

Analysis of Student Career Maturity Using Holland's Theory

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Abstract: The problem in this research is the high rate of student unemployment after graduating from school. One of the factors causing the high unemployment rate is students who do not know their own personality and work that suits their personality. This type of research is qualitative with a literature review approach, namely by using a way of, reading, searching, learning, and analyzing the contents of the book and is supported by several literatures that are related to the problem being studied. From the results of the analysis that has been done, it can be concluded that Holland's theory contributes to determining the career maturity of students.

Keywords: Career Maturity, Holland's Theory, Student

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INTRODUCTION

The discussion regarding career development is an interesting discussion to discuss. The mix of career development across the life span is categorized into many factors (Afdal, 2014). Career guidance is an integral part of the education system. The urgency of organizing career guidance in schools is mainly related to facilitating the development of students' career aspects in line with the function of education to produce graduates who have readiness to enter the world of work. Therefore, the optimal implementation of career guidance focuses on indicators of student independence in career plans that are in accordance with their objective and subjective conditions which are one of the determinants of school accountability. In choosing a career decision, one must have a very mature concept of career maturity in order to be able to choose the appropriate and appropriate career direction (Afdal, 2018).

According to (Walgito, 2010) career guidance services are an effort to know and understand themselves, understand what is in themselves well, know the potential that exists within themselves, and overcome what obstacles if there are. Juwitaningrum (2013) explained that in an effort to develop a person's ability to know and understand himself, get to know the world of work, develop a time that is in accordance with the expected life form, career guidance is suitable for use in these efforts.

The same thing was stated by Tohirin (2007) that career guidance services are a process of assistance in preparing for the world of work, choosing a field or job position according to their interests and preparing themselves to be ready to take on the position and in adjusting to the work environment, the demands of the job market has been taken. The conclusion is career guidance is an effort help someone recognize and know their potential, overcome existing obstacles, develop their future, and prepare themselves for the world of work in the future. Careers are created, nurtured and developed through and during life (Afdal, 2017).

To help children develop themselves optimally so that they can plan job achievements as a career foundation that is in accordance with their abilities, career guidance as one of the areas of counseling guidance services is needed (Ismaya, 2015). Because career guidance is guidance that includes guidance activities for students from choosing, preparing, seeking and adjusting to a career (Juwitaningrum, 2013). Individuals must become their own environment and self-understanding decisions, life situations and are assisted by significant information processing and can plan their careers well (Yusuf, 2017). In making career planning, knowledge, information, goals or expectations and various other skills are needed that can support career planning (Yusuf, 2017). The influence of career development occurs along with the process of forming the child's personality, because basically the child's personality will also affect career planning. Individuals are interested to certain careers from of their personality with various background.

The application of Holland's theory in schools is very relevant for career guidance and career counseling in educational institutions for the secondary and early stages of higher education (Winkel & Hastuti, 2004). The emphasis is placed on self-understanding with respect to some of the vocational qualities a person has and on accurate information about various occupational environments, making guidance agencies aware of their duty to help young people know themselves and recognize environmental characteristics, both of which are indispensable as input. in thinking about occupational choices carefully.

At the present time the problem that arises in students is the high rate of student unemployment after graduating from school. One of the factors causing the high unemployment rate is students who do not know their own personality and jobs that match their personalities. Holland's theory pays attention to behavioral characteristics or personality types as the main causes in individual career choices and development (Putri & Purnamasari, 2018).

For this reason, on this occasion I would like to describe matters relating to efforts to strengthen student career maturity through an analysis of student career maturity in terms of Holland's theory which includes discussions regarding basic concepts, characteristics, strengths and weaknesses of theory, application of theory in schools and applications in career guidance and counselling. With this paper, readers are expected to understand in depth the philosophical and practical basis of career maturity so that they have the right understanding and skills as an effort to help students achieve solid career planning.

METHOD

The method used in this article is qualitative, with the type of literature review. The research was conducted by tracing and analyzing library data in books and complementing it with other research results related to the research concerned (Hariko & Anggriana, 2019). The strategy used in this research is to read, study, and analyze the contents of the book review as well as supplemented with various literatures that can add references to the relevant research. The approach used in this research is descriptive-analytic which is useful for problem solving based on data that has been arranged systematically and in depth to be described and assessed.

