

# Artikel Bu Richma dan Pak Dika

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## **CAREER COUNSELING BASED ON BIH (BELIEVES, IDEALS AND HOBBIES) FOR INCREASING CAREER MATURITY**

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### **Abstract**

This research is motivated by the problems of career maturity of students. Master class preoccupied with administrative attention when using the reference curriculum of 2013. Parents are focused on achieving value for students and some scolded by their parents when students get low scores. In the process of observation when students asked about his ideals, partly unable to answer and partly answer became idolized artist. Supposedly career development stages of primary school age children that must be passed is the fantasy stage, where students in primary schools have ideals very high according to his fantasy to these ideals. The purpose of this research is to improve the career maturity of students through career counseling based BIH (believe, ideals, hobbies). This research uses research and development (research and development). This study was not carried out until the stage of dissemination and implementation of the product. Researchers will limit the development of research procedures until the sixth stage is a limited test phase. The results obtained after a given career counseling service based BIH seen from the results of the post-test as follows: 23.1% in the category Very high and 76.9% in the high category. The results of the post-test was total of three students entered in calcification is very high, while 10 students was classified as high.

Keyword: Career Counseling, BIH (Believes, Ideas, Hobbies), Career Maturity

### **1. Introduction**

Guidance and career counseling is very necessary to implement the Primary School level because this is where students begin to be introduced the basics of the guidance and career counseling. Stages and characteristics of career development for primary school children gives insight to the child. As a counselor, that in the stages of child development there are flashpoints can intervene effectively. According to Ginzberg, Ginsburg, Axelrad, and Herma (in Santrock, 2007: 171) career development of primary school age 0-11 years entered the stage of fantasy. At this stage of child fantasies often mention their ideals someday when you grow up, for example, want to be a doctor, wanted to be a farmer, airline pilots, teachers, soldiers, etc. They also love to play a role (eg, play doctor, play to be a teacher, playing a cop, and others) in accordance with the roles that they see in their environment. Position or job they want or are playing in general is still strongly influenced by the environment, for example on the TV, video, magazine, or watch and figures that never occurred in their lives.

At this time, the career chosen by children are often due to the insistence and parental choice. Starting from the school will be a place be; teach them, not because of the will of their own but because of the desire of parents who wish their children could enter a favorite school. And this occurs in children of primary school age, especially in the last

level that is in the 6th grade students burdened with school final exam and complete acceptance of elementary school graduation, students are burdened with should they enter school, parents' expectations of their favorites. Parents want the best for their children but this condition becomes very troublesome because it would be a problem in career maturity that must be earned. Students at the school just thinking about the problems the value to be nice even perfect, any student thinking only to enter a favorite school and get a great achievement to be able to get a job with a high salary, students also just thinking about the lessons of extra that must be taken to catch up materials and gain more understanding of the material being taught. Elementary school students today have forgotten how to develop his career in this current age. The students forgot the ideals of the proud and they can pursue if they want to try to achieve it. It is seemingly at the time of observation in the SD N 4 Rendeng Kudus, when students asked about his goals, most of them answered wants to be an entrepreneur because of a big salary. Answer the students is very alarming because they have forgotten the developmental stage of his career is still in the fantasy stage and will become a problem in achieving the maturity of his career later.

Career maturity are not formed when finished education school and entering college and ended up in a profession / job / work is achieved, but the career maturity is formed early on. Since primary school age should be applicable base / foundation in the achievement of career maturity. The main foundation in achieving career maturity are: believes in their self, ideals and hobbies. Therefore, it was designed based career guidance and counseling BIH (believe, ideals, hobbies) to increase the maturity of elementary school students' career. Self-confidence is the first step to achieve

the goals set. Confidence will be evidence of self confidence and capabilities. Confidence will lead to the emergence of ideals. Ideals become the basis for obtaining the right career. Ideals are not just on the achievement of the ideals of the profession but be a driving force in achieving a goal. Ideals based on the confidence will be consolidation of someone in stepping achieve one goal. In achieving that, with confidence and ideals to be achieved also need a balance with the hobby. All three became very strong foundation in the achievement of career maturity of students, especially primary school students. Because the foundation of career maturity began since early stage.

