

The Urgency of Career Planning and Basic Services for Career Planning for Students at SMK Negeri 1 Cilegon

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Article Info	ABSTRACT
<p>Corresponding Author: Name of Corresponding : Meilla Dwi Nurmala E-mail: meilla.dwi.nurmala@untirta.ac.id</p>	<p>Subject in this research is students at SMK Negeri 1 Cilegon, this school is one of the superior vocational high schools in the city of Cilegon, therefore graduates produced by this educational unit must of course be of high quality and able to meet job market expectations. This research aims to explain the urgency of career planning and find out the basic counseling services related to career planning needed by students at SMK Negeri 1 Cilegon. This research uses a qualitative approach with observation, literature study and assessment methods. The results of this research include: (1) the majority of class XII students at this school are faced with problems in the career field, especially career planning; (2) planning a career is important for students at SMK Negeri 1 Cilegon because having a career plan can certainly help them in making decisions, identifying and making the next steps to achieve their expected career goals, determining their major when wishing to continue their education, develop internal potential and be able to help him determine the expected job; (3) The basic counseling guidance service provided to students at SMK Negeri 1 Cilegon is by holding a seminar with the theme "The urgency of career planning for students at SMKN 1 Cilegon" which aims to enable students to understand the work environment or further studies related to their potential and understand regarding the type of work required and the type of education or training required for career development in a particular field.</p> <p>Keywords: Urgency, Career Planning, Basic Service</p>

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INTRODUCTION

Students who are at the high school education level, which in this case are those who are still in the teenage phase, often have difficulty completing their career development tasks. Students often have problems related to continuing their studies or employment after graduation. This is in line with what was conveyed by (Supriatna & Budiman, 2009), the problems that often arise include uncertainty in determining a study program, choosing a university, choosing goals or even not understanding one's interests and talents, as well as feeling anxiety related to fate of what job he will do after completing his education. The feeling of confusion often felt by students usually increases when they start grade 12 of vocational school.

Not only this problem, a phenomenon that often occurs in real life is also the thinking of students who do not yet have principles in determining their life path, so they still often follow their peers or the wishes of their parents in determining their career choices. This phenomenon is supported by Darajat's opinion (Rauf, 2006) who explains that:

"Teenagers still often complain about their worries regarding their bleak and unclear future, as well as where they will work in the future and what profession is suitable for them. "But on the

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other hand, these teenagers don't see a way to deal with it, because the reality of living in a society that doesn't give them certainty."

This is strongly related to the type or variety of schools and the education system they use. Therefore, solutions to the career problems that have been presented must be found as soon as possible, because if there is no solution to these problems then students will not have maturity in planning and making career decisions. This is also in line with (Santrock, 2003) that one of the things that plays an important role in determining a teenager's career is planning and decision making.

Based on the identification of problems in the field, it shows that there are still students who do not have a thorough plan to progress to the next stage, students still tend to be apathetic about the existing situation so it is feared that this could have an impact on learning motivation, learning outcomes and achievements in the future.

Class 12 students at SMK 1 Cilegon have problems in determining their careers in the future, the majority of class 12 students at SMK 1 Cilegon still don't know what future plans they should take. This is because most of the students themselves do not have the skills to prepare career plans for their future. State Vocational School 1 Cilegon as one of the superior vocational high schools in the city of Cilegon certainly has an obligation to shape the mindset and skills of its students so they can compete in the modern era like now. One of the efforts initiated by the PLP Guidance and Counseling Education Study Program at Sultan Ageng Tirtayasa University is to provide seminars related to the urgency of planning for students at SMK Negeri 1 Cilegon. This is aimed at making students enthusiastic and starting to think about career plans for their future by providing an overview of options. -career options that they can pursue after graduating from school.

Career guidance services in the field of counseling are a service that is able to help students plan their careers and determine decisions regarding themselves personally. This means that students must understand each other, for example understanding their potential, interests, abilities, achievements, talents and personality. So that the provision of career counseling services is carried out in order to equip students with knowledge of data and facts in the fields of school education, work and the realm of personal social development. This is intended so that students can organize and plan their lives.

Every student certainly hopes to have a good and guaranteed future and also in accordance with their dreams. Efforts that can be made in order to realize this dream must have a thorough career plan. Career planning must be planned from an early age, because the level of interest of students in choosing a career can be a factor in heavy competition between fellow students. Career choices are very important for students with the aim of planning a career that suits their potential and abilities while undergoing education at the Vocational High School (SMK) level.

Vocational school level education is intended to prepare students who continue their education to a higher level, and also prepare those who intend to enter the world of work when they have completed their education. Based on researchers' observations in the field, it appears that there are still many students who experience problems in the career field, most of them are still confused about the career they will pursue after graduating. Some students are still uncertain about determining their future career, in fact quite a few of them make career plans based only on the wishes and abilities of their parents or follow their friends' career choices, so they do not take into account their abilities.

From the background that the researcher has conveyed, the researcher has an interest in carrying out research related to career planning. Career guidance services can be an alternative in providing career understanding to students at SMK Negeri 1 Cilegon so that they are able to have thorough career planning. Students who want to continue their education to a higher level or will immediately enter the world of work certainly need career guidance.

