative research, and is a field research by taking the background of class XII students at SMA Negeri 1 Lohbener. Qualitative Research Method is a research method based on the philosophy of postpositivism, used to research on natural object conditions, (as opposed to experiments) where the researcher is the key instrument, sampling of data sources is carried out by purposive sampling. This sampling is based on prior information about the state of this information that does not need to be doubted, still vague, or still based on conjectures or approximations.⁷ It is clear that this sampling has a clear purpose, namely students who are unable to have an Indonesia Smart Card (KIP) or a Certificate of Disadvantage (SKTM). Qualitative research methods are often called naturalistic research methods because the research is carried out in natural conditions (natural settings), also known as the ethnographic method because initially this method was used more for research in the field of cultural anthropology, referred to as a qualitative method because the data collected and the analysis is more qualitative.

This study uses qualitative methods because in this study it emphasizes more on process. In researching the effectiveness of career guidance services in increasing the interest of students who are unable to continue their studies, it is not measured only by looking at the results of the service, but also when the process of career guidance services takes place.

RESULTS AND DISCUSSION

Guidance, in the Big Indonesian Dictionary, means instructions (explanations) on how to do something, guidance and leadership.⁸ Guidance is the process of

⁷Beni Ahmad Saebani, "Research Methods", (Bandung: CV Pustaka Setia, 2008), 179

⁸Big Indonesian Dictionary (online), Meaning of the Word Guidance, kbbi.web.id/Bimbingan.html, 04 February 2020

helping individuals to achieve optimal development.⁹Meanwhile, according to Rochman Natawidjaja in Syamsu, Guidance is a process of providing assistance to individuals that is carried out on an ongoing basis, so that the individual can understand himself, so that he is able to direct himself and can act naturally, in accordance with the demands and circumstances of the school, family, community and environment . life in general.¹⁰

Thus he will be able to enjoy the happiness of his life and be able to make a meaningful contribution to the life of society in general. Guidance helps individuals achieve optimal self-development as social beings. The purpose of guidance is that students can: a). Planning study completion activities, career development, and life in the future, b). Develop all the potential and strength it has as optimally as possible, c). Adjusting to the educational environment, community environment and work environment, d). Overcoming obstacles and difficulties faced in studies, adjustments to the educational environment, society, and work environment.

Career in the Big Indonesian Dictionary means development and progress in life, work, position and so on.¹¹Hikmawati quoted Surya, careers can be obtained through jobs such as tailors, hobbies such as badminton, professions such as doctors or teachers, and can be obtained through life roles, like community leaders. According to him, work as the most important thing is marked by personal and financial success and prosperity, so what individuals do can be called a career.¹²

Meanwhile, according to Healy in Indah, a career can occur as long as someone covers before work (preoccupational), during work (occupational), and at the end or after work (postoccupational).¹³So, a career is someone's work that continues to be very well occupied, and produces satisfaction for those who live it and gain prosperity from what they do.

According to Uman Suherman in Ambarita defines career guidance as activities and programs that help individuals to assimilate and integrate knowledge, experience and aspirations related to self-knowledge, understanding or recognition of community work and the factors that influence change, awareness of free time, understanding the need for and the many factors to be considered in career planning, understanding the information and skills necessary to achieve self-

⁹School Guidance and Counseling, <https://jurnaldikbud.kemdikbud.go.id/>accessed 10 April 2020

¹⁰Syamsu Yusuf et al, Guidance and Counseling Platform, (Bandung: PT Remaja Rosdakarya, 2012), 6

¹¹Big Indonesian Dictionary (online), Meaning of the Word Career, kbbi.web.id/Karier.html, 04 February 2020

¹²Fenti Hikmawati, Counseling Guidance, (Jakarta: Rajawali Press 2010), 3

¹³Indah Lestari, Improving Youth Career Maturity Through Life Skills-Based Career Guidance, (Kudus: Journal 2017), 20

fulfillment in work and leisure, learning and applying career decision-making processes.¹⁴

Intan quoted Walgito, Career Guidance is an aspect of counseling to direct students who will continue their studies or who will go directly into the world of work, it is necessary to match the demands of the job or position with what is in the individual concerned.¹⁵ While Rahma quotes Gani stating that career guidance is a process of assisting services and approaches to individuals (students), so that the individual concerned can know himself, understand himself, get to know the world of work, plan his future with the expected form of life to make his choices and take a decision that the decision is the most appropriate, according to the requirements and demands of the right job or career.¹⁶