## 2. Methods

### 2.1 Participants

The participants was the students in 4th grade of SD N 4 Rendeng Kudus

### 2.2 Instrument

For revealing the data at the preliminary study stage, the instrument used is interview, observation and student career maturity scale.

### 2.3 Procedures (or research design)

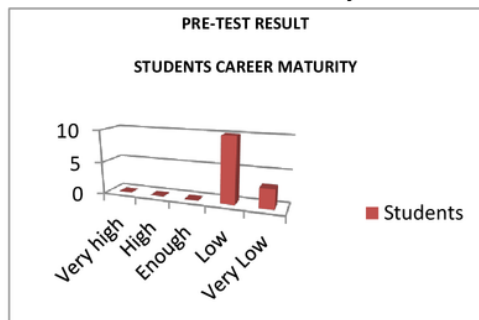
The approach used in this study is inferential research to analyze the relationship between the model developed by testing hypotheses developed previously. This study uses a mixed sequence design method for quantitative and qualitative approaches are used in an integrated and mutually supportive. A quantitative approach is used to assess the maturity of the student's career, meanwhile, a qualitative approach is used to determine the rational model of career counseling based BIH to improve the career maturity of elementary school students. At the technical level is performed as follows: descriptive analysis, collaborative participatory methods, and quasi-experimental methods.

According to the focus, concerns, and research objectives, types of the research

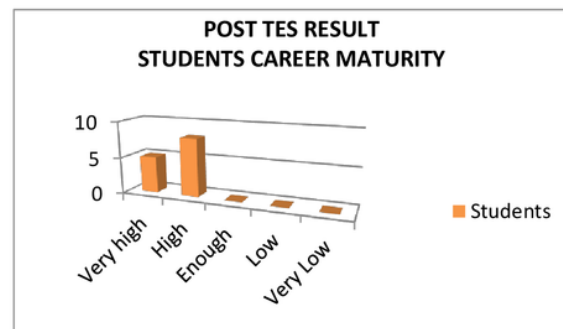
using R and D (research and development). Research directed development as "a process used to develop and validate adicational product (Borg and Gall, 2003: 271). Products mentioned are the development of career counseling based on BIH to improve the career maturity of primary school students which is low. Furthermore, according to (Borg and Gall, 2003: 271) the steps that should be taken in development research (research and development) include: (1) a preliminary study, (2) planning, (3) development of hypothetical model, (4) a review of the model hypothetical, (5) revision, (6) the trial is limited, (7) the revision of the test results, (8) testing more broadly, (9) the revision of the final model, and (10) the dissemination and socialization. However, research and development model Borg and Gall have application in the development of career counseling service based BIH to improve the career maturity of primary school students, is not executed until the stage of dissemination and implementation of the product. Researchers will limit the development of research procedures until the sixth stage is a limited test phase.

### 3. Results

The initial condition of career maturity of students before being given a career counseling service based BIH (believe, ideals, hobbies) are in the category of low and very low with 69.2% the percentage of low category and the category of very low 30.8%. This is illustrated very clearly in the graph 1, that there were 9 students was classified as low, while four other students was classified as very low.



After the students were given career counseling service based BIH (believe, ideals, hobbies) students experienced a very significant increase in the maturity of his career. Increasing students' career maturity can be seen from the results of the post-test as follows: 23.1% in the category Very high and 76.9% in the high category. The results of the post test-was illustrated in the graph post-test of students' career maturity. A total of three students entered in calcification is very high, while 10 students was classified as high.



