

## **Application of trait and factor theory for career planning in Class XII transitional students at Islamic Senior High School, Karimun**

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### **ABSTRACT**

The lack of ability in self-understanding causes many upper secondary level students to still be confused in choosing a job, major in college that suits them for future careers. Career is an important thing in human life. This is because there is a drive to improve life. One alternative solution to help someone who has difficulty making career decisions is through the application of trait and factor theory. Trait and factor theory is a career counseling theory that views the right career choice when there is a match between the client's nature and work or position factors. This research is a descriptive qualitative research. Location The research was conducted at Islamic Senior High School Karimun. The research informants were 1 counseling teacher and 3 transitional class XII students. Data collection techniques used observation and interviews. Data analysis techniques used data reduction, data presentation, draw conclusions. This study aims to examine in depth the application of trait and factor theory in the career planning of class XII students in the transition period at Islamic Senior High School Karimun. The results of the study show that the application of trait and factor career counseling theory can be an alternative solution to assist clients in planning and making career decisions. A good understanding of advanced studies allows students to adjust future choices according to their own potential, is able to increase students' understanding around secondary schools in accordance with their interests and talents and also the potential that exists in each student, so that students are able to think consciously and be responsible for choice.

#### **Abstrak**

Kurangnya kemampuan dalam pemahaman diri menyebabkan banyak siswa tingkat menengah atas yang masih kebingungan dalam memilih pekerjaan, jurusan kuliah yang cocok untuk karir masa depannya. Karir merupakan suatu hal yang penting dalam kehidupan manusia. Sebab, ada dorongan untuk memperbaiki

kehidupan. Salah satu alternatif solusi untuk membantu seseorang yang mengalami kesulitan dalam mengambil keputusan karir adalah melalui penerapan teori sifat dan faktor. Teori sifat dan faktor merupakan teori konseling karir yang memandang pilihan karir yang tepat apabila terdapat kesesuaian antara sifat klien dengan faktor pekerjaan atau jabatan. Penelitian ini merupakan penelitian deskriptif kualitatif. Lokasi Penelitian dilakukan di Madrasah Ibtidaiyah Karimun. Informan penelitian adalah 1 orang guru BK dan 3 orang siswa kelas XII peralihan. Teknik pengumpulan data menggunakan observasi dan wawancara. Teknik analisis data menggunakan reduksi data, penyajian data, dan penarikan kesimpulan. Penelitian ini bertujuan untuk mengkaji secara mendalam penerapan teori sifat dan faktor dalam perencanaan karir siswa kelas XII masa transisi di Madrasah Ibtidaiyah Karimun. Hasil penelitian menunjukkan bahwa penerapan teori konseling karir sifat dan faktor dapat menjadi alternatif solusi untuk membantu klien dalam merencanakan dan mengambil keputusan karir. Pemahaman yang baik terhadap pembelajaran tingkat lanjut memungkinkan siswa menyesuaikan pilihan masa depan sesuai dengan potensi yang dimilikinya, mampu meningkatkan pemahaman siswa seputar sekolah menengah sesuai dengan minat dan bakatnya dan juga potensi yang ada pada diri setiap siswa, sehingga siswa mampu untuk berpikir secara sadar dan bertanggung jawab atas pilihan.

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## INTRODUCTION

Career developments that occurred in the 20th century required workers to become lifelong learners in order to be able to prove professional work and be able to adapt to the work environment. Individuals need early career development to be able to compete in the world of professional work.<sup>1</sup> A successful school-to-work transition is an important but challenging step for graduate careers.<sup>2</sup>

Schools have an important role in preparing students' career planning and preparing students to achieve success in the future. Career planning is very

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<sup>1</sup> M. Fahli Zatrachadi et al., "Pengaruh Penggunaan Konseling Kelompok Trait and Factor Terhadap Ketepatan Pemilihan Jurusan Siswa," *Jurnal Inovatif Ilmu Pendidikan* 3, no. 2 (2022): 141–49, <https://doi.org/10.23960/jiip.v3i2.23271>.