From the several definitions of career guidance above, it can be concluded that career guidance is a type of counseling assistance provided to students in order to prepare for the development and solving of career problems by directing students who will continue their studies or who will go directly into the world of work to consider career planning factors, understand information and skills needed to meet job demands, and learn and apply career decision-making processes. So, career guidance is an activity that seeks to help students both individually and in groups to get to know personal, social, learning, work, responsibilities, leisure and all human lifestyle choices and helps students to get to know themselves and the world of work which then make adjustments between the two and being able to make decisions, all of which are in preparation if one day the student graduates from education and will continue their studies or work.

The purpose of career guidance according to Ulifa Rahma is to help individuals acquire the necessary competencies in order to be able to find their life journey and develop a career in the direction they choose optimally and provide a complete picture of the requirements of a particular position, so that students can understand themselves, be able to determine the direction of career choices and ultimately helping students in planning for their future. In addition, students can be ready to work and have an attitude of independence that can be relied upon, able to face the competition in the globalization era and future career challenges and produce skilled workers to prepare themselves to enter the world of work by fulfilling competencies in various developments.¹⁷

Implementation of Career Guidance Services for Class XII Students of SMA Negeri 1 Lohben.

¹⁴Ria Ambarita, *Guidance and Career Counseling*, (Bandung: Journal 2015), 3

¹⁵Intan Dwi Kurnia Sari, *Career Guidance as an Effort to Support the Future Orientation of Adolescents at the Aisyiyah Putri Aisyiyah Grogol Sukoharjo Orphanage*, (Surakarta: Thesis 2018), 11

¹⁶Ulifa Rahma, *Student Career Guidance*, (Malang: UIN-MALIKI PRESS, 2010), 16

¹⁷Ulifa Rahma, *Student Career Guidance*, (Malang: UIN-MALIKI PRESS, 2010), 16

Based on the results of observations with counseling guidance teachers that: "Career guidance services at SMA Negeri 1 Lohbener consist of 5 stages, namely as follows:

1. Guidance and counseling teachers collect student data to find out whether or not students are interested in continuing their studies, to find out how many students continue studying or working, then differentiate it into two parts, namely students who are able and unable.
2. Implementation of career counseling where students will get questions about whether or not they are interested in continuing their studies, which of these questions there are still many students who lack interest in continuing their studies. There are factors that influence students' disinterest in continuing their studies, namely the blessing of parents because of an inadequate economy. Then after being given motivation, students began to be provoked to further strengthen their career paths for the future.
3. To reinforce students' interest in continuing their studies, the counseling teacher also provides information through an information board containing lecture brochures, ranging from private to state lectures, in addition to lecture information, there are also job brochures.
4. Counseling guidance teachers also have the opportunity to enter classes to provide career information along with tertiary socialization from alumni and students who deliver the socialization
5. Guidance and counseling teachers help students who are unable to continue their studies in order to lighten and increase student enthusiasm by helping them get scholarships, namely for those who have an Indonesian Smart Card and a Certificate of Disadvantage, so that students who are not enthusiastic or are not interested in continuing their studies due to economic factors become interested and excited again with the scholarship assistance."¹⁸

From the results of the description of the observations made on January 30 2020, when many class XII students were in the counseling guidance room when students were consulting about their future careers both regarding college and work. It can be concluded that career guidance services in increasing the interest of students who are unable to continue their studies in terms of information are good and sufficient, because of the amount of information that counseling teachers provide and convey can help students in choosing future careers, besides that students also do not minimal information or reluctant to ask about studies, because during the free hours of class or every day students always visit the guidance and counseling room. The concerns of students who can't afford it are answered by the many scholarships and government assistance given to students who have an

¹⁸Hernika, Guidance and Counseling Teacher at SMA Negeri 1 Lohbener, Interview with Counseling Guidance Teacher, 30 January 2020

Indonesia Smart Card or Certificate of Disadvantage, students can study for free and don't bother thinking about what the costs will be in the future, because all of that will be borne by government.

