

STUDENTS CAREER PLANNING AFTER BACHELOR GRADUATION

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Abstract: Career planning is an individual's conscious process of making future career decisions. Career planning is a personal process in determining their career goals, as well as what paths or steps they should take to reach their career goals so they don't choose the wrong target. Things that can affect career development are self-view, points, responses, opinions, skills possessed and all beliefs when determining the career direction that has been set, also including the stages that take place due to the influence of influences within the individual and encouragement that is outside the individual the. This research was conducted using qualitative methods. The ways of collecting data are observation, interviews, and literature review. Data were analyzed using a data triangulation method. As for the informants in the study, there were 3 students at Surabaya State University. The results of the study show that students already have a career plan starting from self-introduction and the world of work. The resource persons have a mature career plan and will immediately implement it when they graduate from college. With proper career planning, the resource persons are ready to enter the world of work. With careful planning and good preparation in determining a career, the chances of activation are reduced.

Keywords: Student, Career, Fresh Graduate

1 INTRODUCTION

Career planning is an individual's conscious process of making decisions about their future career. Career planning is a personal process in determining their career goals, as well as what paths or steps they should take to reach their career goals so they don't choose the wrong target (Sutrin, 2013). Career planning is a stage that is passed before choosing a concept that follows a career to make it happen (Liza & Rusandi, 2016).

Having a career plan is a continuous path from a person until he or she will judge personally and evaluate career paths, design the steps they must take in realizing these career choices, and reason rationally before making decisions about the career they want (Liza & Rusandi, 2016). Planning for a profession and introduction to a career by giving reasonable consideration to work in an organization is the core of a career plan (Atmaja, 2016). Meanwhile, according to Winkel (Aminnurrohm, Saraswati and Kurniawan, 2014) a career including work and rank that is studied and believed to be one of the points in life and influenced by views and emotions can also make life more colorful.

Career plans can change along with changes in career scope, in this case a set of innovations that can take place in every phase of life. Things that can affect career development are self-view, points, responses, opinions, skills possessed and all beliefs when determining the career direction that has been set, including the stages that take place due to the influence of encouragement from within the individual and encouragement that is outside the individual (Sari, 2018).

Individual career plans can be connected to the developmental psychology view that a person lives. As Ginzberg, et al (1951) classifies career development according to individual age into three levels, namely: the fantasy stage (0 – 11 years, SD), the tentative stage (12 – 18 years, SMP/A), and the realistic stage (19 – 25 years, College). In the realistic phase, individuals are in a phase when they already know exactly what interests, skills, and values they want to achieve. Individuals are also very familiar with various professions and all the consequences and demands of each (Ozora et al., 2016).

2 MATERIALS AND METHODS

In this study, a qualitative approach was used as a research method. Through this qualitative approach, the researcher aims to find out a fact, reality, and symptoms of the phenomenon that is studied in depth. This study used interview techniques and also literature studies as data collection techniques. The interview used was a semi-structured interview in which the researcher had prepared a list of questions with open questions, making it easier for the researcher to provide probing so that he could dig deeper into the information in this study. Meanwhile, in the literature study the researcher used previous research as research material and also as a reference.

The validity test carried out is used to determine validity of this research. There are four testing techniques validity of qualitative research data, namely credibility test, test transferability, dependability test, and confirmability test. According to Mekarisce (2020) data can be declared credible if there are similarities between the researcher's assumptions and facts and reality on the subject under study. Then, this transferability test is used to show the degree of accuracy or extent of research results can be applied to populations. Then, in the dependability test, data can be declared dependable, if the researcher is successful restating the series of research processes using the results based on the entire research process. Lastly, test Confirmability is used to obtain research results approved by many people by means of the author testing validity data or data validity by requiring objective truth from participants as research informants.

