

Applying John Holland's Career Theory to Students' Career Choice

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ABSTRACT

This study aims to determine whether John Holland's career theory is effective and how John Holland's career theory is applied to students' career choices. The research method used is descriptive quantitative involving 76 students of class XII E and XII G at SMA Negeri 6 Madiun as research samples, using purposive random sampling technique with consideration based on suggestions from BK (Guidance and Counseling) teachers to be more focused in providing follow-up. Data were collected through questionnaires and observations. The data collection method was carried out by administering Riasec tests and career choice questionnaires. The questionnaire instrument (career choice scale) used the Likert model. The analysis technique used statistical analysis with the t-test formula, to test the hypothesis whether John Holland's theory is effective in students' career choices. The results of the study showed a difference in the t-test calculation before and after being given John Holland's career test theory with a t-value of 6.408. The probability value of $0.000 < 0.05$, so it can be stated that H_0 is rejected and H_a is accepted, which means that the application of John Holland's career theory is effective in students' career choices.

Informasi Artikel

Kata Kunci:

Teori karier John Holland; Pemilihan karier siswa.

ABSTRAK

Penelitian ini bertujuan untuk mengetahui apakah teori karier John Holland efektif dalam pemilihan karier siswa dan bagaimana penerapan teori karier John Holland terhadap pemilihan karier siswa. Metode penelitian yang digunakan adalah kuantitatif deskriptif yang melibatkan 76 siswa kelas XII E dan XII G di SMA Negeri 6 Madiun sebagai sampel penelitian, menggunakan teknik *purposive random sampling* dengan pertimbangan berdasarkan saran dari guru BK (Bimbingan dan Konseling) agar lebih fokus dalam pemberian tindak lanjutnya. Data dikumpulkan melalui angket dan observasi, Metode pengumpulan data dilakukan melalui pemberian tes Riasec dan angket pemilihan karier. Instrumen angket (skala pemilihan karier) menggunakan model *Likert*. Teknik analisis menggunakan analisis statistik dengan rumus *t test*, untuk menguji hipotesis apakah teori John Holland efektif dalam pemilihan karier siswa. Hasil penelitian terdapat perbedaan dari perhitungan t test sebelum dan sesudah diberikan teori tes karier John Holland dengan nilai t hitung 6,408. Nilai probabilitas sebesar $0,000 < 0,05$, sehingga dapat dinyatakan H_0 ditolak dan H_a diterima, yang artinya penerapan teori karier John Holland efektif dalam pemilihan karier siswa.

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1. Introduction

Career is a job or profession. Work will be done happily and joyfully if what is done is in accordance with one's circumstances, abilities, interests, and potentials (1). In providing career guidance to students, Guidance and Counseling Teachers (BK) can use various instruments to help students be more confident in their career choices, one of which is through the Riasec Test developed by John Holland. According to Afandi (2) John Holland's career theory tries to explain how individuals choose a career that suits their type, nature, and psychological characteristics (personality) with six environmental models that include: (realistic environment, intellectual environment, artistic environment, social environment, business environment, and conventional environment).

Career choice is one of the most important decision-making processes in an individual's life. The decisions made will impact what will be experienced in his life. Career choice is also an inevitable aspect of a person's social life because it is one of the decision-making processes after an individual has gone through several stages of development in his life (3). The career choice process is an important stage in an individual's life, where it must be in accordance with interests, values, and talents. Career choice is the initial stage in the formation of an individual's career (4), so it requires careful planning, especially for students, who are sometimes still unsure of their choice.

According to Yusuf (5), career choice is a psychological decision made by an individual in determining the work/study that suits the suitable job field. Ginzberg (6) states that career choice is a selection process that cannot happen quickly and cannot be made in just one go, but requires a long process that takes place during the development of life. Meanwhile, according to John Holland in (7) basically, career choice is an expression or expansion of personality, entering the field of work, then determining a certain professional stereotype. Career choice is an important decision in personal life that can affect life satisfaction, success, and overall well-being. Careers that are relevant to talents, interests, and personality are believed to provide higher satisfaction compared to careers that are not in line with personal character. Career choice is a dynamic and ongoing process, which is related to personal change and achievement in various stages of life (8).

Many students interested in continuing their studies at university are still confused about choosing a major that suits their personality, interests, and abilities. When it comes to working, they are also still confused about the match between the field of work and their abilities, as conveyed by (9) in a study entitled: "Implementation of John Holland's theory for student career maturity at SMK Dwi Tunggal Tanjung Morawa" with the results that John Holland's career theory is effective so that it has a significant influence on student career maturity and students can make the right career choice decisions.