RESULTS AND DISCUSSION

Basic Concepts of Holland Theory

The standard of individual personality orientation that determines an environment he chooses, the clearer the level of orientation of the personal model (a developmental process determined by innate and life history that has a reaction to environmental defenses) the environment is determined by the individual, the more effective the choice of the appropriate environment will be for individuals to know about it. themselves and make the environment necessary for the right choice (Budisiwi, 2013).

This theory was discovered someone who names is Holland is the theory that has thorough and the theory of career expansion the most. According the fact the individuals factors based on career choice, this theory holds that individuals judge through their view of the world of work as a position and can make satisfying career decision based on their choice. In developing personality, this theory has united several personality theories including speculations on self-perception and social stereotypes (Hapsari & Maulana, 2012). In keeping with Holland (Sukardi, 1994) Career choice is where personality develops in the world of work followed by subsequent identification with certain job stereotypes. Comparison between self (self) with the perception of a job and acceptance or rejection is that the main determinant in career choice. The suitability of an individual's self-review with the determination of job selection is expounded to the personal style model.

This theory predicts that the better the potential for positive career-related outcomes, including feelings of satisfaction, persistence, and success, the higher the degree of congruence between individual and job characteristics. (Budisiwi, 2013). In recent decades, Holland's theory has guided the assessment of career importance both within the us and all over the world. This theory provides an easy and understandable typological structure regarding interests and career environments to be used in guidance and counseling (Yusuf & Hasnidar, 2020). Holland said that the expression of individual personality is based on vocational interest, of which there are 6 typologies of vocational interest, namely Realistic, Investigative, Artistic, Social, Enterprising, and Cultural (RIASEC). If there is a resemblance to a person with these six personalities, it is possible to obtain a three-letter code (eg, SIA, RIA) to indicate the direction of that person's career interests. From the abbreviation it can be interpreted that the type of person's main

interest, which will have an important role in the choice and satisfaction of career decisions. The next letter is that secondary interests will be able to have a lesser but still important role in the career selection process (Leung, 2008).

Holland's theory states that in choosing a career, people prefer jobs that are in accordance with where they will be around people who are in the same position as them. They seek a supportive environment to use their skills, and express their attitude and grade, while taking charge of each other's problems and roles. Behavior is determined by the interaction between personality and environment (Hurtado Rúa, Stead, & Poklar, 2019).

Holland theory characteristics

Realistic

This sort of model is male, physically strong, unsocial, aggressive, has good motor skills and coordination, lacks verbal skills, and interpersonal relationships. Prefers concrete problems instead of abstract problems, considers himself to be an aggressive and manly person, and has conventional economic and political values. people that choose and luxuriate in the subsequent jobs are similar in type, for instance , building supervisors, aircraft mechanics, electricians, radio operators, surveyors, et al. (Ardana, Dharsana, & Suranata, 2014).

Intellectual

This sort of model is task-oriented, not social, prefers and thinks first instead of directly working on solving problems at hand, requires understanding, likes work tasks that are vague in nature, has unconventional values and attitudes. Vocational preferences include: Anthropologist, Astronomy, Biology, Botany, Chemistry, Geology, Scientist, Meteorologist, Physics, Zoologist, Publishing Editor, Scientific Article Writer, and Technology (Rusmania, Chalik, & Herdi, 2014).

Social

This type of model is social, responsible, feminine, humanitarian, religious, requires attention, has verbal and interpersonal skills, avoids problem solving intellectually, physical activity, and activities that are very organized, likes problem solving, through feelings, and utilization of interpersonal relationships. Vocational preferences include: School Supervisors, School Teachers, Clinical Psychologists, Welfare Institutions, Missionaries and Counselors (Ardana et al., 2014).

Conventional

This type of model favors well-organized language, and activities related to numbers, conforms, stay away from obscurity situations, and problems implicate interpersonal relationships connection and physical ability, performs effectually on measured work duty, recognize with stronger, gives a high value for status, and material wealth. Vocational preferences include: Bank Supervisor, Treasurer, Statistician, Financial Analyst, Cost Estimator, Computer Equipment Operator, Budget Reviewer, Officer, or Employment Expert (Prabowo, Nurhudaya, & strong person, avoids the use of language that requires intellectuality for a long time, is easy to adapt, in contrast to the conventional type. This type likes vague social tasks, he has great concern for power, status, leadership,

and acts aggressively in the verbal form. Vocational preferences include: Company Executives, Sports Promoters, Hotel Managers, and Industrial Relations Consultants (Budisiwi, 2013).

