

Analysis of Student Career Maturity Using Holland's Theory

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Abstract: The future challenge in life for students is self-preparation in choosing a career. Career choice is a determination in decision making as a process where a person makes his choice based on the abilities and qualifications of the students themselves, according to the characteristics of each major, interests, talents, and knowing plans for future career prospects. Trait and Factor can be interpreted as a directive-counseling or counselor-centered approach, having the basic view that human personality is a system of interdependent traits and factors. Trait and factor is a counseling style that emphasizes individual understanding through psychological testing and the application of that understanding in solving various problems faced, especially those concerning career choices. This article is a literature review that will explain career guidance and counseling services in terms of Trait and Factor Career Theory Analysis. Data in this study sourced by books and journals that are credible and reputable.

Keywords: Career Guidance Services, Trait and Factor, Career Theory Analysis

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INTRODUCTION

Guidance and Counseling is a very important component of education (Mahfud, 2016; Muslimah, Supandi, & Ag, 2019). Because Guidance and Counseling is an activity of assistance provided to students in schools in order to improve the quality of education (Rochmawati, 2016; Wulandari, 2019). The learning process sets up the individual differences during material transfer (Ardi et al., 2019). In addition, the next concept of Guidance and Counseling when viewed from the formulation of Indonesian national education, is a conscious effort that aims to develop personality and potentials (talents, interests and abilities). Both involve behavior, mental attitudes, academics and skills (Afdal, Suya, Syamsu, & Uman, 2014; Munawir, Yusuf, Effendi, & Afdal, 2018). The level of personality and ability is a complete picture of the individual student (Chuang, Lee, & Kwok, 2020; Swastini, Dantes, & Made Sulastri, 2014).

In order to develop students' academic potential, they will never be separated from complicated problems (Tarsidi, 2007; Wulandari, 2019). To achieve optimal student development, the educational process can not only be left to one field of activity (such as only in learning the field of study or the field of guidance and counseling) but is a good collaboration between educational components to achieve common educational goals (Afdal, 2015). Generally, the problems faced by counseling teachers are tied to career guidance for each individual student. Career guidance in the treasures of counseling

studies in schools, is a process of assistance, services and approaches to students so that they can know and understand themselves, get to know the world of work, plan for the future as expected, take and believe that their decisions are the most appropriate, according to their circumstances.

Achieving success in a career is not something that is obtained instantly, but must go through good planning before individuals enter the world of work or pursue their chosen career (Latif, Yusuf, & Efendi, 2017). Careers are the "new world" that individuals will face after studying, professionalism and education (Siahaan, Iswari, & Afdal, 2020). Individual development where one part of it is the development of career direction requires individuals to be able to achieve optimal development (Sofyan, Yusuf, & Daharnis, 2013). Where, the purpose of career guidance in schools is to help students understand and develop themselves optimally according to their abilities (Afdal et al., 2019), in the process of preparing to enter the world of work or treading to a higher level of education, and make decisions about future careers (Smith & Wood, 2020; Sulistyowati & Mahmudi, 2016 (Alizamar, Syahputra, Afdal, Ardi, & Trizeta, 2018)).

METHOD

This research is a literature study. In this literature study, the researcher collects various books and scientific articles according to the title that the researcher has adopted. The book that the researcher uses as a reference for this research is a printed book. Then scientific articles come from many reputable journal websites.

RESULTS AND DISCUSSION

The trait and factor theory was developed by Frank Parsons in the late 19th century (Patton, 2019b; Tarsidi, 2007). He started looking for a way to help teenagers who have difficulties and problems in choosing a field of work that matches their potential, talents, interests. Other names that contributed to the development of trait and factor theory are, D.G. Paterson, J.G. Darley, E.G. Willianson, who are often dubbed the "Minneisota group". They have a major influence in the advancement of differential psychology which emphasizes the disclosure of personality traits through scientific measuring tools, which are based on the understanding and recognition of interpersonal differences (Muslimah, et al., 2019; Nindya, Kiswanto, & Hidayati, 2020).