From the results of interviews conducted by researchers with 10 students to find out how to increase the interest of students who were unable to continue their studies, the researcher found an explanation of the interests of these unable students, namely:

- a. There are 3 students who are confused in choosing their future career. From these students were confused because their desires and reality were not as expected, such as: the three students wanted to continue on to the desired tertiary institution and study program but the results of their scores did not allow them to enter the study program, because the passing grade was too small, so from so that there is a way out for these students to discuss with parents and guidance counseling teachers so that they choose a study program that passes the third grade of the student safely and remains at the desired college.
- b. There were 7 students who were not interested in continuing their studies due to economic and family factors. Of the seven students, they had an interest in continuing their studies, but due to a less supportive family and a poor family economy, it was not possible to continue their studies, these students were down and lacked self-confidence so that initially they were interested in becoming disinterested, but after going through the process of individual and group counseling carried out by guidance counseling teachers from the start of the notification that there are lots of scholarships for students who can't afford it, students who have a Smart Indonesia Card or students who have a Certificate of Disadvantage, will be facilitated by assistance from the government in the form of scholarships. Students who are always directed by counseling teachers so that students always talk about their future careers with their parents, motivate them to always be optimistic even though their family and economic conditions are lacking, so that enthusiasm and optimism grow again.

From the explanation above it is evident that guidance and counseling teachers are always involved in career guidance activities and play a very important role in increasing the interest of students who are unable to continue their studies. Therefore, the improvement of guidance and counseling services must continue to be improved in fostering, directing and supporting the interests of the students so that they are able to prepare themselves to adapt to their new environment outside of school. In addition to increasing guidance counseling that must be improved, school institutions must also see and understand how the position of counseling guidance in schools is, so that it does not understand one-sidedly and career guidance service activities run well.

The Effectiveness of Career Guidance Services in Increasing the Interests of Students who Can't Able to Continue Their Studies.

Effective means precise, effective, effective, or can be said to be successful in doing something. Effectiveness in this case means the effectiveness or success of an activity carried out in an institution or organization. Effectiveness greatly affects the results obtained.

Career guidance can be said to be effective if it has achieved effective career maturity indicators. The indicators of career maturity put forward by Crites in Indah include:¹⁹

1. Attitude. Measuring client attitudes towards career selection, dispositional tendencies are manifested in: Involvement, Independence, Orientation, Assertiveness, and Compromise.
2. Competence. This aspect includes: Self-assessment, namely an assessment of a person's hypothetical traits and tendencies related to career success and satisfaction; Information, namely knowledge about job requirements, education or training, and practical knowledge about work; Selection of Goals, namely personal values pursued in work; Planning, namely logical steps in making career decisions; Solving, namely solving problems in the process of making career decisions.

With career guidance at school students are able to understand and master themselves and can determine their future career independently, with the stages that are already underway, namely determining their own career choices and then formulating them with their families at home as well as counseling teachers so that everything goes well and doesn't go wrong direction.

From the results of observations made during the research, SMA Negeri 1 Lohbener, especially in the field of career counseling for class XII, shows that with the existence of career guidance services for class XII students who are unable, prior to carrying out the career guidance service process the students did not know their further career direction and not yet interested but after being implemented it can increase the study interest of students who are unable to do so. This was also reinforced by the results of interviews with 10 class XII students who were unable to continue their studies, namely: "If there are students who are unable to continue their studies or are not interested in continuing their studies, usually the guidance counseling teacher conducts individual counseling regarding this matter, after that usually we are given an explanation about future careers, then the counseling teacher also provides motivation so that students do not give up easily, in addition to their individual approach the counseling guidance teacher also provides career information through information boards in which there are lots of brochures and

¹⁹Indah Lestari, Improving Youth Career Maturity Through Life Skills-Based Career Guidance, (Kudus: Journal 2017), 22

information about the world of lectures and work, it is very influential in the development of career information knowledge needed by students "²⁰

In career guidance activities at school counseling guidance teachers certainly expect a change in students who are not able to, namely changes in students who are initially less motivated to continue their studies or are less interested in continuing their studies so that their future is still unclear, so students make a change so that they lead to better direction. Guidance and counseling teachers can take steps such as always monitoring students who have good academics, providing direction, explanation, and motivation regarding the careers of class XII students who can't afford it, emphasizing that by continuing their studies you will get a lot of lessons and with the many scholarships available, many there are opportunities for students to get that facility, there are many opportunities for students to get that facility.