### Discussion

Career maturity is the readiness and success in solving individual stage - the stage of development of a career in which individuals have a thorough knowledge of him that includes interests and talents and potential, able to choose a career that is appropriate and has the knowledge of the work that has been, and can make career decisions well and is responsible for his life and work. Super (in Greenhaus and Callanan, 2006: 125) states that "individuals are mature or ready to Make Appropriate choices when they have engaged in exploration and have planfull Appropriate occupational knowledge, self-knowledge and decision-making knowledge". Alvarez (2008: 753) reveals "career maturity (CM) as behaviors that a person manifest in the intent to carry out different career developmental task, Appropriate to each stage of maturity".



Career maturity of students is very important in the career achievement and student success. Career is not solely in the acquisition of students' career but in the achievement of the purpose of life. Career maturity is not obtained simply but with a very long process. In the optimal acquisition of career maturity, students need to be given an early age even from primary school age as a strong foundation in obtaining career maturity. Career maturity dimensions proposed by Mamat Surpriantna (2009: 45) is as follows: "There are two dimensions that need to be developed to build a career maturity of students, the dimensions of career maturity that is both cognitive and non-cognitive cognitive. The Dimension of career maturity of students consists of aspects (1) knowledge of the job market information (world of work information) (2) knowledge of the occupational groups preferred (knowledge of preferred occupational group), and (3) knowledge about making decisions (decision making). Non-cognitive dimensions of career maturity of students consists of (1) planning a career (career planning), (2) the exploration of career (career Exploration), and (3) career decision realism (realism) ".

As seen today, most students are too pampered by their parents and tighten assistance so too overprotective and partly too left unattended. Orientation of students today is the achievement of the material and results but in the process became lazy in doing something to achieve goals. The orientation of the parents now on the acquisition value is above average and achievement to be able to get the coveted favorite school by their parents. Not a few parents who when come to school, just ask the child whether the value obtained is maximal or not, or often protest when the child is just a little adrift from his friends and his friend are getting a good achievement. Parents at the elementary school no longer question how this now development of their children. The circumstances of the achievement of maturity to be achieved and

whether the child development that are appropriate to the developmental age.

Not only parents, teachers in primary schools now only oriented material that must be resolved and the value of all the students who have to get past the KKM predetermined limit. Equipped with 2013 as the reference curriculum in teaching and learning, teachers make only limited to the administration to be completed and how the theme timely completion without piled next to the theme. One theme with 4- 5 subjects became so heavy because teachers were oriented on the completion of the acquisition value of the theme and the students as well as administrative processes are so labor-intensive. Supported also by the final scores of students who must be completed in the form of a very long and portfolio detail about each one students make teachers rule out the development of students, especially the development of career maturity that must be obtained by the students. The maximum value is not a guarantee students will get a good career in the future. And also not a guarantee that students can be successful. Dillard (1985) says that career maturity is the attitude of the individual in making career decisions revealed by the consistency of career options in a given period. Career maturity into shares steadiness step in achieving the goals set students not only in matters of career, employment and occupation, but also about a bright future.

Issues such as the above are also felt by teachers, students and parents in SD N 4 Rendeng Kudus. In the process of interviewing the fifth grade teacher, first grade teacher becomes consumed his attention by the administration to be solved when using the reference curriculum of 2013. Parents are only focused on the achievement of students' grades and not a few were scolded by their parents when students get poor

grades. And in the process of observation when students asked about his ideals, partly unable to answer and partly answered an actress idolized in adult television series that is often seen. In fact at this stage of development of children of primary school age, stage of career development that must be passed is the fantasy stage, where students in primary schools have ideals very high according to his fantasy to these ideals. Usually ideals that appear are the jobs or professions that plume like: doctors, engineers, teachers, policemen, soldiers and even the president because they do not understand the process that must be followed to achieve these goals. That there is a profession in his fantasy it fits very well with him. But now the stage of development of students in elementary school fantasy filled with adult films are actually not worth watching. This sort of thing becomes very worrying. Career maturity stage of development which was originally filled with fantasy must be filled with the real thing in life will become stained with fantasy movies and other things that interfere with nerve development. Moreover, it is also supported by the results of the pretest career maturity of primary school students who entered the category of low and very low. Therefore, a career counseling service was designed based BIH appropriate to boost the career maturity of primary school students.

