

FINAL STUDENT CAREER SELECTION FROM: HOLLAND THEORY PERSPECTIVE

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Abstract

One of the most important decision-making processes of a person is choosing a career. What happens in his life will be influenced by the choices he will make. Because it is one of the decision-making processes that individuals go through after going through how many stages of development in their lives. Career selection is also an aspect of a person's personality or social life that cannot be avoided. Certain career choices are very important and tailoring a person's career reflects their personality. Research on descriptive qualitative is this type of research. Using interviews on final year students. Being the source of data for this study regarding the difficulties of final year students choosing careers based on the findings of interview analysis and final year student researchers facing difficulties in choosing their career path. So that students in the final year cannot choose a career path, what will be done to find out the problems faced and to design solutions. In reducing the problems that occur, namely career guidance planning in increasing the exploration of final students.

Keywords: Holland's theory, personality, career

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INTRODUCTION

Broadly speaking, graduate students are students who are close to completing their studies and are writing a graduation thesis (thesis). Final year students are expected to be optimistic and play an active role in solving various problems both academic and non-academic. (William & Keith, 2017). After completing the academic process, students will choose the last gate that must be passed by each student before graduating to become an undergraduate. Students will enter a higher level and some options may continue to pursue their degrees and some may also choose to work or have a career (Sartika et al., 2014).

Help students choose careers according to their personality, guidance, and teachers. Counseling can provide career services to students, career services for students It will help choose career in the future. The presence of BK teachers / counselors is expected to help find and direct students' talents and interests, students can be directed to independently determine the level of further education according to their abilities, students can recognize the advantages of their shortcomings in order to choose the world of work that suits them as a career path that will be pursued in the future and provide BK services specifically to students who have problems both personally and socially (Sholeh, 2018).

In general, the goal of school career guidance is to help students master the skills to make decisions about their future careers. Career planning is very important for students in achieving career success. All students want success in career, so that students can be successful in career, students are expected to be able to plan their careers, because success in careers begins with good career planning. Career is not only a job and not occupation, but a career is a series of a person's work during his life (Ria & Hasnidar, 2020). In addition, according to the career guidance services provided, students are expected to be able to understand their own characteristics both in terms of interests, values, skills and personality traits, as well as identify a broad field of work. In addition, expect students to be able to find a career and engage in an effective career and provide viability in life. Career choice is one of the most important decision-making processes in a person's life. The decisions he makes will affect his life experience. Career choice is also an unavoidable aspect in one's social life, as it is a decision-making process after a person has experienced several stages of life development (Nindya, 2019).

Career is a part that affects a person's life and overall well-being. Therefore, the process of choosing and finding a career is an important point in life. (Ahmad Rofi, 2019). Career is considered basic in life. Because by being in the character that someone does it will give him happiness. (Afandi, 2011). The characteristics of students are usually characterized by personality stability that begins to increase due to reduced emotional disorders. (Poerwadarminta, 2017).

They continue to establish themselves. This problem is quite a burdensome problem for final students, especially students of the Faculty of Da'wah and Communication in relation to career costs. The problem of career burden for students of the Faculty of Da'wah and Communication, in terms of which most students do not understand how the correct career paths. (Siswoyo dwi, 2017). Being an independent person and successful in his career in the future is everyone's goal, especially every adult to ensure his descendants or the next generation have a successful career in the future. (Ismandi, 2012). Talking about career is synonymous with the field of work, and career plans help prepare students for the next level. To devise better career planning, individuals need a lot of information about how career planning is done. Involving media support helps students get their attention so that they receive information more easily (Ahmad Rofi, 2019).

