

Information Services Through the Trait And Factor Approach to Improve Student Career Planning

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Abstract

In improving career planning for students as a teacher, they must be able to choose which services and approaches to use. Information services are one of the services that help individuals get a variety of new information. through the trait and factor approach in information services helps students get information, especially in the career field. So that students are able to plan their career in the future. In this study, the aim was to determine students' understanding of career planning through information services using the trait and factor approach. The method used is by analyzing the literature review, in this case, the researcher analyzed previous studies. The results of the study found that information services through the trait and factor approach were effective in improving student career planning.

Keywords – Information Services; Trait and Factor Approach; Career Planning



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1. Introduction

Schools play an important role in preparing students' career planning and preparing students to achieve success in the future. Career planning is very necessary considering that teenagers have started to think about the future so they can choose a career that suits their interests. This is also to avoid unemployment in the future.

According to Krumboltz, career development involves four factors, namely: genetic inheritance and special abilities, environmental conditions and events, learning experiences, and task approach skills (Azmatul Khairiah Sari, et al, 2021); (Jannah, & Hidayat. 2022); (Rahayu. 2022). So according to Krumboltz, a career planned by an individual will be influenced by four factors. These four factors will later go hand in hand in forming a career planning direction for an individual and in the end he decides what career to go through.

Winkel (2007) states that a career is a job or position that is occupied and believed to be a calling in life that permeates one's entire mind and feelings and colors one's lifestyle. (Twi Tandar Atmaja, 2014) The ability to plan a career needs to be possessed by every individual, including students at school. Career planning owned by students is useful for choosing the type of further study, and choosing a job plan.

What is likely to happen if students do not optimize themselves for career selection according to trait and factor counseling theory is that when planning their career choices students will experience obstacles in making career decisions in the future and have an impact on the incompatibility of career choices or jobs chosen with the potential abilities they have (Marziah, & Mayasari. 2022); (Hartati, & Karneli. 2020). owned. In order to avoid these problems, students need to be provided with sufficient and accurate information.

Information services are a process of providing assistance to students, one of which is for a career, this is so that students are able to understand and know themselves from the strengths and weaknesses in the world of work. Therefore

students are able to build their careers in the future (Sri Habsari, 2005) (Wulandari, Donal, & Arlizon. 2022); (Dewany, Iswari, & Daharnis. 2022).

Richma Hidayati (2015) stated that information services are an effort to assist students in making career plans where information services are a type of service in counseling guidance in schools which is very important to help students avoid various problems that can interfere with their achievement of student development. Through information services students can receive and understand a variety of information, which is used as material for consideration in making student decisions themselves (Ristian, Rahmadani, & Hidayat. 2020); (Syamal, Afdal, & Yusuf. 2021); (Hidayat, Cahyawulan, & Alfian. 2019). (Elvi Mua'awanah et al, 2009) information services not only provide information but also provide direction and explain to recipients of information about learning systems, information on majors, continuation of studies and so on.

It can be seen that trait and factor counseling, namely the process of providing assistance through counseling, is expected that through counseling to students, is able to provide sufficient information about themselves and the career to be chosen, so students can develop and utilize the career information they have and make an informed choice. for his future. The process of providing assistance to gain self-knowledge and understanding of oneself is one of the efforts in determining career choices.

2. Method

This article will discuss the effectiveness of information services through the trait and factor approach to improve student career planning. The type of research method is Zed's literature study analysis in Kartiningrum's research (2015) suggests that the literature study method is a series of activities related to methods of collecting library data, reading and taking notes, and managing research materials. (Darmadi, 2011) in conducting a literature study the researcher does this after the research topic has been determined and the problem formulation has been determined, before the researcher collects the

necessary data. This article will describe the results of analysis of scientific journals that are sustainable and relevant to the discussion that has been selected. The stages in this research method are: 1) selecting articles, 2) collecting main data, 3) challenging topics, 4) collecting supporting data, 5) draw conclusions and provide online recommendations.

3. Result and Discussion

Information services are services that enable individuals to gain an understanding of the necessary information and knowledge so that they can be used to know themselves and the environment (Mugiarso Heru, 2009). Through information services service activity participants are provided with various information. The information is then processed and used by individuals for the benefit of life and development. Information services are provided by counselors who are attended by one or more participants (Prayitno, 2017). In career planning, information services help individuals understand their future careers, according to Frank Parson in Ws. Winkel & Hastuti, (2010) career planning is an effort to assist individuals in choosing a field in a career that suits their potential, so that they can be quite successful in the field of work. Career planning is one of the most important aspects of individual career development. According to Mutiara Syonia (2020) A job that does not start with careful planning, the results that will be obtained will not be optimal, as well as the career that will be undertaken by a person.

Melita (2020) Stated that the goals of career planning are business effectiveness and use of time. This is intended as an individual effort not to do trial and error, so that it will form a more effective and efficient use of time. Students must be given career guidance so that they are able to determine their future.

In career planning through information services assisted through the trait and factor approach. Trait and factor theory has a basic assumption, namely a person's success in a career is determined by the alignment of traits and factors.

Holland (1997) explains the trait and factor theory which is oriented towards sharing unique aspects of personality, therefore the trait and factor theory makes use of psychological tests. Characteristics or traits in a person can be seen quantitatively and objectively through psychological tests. Kukuh Jumi Adi, (2013) put forward the trait and factor theory emphasizing the view that self-nature, job requirements and considerations of aspects such as cognitive, non-cognitive will influence one's career choice.

According to Williamson in Uman Suherman As, (2008) there are several career counseling processes using trait and factor theory, which describes the characteristics and problems of counselees, and compares (matches) between individual profiles with educational levels and standard profiles of positions. So, a person's success in a career will be determined by the extent to which there is harmony between the traits that exist in a person with the factors that exist in the position or position in the job.

Kiki Eva Lestari (2021) in her research stated that there was a significant increase in students' abilities in choosing a career before and after career counseling was carried out using the trait and factor technique. increasing the level of student ability in career selection after being given treatment or treatment in the form of counseling services about careers. So it can be seen that the trait and factor approach can be given to students' career planning.

Lenia Sitompul (2018) in her research said that planning student careers can be done by providing counseling guidance services. The success of one's career achievement is influenced by the ability of career planning and careful decision making. Someone who has career planning skills is certainly able to understand himself. Thus, the individual can decide the most appropriate choice according to his circumstances.

According to Dilard (2013) the purpose of career planning is to gain self-awareness and self-understanding. Assessment of individual strengths and weaknesses is an important step in career planning. One assessment allows individuals to better understand themselves in relation to career goals and plans.

(Dilard in Sofwan Adiputra, 2015) Career planning can be started from an analysis of talents or abilities that have not yet been developed. With this analysis, individuals will have an awareness of their mental and physical strengths and weaknesses, so that it becomes the basis for the successful journey that will be achieved in a career.

Based on the results of the explanation above, it can be seen that information services through the trait and factor approach can be used to improve career planning for students, where career planning for students is very important to provide.

4. Conclusion

From the results of the description of the study above, in this study, it can be concluded that information services through the trait and factor approach are effective for enhancing career planning in students. Through information services with a trait and factor approach, students gain an understanding of future careers.

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