



## Implementation of Individual Counseling Services Using Holland's Theory to Help Ex-Drug Addicts Career Planning

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### Abstrak

The purpose of this research is to help career planning for ex-drug addicts with Holland's theory through individual counselling services. The method used in this research is quantitative with experimental type. This research design is One-Shot Case Study. This research design provides treatment to one group and then observes the results. The population in this study were people with drug addicts in sibolangit centre rehabilitation totalling 20 people, a sample of 5 people in sibolangit rehabilitation. Sampling was carried out with a purposive sampling model. The results of this study are The implementation of individual counselling services carried out by drug addicts in sibolangit rehabilitation is very helpful for designing career planning for former drug addicts. The conclusion of this study is that the implementation of individual counselling services with Holland's theory to help career planning for former drug addicts using the one shot case study method is less effective to see whether the client's career can be well planned or mature.

**Kata Kunci:** Career Planning, Former Drug Addicts, Holland Theory, Individual Counseling

### Introduction

Ex-narcotics and addictive substance (drug) addicts often experience great challenges in reintegrating themselves into society after rehabilitation. They can face social stigma, difficulty finding work, and confusion in setting clear career goals.

**Rehabilitation and Counseling:** After going through the rehabilitation process, these individuals need a structured approach to help them rebuild self-confidence, discover their interests and career potential, and navigate the challenges that may arise in searching for work.

**Holland's Theory in a Counseling Context:** John Holland's theory of personality types and work environments (RIASEC) can be a useful tool in exploring career interests and combining personality profiles with suitable job options. However, applying this theory to ex-drug addicts requires special adaptation, because they may face more complex emotional, psychological and social problems.

**Access and Implementation Difficulties:** Implementation of effective individual counseling services is often hampered by lack of resources, lack of trained personnel in this field,

and lack of support from the community and government in providing attention to the rehabilitation of addicts.

**Post-Counseling Support:** It is important to provide ongoing support after the first counseling session so that individuals can continue to strengthen their understanding of their career interests and their ability to plan for a better future.

Considering this background, a holistic approach is needed that involves various parties, including trained counselors, families, communities and government, to increase the effectiveness of individual counseling services using Holland's theory for ex-drug addicts in planning their careers. After rehabilitation, former drug addicts are faced with a number of other problems in their personal, social and career lives. Many former drug addicts feel confused about their job or career after rehabilitation. Negative stigma and negative social status always hinder former drug addicts in finding or developing their careers. Because of this, they must be helped to plan their post-rehabilitation careers (Michikomamesha, 2021).

Career planning is a strategy and also a step for every individual in finding a career. With

this career planning, it helps make it easier for individuals to find out suitable positions or opportunities as well as employment opportunities that suit the potential and reality of the world of work and their individual personality (Nurmasari, 2015). In planning a career, there are several aspects that individuals must know, namely: self-understanding, understanding the world of work, and realistic reasoning regarding the relationship between one's own knowledge and understanding and knowledge and understanding of the world of work (Sitompul, 2018).

Ex-drug addicts are individuals with various problems and many factors that influence them so that they use or consume these illegal substances. Users/users (ex-drug users) consume these goods to seek peace that they cannot get from anywhere (Humaedi2, 2017). They admit that by consuming these substances they feel a sense of calm that can make them forget about the problems they are facing. The use of narcotics and illegal drugs (narcotics) among teenagers is considered worrying (Amanda, 2017)

They actually use drugs only as an outlet to find a moment of calm, when the environment and family are no longer a place that can calm them down, then drugs are the solution that they think can calm them down. At first they started using drugs just by experimenting. Over time, they feel that this has entered their comfort zone. Without them realizing it, the consequences of drug use can be self-destructive, cause negative stigma and damage their careers and future. The lower the social support, the more problems with emotional mental disorders will arise (Maywandita, 2022)