Participation in this study is a subject that will be selected through several criteria. The subject criteria in this study were active Unesa students in semesters 6-8 and were willing to become participants in the study. The selection of subjects using these criteria is intended so that researchers get research results in accordance with the research focus. In this study, researchers used descriptive analysis as a data analysis technique. Descriptive analysis is a technique that describes the research results in detail and systematically. This descriptive analysis is used to provide an explanation of the research subject based on information that has been previously obtained, so that the researcher can provide an in-depth description regarding the focus of the research that has been studied.

3 RESULTS

Based on the results of the interviews that have been conducted, the results obtained are that subject 1 said that he aspired to become the TNI, but this did not materialize and made him a psychology student at Unesa. Failure does not make him negligent in planning a career. Subject 1 admitted that now he wants to plan his career as an entrepreneur. In planning his career, subject 1 wanted to get a master's scholarship after his degree, by seeking information related to master's scholarships through organizations, seminars, or training, as well as raising money for business capital. Subject 1 also said that he had other plans if his main career planning did not go as expected, namely by getting married. According to subject 1, starting a business with a partner is not a bad thing, although of course there are consequences and many things have to be sacrificed later.

Then, based on the results of interviews with subject 2, it was found that subject 2 had a career plan, namely by continuing his education in the field of education to the masters and doctoral levels, in which subject 2 would later establish an educational foundation and become the manager of the foundation. So far, according to subject 2, he has prepared everything carefully in planning his career. Even though it will succeed or not, subject 2 will still dedicate itself in the field of education.

Not only that, based on interviews with subject 3, it was found that he aspired to become a diplomat or Human Resource, but this did not go according to his expectations, so now he is a law student. According to subject 3, even though his major in college is different from college, this does not make him feel inferior and pessimistic in planning his career. Subject 3 said that now he is still planning his career as a diplomat, by learning German on his own and pursuing courses in international law, and also planning a career as HR by studying labor law. Not only that, subject 3 also improves his English skills to support the career plans he has made. The subject knows that many things must be sacrificed in achieving the career he dreams of, so he tries one of the two careers that he has planned, to be in accordance with what he expects.

Based on the results of interviews with the three subjects, it can be seen that only 1 out of 3 has a career plan that is in line with the major they are taking. This is due to the many challenges they have to go through, thus making them take another step in planning their career. Therefore, not a few students plan their careers outside the field they studied during college. According to Widyatama & Aslamawati (2014), career planning is an information-seeking activity related to aspects of work, in which the activity is learning about career information, talking to various people about plans, taking courses, participating in organizations and other student activities, working part-time time, and also seek training that supports that aspect of the job.

Individual college graduates are seen as having good career prospects because the specifics of the knowledge they learn can support them in the world of work. As a college graduate, individuals are able to choose what career to pursue with the abilities they have. Logic in thinking has been honed in lecture benches. A planned career will make it easier for individuals to achieve what they should have achieved and be able to achieve the career they are aiming for. Career planning involves several factors, Parson and Williamson suggest factors that influence career planning, namely:

- 1) Ability (abilities), namely self-confidence related to talent in a field either cognitive, skill, or art.
- 2) Interest, namely a tendency that is rather settled in individuals by feeling interested in a particular field and feeling happy to associate or join in various activities related to that field.
- 3) Achievement, which is a learning result obtained from an individual's ability through learning efforts (Suherman, 2010; Nasution, 2019).

Hedge and Rineer (Lartey, 2021) also stated things related to the abilities, weaknesses, interests in a field, and the potential of individuals involved in discussions and studies of possibilities in career planning. From the opinions of figures and the results of the research they conducted, it can be concluded that good career planning is influenced by ability, interest, achievement, and potential.

Interests and individual abilities are sometimes out of sync, it is not uncommon for individuals to have to choose to develop their abilities or fight for the interests they want. As the results of the existing interviews, only one out of three individuals whose interests and abilities are in line. The other two chose to develop their abilities to pursue future careers.