At this time final students play a very important role in choosing a career in the future, because after graduating from college, each individual will face the reality of real world of work life (Farid, 2010). Therefore, career interests are often in mind from the beginning, from formulating ideas about the right job to developing a self-concept about work that influences career decisions. (Poerwadarminta, 2017). For final students, especially students of the Faculty of Da'wah and Communication in relation to career determination, this problem is quite a burden that is so burdensome to the mind. Problems in determining careers for students of the Faculty of Da'wah

and Communication, where most students do not understand the right and correct career determination paths (Manhiru, 2011). Most students refer to several possible jobs that have a relationship with the study of the Faculty of Da'wah and Communication which is struggling with the profession of Islamic Journalist so that it can be seen that there is no breadth of career selection estimated by final students of the Faculty of Da'wah and Communication (Saputra & Syaikh Abdurrahman Siddik Bangka Belitung, 2020). The truth is there are quite a lot of jobs to choose from, such as journalists or reporters, editors, teachers or educators, radio broadcasters. Some students do not worry about job choices related to the Faculty of Da'wah and Communication, while the rest do not have thoughts about entering the world of careers or jobs (Febrini et al., 2020).

Holland's considered the relationship between personality types and environmental models, outlined in mdiagramscalled "Hexagonal models", which represented various psychological distances between personality types and environmental models. A person's professional success is inseparable from education. Education is aimed at maximizing the potential of students. (Akbar, 2011). Perfect to be a high-quality, highly skilled individual with the knowledge and skills to have a competitive edge in life and prepare for a better life in the future. (Febrini et al., 2020) Therefore, the reason researchers choose Holland's theory This theory explains work-related behavior.

Which career choice is more likely to lead to professional success and satisfaction? This theory also explains other human behaviors such as success and relief (Simamora, 2012). Theory is the most well-known and well-studied subject and the most commonly used theory by career counselors. Understanding Holland's theory also helps people make the right choices and choices about the best job, career, major, or training program that suits them best.

METHODOLOGY

This type of research used is a Descriptive Qualitative approach This is verbal data collected, for example from the results of interviews between researchers and informants. The reason the author used this study is that this research requires direct investigation of the object. Therefore, researchers directly observe the research subjects and conduct process interviews to obtain the necessary data. Knowledge and knowledge of the world of work is knowledge of the things needed to succeed in a job and realistic reasoning will relate to knowledge and can understand yourself. The informant in this study was a final year student at the Faculty of Da'wah and Communication UIN North Sumatra.

RESULTS AND DISCUSSION

It should be noted that employment in Holland has influenced the development of interest lists, career assessments, classification of career information, and career counseling. The career choice theory proposed by John L. Holland is one of the most widely studied and applied career development theories. Based on the fact that personality factors are prerequisites for career choices, his theory assumes that people project the world and job perspective onto their position and make career decisions that satisfy their personal orientation choices. This theory combines several psychological constructs of personality, professional behavior and social psychology, including theories of self-perception and social stereotypes. Career can be seen as a series of positions in a job (Fauziah, 2020). According to John Holland, "Basically, career choice is the expression or expansion of personality, entering the field of work, then determining certain professional stereotypes" The theory used to provide information services is John Lewis Holland's career theory.

This is because John Lewis Holland's career theory is in accordance with the purpose of this study, which is to make career decisions. Regarding the characteristics contained in John Lewis Holland's career theory, according to Holland, six personalities are determined according to the personality of the student's own future career. According to Holland, job satisfaction, productivity, etc. basically depend on the degree of congruence between a person's characteristics (and then (professional personality) and the next job (work environment) (Fatmasari & Adi, 2019).

Based on the concept of social learning theory, career selection is the result of the environmental learning process. Through an intensive process of observation, one can see the advantages and disadvantages or the advantages and disadvantages of the work that others do. These external factors include: parents, teachers, friends, mass media or society. Type is generated by type, which means that although parental behavior has the smallest and complex contribution to the development of a child's interests), the premise is that of parents. Type is the child providing an activity environment related to the parent type. (Ayu & Rizki, 2020)

Jobs that meet the needs of this type of research are chemists and physicists. This type of art prefers diverse, free and unsystematic activities to create art products, such as painting, drama, and prose. Dislikes systematic, regular and routine activities. Social types prefer to participate in activities that involve others, with an emphasis on helping, teaching or providing assistance. Dislikes routine activities and systems involving objects and matter. Enterprising people tend to engage in activities that involve manipulating others to gain economic benefits or organizational goals. Dislikes systematic, abstract and scientific activities.