Before making a career decision an individual must have a career plan. Career planning must be prepared and thought through carefully and in such a way (Atmaja, 2014). Individuals who enter work based on their circumstances, including their abilities, intelligence, interests, talents, attitudes, values and other personal characteristics, will do their jobs well because they are in accordance with their abilities, interests, talents and the values they adhere to. This work gives satisfaction to him and encourages him to do better and be more productive (Putri, 2018). Self-confidence has a positive relationship with student career planning, which means that if student self-confidence is good, then student career planning will be better. (Masturina, 2018)

The basis of Holland's theory explains that job interests are one aspect of personality, therefore the description of the job in an individual's job is also related to the description of the individual's personality (Berru Amalianita1, 2020). Holland also explained that individual interactions with the environment can produce characteristics of job choices and adjustments to the work environment. The essence of this theory is the projection of an individual's personality with a job (Berru, 2020). Holland's theory makes quite a contribution to the direction of a person's career planning. For this reason, we will try to interpret how Holland's theory is seen from the direction of his career planning (Nulhusni, 2021).

Individual counseling is a guidance and counseling service that gives students the possibility to obtain services spontaneously and face to face independently together with their supervising teacher in a series of discussions regarding personal problems experienced by students (Harwan, 2023). The implementation of individual counseling services is one of the activities carried out by counselors and clients who discuss several related client problems (personal, study and career) which are useful for helping resolve or solve the client's problems (Irham, 2023). Note that counselors must be able to understand and maintain client privacy. Implementation of individual counseling in the recovery process for clients dependent on narcotics, psychotropic substances and illegal drugs (NAPZA) is an effort to help clients by counselors individually by prioritizing the counseling relationship, the counselor's role is to provide support and education (Isnaeni, 2020). In this research, no previous research has been found that discusses the implementation of individual counseling services using Holland's theory to help career planning for former drug addicts.

Holland's theory explains that individual interactions with the environment can produce job choice characteristics and adjustments to the work environment (Afandi, 2011). Therefore, this theory refers to the personality of each individual, the potential that individual has determines the job that individual can adapt to. Apart from that, it is assumed that job selection is the result of the interaction of hereditary factors with all cultural influences, social friends, parents, adults, who are considered to have an important role (Seniawati, 2014)

The basic concept of career choice is based on Holland's theory which assumes that job interests are an aspect of personality, and therefore the description in an individual's job is also related to the description in the individual's personality (Pilosusan, 2021). Holland's theory explains structural-interactive, because Holland's theory differentiates between personality and type of work. Holland describes typology as a structure for organizing information about work and individuals while assumptions about individuals and environments acting on each other are interactive components in his theory. (Eny, 2019)

Based on the description above, the purpose of this research is to find out how to implement individual counseling services using Holland's theory for career planning for former drug addicts. In previous research, the only reference source was career planning for drug users. With the latest research related to career planning using Holland's theory, it can direct former drug addicts after rehabilitation according to their potential and job opportunities.

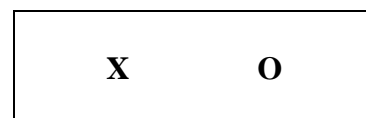
The implementation of individual counseling services carried out by drug addicts in Sibolangit rehabilitation is very helpful in designing career plans for former drug addicts. By holding 4 counseling sessions, they can increase their understanding and maturity in career planning after rehabilitation. They design career plans that suit their potential and the employment opportunities they will face after rehabilitation. This is in accordance with Holland's theory which discusses careers that are in line with the potential and characteristics of the world of work environment (Budisiwi, 2020). In this research, the implementation of individual counseling services using Holland's theory to help former drug addicts career planning using the one shot case study method was less effective in seeing whether the client's career could really be planned well or was mature. This is because this method cannot fully see changes in the career planning of former drug addicts, because there are still many shortcomings in this research method.

This research provides several significant novelties, including the use of Holland's theory to assist ex-drug addicts' career planning, implementation of individual counseling services, and evaluation of service effectiveness. It is hoped that this research can make a significant contribution to the development of

effective services to help ex-drug addicts in career planning.

