



Career Counseling Using a Trait and Factor Approach to Help Students in Making Career Decisions

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Abstract

This research explores group counseling with a trait and factor approach in supporting students in making career decisions. This approach emphasizes the identification of personal characteristics and factors related to career choice, providing a solid foundation for the decision-making process. The literature study method was used to collect data. The research results show that the trait and factor approach is able to provide a deeper understanding of students' strengths, interests and values, which positively influences their ability to make informational career decisions based on self-reflection.

Keywords: *Group counseling; Traits and Factor*

Abstrak

Penelitian ini mengeksplorasi konseling kelompok dengan pendekatan trait and factor dalam mendukung siswa dalam pengambilan keputusan karir. Pendekatan ini menekankan identifikasi karakteristik pribadi dan faktor-faktor yang berkaitan dengan pilihan karir, memberikan landasan yang kokoh bagi proses pengambilan keputusan. Metode studi pustaka digunakan untuk mengumpulkan data. Hasil penelitian menunjukkan bahwa pendekatan trait and factor mampu memberikan pemahaman yang lebih mendalam tentang kekuatan, minat, dan nilai siswa, yang secara positif memengaruhi kemampuan mereka dalam mengambil keputusan karir yang informasional dan berbasis pada refleksi diri.

Kata Kunci: *Konseling kelompok; Traits and Factor.*

Introduction

Guidance and counseling are integral parts of education (Mahfud, 2016; Muslimah, Spandi, & Ag, 2019). This is because guidance and counseling are learning activities provided to students in schools to enhance quality. Additionally,

the concept of guidance and advice in the formulation of Indonesia's national education is a conscious effort aimed at developing personality and potential (talents, interests, skills). Both are related to behavior, mental attitudes, academic achievements, and skills (Afdal, Sua,

Syamsu & Uman, 2014; Munawir, Yusuf, Effendi & Afdal, 2018).

To achieve optimal student development, it's essential not only to focus the educational process on a specific area (such as only on learning or solely on guidance and counseling) but also to ensure good coordination among educational institutions, elements, and general teachings. Goals must be attained (Afdhal, 2015).

Generally, the issues faced by career guidance teachers are related to providing career guidance to each of their students. Academic guidance in schools allows students to understand themselves, learn about the working world, plan a future in line with their aspirations, and realize and believe in themselves as a service approach. It emphasizes that our choices are the most appropriate considering our circumstances.

Psychologically, high school students enter adolescence, a transitional period from childhood to adulthood. Adolescence is a time for self-discovery. As individuals are in a transitional process, adolescence carries developmental tasks that prepare them to meet the demands and expectations of adulthood (Al-Obaydi, Doncheva, & Nasrudin, 2021; Syarif, 2017). Future orientation or career is one of the new phenomena in cognitive development during adolescence. Before students enter the workforce, they begin to plan their future and careers according to their aspirations. A career generally starts by understanding students' skills and interests. However, not all high school students understand themselves, so when choosing a major, they may wonder which one is right for them.

This resembles a class situation. Observing this emerging phenomenon, it's essential for school counselors to support enhancing high school students' understanding of future career decisions

through career counseling using a nature and factor theory approach. This theory explains that nature refers to the qualities, characteristics, intelligence, and measurable abilities of human beings. What matters is the efficiency required for a student's successful career.

According to Mahfud (2016), the counseling perspective of traits and factors that employ psychological tests to diagnose individual personalities is considered crucial in the success or failure of a position and in advancing individual learning programs. The Trait and Factor theory suggest that an individual's personality can be explained by identifying a set of traits determined by psychological tests measuring aspects of personality (Agustini, Ratna, & Sulastri, 2014). Counseling based on Trait and Factor theory also follows the same perspective and uses psychological test instruments to analyze or diagnose individuals concerning known specific personality traits or aspects.

Characteristics and factors are methods used to guide choices and decisions regarding future careers and training. This is done by conducting personality tests to determine suitable fields of study or work for individuals (Syamal et al., 2021). The use of these characteristics and factors is intended to prevent students from making hasty decisions about their future and later regretting rushed choices.

Method

This research utilizes the method of literature review or library research that focuses on studying various literature by analyzing the content within, both from primary and secondary sources. In scientific research, a literature review is considered a crucial part, incorporating references from articles, journals,

alongside the need for sources beyond books, conference papers, and other supporting documents. The literature review is significantly applied in research with the aim to inform readers about research outcomes closely related to the ongoing study conducted by the researcher, connecting the research with existing literature, and filling gaps in previous studies. There are several steps involved in conducting this research, namely (1) selecting relevant articles, (2) gathering initial data to compose the article, (3) addressing topics related to the subject, (4) integrating supporting data, and (5) drawing conclusions.

Result and Discussion

Students' lack of self-understanding about their own values compared to their potential hinders them from making decisions when choosing majors at the university level. Therefore, students require guidance and direction from their school mentors and counselors to help them better understand their capabilities. The goal is for students to choose a career path that aligns with their talents, interests, and characteristics. Mertosono (2012) conducted a study to examine the impact of career counseling services on students' choice of majors in higher education. Based on the survey results, it can be assumed that career counseling services influence the choice of study fields. Hence, it is evident that the career guidance services provided by the researcher can influence students in selecting the right majors based on their characteristics.

Praswastantika's research (2018) found that SMAN 11 Surabaya could enhance students' career choice maturity through the use of group counseling on characteristics and factors. This aligns with the application of the traits and factor

counseling approach. This means that school counselors can employ the traits and factor approach with high school students to assist them in choosing higher education majors as preparation for their future careers. Further research by Oktavia et al. (2021) explains that traits and factor counseling effectively enhance students' professional maturity at the high school level (MAN).

Through the characteristics and factor advice provided by the researcher as part of classic offers and individual advice, students can prepare for careers and choose university study programs that suit their talents, interests, and characteristics.

Majors selection is the process of choosing majors in the future when applying to universities. High school students are expected to have sufficient career information to decide which majors are suitable for them (Syarif, 2017). Hence, students need advice and guidance from school counselors to help them choose the right majors for themselves. Based on Syarif's research (2017), it was found that providing career information services influences students' choice of majors in higher education. Through advice from school counselors via Career Information Services, students can choose the right university study programs for themselves.

Decisions regarding one's future should be based on their interests, talents, and potential. Students who are aware of their situation, strengths, weaknesses, fields of interest, and hobbies are better equipped to make decisions. Decision-making is the outcome of implementing one's choices in life. The process of decision-making can be influenced by various factors, including friends and excessive fear. Consequently, decisions made may be regretted by individuals later on (Suwija et al., 2018).

Individuals who are talented tend to think maturely when making decisions

(Nuraini, 2016). Therefore, the author aims to use counseling methods focused on characteristics and factors to assist high school students in determining their career paths.

Conclusion

This article emphasizes that the implementation of career counseling with the Trait and Factor approach is an effective method to assist students in making career decisions. By focusing on the identification of students' personal traits and factors influencing career decisions, this approach provides a strong foundation for self-understanding and making suitable career choices. This approach can enhance students' understanding of the relationship between personal characteristics and success in a job, guiding them toward better and more informed career decisions.

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