Conventional types tend to require explicit, regular, and systematic data processing to help organize activities. Dislikes uncertain, free and unsystematic activities (Afdal, 2014). According to Sholeh Jailani Achmad et al, Holland career counseling provides clear and detailed procedures and guidelines to guide individuals on how to dream of the best career, what activities to do to achieve their career, and what abilities, feelings and attitudes towards the job, as well as self-assessment related to dream careers. All of that can be completed in a relatively fast time placing student activities in the most important position is a classic approach (Sholeh, 2018).

Based on the findings of researchers there are stages of the student career selection process that refer to the stages of Holland's career theory, career planning can be interpreted as a conscious effort to improve students' ability to achieve a desired goal. Growth Stage, where at this stage students begin the process of determining a career starting from fantasizing or commonly termed with the ideals they had when they were young. But when going through the process of maturation, the fantasies or ideals they hope for are not in accordance with what they dream of because they do not match expectations. Many of the obstacles they face start from economic conditions, parental desires, physical, lack of support from family. So that the determination of the career they designed was simply hampered. In the growth stage, students have undergone the initial stage in the career determination process, by having goals first.

Exploration Stage, in this stage students have been able to choose the direction or desire of the career they dream of but besides that students are also unable to explore their own talents or expertise, because of lack of confidence, cannot understand themselves, no or lack of skills that can hinder their career selection. So that they are hampered due to lack of confidence, therefore career planning has a tendency that greatly affects career development for students, therefore the need for each individual to have careful planning that requires thinking about all goals to be achieved in the long term. Parents are also one of the potentials that can consensus all expectations for their children, so that it will greatly affect the choice of their children's careers. In stating their children's profession, parents must also have social, economic, background knowledge, and parents to be important factors in choosing a career for their children

Some of the most widely educated and used career improvement theories are John L. Holland's career choice theory. It argues that individuals generalize their work environment and perspective to where they are and make career decisions by satisfying their personal orientation, regarding the reality that personality factors are a requirement for choice career. Self-perception theory and social stereotypes are two examples of psychological constructs of personality, professional attitudes, and social psychology combined in this theory. Career can be considered as a series of jobs (Fauziah, 2020).

According to Holland's book interests related to work and career are a combination of a person's life history and his entire personality, so that certain interests will eventually take the form of the following personality traits: self-expression in the field of work, academic research, core hobbies, various entertainment activities, and many other interests. Holland's theory has several key assumptions. The first is that people can be classified according to six personality types, and

each type is a theoretical model that can be used to measure people. Individual personalities usually contain most or all of these types of characteristics to varying degrees. Three-letter codes (such as SEI) are used to describe the extent to which a person has characteristics of each personality type (Hastuti, 2012). The second assumption is that there are six models of work environments for each personality type. A work environment model can be defined as "a situation or atmosphere created by people who control a particular environment".

Each environment is characterized by the most specific personality type, and has a specific physical environment that causes problems and opportunities. For example, the social environment is usually dominated by social personality types, aggressive environments are usually dominated by aggressive personality types, and so on.

Schools and hospitals are examples of social work environments, banks and car dealerships are examples of aggressive work environments, and mechanical workshops and farms are examples of realistic work environments. Since each personality type has different interests, characteristics, and personality sets, people with this personality type tend to look for people and materials who can experience a consistent worldview (Linda, 2020). A third assumption of Holland's theory is that people will seek environments where they can use their specific skills, express their attitudes, and maintain roles they prefer. The final assumption of the theory is that behavior consists of the interaction between a person's character and the characteristics of his environment. Holland uses the term "consistency" to describe this interaction. By assessing the suitability of an individual's personality to the chosen work environment, it is possible to predict an individual's choice of employment, achievement, ability and social behavior (Savickas, 2015).

