
UNDERSTANDING CAREER CHOICE BASED ON INER FAMILY PARENTING “ROE PERSONALITY THEORY”

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Abstract

Parents are the first place for students to get education, whether or not children are confident, whether or not children are confident, the ability to choose children is very influential from how families provide guidance to children, how parenting styles are from small children until they are able to think for themselves how good it is for their children. himself, based on several parenting styles, something that is shown in helping to improve and support good child development for a child is democratic parenting. This article aims to discuss career guidance in the implementation of career choices based on parenting patterns, family environment on the tendency of students' career choices, which will be seen based on the Roe Personality Career Theory developed by Anna Roe which is a theory belonging to the selection theory. career based on personality and needs. In the article using the literature review approach method (literature research), this article will describe explain to provide an understanding of scientific journal analysis that is relevant to the discussion and the material that has been selected, the main material in the analysis of the literature review of sources related and related to the topics discussed. By understanding Career Guidance Theory based on Roe's Theory, we can know that the importance of parenting for children will be the background for how children will continue their lives, career choices in the future (Future).

Keywords – Parenting Pattern, Counseling Career, Roe Personality Theory.

1. Introduction

Today's phenomenon has happened to many children, namely the existence of authoritarian parenting patterns that cause children to have characteristics that depend on the choices of parents, stubborn, and have a personality that is more easily emotional, as well as poor social relationships and in choosing something that is distracting. The choice depends on the parents. This is caused by parenting that tends to educate children by emphasizing authoritarian leadership, namely the parents who determine all choices, policies, tasks, and what are suitable for children. The thing that is caused by parenting that is too rigid and firm is what has an impact on children, parents should be the place where children get the first education at home (madrassa) for a child, good or bad the child, whether or not the child is confident, ability In choosing children, it is very influential from how the family provides guidance to children, how the form of guidance from parents to their children from small children, good parenting for a child is democratic parenting. A child will be very difficult to control if the wrong parenting, parenting which is a form of attitude from mothers and fathers in how to make relationships with children, how parents interact directly with children.

In today's era, the word counseling or service provider as well as guidance and counseling teacher is not so difficult to recognize now what is often called Counseling Guidance which is indeed present in every educational unit in schools is always needed and required to exist. For this reason, we can understand the meaning of counseling that according to Prayitno (2018: 328) " counseling is a service in the form of assistance by a professional who is already professional to an individual or group of individuals for the development and handling of an effective daily life that is disturbed by focusing on a personal, independent person who able to control themselves through the implementation of various types of services and supporting activities in the learning process. Based on the results of the understanding that can be drawn from the understanding above, we can conclude based on the meaning of counseling, which can be said "The purpose of this counseling is to help students in matters relating to problems in effective daily living conditions as well as in problems, personal, learning, social. and careers with a focus on making individuals become independent and able to

control themselves". With counseling whose purpose is to be able to help students understand themselves, the problem is by making decisions based on themselves with the help and support of real professional educators, namely Guidance and Counseling teachers. The field of Guidance and Counseling services that a counselor must provide in the implementation of services is tailored to the fields needed by students, such as in the fields of personal, social, learning and career guidance which are the most important things in human life.

Career guidance has a purpose in one of the areas of guidance that needs to be developed, therefore it is very necessary for during the individual development period , career guidance services are provided. This service can be carried out for children from the age of toddlers or in a condition that is not yet in school, which will then make it easier to see the fashion of their careers when they are in elementary school, in junior high school, up to college. Even career guidance will still be needed until the individual enters the world of work, with the intention that if given career guidance the guidance provided will help individuals to adjust themselves to the nature and situation of their work.

The understanding of such a discussion regarding career development is an interesting conversation or topic to be discussed and understood. "This is because the career growth of a child throughout his life is formed in one unit in every task, place, event in life and is influenced by various factors;" (Gibson, 2005).

The problem that is often seen nowadays, both in public and private schools, is that there is still the role of parental intervention and the form of parenting so that students can receive positive or negative influences that affect student career choices which will lead to student career planning. become disturbed most likely caused by his parents. In Afdal (2015:1) "explains that in a family environment that makes the most concern related to the family environment, namely the social environment and the first education which has a great influence on the formation of attitudes, beliefs and individual personalities, which will affect their lives in the future. come. Various forms of influence of the family environment (especially parents) have been suggested by experts in several studies. Besides permalahan will intervene, problems that often occur in students is, a sense of indecisive in making decisions, not confident, and

sometimes despair about what to deal with later, which can not be denied parenting would very background of the problems of students.

Therefore, to better understand Anne Roe's theory, which is based on personality and needs and parenting patterns that are very likely to occur and underlie Anne Roe's theory.