Artistic

This type of model is unsocial in nature, avoids problems that can already be composed, or which requires great physical abilities, similar to intellectual types, is difficult to adapt and is not social. Vocational preferences include: Author, Drawing Expert, Music, Drama, Poet, Creator Songs, Music Modifiers, Artists (artists) (Abdillah & Satiningsih, 2013).

Strengths and Weaknesses of Holland Theory

The strength of Holland's theory is considered a comprehensive theory because it considers occupational choice as part of the overall pattern of an individual's life and as a theory that gets a lot of support from research results as far as environmental and personality capital is concerned (Winkel & Hastuti, 2004). His other strengths The career choice theory expand by John Holland is the one research and increase career expand theories. From the reason that individuality factors underlie career selections, his theory substantiate, how they view work and the world of work into the field of work and are able to choose career decisions that are in accordance with the direction of their personality. Various constructs that have been combined by Holland's theory ranging from personality, social, vocational behavior as well as theories of perception and social assumptions. (Greenhaus & Callanan, 2006).

Meanwhile, Holland's theory is lacking in terms of the developmental process that underlies the six personality types and does not show certain phases in the development process and the accumulation of age ranges. Regarding the stages or levels that can be achieved by a person in a certain occupational field, Holland points to the level of intelligence that allows a certain level of school education, but it is questionable whether there are other factors (Winkel & Hastuti, 2004). Furthermore, person-environment fit theory generally finds some support, but the evidence for the validity of Holland's theory is rather weak. This may be because Holland's model simplifies the notion of fit; does not adequately take into account the match between abilities and job demands; and do not pay sufficient attention to the distinctive influence between individuals and the work environment (how work affects individuals and how individuals affect work) (Michalos, 2010).

Holland Theory Application in School

The holland view is very relevant for career guidance at the early education and higher education levels. Emphasis is placed on the level of self-understanding in relation to some of the qualities of bombardment that the counselor has for accurate information about the occupational environment, relying on the guidance agency on

its task of helping individuals to self-medicate and the environment this is very necessary to choose a mature occupation. Furthermore, Holland also developed tools for individuals in career selection, namely the occupations finder and the self-directed search, which reveal the activities that are of interest, and self-evaluate in a some skills, must be equal to the job position system based on significant theory, therefore, individuals can use other means to obtain job options for further development (Seniawati, Suarni, & WMP, 2014).

Holland Theory Application in Guidance and Counseling Career

Some real applications of Holland's theory in careers are counselors can help clients measure the interests and work environment of clients and help clients to be able to build relationships with colleagues (Xu, 2000). Simply developing a cognitive structure or framework for seeing themselves and their work is of great help to many people. Some career counselors organize and reference their career and job information according to Holland type, using the three-point code corresponding to the type that stands out the most. This facilitates the process of matching interests and environment (Listyowati, Andayani, & Karyanta, 2012).

In Holland's theory, desires related to tasks and work are the result of a mixture of a person's life history and his personality in depth, so that certain desires will become personality traits in the form of self-image in the field of work, academics, habits, and preferences for the job (Winkel & Hastuti, 2004). Holland's career choice model suggests that individuals will seek a work environment that matches their skills, potential, attitudes and values or that there are similarities between RIASEC and the environment. There are six personality types according to Holland, namely R, I, A, S, E, and C. Realistic, Investigative, Artistic, Social, Enterprising and cultural. (Leung, 2008).

An obvious application of this theory to career counseling is that counselors can help clients gauge their interests and work environment and help clients build relationships with colleagues. Simply developing a cognitive structure or framework for seeing themselves and their work is of great help to many people. Some career counselors organize and reference their career and job information according to Holland type, using the three-point code corresponding to the type that stands out the most. This facilitates the process of meeting interest and the environment (Suherman, 2013).

CONSLUSIONS

From the various explanations above, it can be concluded that Holland stated that individuals are divided into 6 personality types including realistic, intellectual, conventional, enterprising, artistic, and social. The development of this personality type is the result of interaction with the environment and what determines the type of personality is a factor from within (personality) and the social environment. Individuals may determine the brilliant career if a distinctive personality type is accepted in a work environment, then the interest of the individual is large and the social support for work.

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