The tests developed at Minnie Sota are very well known as instruments for revealing personal traits (trait, meaning traits; the word factor is statistical language for traits, which is related to the application of factor analysis techniques). Traits and factors view that humans are essentially rational beings with potentialities that can develop in a positive or negative direction; Humans cannot develop automatically but need the help of others to reach their full potential (Saputra, Dantes, & Lestari, 2015; Walling, 2020). In language, trait is defined by the characteristics of an individual, while factor means certain types and conditions possessed by a job or a position (Rumsey, 2020).

The trait and factor theory assumes that a match between traits and factors will give birth to success in a person's career, and vice versa. It is these assumptions that underlie the birth of the trait and factor theory which is the theory of career choice (Woods, Edmonds, Hampson, & Lievens, 2020). Trait and factor refers to abilities (including general mental abilities or intelligence, special abilities or talents, learning ability or academic achievement, and work skills), interest in the position, and personality traits. Trait and factor theory emphasizes the importance of a match between people's personal traits (traits, factors) and job requirements; the more suitable, the greater the opportunity for people's work productivity and he is likely to get satisfaction (Rasmi, Muis, & Pono, 2020; Xu, 2020). Furthermore, Trait and Factor is defined as a directive counseling or counselor centered approach, having the basic view that human personality is a system of interdependent traits and factors (Mahardijaya, 2019).

The impact of trait and factor in dealing with students who have difficulty in determining the choice of majors is expected to bring positive results. generalizations can be made to others schools that have the same problem, because the process uses aspects of dependence between the two parties (Mouratoglou & Zarifis, 2020; Nindya, et al., 2020). Trait and factor is a form of counseling that emphasizes individual understanding through psychological testing and the application of that understanding in solving various problems faced, especially those concerning the choice of majors or jobs. The most famous pioneer of the development of this counseling style is EG Williamson, this counseling style is also known as directive counseling or counseling-centered counseling, because counselors consciously carry out structuralization in the counseling process and try to influence the direction of counselee development for the benefit of the counselee himself (Mouratoglou & Zarifis, 2007). 2020; Nindya, et al., 2020).

Theory Characteristics

Trait is a long-term personal trait, either learned or hereditary (Rochmawati, 2016). Trait according to Cattell is a hypothetical or imaginary construct as a conclusion from objective observations of behavior. Cattell argues that trait is a basic element of personality that plays a vital role in predicting behavior (Muslimah, et al., 2019; Walling, 2020). This can be seen from the definition of personality according to Cattell (Muslimah, et al., 2019) personality is a complex structure of traits arranged in various categories, which makes it possible to predict behavior. Factor something that causes an event. Factor analysis was developed in the work of Spearman who was interested in explaining that intelligence (as measured by IQ tests) is a single factor or a combination of work from a range of subfactors such as intelligence, ability in the field of mathematical skills. Factor theory is a theory that seeks to explain a concept such as personality. , intelligence or teachings in the range of components charged with the use of factor analysis on related data (De Jong, Wisse, Heesink, & Van Der Zee, 2019; Rumsey, 2020).

According to Winkel (Sari, Erika, & Neldawati, 2020) the term trait and factor Counseling Approach is a style of counseling that emphasizes self-understanding through psychological testing and the application of that understanding in solving various problems encountered, especially those concerning the choice of study program and or field of work. . In other words, Trait and Factor counseling is used as an alternative counselor in helping client problems related to career selection (Muswara, Jahada, &

Arifyanto, 2020). While Crites (Chen & Vinitwatanakhun, 2020) states that trait and factor counseling is said to follow the logical thinking that people use in dealing with and solving decision-making problems. So it can be said that trait and factor counseling is not only used to solve career choice problems, it can also help someone in making decisions. According to Williamson (Lindahl, Colliander, & Danell, 2020) there are seven human natures in Trait and Factor counseling, namely as follows: 1. Humans are born with good and bad potential; 2. Humans are dependent and only develop optimally in the midst of society; 3. Humans want to achieve a better life; 4. Human relations are related to the concept of the universe; 5. Humans are unique individuals; 6. Humans have general characteristics; 7. Humans are not passive recipients of innate and environmental.