<sup>2</sup> Anna C Van Der Horst and Anne Coolen, "Facilitating A Successful School-to-Work Transition: Comparing Compact Career-Adaptation Interventions," *Journal of Vocational Behavior*, 2021, 103581, <https://doi.org/10.1016/j.jvb.2021.103581>.

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.<sup>3</sup> Career planning includes setting goals, developing plans, and establishing a strategy for a career.<sup>4</sup>

In career planning for students related to a job, many of them choose a career and make a career decision without thinking it over carefully and without consideration because of the ignorance of the students themselves, such as talents, interests, work environment and so on. other.<sup>5</sup>

Career problems that occur in adolescents are usually related to the choice of type of education, which leads to the choice of type of work in the future. This problem is important to pay attention to in connection with the many confusions experienced by adolescents in determining the direction of their careers. Not only that career uncertainty in adolescents will result in the maturity level of personality development.<sup>6</sup>

In the counseling process, the counselor must use approaches that match the characteristics of the counselee's problems. One of the counseling approaches is Traits and factors. Traits and factors are often also called directive counseling because the counselor actively helps clients direct their behavior toward solving their difficulties. Traits and factors are generally used by counselors when dealing with types of counsees who experience problems caused by counsees who are confused in making a decision.<sup>7</sup>

The trait and factor approach is defined as directive counseling with the assumption that the suitability between individual traits and factors will lead to career success in the individual.<sup>8</sup> These assumptions underlie the birth of the trait and factor theory which is the theory of career choice.<sup>9</sup>

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<sup>3</sup> Anggi Dwi Noperlis, "Penggunaan Media Audio Visual Video Animasi Dalam Layanan Informasi Tentang Perencanaan Karier Siswa Kelas XII Di MAN Karimun," *UIN SUSKA RLAU*, 2022.

<sup>4</sup> Robert W Renn et al., "School-to-Work Transition: Mentor Career Support and Student Career Planning, Job Search Intentions, and Self-Defeating Job Search Behavior," *Journal of Vocational Behavior* 85, no. 3 (2014): 422–32, <https://doi.org/10.1016/j.jvb.2014.09.004>.

<sup>5</sup> Melita, "Efektivitas Strategi Achievement Motivation Training Dalam Bimbingan Karier Kelompok Untuk Meningkatkan Perencanaan Karier Peserta Didik Di SMA Negeri 3 Pekanbaru," *UIN SUSKA RLAU*, 2020.

<sup>6</sup> Indah Lestari, "Meningkatkan Kematangan Karir Remaja Melalui Bimbingan Karir Berbasis Life Skills," *Journal Kounseling Gusjigang* 3, no. 1 (2017): 17–27.

<sup>7</sup> Sri Sumarsih, Dino Rozano, and Eko Hardiyanto, "Meningkatkan Minat Melanjutkan Studi Melalui Bimbingan Karir Dengan Pendekatan Trait and Factor," *Jurnal Penelitian Tindakan Bimbingan & Konseling* 2, no. 1 (2016): 49–53.

<sup>8</sup> Elfi Churnia, Afdal Afdal, and A Muri Yusuf, "Analysis of Student Career Maturity Using Holland's Theory," *SCHOULID: Indonesian Journal of School Counseling* 6, no. 2 (2021): 102–11.

<sup>9</sup> Stephen A Woods et al., "How Our Work Influences Who We Are: Testing a Theory of Vocational and Personality Development over Fifty Years," *Journal of Research in Personality* 85 (2020): 103930.

Based on the preliminary study of researchers at Islamic Senior High School Karimun, there are still many students who do not know their potential, are confused, and have doubts in determining the choice of work, further study, including in what major they will choose. First, lack of self-understanding such as students' talents, interests, and abilities so that they just follow along with their friends, follow their parents' wishes, and just see trends without them knowing what they really want. Second, the lack of relevant information regarding various majors in tertiary institutions. Most students only know a few majors, as a result the choices that will be made are limited. Third, the lack of students' ability to make, consider, and determine one of several alternatives to become a decision for the desired further study choice according to their own circumstances and environment.

One way to increase students' understanding of the selection of further studies is through providing information with career guidance using the Trait and Factor technique which allows students to receive and understand various information such as further education and psychological tests about positions that can be used as material for consideration and decision making in the interests of student.