John Holland's career choice theory (RIASEC) states that in choosing a career, people prefer jobs where they can be around others like them. Behavior is determined by the interaction between personality and the environment (10).

Aspects of Career Selection that need to be considered as stated by Frank Parsons (11) include the following three steps: 1) Clear Self-Understanding (understanding of oneself), 2) Knowledge of Occupations (knowledge of the requirements needed), 3) The Ability to Draw Relationships Between Them (Thinking rationally about the relationship between the two groups of facts above).

2. Method

This type of research uses a descriptive quantitative approach, to explain how John Holland's career theory is applied to students' career choices. The subjects of this study were 76 students in grade XII of SMA Negeri 6 Madiun, grades XII E and XII G, using a purposive random sampling technique. The purposive random sampling technique is a sampling technique used by researchers if researchers have certain considerations in taking samples or determining samples for certain purposes (12). Considerations are made based on suggestions from the Guidance and Counseling Teacher to see the results of the test and suitability with students' career choices, where later they can be more focused in providing follow-up. The variables in this study are John Holland's career theory (X), and students' career choices (Y). The data collection technique was through the provision of test instruments, namely the Riasec test which is a career theory from John Holland and a career choice measurement scale. To determine students' career choices in this study, a career choice questionnaire was used. The questionnaire was used to reveal data about students' career choices, where the questionnaire used a Likert scale, each item of which presented four alternative answers, namely: Strongly agree (SS) = 5, Agree (S) = 4, Undecided (R) = 3, Disagree (TS) = 2 and Strongly disagree (TS) = 1.

The application of John Holland's career theory was conducted by providing students with treatment before and after receiving the John Holland career test. The measurement instrument (questionnaire) was tested for validity using the product-moment method, while the reliability test used the Cronbach's alpha formula.

The data analysis technique used statistical analysis with the t-test formula. The hypothesis testing in this study aimed to determine whether John Holland's theory was effective in students' career choices. To facilitate the analysis of the influence of the independent variables on the dependent variable, a t-test was used, comparing the calculated t-value with the t-table. The decision-making

criteria were determined by comparing probability values with the significance level. The following decision-making criteria were used:

- a. If the calculated significance value = 0.05, the case is accepted.
- b. If the calculated significance value = 0.05, the case is rejected.

Ha: John Holland's Career Theory is effective in students' career choices.

Ho: Holland's Career Theory is not effective in students' career choices.

3. Discussion

The results of this study present the results of instrument testing, prerequisite analysis, and hypothesis testing regarding the application of John Holland's career theory to students' career choices, which are presented in the table below:

Table 1. Validity Test Results

Variable	Valid Item	Invalid Item
John Holland Career Test	50	0
Student Career Choice	20	0

Description:

The r-value limit for the product-moment table with a 5% significance level for N=76 is 0.227. If the calculated $r \geq r$ table (0.227), the item is declared valid. Conversely, if the calculated $r \leq r$ table (0.227), the item is declared invalid. Based on the validity test, the variables for the John Holland career test and student career choice were all declared valid.

Table 2. Reliability Test Results

Scale	Reliability coefficient (r) from the alpha formula.	R table value at 5% sign = 0.60.	Description
John Holland Career Test	0,770	R calculated $\geq r$ table.	Reliable
Student Career Selection	0,625	R calculated $\geq r$ table.	Reliable

Description:

The r-alpha value limit at a 5% significance level is 0.60. If the calculated r is greater than 0.60, the scale is considered reliable; conversely, if the calculated r is less than 0.60, the scale is considered unreliable. The reliability test results in Table 3 indicate that the John Holland career test, with an alpha value of $0.770 \geq 0.60$, is considered reliable, and the career choice scale, with an alpha value of $0.625 \geq 0.60$, is considered reliable.