### Method

This research was conducted using the pre-experimental method. The research design used is "One-Shot Case Study". Using this type of research, the data analysis process uses data in the form of numbers (numerical). The research approach in this study uses Pre-Experimental Design in the form of a One-Shot Case Study. In this design, there is a group that is given treatment, and then the results are observed (treatment is the independent variable, and the results are the dependent variable) (Sugiyono, 2016: 110). Through this research approach, the researcher only compares/correlates the treatment scores with the posttest scores. The design pattern for this research is as follows:



**Figure 0.1 One-Shot Case Study Design Pattern**

### Information:

X = Treatment given (independent variable)  
O = Observation (Dependent variable)

The research was carried out at the Sibolangit Centre Rehabilitation on Jl. Guarantee Ginting No. 56 Ketangkuhen, Sikeben, Sibolangit District. The time for carrying out the research was 4 meetings. The population in this study were 20 people who were drug addicts in Sibolangit Centre rehabilitation. In this research, a sample of 4 people will be taken. Sampling was carried out using a purposive sampling model where researchers deliberately selected samples based on certain characteristics that were considered relevant for research.

In research with a One-Shot Case Study design as used in this research, data analysis is carried out by comparing the posttest scores of the group that received

treatment with the previous condition which was used as the baseline. A concrete example in the context of this research, you will see whether there is a significant improvement in the dependent variable (e.g. posttest scores regarding post-rehabilitation career plans) after administration of treatment (e.g. rehabilitation program). This analysis helps evaluate the effectiveness of the treatment given to the group studied.

The instruments used in this research were observation, interviews, and psychological scales. Before carrying out an interview, the first step is to create an interview grid and interview guide. The psychological scale (questionnaire) used in this research has 20 statement items with five alternative answer choices presented in checklist form using a Linkerd scale. The alternative answers are:

Strongly agree (SS), agree (S), disagree (KS), disagree (TS), strongly disagree (STS). The data analysis used in this research is descriptive qualitative. Where the results of the data obtained are explained and explained in detail and in depth.

### Result and Discussion

The implementation of individual counseling services using Holland's theory is carried out in the following stages: Delivery (understanding, goals, roles, principles, time). Exploration (starting to explore the problem). Interpretation (agreeing on the issue being discussed). Coaching (alternative assistance or solutions provided). Grading (U-C-A)

From the stages above, the implementation of counseling services using Holland's theory begins to be discussed in the exploration stage, where problems begin to be explored relating to career planning for former drug addicts. At this stage, clients begin to bring stories related to career and post-rehabilitation career planning and maturation. As well as at the interpretation stage to agree on the issues being discussed, this stage also includes Holland's theory in career planning according to the client's potential.

### Hasil Post test siswa dengan pelaksanaan layanan konseling individu dengan teori holland

No	Inisial	Skor post test	Category
	IR	65	Currently
	RAF	44	Low
	BW	49	Low
	KC	71	Tall

The questionnaire percentage criteria can be seen in the following table:

**Table 2: Questionnaire Percentage Criteria**

No	Skala Nilai	Kriteria
1	<40	Sangat rendah
2	40 – 54	Rendah
3	55 – 69	Sedang
4	70 – 84	Tinggi
5	85 – 100	Sangat Tinggi

The statement above shows the post test results obtained from 20 statement items with 3 aspects for career planning, and an average score of 57 was obtained. Based on the post test results above, former drug addicts were IR with a score of 65, RAF with a score of 44, BW with a score of 49, and KC with a lagging score of 71. The average value of the statement items is 57 and the average percent is 57.666%.

These results show that the 4 clients have different career plans. From the different scores of the four clients, they also have different career plans. KC clients with the highest scores have very mature post-rehabilitation career plans. He is already thinking about the business he will build, run and develop. He already plans to create a home made soap making business with the MSME brand in the surrounding Medan area.