Furthermore, the principle of Trait and Factor counseling is that counselors help solve client problems related to their careers (Mahardijaya, 2019). This counseling consists of six stages, namely: 1. Analysis involves collecting data for the client's understanding, 2. Synthesize or summarize and organize data to determine the client's strengths and weaknesses, 3. Diagnosis or conclusion regarding the cause of the problem and its characteristics. 4. The counselor's prognosis or prediction regarding the future development of the counselee or the implementation of a diagnosis, 5. Treatment or counseling is a step taken by the counselor with the counselee to make adjustments and readjustments, 6. Follow-up includes any activities of the counselor to help the counselee face new problems and evaluate the implementation of counseling. From the six stages above, it can help counsees, in this case students, in helping students solve problems related to their careers. The implementation of career guidance and counseling in vocational aims to provide an overview and expectations that will be achieved by students in the future in their career world. Above, demands need to develop an effective career guidance and counseling model. The integration between career guidance and learning programs in schools will produce graduates who are ready to work and have career maturity. One approach to career counseling aimed at increasing students' career maturity is the nature and factors of career counseling (Mahardijaya, 2019; Walling, 2020).

According to Sugiharto (Muswara, et al., 2020) the objectives of Trait and Factor counseling are: 1. helping individuals achieve the development of perfection in various aspects of human life; 2. assist individuals in gaining progress in understanding and managing themselves by helping them assess their strengths and weaknesses in activities with changes in the progress of life and career goals; and 3. Helping individuals to improve their self-confidence, inability, and limitations as well as helping the growth and integration of personality. From the description above, it can be concluded that the purpose of trait and factor counseling is to help the client's self-understanding, which is mainly related to career. So that clients can reduce anxiety in choosing a career according to their abilities. The explanation can be concluded that the purpose of trait and factor counseling is to help individuals in their self-development from various aspects to understand and manage by knowing their weaknesses and shortcomings to improve for the better.

In the theory of traits and factors, a person's personality can be described by identifying the number of traits, as far as the results of psychological testing that measure each personality dimension can be seen. Trait-factor counseling holds the same view and

uses psychological tests to analyze or diagnose a person regarding the characteristics of certain personality dimensions/aspects, which are known to have relevance to a person's success or failure in a position and following a program of study. The factor that can be described is a style of counseling that emphasizes self-understanding through psychological testing and the application of that understanding in solving various problems faced, especially regarding the choice of study program/field of work (Citra Praswastantika & Nuryono, 2018; Fitriana, 2019).

Strengths And Weaknesses Of Theory

In the analysis of the trait and factor approach there are advantages and disadvantages (Woods, et al., 2020). The advantages of trait and factor theory are as follows: 1. The emphasis on the use of objective test data leads to improvements in test development and users, as well as improvements in environmental data collection; 2. The emphasis placed on diagnosis implies an attention to the problem and its source leading to the creation of techniques to manage it; 3. Emphasis on cognitive aspects is an effort to balance other views that emphasize affective or emotional Disadvantages

The trait and factor approach concerns the choice of field of study and occupation (Woods, et al., 2020). These weaknesses include the following: 1. Lack of attention to the influence of feelings, desires, desires of various cultural values, life values, and life aspirations, on the development of positions 2. Children and youth as well as the choice of program/field of study and field of work; it is believed that the choice of position and choice of study program occurs only once and this is also a final or definitive decision, by thinking rationally; 3. Lack of attention to the role of the immediate family, which also influences the choice of children by expressing their hopes, desires and giving consideration to profit and loss while referring to family traditions; demands to remember the family economy; and concrete limitations in financial capacity; 4. Underestimation of changes in people's lives that contribute to expanding or limiting the number of choices available to a person; 5. Lack of awareness that the constellation of qualifications required to achieve success in a particular field of work or study program may change over the years to come; 6. The pattern of certain personality traits is not certain which greatly limits the number of opportunities that are open to a person, because people of various patterns of personality traits can achieve success in the same field of work. Among the advantages and disadvantages of this theory in choosing a career, counselors must master other theories because not all problems can be solved with the same theory. Therefore, counselors are required to master various theories to adjust other problems.