2. Method

This article discusses providing an understanding to better understand Career Choice Based on family parenting in "Roe Personality Theory" by explaining based on the basic concepts of Roe Theory, Strengths and Disadvantages of Roe Theory, Career Choice Based on Roe Theory, and the implications of Roe Theory. The type of research method that the author uses at this time is a form of literature review analysis (literature research) or also called library research which is an activity that is indeed required in a research, which is devoted to research on the development of theoretical aspects of an academic field, references are taken in the form of previous journals, as well as this article will also explain the understanding of analysis in accordance with meaningful scientific journals with disaggregated discussions and theories, the main material in the analysis of literature studies from sources related and related to the topics that will be explained therein.

3. Result and Discussion

Basic Concepts of Roe Personality Theory

If we talk about Roe Theory, of course, this discussion cannot be separated from discussing matters relating to how career guidance is and what Roe Personality Theory is. For this reason, according to Afdal, et al (2014: 2) "Career guidance can be interpreted as an effort made by a mentor who is also called a counselor who is professional and has also been trained to guide students to understand themselves and their surroundings which is related to the process of learning. self-improvement and development based on the career that will be chosen through various forms of guidance and counseling activities. However, in Roe Personality Theory, this career discusses career choice based on personality. According to Dharsana (2017:8) "Anne Roe's theory or can be called a theory which states that career selection theory is

very much needed with a needs approach in choosing a career, seeing in terms of choosing an individual career choice it can be influenced by several main components in his life.

The three components are as follows: 1. Influence of Heredity or Gene Inheritance In career decisions, Roe students have the view that basically individuals do have various kinds of innate abilities within themselves which lead to the determination of their nature, interests, talents, and temperament. arranged and handed down from the parents of the students themselves. Each result of these various abilities will be able to produce and have a major impact on the lives of students, especially in their career choices which will then be passed at some point in time when their mas has arrived. For example, there is a child who was born into an authoritarian family, everything that he wants to do must be in accordance with the wishes and rules of his parents, so that the child will become a child whose whatever he will do makes him have to listen to the words of his parents, for example. His job is like, his parents work in the service sector, as a result, children will also tend to work in the same section in adulthood. 2. Experiences in Childhood Experience in childhood which is meant in the fundamental component of a person's life is the parenting received by the individual from his family environment during his childhood, which will influence how he makes his career choices in the future. Parenting is obtained or produced by children usually from within the family. In the article Afdal, A. Surya, M., & Uman, U. (2014:2) "The family environment is the main concern in considering that parenting in the family is the first social and educational environment that has an influence on the formation of attitudes, beliefs and attitudes. individual personality, which will be an influence for their lives in the future. From several things that affect the family environment (parents) have been conveyed by experts in various kinds of research.

In addition, the result of the experience gained from the experience causes the condition of these students to be disturbed, it is caused by the circumstances or conditions of the family environment which in a family is a factor that influences individuals in planning their careers of interest. In a similar article, Afdal, A. Surya, M., & Uman, U (2014:2) "Explains that individual experiences in their family environment

affect individual success in planning the right career". Based on this, it is in line with the research results of Rima Pratiwi Fadli, Alizamar & Afdal (2017: 5) "that students are not very able to unite themselves by determining the direction of career choice based on the selection of their skills. It so caused by something that is caused by students who feel a lack of confidence of planning in the future will come customized with pemilihan expertise that they have today, students in choosing the decision of his career only in select based view of the family, and to take future decisions of students leaning based on parental decisions. Which in the end resulted in inappropriate career choices , which in turn based on the atmosphere, taste and weather as well as the circumstances in the family also had a big role in leading to individual career choices.

The thing that makes it possible to be confident in ourselves is, as explained by Yusuf, A, M.(2002) "that in fact all of this is closely related to how well the individual organizes within himself, providing understanding to other individuals and the individual's environment. , as well as related; good with others; along with the environment in which he lives, this can be interpreted that an individual's career will always be related to each other correctly, how to understand the individual himself and his environment. An atmosphere and feeling that often lasts such as getting positive/good things, in the form of love and affection, giving attention, and having an attitude that respects and is appreciated, then the child will get used to being confident and believing in himself and his choices. The tendency of children who get the right and wrong treatment has a positive and negative influence if they are wrong in providing parenting, which usually happens at this time is, there is still a style of interaction between parents and children who tend to like to compare children with other people even with their parents.