Counseling is a service of assistance to learners, either individually or in groups, to be able to independently and develop optimally, in the development of personal life, social life, learning, and career planning, through various types of guidance and support activities, based on the norms. Career counseling according to Drummond (2010) formulate a career counseling and development is a process in which the activities of guidance, strategies and interventions used to help counselees in

career exploration, career planning and decision making in the process of learning the scope of the school or in the work process.

BIH is the new base in particular counseling career counseling. BIH is the combination Believe, Ideals, and Hobbies. During these three apart in their respective accomplishments. but actually third base when incorporated into a very strong foundation in achieving career maturity of students, especially primary school students. During this existing research on career guidance and career counseling in improving career maturity has a lot to do. Yet no one has used the base BIH (believes, Ideals and hobbies). As in Yovanka thesis research, Erna (2012) career guidance program to improve students' career maturity. Without using any technique in the base or career guidance programs obtain research results that most students have a moderate level of career maturity. It needs a comprehensive career guidance program to improve students' career maturity of career maturity level is becoming higher. Increased career maturity focused on the aspects of career planning (career planning), exploration of career (career exploration), and knowledge about making career decisions (career decision). Furthermore Hendrik (2015) in his research Title Model Guidance Group Values-Based Entrepreneurship To Enhance Students Career Maturity, only uses group counseling based entrepreneurship and research results show that there is an increase in the average score of 160.2 points the initial evaluation and final evaluation score of 217 , 7 points or an increase of 56.6 points is equal to 20.21%. This shows that the model of group-based guidance values entrepreneurship that is developed proven effective in improving students' career maturity. Research already has a very significant difference with this



study. Because of existing research in improving career maturity of students have never used a base BIH. Especially at the point of use hobbies in improving students' career maturity. Hobby into an amplifier and equalizer in helping drive the maturity of the student's career.

Confidence becomes a very strong capital to achieve their goals. By having faith, someone will try and strive to achieve the desired. Confidence makes one understand and accept all the disadvantages and advantages it has, hone their potential and make the best possible weaknesses as the greatest strength to continue trying to achieve maximum results. Confidence will not make someone give up and despair. Confidence makes a person understand the truth of him-self and trying to do the best thing in accordance with its potential. Ideals make someone have a goal in life. Ideal is a person's dreams and hopes about the future, for some people these ideals is the purpose of life. Ideals are the greatest hope in someone's life so that people will build a strong foundation and a step to reach the goal he has set. Ideals can make someone want to try to achieve it.

According to Fahd Djibrán (2011: 36), Ideals is how we achieve happiness, happiness is a matter of how we can become champions for them-selves. Ideals and beliefs have a very strong relationship. Confidence without ideals makes a person only has confidence in his ability but does not have a goal to be achieved. His life only has confidence in the hope that empty without any attempt to achieve its objectives. Ideals make someone have a meaning in life. Likewise, someone who only has aspirations without the support with confidence will not produce anything. Interest in front of him will not be achieved without confidence. Just have hope and purpose, without confidence, a person will not be confident in its ability to achieve these

goals. Without believes would abilities that someone would not want to try because the emerging is pesimistic and anxiety to go and try. Even to believe them-selves capable of self-actualization in achieving its will not have any goals. There is only wishful thinking that does not know when it will be achieved. Ideals must be supported by confidence. Both must be owned and supported each other. In reaching the career maturity of students is not only have the ideals and beliefs that run together because humans also need a life balance that with hobbies that are owned. Hobbies is to balance between the two. Having a hobby will be encouraging its own in the achievement of students' career. Someone who enjoy and have fun in life. Happiness will also be achieved. By having a hobby, confidence will increase because someone has to believe what the pleasure and makes confidence in their ability to achieve the ideals will increase. By having someone hobby will be happiness in achieving a goal or purpose of his life because it will struggle and strive with strong beliefs and bring happiness to achieve it. Hobby is not just a pleasure and fill the void in my spare time. However hobbies is to balance the achievement of one's career maturity. Just have faith and ideals without strengthened by hobby, in achieving its goals will only appear with ambition and ego without any happiness. Confidence is only supported with the hobby without having ideals just to make someone confident and happy with her-self but does not have a purpose in life is to be achieved. Ideals are only supported with the hobby will be someone happy to have a purpose in life but were too afraid and anxious to go and try because it is not sure of himself. confidence, aspirations and hobbies is a firm foundation in achieving career maturity of students.