METHOD

This research uses a qualitative approach with observation methods, literature study and assessment. Qualitative research is research that is not based on previously created theories, but is based on fields that are based on the natural environment (Strauss & Corbin, 2003). The subjects of this research are class XII students at SMK Negeri 1 Cilegon. The focus of this research is aimed at career planning for class XII students at SMK Negeri 1 Cilegon. The location where this research was carried out was SMK Negeri 1 Cilegon, which took place from 15 September to 30 October 2023.

RESULTS AND DISCUSSION

1. Class XII Student Assessment Results at SMK Negeri 1 Cilegon

Before implementing the basic counseling guidance service program, researchers distributed online assessment sheets to class XII students at SMK Negeri 1 Cilegon. The use of assessment in this research is aimed at finding out the right services to be provided to students to suit the problems they face, so that the basic counseling guidance services that are programmed can effectively become a solution or solution to the problems that occur. From the dissemination of the assessment that has been carried out, the following data were found:

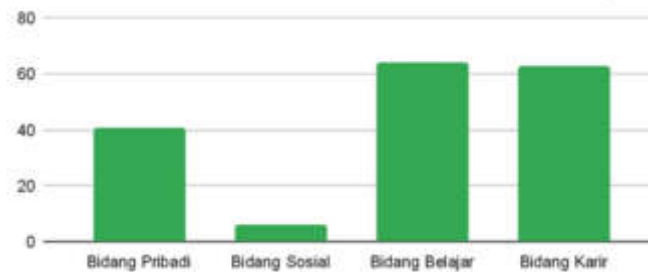


Figure 1. Table of Assessment Results for Class XII TFLM SMK Negeri 1 Cilegon

Based on the bar diagram above, it shows that the problems faced by the majority of class XII TFLM students at SMK Negeri 1 Cilegon are in the field of learning. This is proven from the problem items of students in this class who experienced problems in the learning sector, which reached 64 people, followed by 63 people in the career field, then 41 people in the personal field and 6 people in the social field.

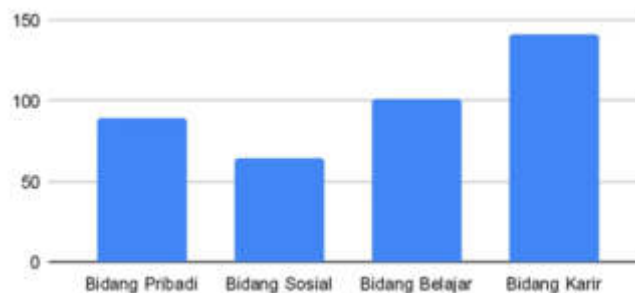


Figure 2. Table of Assessment Results for Class XII SIJA 1 SMK Negeri 1 Cilegon

Based on the bar diagram above, it shows that the problems faced by the majority of class XII SIJA 1 SMK Negeri 1 Cilegon students are in the career sector. This is proven from the problem items of students in this class who experience problems in the career field, which is 141 people, in second place is the learning field with 101 people, then the personal field is 89 people and the social field is 64 people.



Figure 3. Table of Assessment Results for Class XII RPL 1 SMK Negeri 1 Cilegon

Based on the bar diagram above, it shows that the problems faced by the majority of class XII RPL 1 SMK Negeri 1 Cilegon students are in the career field. This is proven from the problem items of students in this class who experienced problems in the career field, amounting to 107 people, in second place, namely the learning field, numbering 68 people, 64 people in the personal field and lastly, namely the social field, numbering 46 people.

Based on the overall data obtained from the results assessment class XII students at SMK Negeri 1 Cilegon, it can be said that the majority of class XII students at this school are faced with problems in the career field. Based on the researcher's analytical perspective, the specific problem they face is regarding career planning that is not yet mature.

2. The Urgency of Career Planning for Class XII Students at SMK Negeri 1 Cilegon

Career is a need that is considered important for human life (Sari et al., 2021). Career can be interpreted as the main job that a person carries out throughout his life (ABDULLAH, 2018; Winkel & Hastuti, 2007; Yusuf, 2002) as a form of self-realization for each person in living their life and achieving their respective life goals (Sitompul, 2018) which requires good self-management and requires intelligence and ability in the field pursued (Sari et al., 2021). Career is something that a person wants to achieve according to their potential and abilities. There are several things that must be considered in order to obtain or have a successful career, starting from finding out information, planning, determining and finalizing the career you want to pursue. Of course, apart from that, the most important thing is how you can see your potential and recognize yourself so you can know what jobs are suitable and which are not suitable for you.

Vocational School students can be said to be one element of the young generation and also the nation's successor, they must be carefully prepared to become a generation that has the ability to continue and improve existing development with the hope that future young generations can take the Indonesian nation in an increasingly advanced direction in various lines of life, so that the Indonesian nation is able to become a leading nation and not be left behind by other nations.