**Table 1. Results of related studies**

Researcher	Research result
Saputra, Dantes & Lestari (2018)	Researchers conducted research on self-understanding of students' career choices after being given information services based on Trait and Factor theory. Data on students' self-understanding in career selection is measured through the observation method. The results showed that information services based on the Trait and Factor theory were effective in increasing students' self-understanding in choosing a career. <sup>10</sup>
Fitriani Syamal, A. Muri Yusuf & Afdal (2021)	In this study, researchers conducted research on counselors as people who play an important role in providing career guidance and counseling services. This is intended so that individuals can develop their talents, interests, and abilities during a career through trait and factor theory. <sup>11</sup>
Resti Wulandari, Donal & Raja Arlizon (2022)	This study was to determine the differences in self-efficacy of career students before and after the trait and factor group counseling was carried out in the control

<sup>10</sup> L. P. S. Saputra, I. N. B., Dantes, N., & Lestari, "Penerapan Layanan Informasi Berbasis Teori Trait And Factor Untuk Meningkatkan Pemahaman Diri Dalam Pilihan Karir Siswa Kelas XI IPA 1 SMA N 1 Seririt Tahun Ajaran 2014/2015," *Jurnal Ilmiah Bimbingan Konseling Undiksha* 3, no. 1 (2015), <https://doi.org/https://doi.org/10.23887/jibk.v3i1.5524>.

<sup>11</sup> Fitriani Syamal, A Muri Yusuf, and Afdal Afdal, "Perspektif Teori Trait and Factor Serta Penerapannya Dalam Bimbingan Dan Konseling Karir" 6 (2021): 46–52.

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and experimental groups, as well as to determine the effect of trait and factor group counseling services. on students' career self-efficacy.<sup>12</sup>

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From the results of the relevant research above, it can be seen that: (1) provides relevant information about further study and selection of majors according to student potential, (2) increases self-potential understanding of the accuracy of major selection, (3) there is an influence of Trait guidance and counseling and Factor to improve students' understanding of advanced studies. Based on previous studies, it is very important to provide career planning to students, especially students during the transition from school to the world of work. Through career planning, students can recognize themselves in the future, especially in the career field.

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. owned.

## RESEARCH METHODS

This research is a qualitative descriptive study. Qualitative methods are used to study the state of natural objects where the researcher is the key instrument. The research location was conducted in Islamic Senior High School Karimun, Karimun Regency, Riau Archipelago Province. Data collection techniques are carried out using triangulation (combined), data analysis is inductive/qualitative in nature and the results of qualitative research emphasize meaning rather than generalization. meaning. This study describes how the career planning of transitional students in Karimun Regency is through the application of trait and factor theory.

Data collection techniques using interview techniques. An interview is a meeting of two people who exchange information and ideas through questions and answers so that they can build meaning on a particular topic. Interviews were conducted with 1 counseling teacher and 3 transitional grade 12 students at Islamic Senior High School Karimun in 2023 as research informants. The data analysis technique used is *laissez* (direct assessment) and *lajapen* (short-term assessment) based on BMB3 (Thinking, Feeling, Behaving, Acting and Being Responsible).

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<sup>12</sup> R Wulandari, R., Donal, D., & Arlizon, "Pengaruh Konseling Kelompok Trait And Factor Terhadap Self Efficacy Karir Siswa," *Jurnal Pendidikan Dan Konseling (JPDK)* 4, no. 6 (2022): 11438–44.

## RESEARCH RESULTS AND DISCUSSION

Researchers explore information on the expectations and desires of clients in planning their careers, researchers explore the fears experienced by clients about future careers, and clients' insecurities in determining career goals after graduating from school. the client's fear of entering the world of work, the client's strengths and weaknesses related to work or self-potential. Based on the results of interviews conducted with guidance and counseling teachers regarding career choices for grade 12 students in the transition period with the following answers:

"For student career selection at Islamic Senior High School Karimun is determined by the students themselves, the counseling teacher only gives directions to students regarding careers based on observations of the potential of students. Some students choose career choices based on talents, interests, and abilities, but there are also students who choose careers not based on students' talents, interests, and abilities, due to economic factors, encouragement from parents and students' understanding of interests and talents. At the beginning of entering school students were introduced to 2 choices of majors MIPA and Social Sciences. So, here we from the school introduce that MIPA is how and IPS is how, then here the students will match the wishes of the students, which of course the students have adapted to their talents and interests"

Based on the guidance counseling teacher's statement, it can be seen that the career choices of students at Islamic Senior High School Karimun are adjusted to the interests and talents of their students. Students also choose the majors they like so that there is no element of coercion for students. the same thing was conveyed by one student informant with the following answers:

"As a student who has just graduated, there must be difficulties in planning a career after graduating from school. Whether it's deciding to enter college or enter the world of work, I myself am still confused about how to adapt to a new environment that is not as usual. If in terms of interest my talent already exists, I am happy with learning that memorizes a lot. I also enjoy meeting lots of people. I feel that if I choose to go to college I am suitable to choose a major in social affairs"

From the statement of the first informant it can be seen that he is still confused about how to adapt in a new environment, these students also have talents and interests that are of interest. the same thing was also conveyed by the second informant with the following answers:

"I understand my talents and interests, in the academic field I am good at arithmetic and English, in the non-academic field I am talented at playing volleyball. I want to continue my studies

majoring in mathematics but on the other hand I also want to major in sports education. I still feel confused because the choice of both matches my interests, talents and abilities”

Based on the statement above, the third informant conveyed a similar matter as follows:

"I am a freshly graduated student, for now I have made a career choice that suits my interests and talents. I chose to continue my studies majoring in accounting. , I think about my future well, I always train to get the best. I'm always responsible for what I choose"

Based on the results of interviews with several related parties that transition students in Karimun district, there are still some students who feel confused about their career choices. But there are also students who are mature with their choices and will be accountable for career choices that match their interests and talents. In the implementation carried out by guidance and counseling teachers using the trait and factor approach, researchers found that in improving students' career selection abilities at Islamic Senior High School Karimun counseling teachers did it with various efforts, starting from knowing talents, interests, abilities and student learning outcomes, carrying out various services and areas of guidance and counseling, as well as providing information related to careers.

Based on the results of the researcher's interview with the guidance counseling teacher of Islamic Senior High School Karimun, regarding the implementation of counseling services in career planning for grade 12 students in the transition period with the following answers:

"The implementation of career guidance at Islamic Senior High School Karimun is going well, many students come to the counseling guidance room to consult about their career problems. Counseling guidance teachers also provide career guidance to grade 12 through group guidance and information services, which services are provided when students have free hours because counseling guidance does not have a specific schedule. In carrying out career guidance with the trait and approach My factor does this by collecting data related to students' talents, interests, skills, and potential. And help students by providing information related to the career or future of students. At this time there are no obstacles in the implementation of career guidance with a trait and factor approach for student career planning, difficulties only when we coordinate with parents in developing students' talents and interests, and especially regarding the cost of carrying out talent aptitude tests. because it costs money so it needs a lot of coordination in its implementation"

From the guidance and counseling teacher's statement above, it can be seen that in the implementation carried out by the guidance and counseling teacher with the trait and factor approach, there were not so many obstacles experienced, counseling guidance activities were carried out through individual counseling services, information services and group guidance services. The same thing was conveyed by one student informant with the following statement:

“In my opinion, the guidance and counseling teacher is a place for complaining about students who have problems. In my opinion, the guidance and counseling services provided are good, both in terms of material and in terms of providing services. Because it includes everything from entering college, official service, working while studying, entrepreneurship, and marriage. I feel that my problems have lessened a little, because now I feel more confident so in my opinion counseling at Islamic Senior High School Karimun is quite good in the field of career guidance for students”

Furthermore, it was also conveyed by student informants one and two students with the following statements:

“Counseling guidance teachers are teachers who can guide us, whenever there is a problem we usually tell the counseling guidance teacher. For future careers, counseling guidance teachers provide services through career guidance. This service can help us in choosing what major to go to college in the future, we can also consider going to college or working again. By getting this service, I am no longer confused about choosing a career, because the counseling teacher has provided everything, starting from how to enter college, choosing a major that suits my interests and talents, is it better to work or study”