IR clients who have a moderate score from the post test results are also planning a post-rehabilitation career. He has skills in the IT field and is an alumni of ITB. He plans to apply for a job at a company that currently needs a lot of employees in the IT field by explaining the skills he has and the work he previously worked at at his previous company. The RAF client with the lowest post test score has also finalized his career planning after rehabilitation. Even though his future career will not be in line with his potential, he will try to develop his parents' business in the field of technology. He is capable and knows the

various types of wood that are good and resistant for making fine household furniture.

The interview results in this study describe two clients with different approaches to their post-rehabilitation career planning. IR clients, who have moderate scores from the post test results, show readiness and confidence in looking for work in the IT field. As an ITB alumnus with solid IT skills, he plans to apply for jobs at companies that need IT experts, highlighting his previous work experience to give an additional boost to his application.

Apart from that, the results of interviews with former drug addicts "Have you (client R) thought about a career after rehabilitation? Will you pursue a career or job that suits your interests and talents?" This sentence explains information related to the client's career planning, the maturation of the client's career after rehabilitation in accordance with the client's potential, in accordance with the client's employment field, as well as the reality between the potential and employment opportunities. This statement is expressed in team verbs carried out between the client and the researcher/counselor during the interview session.

After rehabilitation, former drug addicts just need to finalize the results of the plans they have planned according to their personal potential and the job opportunities they will face after rehabilitation. Most of them have career plans with various types of careers, for example in terms of the culinary business, home made soap business, agricultural sector, mable business with various types of the best wood and continuing the company that was once held by a former drug addict. The results of interviews with clients can strengthen that not all drug addict clients pursue careers that suit their hobbies or interests, but rather see great job opportunities in the field. Based on the results of a questionnaire conducted with post-rehabilitation drug addict clients, it was found that not all of them pursued careers that suited their hobbies or personal interests. Instead, many of them are more likely to choose careers or job opportunities based on economic considerations and opportunities in the job market. Based on observations of post-rehabilitation drug addict clients, it appears that they experience a significant adaptation process to the new environment after leaving the

rehabilitation program. Many of them show positive changes in attitude and increase in independence, and are able to apply the skills learned during the rehabilitation period to their daily lives. Social support from family and friends also proves to be very important in helping them overcome challenges and obstacles that may arise, such as social stigma and difficulty in finding suitable work. Although there are still challenges to be faced, these observations emphasize that rehabilitation is not the end of the journey, but is the beginning of a sustainable transformation towards a more stable and productive life.

This research was conducted to determine career planning using the Holland theory of former drug addicts in Sibolangit Canter rehabilitation. Ex-drug addicts are post-rehabilitation individuals who have completed their rehabilitation period. After rehabilitation, most ex-drug addicts find it difficult to accept them in society. Apart from that, career planning is also very important to help ex-drug addicts after rehabilitation (Mariani, 2017). This is because many former drug addicts find it difficult to find work that suits their potential and abilities due to the many negative stigmas from society.

Holland theory career planning is also very helpful for former drug addicts. This is because career planning and development is a planning process that allows clients to identify career goals and paths that lead to these goals/goals. Career planning and development programs provide opportunities for individuals to explore their interests, desires and career choices within the company, because through this process individuals can look for ways to improve themselves in order to develop their skills and abilities to achieve targeted positions (Andi, 2022). Use of direction and process paths and career development in accordance with the needs and interests of employees and the company towards mutual benefit. (Nurmasari, 2015)

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### Conclusion

The implementation of individual counseling services carried out by drug addicts in Sibolangit rehabilitation is very helpful in designing career plans for former drug addicts. By holding 4 counseling sessions, they can increase their understanding and maturity in

career planning after rehabilitation. They design career plans that suit their potential and the employment opportunities they will face after rehabilitation. This is in accordance with Holland's theory which discusses careers that are in line with the potential and characteristics of the world of work environment. In this research, the implementation of individual counseling services using Holland's theory to help former drug addicts career planning using the one shot case study method was less effective in seeing whether the client's career could really be planned well or was mature. This is because this method cannot fully see changes in the career planning of former drug addicts, because there are still many shortcomings in this research method.

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