This ability itself must be instilled through various efforts to accompany career development, so that vocational school students can have an adequate understanding of themselves, the environment and the decision-making process and become more mature in preparing themselves in the aspects of knowledge, skills, values and attitudes, which are all This is needed to have a successful career. So then vocational school students' career preparation as the young generation and future successors of the nation is very important.

One of the keys to success in a career is careful planning. Planning is not only made once, but must be made repeatedly. Just like health checks, careers must also be checked periodically. Moreover, if the job you want or are currently undertaking does not match your expectations and abilities, it is advisable to think about career restructuring as soon as possible. It's never too late to do it. Career planning is not a difficult or burdensome process, in fact, on the contrary, career planning should be seen as a process that gives meaning to a person's career journey, which in this process will help someone to achieve the career goals they hope for.

(Supriatna & Budiman, 2009) explain that career planning is a student activity that leads to career decisions in the future and this is very important for them in pursuing a career in the future. These students carry out career planning, because without career planning, the choice of major and job they will undertake is only based on opportunity and not based on the need to prepare themselves to achieve their dreams. Therefore, the ability to plan a career is important for students at SMK Negeri 1 Cilegon because having a career plan can certainly help them in making decisions, identifying and making the next steps to achieve their expected career goals, determining their major when they want to continuing education, developing internal potential and being able to help him determine the desired job.

The goal of career planning (Massie, 2015) is for students to have good behavior in their future careers. According to Pratama, et al., in (Sitompul, 2018) explains that the purpose of career planning is to increase insight and self-knowledge, gain personal satisfaction, prepare a suitable work environment, optimize the time and effort needed for one's career and provide guidance in determining and directing a balanced career with the right education and training. Career planning is also intended to help someone plan career activities, improve self-quality, make effective career decisions, carry out self-development and understand the ultimate goal of their work. The ultimate goal of career planning is to help someone achieve satisfaction in their work. Based on this view, it can be concluded that the purpose of career planning is to increase insight, personal understanding, optimize the time and effort made in order to invest in one's career in order to have a positive attitude towards the desired career.

3. Basic Guidance and Counseling Services to Prepare Career Planning for Class XII Students at SMK Negeri 1 Cilegon

More specifically with regard to Vocational High Schools (SMK) in Government Regulation no. 29 of 1990 concerning Secondary Education, mandates that vocational secondary education prioritizes preparation for students who wish to enter the workforce and fosters an attitude of professionalism (PERATURAN PEMERINTAH REPUBLIK INDONESIA NOMOR 29 TAHUN 1990 TENTANG PENDIDIKAN MENENGAH, 1990). Therefore, career guidance and counseling must be carried out according to needs in the world of work, the competency targets to be achieved for vocational school graduates are quite clear and have differences with high school students, so of course the implications for the career guidance services received are also different.

The aim to be achieved from the PLP activities of the guidance and counseling education study program is to provide information and understanding for students in planning their careers in the future. At the same time, it is hoped that SMK Negeri 1 Cilegon will be able to implement a career guidance program, especially for class XII SMK students.

The counseling guidance service activities held by the PLP counseling guidance study program are holding a seminar with the theme "The urgency of career planning for SMKN 1 Cilegon students" on Tuesday 17 October 2023, with service material regarding "the urgency of career planning for vocational school students" and "profession & professional". The students of class

The aim of providing services with these two materials is that it is hoped that students will increase their understanding of future career planning and be motivated to plan where they want to take their future. Apart from that, by holding this seminar, students are also expected to be able to understand their desires and hopes and be able to formulate from the smallest to the largest things related to their career goals. The continuation of this seminar activity was the provision of counseling sessions by students of the counseling guidance study program to students of SMK Negeri 1 Cilegon who wanted to consult about their career planning. This counseling activity is carried out incidentally, that is, services are only provided to students who feel they need counseling as a follow-up to this activity.

Not only that, the aim of holding this seminar is that students are able to understand the work or further study environment related to their potential and understand the type of work required and the type of education or training needed for career development in a particular field.

The reason behind holding the seminar "Urgency of career planning for students at SMKN 1 Cilegon" as a career guidance program for class Determining their career in the future, the majority of class 12 students at SMK 1 Cilegon still don't know what future plans they should take. Therefore, the PLP group of the guidance and counseling education study program pays attention that every student needs to be assisted in understanding future career planning so that class XII students at SMK Negeri 1 Cilegon are able to make choices or make decisions that are in accordance with career goals.

CONCLUSION

The results of this research include: (1) the majority of class XII students at this school are faced with problems in the career field, especially career planning; (2) planning a career is important for students at SMK Negeri 1 Cilegon because having a career plan can certainly help them in making decisions, identifying and making the next steps to achieve their expected career goals, determining their major when wishing to continue their education. , develop internal potential and be able to help him determine the expected job; (3) The basic counseling guidance service provided to students at SMK Negeri 1 Cilegon is by holding a seminar with the theme "The urgency of career planning for students at SMKN 1 Cilegon" which aims to enable students to understand the work environment or further studies related to their potential and understand regarding the type of work required and the type of education or training required for career development in a particular field.

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