Based on the results of the researcher's interview with the counseling guidance teacher of Islamic Senior High School Karimun, regarding the implementation of counseling services with trait and factor theory in career planning for grade 12 students in the transition period with the following answers:

“Providing counseling services based on the application of trait and factor theory, I as a counseling teacher become a discussion leader. In that discussion, I first build good relationships between group members. Then the members are given ice breaking which is used to build the enthusiasm of the group members. Next, I directed group members to share their concerns about future

careers. Many of them said that they were still confused about whether to work or study after graduating from Islamic Senior High School Karimun. Then as the leader of the group provides information about the world of work and further studies and then also explains about the personality that exists in humans. The group leader asks the members to discuss the problem with each other. From the implementation of the counseling, the members were asked to make a career map that matched the personality of the students and then matched it according to further study and the chosen job”

From the statement of the guidance and counseling teacher above, it can be seen that in the implementation carried out by the guidance and counseling teacher with the trait and factor approach carried out through several stages, students are given information and determine career choices according to their personality. The same thing was conveyed by student informants with the following statement:

“Counseling sessions are given through group guidance. First of all, the guidance and counseling teacher asks the members to build good interpersonal relationships. Then we were given encouragement by the BK teacher and carried out the counseling session. I was given direction by the counseling teacher to tell my problems about my future career. I told him that I was still confused about whether to work or study after graduating from this Islamic Senior High School Karimun. After that, the guidance and counseling teacher provides information about the world of work and further studies, then the counseling teacher also explains about the personality that exists in humans. From the implementation of the counseling we were asked to make a career map that matches the personality of the students and then matched it according to further studies and the chosen job”

Based on the results of interviews with several related parties that the application of trait and factor theory in student career planning at Islamic Senior High School Karimun, can help students to better understand the potential of students, solve student problems related to student career planning, and choose appropriate careers with the potential that students have, so that there is no more confusion and doubt in students in choosing a career that suits the personality of the student.

A career is a series of a person's work during his life. Through a series of services as well as a career guidance theory approach that can be used by counseling teachers to students here, researchers use the trait and factor theory approach in helping students to choose majors in tertiary institutions. Trait and

factor counseling is a counseling technique in understanding yourself psychologically and applying a variety of problems that must be faced in order to be selected in a program in the field of work.<sup>13</sup> This is intended so that students can achieve a career that suits their talents, interests, and characteristics.<sup>14</sup>

From what is described above, the results of the analysis can be taken as follows:

1. Thinking: Clients may think that after graduating from school the client must have careful planning for their future even though they have to go through a process that is not easy. Clients think that clients must organize themselves to explore their potential and strengths in determining and deciding career plans.
2. Feeling: Clients feel calmer and know what should be done to overcome feelings of fear and confusion in planning a career after graduating from school.
3. Attitude: Clients are positive in instilling confidence in themselves by exploring their talents, potential, and strengths to plan for the future after graduating from school.
4. Act: The client acts by carrying out activities that can develop or increase the potential that he already has, including the client decides to take part in activities that are the potential that the client also acts by improving other skills, namely taking courses according to his skills.
5. Responsible: Clients are committed to self-improvement. The client is also committed to determining a career according to the field of skills possessed by exerting their potential, abilities, and strengths.

The application of trait and factor theory by researchers as counselors to clients can be said to be quite successful, especially in helping clients realize and explore their talents, potential, strengths, and weaknesses to determine and decide on a career after graduating from school. The success achieved is supported by supporting factors from clients in the form of self-awareness and motivation to explore one's potential by overcoming all forms of fear or worry regarding career planning.

The trait and factor approach emphasizes the characteristics or traits possessed by students and has an impact on career decision-making. Each participant has different characteristics and characteristics so the trait and factor approach is very helpful for students in making career decisions according to their

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<sup>13</sup> Puspita Bahridah, A Muri Yusuf, and Afdal Afdal, "Teori Trait and Factor Dalam Perkembangan Bimbingan Karir Di SMA," *Ristekdik: Jurnal Bimbingan Dan Konseling* 6, no. 1 (2021): 135–41.