His own brother, ignoring whatever the child does, focusing on children there are two types (1) overprotecting, namely, in the form of overestimating or overprotecting the child, being too kind, too loving, giving the child a little freedom, protecting from things that are not desirable or painful. Furthermore, (2) over-demanding, which is too demanding of children, ordering children, imposing their will, if they refuse to give severe punishment. If this second type is given to children,

it is possible that their career choices will be object-oriented (Non-Person Oriented) caused by their self-confidence because they are used to doing things on their own without the help of others. However, if the second type is given, it will result in the choice of a major whose existence is more in interaction with other individuals (Person Oriented). (3) Human needs, An interest in life is the needs and human needs that are meant here are the personal needs of a student that can affect the choice of the student's career itself. Because of that, Anne Roe Theory relies on the theory of needs put forward by Abraham Maslow, a psychology figure in the Humanistic School, in 1943 in his work, "A Theory Of Human Motivation". Maslow revealed that basically in individuals there are various kinds of needs within a person that we can see in hierarchical order (hierarchical). Maslow's composition states that the pattern or pattern of individual needs can be grouped into five forms of needs, namely as follows: 1. Physiological Needs),

According to Feist, Jess (2010: 331), "physiological needs: the need to how to how to survive physically". Also according to Goble, Frank (1987: 71) "needs that are referred to it is a necessity like, eat, drink, bed, shelter, and oxygen (clothing, food and board)". 2. Safety Needs (Safety Needs), according to Feist Jess (2010:331) "a need for a sense of security which means that it can be seen from, a sense of security. physical, self-balance, conditions that affect oneself, protection and freedom from threatening forces such as criminal acts, war n terrorists, sickness, fear, anxiety, danger, commotion and natural threats. Apart from that, they also participate in psychological security in the form of not threatening mental conditions, such as not being ridiculed or being humiliated." 3. Needs want to love and want to have (Belonging And Love Needs), According to Goble, Frank (1987:71) "a form of self-fulfillment of needs such as having friends, the desire to have friends and children, the desire to be closer to family, the need for between individuals such as the desire to give and receive affection. In addition, according to Feist Jess (2010:3310) "if the individual who needs and desires for his love needs has been very fulfilled from the time he was a child, the child will never feel lacking and anxious when his love is rejected. He will have great confidence in himself that he will still be accepted by other people who are really important to him. When another individual

rejects him, he will not feel threatened or crushed. According to Maslow, love depends on a healthy relationship and in the occurrence of intimate affectionate interactions between the two people, which also includes trust. The same thing is also expressed by Goble, Frank (1987:71) again that "Often love is damaged if one party is afraid of his weaknesses and mistakes, Maslow also says that the need for love includes love that gives and love that receives. We must understand love, must be able to teach it, create it and predict it." 4. Self Esteem Needs, According to Rahmat Hidayat (2011: 165-166) "Maslow gets and eats every individual, it has two categories of needs, namely being valued and appreciating, this desire is a form of low and high needs. The lowest requirement is the necessity to respect other individuals, the necessity for their social status, fame, honor, recognition, attention, self-image, appreciation in themselves, dignity, and even dominance. The highest necessity is the need for self-respect, which includes a feeling of self, belief, competence, power, and confidence. In addition, each person only needs to satisfy the desire will need to be more respected. the most exalted necessity that Maslow discovered." 5. Self-Actualization Needs, According to Rahmat Hidayat (2011: 165-166), "Everyone wants and hopes that their abilities can develop well with all the abilities they already have. The necessity of self-actualization is a need that is not directly connected between the continuous desire to fulfill the development of that ability. (Goble, Frank (1987:71) "Maslow expresses that necessity is something that is useful as a willingness to become more and more oneself to the fullest of one's own abilities, making whatever he thinks according to his abilities".

The thing that made me pick up material about the Roe Personality theory is that many things or phenomena that are happening today are related to Anne Roe's theory, which was seen in myself and society in general, which was seen as a form of upbringing from parents. which allows to raise the child too cruel and too strong, think the parents' decisions are more appropriate for the child, curb every desire of the child, think the child can not make good decisions. So that this is what results in children who will choose careers that tend to be based on parental choices, prefer to work in positions that are directed at social behavior mistakes, do not like

to be social, who prefer to be modest in direct interactions with personal or other creatures. Career Selection Based on Roe Personality Theory .

Anne Roe in the book (Winkel, 1991: 518) "classifies the form of workplace duties into two basic groups, which are grouped as follows: (1) likes to work in places where their existence is in contact with other people (person oriented) and (2) the existence of a place to work on objects (non- person oriented)". In the quote Winkel and Hastuti, (2007: 630), this theory combines all positions on two basic categories, namely as follows:

- a. Person Oriented, is a form of position that directs into the form of work that leads to the form of interaction that takes place with other personal. For example, a child who prefers to study, work together, make a form of play in groups. The form of education given by their parents is a form to always give, pay attention, accept and love others. This job can be classified into several positions that are suitable for someone who has this concept, namely, positions such as: For example, a Bank Admin, whose job is to serve others. In addition, a type of person who is able to invite other people in certain interests, for example to make business contacts, and form organizations with work that has been managed and has a common goal to aim for. As well as forms of work that preserve culture.
- b. Non-Person Oriented, Jobs that direct their actions to objects. This kind of work is usually done by individuals who do not like to do work together with their work, the thing they do not like at all is counting things or an object that is not usually they prefer to interact with what they do alone, with the intention of getting a sense of security and avoid the dangers that will be experienced. Group or classification of jobs classified as non-oriented platform are: (1) workers in penteknologian (technology), (2) work outdoors (outdoor), (3) study the science (science). Tailored to the Theory of Anne Roe in an effort in career guidance, a component that needs to be seen darting through which keturunan factor or transmission of genes, which are applicable in theory anne roe conducted in BK career in the education unit. This one thing will always involve individual parent papers in carrying out career counseling. When the

family, especially the parents who are directly involved, can use their own children's info which is obtained from their school regarding what the child's talents are, what are their interests, how intelligent is their personality, their learning outcomes at school, and what things they failed to do, how his success so far continues.

Strengths and Weaknesses of Roe Personality Theory

Based on the results that I can understand in Roe's Theory, this theory has the power to deepen and further pursue his career choice by using a needs approach. The combination of parental ties with students, experiences gained from the environment, genetic or hereditary factors are determinants and things that determine the development of the structure of life's necessities. The level of need is the most important determinant that motivates students to achieve better and higher levels in the form of a job-level structure. Therefore, Anne Roe has made a very large contribution to final counseling, namely by directing and giving a lot of attention, making a major contribution to career counseling, namely by directing and giving a lot of attention, affection and a sense of respect during the period of future development. In childhood, at this time the child will really need things that can raise him up to be what kind of child he is based on the results of his parents' upbringing. Anne Roe's theoretical approach, there have been many studies that discuss, the attention that is like the treatment of parents to children is good so that in living their lives and in choosing the career they want, they will be very adapted to the individual's self at some point in the future. a Career BK Counselor and for counselors who are not experiencing difficulties in directing individual careers. According to Lee in the journal Sambas, et al (1986:43) "delivered four weaknesses possessed by the theory put forward by Anne Roe, namely:

1. The accuracy of the proof in the theory introduced by Anne Roe is difficult to judge. This happens because it will take a very long time and also a long time to start from which stage children, teenagers and adults must be carried out. This career theory actually has difficulties in the form of proof that is fast and precise because it takes a long time to provide evidence.

2. What is especially now happening is that there is quite a wide and more than adequate model of proposal that has been found by Anne Roe, the result of which is only a calculation so that the results found are only irregular conclusions and more than one conclusion.

3. The behavior that is put forward here by both parents is not fixed or there is no consistency. When showing their behavior, parents who have behavior that is constantly changing do not continuously display the same behavior every day. There are so many factors that cause this to happen, the changing behavior is always present in the ordinary life that we go through everyday.

4. A child does not merely accept the undue influence of the home environment alone, will but also so banyak other causes that could have mempengaruhi, but it's just not the only family that influence or give a negative or positive impact on a child.

Implications of Roe Theory in Career Counseling in Schools

Applying Anne Roe in career counseling in the education unit is intended to involve the role of parents in carrying out the selection of career guidance. Parents may use information and input from the school about their talents, interests, intelligence, personality, learning achievements, failures, successes, from the results of discussions with parents either by using individual counseling services using support activities Home visits, or giving discussion seminars for parents to know and better understand their child's development at school and help understand that whatever choice the child chooses is the child's own right.

4. Conclusion

Based on the results of the description of the discussion above, with the title Understanding Career Choices Based on Parenting Patterns in the Family "Roe Personality Theory of Personality Theory" then the results of this discussion can be concluded that each journal that has been used as a reference shows that parenting in the family is very influential for students. wrong upbringing by father and mother or family will make children weak in trusting their own choices, both career choices and choices in personal, social, and learning life depend on parents, this is caused by parents

who always make decisions on direction in the life of their child, children should not complain about what their parents say, so there are a lot of students now who when asked the question of where their career choice will be, they answer silently, or say "It's up to my parents". In examining and looking at a person's career choices, it can affect the three underlying components in his life in the form of: (1) the influence of heredity, what is meant here is the influence that career decisions are influenced by individuals who have various potentials in themselves resulting from innate, and have character traits. - traits and interests and talents and temperaments that are passed down from their parents. (2) the upbringing that the individual receives from his family environment in his childhood, which will affect how he makes his career choices in the future, depending on the acceptance he received in his childhood. (3) the imperatives that exist within each person, namely the imperatives possessed by the individual himself. Requirements that must exist are: Physiological Needs (Physiological Needs), Safety Needs (Safety Needs), Belonging And Love Needs (Belonging And Love Needs), Self Esteem Needs, Self Actualization Needs. Which if these needs are met, then this theory Roe Personality Theory is a suitable step for the problem of Career Selection Based on Family Parenting Patterns "Roe Personality Theory Personality Theory" which is good for carrying out Career Guidance and Counseling Service activities for individuals who have career

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