With the government policy in 2020, students who have a Smart Indonesia Card can continue their studies for free. That way students will think more deeply about their future careers and feel satisfied with the career guidance services provided by the counseling guidance teacher at their school. As the guidance and counseling teacher said: "The implementation of career guidance services at SMA Negeri 1 Loh Bener, both for students who are able to continue their studies and those who are unable, has gone smoothly, from an individual and group counseling perspective, every 1 day students will be called to the counseling guidance room. to be interviewed regarding how to proceed in terms of his career, the blessing of his parents, and the wishes of the students, besides that the counseling guidance teacher also had the opportunity to enter the class to socialize about tertiary institutions, so that students are satisfied with career information and services."²¹

In addition, one of the class XII MIPA 1 students who excelled, Sunarti, also said that: "I am very satisfied with the career guidance service at SMA Negeri 1 Lohbener, besides the service is according to what students want, the counseling teacher is also very friendly and moves quickly, starting from the first time students were called into the guidance and counseling room to be interviewed about their careers, after that they were assisted in the process of selecting their careers until the time of registration at State Universities (PTN) all of which could not be separated from the help of the guidance counseling teacher, as if the guidance counseling teacher needed students not students who need a guidance counseling teacher."²²

²⁰Yosi Rohkmawati, Sunarti, Muhammad Darusman Ali and Wike Kartika, Class XII Students of SMA Negeri 1 Lohbener, Student Interview, 06 March 2020

²¹Hernika, Guidance and Counseling Teacher at SMA Negeri 1 Lohbener, Interview with Counseling Guidance Teacher, 10 February 2020

²²Sunarti, Class XII Student of SMA Negeri 1 Lohben, Student Interview, 06 March 2020

SMA Negeri 1 Lohbener has a vision: Realizing Students in SMA Negeri 1 Lohbener with a religious nuance full of dedication, an atmosphere of synergy rich in innovation and achievement. To realize this, schools not only try to increase students' knowledge from an academic point of view, but also must accustom students to good behavior in everyday life by increasing student discipline at school. If students are accustomed to discipline, students will become obedient to the rules both at school and at home.

From this description, career guidance services at SMA Negeri 1 Loh Bener can increase the interest of students who cannot afford to continue their studies. Counseling guidance teachers also pay attention to students and consider students as friends or friends so that students are not reluctant or reluctant to always visit the counseling guidance room to ask questions about their career development, provide full motivation and support so that students always stick to their career choices, this considered appropriate for use in career guidance activities at SMA Negeri 1 Lohbener, because students need a guidance and counseling teacher who considers them a friend, so students consider them a friend, not the school police.

CONCLUSION

From the results of research conducted at SMA Negeri 1 Lohbener, the effectiveness of career guidance services in increasing the interest of students who are unable to continue their studies (a case study of class XII students at SMA Negeri 1 Lohbener), the following conclusions can be drawn:

1. Implementation of career guidance services for class XII students at SMA Negeri 1 Loh Bener In the first stage each student will go through the counseling process with the counseling guidance teacher. if there are students who lack interest in continuing their studies, the guidance and counseling teacher will continue to provide motivation and support by providing an explanation of the importance of continuing their studies so that students are interested and enthusiastic about their career choices, with monitoring, with the establishment of good communication between the guidance counseling teacher and students and parents, the implementation of career guidance services at SMA Negeri 1 Loh Bener is considered sufficient to meet the needs of class XII career services as usual.
2. The effectiveness of career guidance services in increasing the interest of students who are unable to continue their studies (a case study of class XII students at SMA Negeri 1 Loh Bener) has met the needs that students want, namely obtaining career information through career guidance information boards, outreach to State Universities (PTN).), counseling guidance teachers who always provide services, both individual and group counseling regarding careers, and notifications about studies during free hours of subjects which are given directly by the counseling guidance teacher who is in charge of class XII at SMA Negeri 1

Lohbener. Of the many services provided to students, students are happy and get extensive career information.

Suggestion

From the conclusions described above, the suggestions that can be submitted at the end of this study are as follows:

- a. The effectiveness of career guidance services at SMA Negeri 1 Loh Bener in increasing the interest of students who are unable to continue their studies so that it is always maintained and even further enhanced.
- b. It is better if this career guidance service is given time to enter the class because it sees that career guidance is very important for class XII students, so they know more about career information.

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