A general overview of students' career choice levels was obtained from the results of the career choice questionnaire and served as baseline data before students were given the John Holland career test. The questionnaire was administered to 76 grade XII students of SMA Negeri 6 Madiun, as described in Table 4 below:

Table 3. Overview of Career Choice Levels of Grade 12 Students (Pre-test Data)

Criteria	Interval	Frequency	%
Very High	87 - 100	1	1,32%
Tinggi	69 - 85	43	56,58%
Fairly High	53 - 68	29	38,15%
Low	37 - 52	3	3,95%
Very Low	20 - 36	0	0
Total		76	100

Based on the data in table 3, it is explained that the career selection of class XII students of SMAN 6 Madiun with a total of 76 students shows that the level of career selection is at a very high criteria of 1 person (1.32%), high criteria of 43 students (56.58%), fairly high criteria of 29 students (38.15%), and low criteria of 3 students (3.95%). Researchers analyzed that there are still students who have a career selection level with low criteria due to still having doubts about career choices, because of the large amount of information received from friends, BK teachers, and parents, even social media which plays a role in providing information both appropriate and inappropriate. This can make students afraid and tend to have difficulty in determining their career choices.

Table 4. Overview of Career Choice Levels of Grade 12 Students (Post-test Data)

Criteria	Interval	Frequency	%
Very High	87 - 100	9	11,84%
High	69 - 85	52	68,42%
Fairly High	53 - 68	13	17,11%
Low	37 - 52	2	2,63%
Very Low	20 - 36	0	0
Total		76	100

The data in Table 4 shows that after students were given John Holland's career theory and test, the results showed an increase in career choices for students with very high criteria, reaching 9 students (11.84%), and 52 students with high criteria (68.42%). This indicates an increase in career choices for 12th-grade students after receiving John Holland's career theory and test, although some students still fell within the moderately high and even low criteria.

Based on the analysis, it is possible that students with high criteria have a better understanding of their career choices because the John Holland career theory and test explain and select career fields tailored to their individual personality types. Meanwhile, students with moderately high and low criteria still need guidance and motivation to make decisions and avoid confusion or hesitation.

The differences in career choice levels between the pre-test and post-test stages are detailed in Table 5 below:

Table 5. Differences between Pre-test and Post-Test Scores

No	Interval	Pre-Test		Post-Test	
		Score	Criteria	Score	Criteria
1	87 - 100	1	Very High	9	Very High
2	69 - 85	43	High	52	High
3	53 - 68	29	Fairly High	13	Fairly High
4	37 - 52	3	Low	2	Low
5	20 - 36	0	Very Low	0	Very Low

To determine the paired average difference test using the Paired T Test with the SPSS Statistics 22.0 program. The average result of student career choice after being given the John Holland career theory and test was 6.408. Based on the data obtained the Sig. (2-tailed) value, if the

Table 6. Results of Differential Test with SPSS 22.0 Paired Samples Statistics

	Mean	N	Std. Deviation	Std. Error Mean
Pair 1 PRE-TEST	69,0921	76	9,00841	1,03334
POST-TEST	72,2763	76	9,24712	1,06072

probability value comparison (Sig. 2-tailed) < 0.05 then H0 is rejected, and if the probability value (Sig. 2-tailed) > 0.05 then H0 is accepted

Table 7. T-Calculation Value

Paired Samples Correlations

	N	Correlation	Sig.
Pair 1 sebelum & sesudah	8	,306	,461

Paired Samples Test

	Mean	Std. Deviation	Std. Error Mean	95% Confidence Interval of the Difference		t	df	Sig. (2-tailed)
				Lower	Upper			
				Pair 1 PRETEST-POSTTEST	-3,18421			

Based on the hypothesis in the study which states the application of John Holland's career theory in students' career choices can be explained from the results of statistical calculations with a calculated t value of 6.408. The probability value is 0.000 < 0.05, so it can be stated that Ho is rejected and Ha is accepted, which means the application of John Holland's career theory is effective in students' career choices. This confirms that John Holland's career theory can help students in their career choices. As stated in the study (7) which states that "Holland's theory provides a strong basis for understanding the relationship between personality versions and personal career choices. By understanding individual personalities, individuals can choose a relevant work environment, which in turn will increase satisfaction and success in careers. Career counselors play an important role in using this theory to help individuals explore their interests, plan career goals, and choose professions that are relevant to individual personalities.

4. Conclusion

The conclusion of this study is that the application of John Holland's career theory to students' career choices is effective. The application of John Holland's career theory through the Riasec test can help students determine their careers based on their work environments: Realistic, Intellectual, Artistic, Social, Enterprising, and Conventional.

The use of the Riasec test helps guidance and counseling teachers obtain input and results on students' career choices and supports their performance in providing the best interventions through guidance and counseling services at school. For students, it can provide an accurate career picture to facilitate their career choice.

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