From the data obtained by the interview, each subject has a good career plan because they can place their career plans according to their interests or abilities. Counting them are sitting in the final semester bench. The first subject took an undergraduate degree in psychology but had an interest in entrepreneurship. The first subject utilizes psychological knowledge to get to know other people, and skills to influence others. Some of these abilities can support his career. The first subject also actively participates in organizational activities to hone work management skills, train leadership to support skills as an entrepreneur. The second subject took an educational technology study program in the world of lectures. The resource person has an interest in building or managing a foundation. With the knowledge he got in college, he wants to develop the children in the foundation he built, educate them so they can produce adequate human resources for their future education. The third subject is pursuing a law degree and has an interest in the field of Human Resources (HR), he is taking a concentration course in the field of labor law. He likes working as HR because he has experience working as HR in a company (when he was in college). Even though the interests and talents of individuals are not aligned, the effort to achieve a good career is the key. With meaningful effort, every difficult thing can be achieved, such as the sources who chose to fight for their desired interests, it is proven that so far they have been running and will soon reach their respective careers. In addition, in planning individual careers it is necessary to pay attention to aspects as said by (Yusuf, 2009; Nasution, 2019) including:

- 1) Understanding career,
- 2) Looking for information,
- 3) Attitude,
- 4) Planning and decision making,
- 5) Career skills

Lartey (Lartey, 2021) holds the view that career planning is a process that individuals go through which is sequenced as follows:

1. Individuals find out their skills, interests, knowledge, abilities and aspirations;
2. Individuals search for related matches job or position with abilities;
3. Individuals make plans and actions that provide greater opportunities to achieve them.

4 DISCUSSIONS

From the results of the interviews, it can be seen if the interviewees are able to understand the career they have chosen. The first informant chose to become an entrepreneur, tried to find information related to entrepreneurship webinars and training, used organizations to train himself in collaboration with other parties. The first informant also planned what he would do to achieve his goals as an entrepreneur. From the existing knowledge, the first informant began to develop entrepreneurial skills by honing negotiation skills, influencing others, reading the behavior of other people which he got from learning in class.

The second informant already understood the career he had chosen as a foundation manager, he had been looking for information on what majors he should major in the world of lectures to support his career goals, he chose an educational

technology study program to support his goals as a foundation manager. The second resource person also honed his talent in the field of technology that he has.

The third informant already understood the career he was going to have, namely as an HR, he was looking for information and looking for connections to be able to enter the world of corporate HR. He also trains himself with his talents to recruit employees, apply existing laws in the corporate world regarding contracts and so on, he already has an attitude like corporate HR in implementing it when recruiting employees.

Career planning requires self-knowledge, knowing talents, and self-interest will make it easier for individuals to determine and decide what they want to be after completing education. The resource persons have a mature career plan and will immediately implement it when they graduate from college. With proper career planning, the interviewees are ready to enter the world of work. With careful planning and good preparation in determining a career, the chances of unemployment are reduced.

In addition, according to Nurlela & Sutriyoni (2019), the reason why students take different majors from their career plans is due to student barriers in carefully planning careers which are dominated by individual factors, which are related to understanding one's abilities. In addition, there are also external factors for students who sometimes have difficulty choosing a career due to conflicts between lifestyle demands and their ability to adapt to changes in their lifestyle. Thus, on the way to his career, many things can hinder or make student career planning falter, due to these two factors.

5 CONCLUSIONS

Proper career planning can support individuals not to experience the world of unemployment. Appropriate career planning is influenced by self-knowledge, efforts to achieve the chosen goals, determination of concrete steps to be taken. Major factors that form the basis of career selection: ability, interest, achievement. In addition there are aspects that must be considered in career planning, namely: career understanding, information seeking, attitude, planning and decision making, and career skills. By paying attention to the factors and aspects of career planning, individuals will easily find a career that suits them and can begin to prepare for the completion of their studies.

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APPENDIX

If any, the appendix should appear directly after the references without numbering, and not on a new page.