Generally, career selection is a romance or development of individual characteristics, entering the world of work, then establishing certain professional John Lewis Holland's career theory is one that is used to provide information services (R. Ahmad, 2014). This is because the purpose of this study, which is to help people make career decisions, according to John Lewis Holland's career theory. Regarding the characteristics described in each theory by John Lewis Holland, Holland asserted that each student's future professional personality was used to identify six personalities that correlated with the type of work environment, namely, realistic type, investigative type, artistic type, social type, enterprising type, conventional type of the six personality types according to John Holland above with the type of work environment (Affandi, 2011).

Realistic types tend to favor activities that require explicit, regular, or systematic manipulation of objects, tools, machines, and animals. Dislike support and educational activities. The Investigative type prefers activities that require observational, symbolic, systematic, and creative investigation to understand and control physical, biological, and cultural phenomena; and don't like that activity. The type of artist who tends to like ambitious, free and unregulated activities, producing works of art such as paintings, dramas, and essays. Social types prefer activities that involve other individuals or organizations, with an emphasis on helping, teaching, or channeling assistance. This type of entrepreneur prefers activities that involve manipulating others for financial gain or organizational goals. The traditional type prefers activities that require explicit, orderly, and systematic data manipulation to contribute to organizational goals. Dislikes unsafe, free, and disorganized activities.

John Holland shares 6 personality types related to the work environment for students to know or plan their careers that match their desired interests (Ferguson, 2010) Moving with the selection of goals regarding career information services is not just introducing the world of industry, but students are required to be able to understand themselves both what they cannot do and the talents they have so that students can not be wrong when choosing a job or career later. Therefore, students need support from their self-understanding before entering the world of work, and students' self-understanding of job which includes knowledge of themselves and a work environment that is suitable for these students (Triyono, 2014). In providing career information services, students will be invited to recognize their own personality and potential related to the major they choose (Rahayu, 2011). In addition, students will also be informed about the types of

jobs that exist. Differences show that Holand career information services are effective in improving self-concept in career and motivation to pursue a career path. (Hastuti, 2012) (Husaini, 2011).

The aspects of career planning aspects that must also be known by students according to Parsons and Wiliamson self-knowledge which include ideals, life values, goals in life, interests, abilities, talents. Here students must know and understand themselves so that they determine where they are and are always open to anyone, as for the introduction of the family environment including abilities in the field of economics, health in the field of education. students must remain open to parents in order to get support from parents or family (ismadi, 2012) As for the growth process that must realize ideals that are faced with many problems that result in students being unable to achieve their goals. The career of a student is something that is so important to plan as an individual who is preparing his education in higher education (nafi Ahmad, 2011). Usually students are in the age range of 18 to 24 years, and this age is most likely included in the early adult stage of development and can determine career choices later. (Akbar, 2011).

In the world of education, students are subject to academic demands such as doing coursework, taking exams, and learning material that is very complicated and difficult. Especially when in the final semester, students are required to do their final project or thesis to determine where they want to continue their career (Riski, h & Ayu, 2020). Based on this, it can be understood that students still have difficulties in decision making and time management to want to continue in the field of work or in their career field. For the determination of the career he will choose (Ahmad Rofi, 2019). All of the explanations above can be used as a benchmark that supports that Holland's career theory is indeed effective and reasonable as an increase in understanding of individual students for their readiness to continue to a higher level, including the career path they will be engaged in in the future.

CONCLUSION

Planning early on the career to be addressed is a very important thing that must be done as a group of individuals who are weaving education in college. This is useful so that after graduation, students can become useful people for society and do not have time to be unemployed when graduating from college. The age of students generally ranges from 18 to 24 years which is the early developmental stage of adulthood. Therefore, it can be concluded that this age range is the age of students who are expected to enter the stage of early adult development and be able to determine their next career choices. From this we can see that final year students have difficulties in time management where final year students during the thesis process still have courses to be completed. This is one of the causes where final year students will be hampered by the completion of undergraduate studies (S1) And this also has an effect on hindering the determination of the career he will choose.

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