<sup>14</sup> R Dewany, M Iswari, and ..., "Pendekatan Konseling Karir Trait and Factor Dalam Membantu Siswa Sma Untuk Memilih Jurusan Di Perguruan Tinggi," ... *Dan Psikologi* 2, no. September (2022): 113–23.  
<http://journal.stkipmuhammadiyahbarru.ac.id/index.php/jubikops/article/view/82%0Ahttp://journal.stkipmuhammadiyahbarru.ac.id/index.php/jubikops/article/download/82/69>.

choice of the major and desired field of work.<sup>15</sup> have views on the basic assumptions of trait and factor counseling, namely:

1. Each individual has several abilities and potentials such as intelligence levels, special talents, and creativity levels, as well as levels of interests and skills which together form a pattern that is unique to each individual. These abilities and potentials are personality traits (traits).
2. Patterns of ability and potential that appear in a person show a different relationship with the abilities and skills required of a worker in various fields of work.
3. At educational institutes, study programs require a curriculum with certain qualifications. The counselee will learn more easily if the demands of the curriculum are to the interests and abilities of students.

Parsons explained that several basic assumptions underlie the trait and factor theory, namely: (1) every human being has potential and ability, (2) patterns of ability that appear in a person show a different relationship with the abilities and skills required of workers in various fields of work, (3) data is the thing that takes precedence in determining one's career, compared to just people's views about him/herself, (4) every human being tends to know himself and take advantage of this self-understanding to manage a more fulfilling life.<sup>16</sup>

Student career choices are very suitable for using trait and factor theory in which students are able to see how their personality is to determine the direction of career choices in the future.<sup>17</sup> The task of trait and factor counseling is to assist individuals in making progress in understanding and managing themselves by helping them assess their strengths and weaknesses regarding change goals, life goals, and career goals.<sup>18</sup>

## CONCLUSION

Based on the presentation of the research results above, it can be concluded that the application of trait and factor theory to the career planning of class XII students during the transition period at Islamic Senior High School

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<sup>15</sup> Trias Ristian, Nadya Rahmadani, and Dede Rahmat Hidayat, "Studi Literature: Pendekatan Teori Trait and Factor Dalam Pengambilan Keputusan Karir Siswa SMA," *Jurnal Ilmiah Bimbingan Konseling Undiksha* 11, no. 1 (2020): 1–8, <https://doi.org/10.23887/jjbk.v11i1.27334>.

<sup>16</sup> Ade Herdian Putra, Mega Iswari, and Daharnis, "Teori Trait and Factor : Konsep Dan Aplikasinya Dalam Bimbingan Dan Konseling Karier," *Jurnal Ilmu Pendidikan Dan Sosial (JIPSI)* 1, no. 1 (2022): 117–27.

<sup>17</sup> F Umami, D Daharnis, and M Iswari, "Aplikasi Teori Traits and Factor Dalam Pengambilan Keputusan Karir Remaja," ... *Dan Psikologi* 2, no. September (2022): 92–100, <http://journal.stkipmuhammadiyahbarru.ac.id/index.php/jubikops/article/view/81%0Ahttp://journal.stkipmuhammadiyahbarru.ac.id/index.php/jubikops/article/download/81/67>.

<sup>18</sup> Widiani Hartati and Yeni Karneli, "Penggunaan Pendekatan Konseling Individu Trait And Factor Dalam Perencanaan Karier Pada Pria Korban Pelecehan Seksual," *Jurnal Terapeutik Bimbingan Dan Konseling* 4, no. 2 (2020): 223–28, <https://doi.org/10.26539/terapeutik.42422>.

Karimun improves students' abilities in student career planning. The results of the application of the characteristics and factors given by the guidance and counseling teacher show that students can better understand the circumstances that exist in them, such as interests, talents, and abilities that students have. A good understanding of advanced studies allows students to adjust future choices according to their own potential, is able to increase students' understanding around secondary schools in accordance with their interests and talents and also the potential that exists in each student, so that students are able to think consciously and be responsible for choice. The application of trait and factor career counseling theory can be an alternative solution to assist clients in planning and making career decisions.

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