Related Research

Among the pioneers of vocational counseling theory, Parsons (Smith & Wood, 2020) argues that vocational guidance is carried out first by studying individuals, then by examining various occupations, and finally by matching individuals to occupations. This process, which is called trait-and-factor theory, can simply be interpreted as matching an individual's character with the demands of a particular occupation, which in turn will solve the problem of career tracking. This trait-and-factor theory developed from the study of individual differences and its subsequent development is closely related to the testing or psychometric movement. This theory has a great influence on the study of job

descriptions and job requirements in an effort to predict future job success based on the measurement of job-related traits.

The main characteristic of this theory is the assumption that individuals have unique patterns of abilities or traits that can be measured objectively and correlated with the demands of various types of work (Tracey, 2020). The development of assessment instruments and the refinement of occupational information are closely related to trait-and-factor theory. The development of individual values in the career decision-making process is also a significant factor. Some experts argue that the trait-and-factor theory might more properly be called applied differential psychology (Tracey, 2020).

Williamson is a strong proponent of trait-and-factor theory-based counseling. The use of the Williamson counseling procedure uses a trait-and-factor approach which was developed from the work of Parsons. Even when integrated into other career guidance theories, the trait-and-factor approach plays a vital role. Its impact and influence on the development of assessment techniques and the use of career information is enormous (Walling, 2020). However, over the last three decades the basic assumptions of the trait-and-factor approach have been strongly challenged. The limitations of testing have been demonstrated in two research projects. The first study was conducted by Thorndike and Hagen (Kamphaus, 2019) which followed the career patterns of 10,000 men who had been tested in the armed forces during World War II.

The results of this study indicate that the tests administered 12 years earlier did not accurately predict career success for various reasons. Many individuals who hold jobs that are not related to the results of measuring their abilities. Another study by Ghiselli (Van Iddekinge, Arnold, Frieder, & Roth, 2019) showed that the level of confidence in predicting success in job training programs based on test results was only moderate. In general, research results show that test results alone do not provide enough information to accurately predict future career success. In 1984, Brown argued that trait-and-factor theory was never fully understood. He argues that proponents of the trait-and-factor approach never condone the excessive use of testing in career counselling. According to Williamson (Woods, et al., 2020) test results are only one way to evaluate individual differences.

Other data, such as work experience and individual background in general, are equally important factors in the career counseling process (Patton, 2019a; Xu, 2020). The following assumptions of the trait-and-factor approach also raise concerns about this theory: there is only one career goal for each person and career decisions are based primarily on measurable abilities. These assumptions greatly limit the number of factors that can be considered in the career development process. In essence, the trait-and-factor approach is too narrow in scope to be considered a major theory of career development. However, we must acknowledge that standardized occupational analysis and assessment procedures emphasizing the trait-and-factor approach remain useful in career counseling (Patton, 2019b; Walling, 2020).

CONSLUSIONS

Trait factor is a style of counseling that emphasizes self-understanding through psychological testing and the application of that understanding in solving the problems faced, especially regarding the choice of programs and fields of work. Trait and factor guidance and counseling is used to help the counselee understand his talents, interests and abilities through psychological tests, so that the counselee can solve problems related to the choice of majors, further studies and the choice of a job or career in the future, as well as being able to help someone/ counselee in making decisions. Besides that, trait and factor counseling has also developed not only limited to helping the counselee in dealing with problems related to career or work but also assisting in decision making related to all the problems experienced by individuals concerning their intellectual, social and emotional.

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