BIH-based career counseling conducted in 4 meetings. The first

meeting of the students were given materials on self believes students need to have and how to gain her confidence. In this process the students are given time to introspection themselves by writing about the belief held, capabilities and weaknesses, what is done with the weaknesses and capabilities. Then one by one students explain about the outcome. Students who are allowed to give their opinions and help provide input if there are other students who have not been able to find the answer to these questions.

Then proceed with the career counseling process provides about ideals. Students are shown a documentary about people who try since childhood in achieving its goals as adults. Students are then asked to express the ideals of what is owned then and now, and the reason in choosing these ideals. When encountering students who have ideals are not in real life as ideals to be like artists in the film that they like, the counselor can point back on the ideals in real life can be achieved. In achieving these goals, what should be done by the students. Are these ideals have been in accordance with the capabilities. Do have a strong confidence in achieving these ideals. Some students had doubts when asked about his confidence in achieving its goals for the ideals held different with the wishes of his parents. In the process of career counseling, the counselor should be able to relieve the anxiety of students and eliminating doubt be a strong belief by demonstrating the potential and capabilities of the students as well as the efforts of what to do so that students really confident with his choice.

The third session of the career counseling process based BIH is the students are welcome to bring objects or animals or whatever hobby. One by one the students were asked to demonstrate and explain the hobby before his class mates. Students who have not been able

to determine his hobby directed towards what he liked or what is currently done in his spare time. Students who have the same hobby can discuss about matters related to his hobby.

The last session is the students are encouraged to review the results obtained starting early career counseling process until the third session. Students conclude the results obtained. Students described the relationship between the three. And the students are given a direct example of those who successfully achieve its goals through a hobby owned. The students was brought a painter who became a painter in national level. Hobby painting made in anyway as the aspiration to become a famous painter. Ideals are believed and loved. With the conviction that full trying to hone his painting since childhood and lived with joy because that is served is also his hobby. Students are invited to draw linkages confidence in him with the ideals and hobbies that are owned as a balance in life.

After all the session students are given post-test career maturity scale. After analyzed and the results obtained in the improvement of students' career maturity. Students who formerly was in the category of low and very low, after being given a career counseling service based BIH increased in the maturity of his career into the category of high and very high.

#### 4. Conclusions

Career maturity of students is very important in the career achievement and student success. Career is not solely in the acquisition of students' career but in the achievement of the purpose of life. Career maturity is not obtained simply but with a very long process. In the optimal acquisition of career maturity, students need to be given an early age even from primary school age as a strong foundation in obtaining career maturity. Maturity careers can be obtained by students through career counseling



service based BIH and so need to be implemented at the elementary school level because this is where students begin to be introduced the basics of the guidance and career counseling. Stages and characteristics of career development for primary school children gives insight to the child. As a counselor, that the stages of child development there are flashpoints can intervene effectively. BIH-based Career counseling is done in four sessions. After the last meeting given post-test to determine the final outcome of career maturity fifth grade students of SD N 4 Rendeng Kudus after being awarded based career counseling services BIH. Increasing students' career maturity can be seen from the results of the post- test as follows: 23.1% in the category Very high and 76.9% in the high category. The results of the post-test was illustrated in the graph post test of students' career maturity. A total of three students entered in calcification is very high, while 10 students was in high clasification

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