

Analysis of the Level of Career Awareness of Junior High School Students in Yogyakarta City

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Abstrak. Tujuan dari penelitian ini adalah untuk mengetahui tingkat kesadaran karir siswa sekolah menengah pertama di kota Yogyakarta. Perkembangan zaman akan memunculkan berbagai macam jenis pekerjaan baru. Pentingnya memiliki karir yang baik dengan memahami dan menyadari perubahan karir yang ada. Kesadaran karir perlu untuk dikembangkan sejak berada di bangku sekolah khususnya di sekolah menengah pertama (SMP). Siswa pada tingkat SMP menjadi fase awal untuk menentukan Langkah karir kedepan agar ketika memasuki jenjang karir berikutnya akan terarahkan dan mudah untuk dijalani oleh siswa. Analisis tingkat kesadaran karir pada penelitian ini diharapkan menjadi landasan untuk mengembangkan materi bahan ajar layanan bimbingan dan konseling dalam meningkatkan kesadaran karir siswa SMP khususnya di kota Yogyakarta.

Abstract. This research aims to determine the level of career awareness of junior high school students in Yogyakarta. The development of the times will give rise to various new types of work. The importance of having a promising career is understanding and being aware of existing career changes. Career awareness must be developed, especially in junior high school (SMP). Students at the junior high school level are in the initial phase of determining future career steps. When they enter the next career level, it will be directional and easy for students to undertake. The analysis of the level of career awareness in this research can be the basis for developing teaching materials for guidance and counseling services in increasing career awareness for junior high school students, especially in Yogyakarta.

Key word: Career Awareness, Middle School, Guidance and Counselling

INTRODUCTION

The development of this era has produced various technological innovations that make life easier for today's society. The current phenomenon also impacts the development of various new types of work. In the 21st century, there are changes and developments in global society, the development of new jobs in line with technological innovation, and a person's freedom to make correct and effective choices based on human needs (Bozgeyikli et al., 2016; Chaiyama & Kaewpila, 2022; Özdemir, 2022). Various types of work continue to change in this world, and developing technology will give rise to various kinds of jobs and a new workforce (Perry & VanZandt, 2006b). The development of the times and the emergence of various new types of work will influence a person's career in the future.

The influence of developments in technology will have positive and negative impacts on a person's future work and career steps. The continuous development of globalization and technology will require existing careers to become more complex (Zhao, 2023). Today's world requires people to be more flexible and adaptive, whereas currently, machines can perform repetitive tasks, and machines can work 24 hours a day without getting sick and needing a vacation (Perry & VanZandt, 2006b). The presence of technology can undoubtedly shift human positions and influence a person's career.

Someone needs to pay attention to their career according to current conditions. The career concept itself is a dynamic lifelong process, not only choosing a profession but also developing a person by carrying out a task before, after, and while choosing a career (Karaağaç, 2022; Kuzgun, 2000). The definition of a career is a series of jobs and other roles in life that combine to represent a commitment to work, which is the overall pattern of personal development (Perry & VanZandt, 2006a). Career is a series of processes carried out throughout life covering the roles of a worker, student, and community member, and has an effect on lifestyle, which can also take the form of activities such as leisure activities and activities in society, which are mostly related to money (Özdemir, 2022; Özyürek, 2022). Choosing a career will affect an individual's economic future and satisfaction, happiness, and personal quality (Yilmaz et al., 2023). Having a promising career needs to be based on awareness of its importance.

Good career awareness will determine a person's thinking patterns and how to determine the right career. Career awareness is an individual's awareness of current career opportunities and opportunities (Eliason & Patrick, 2008; Karaağaç, 2022). Career awareness is awareness and willingness for someone to start planning, understanding, and pursuing the career they want to achieve within a certain period (Jumiarti et al., 2023). Career awareness will make individuals evaluate job opportunities, understand their character, and cover deficiencies with various training and experience (Bayram & Öztirak, 2023). In simpler terms, career awareness leads to an individual's understanding of various career options and knowledge about competencies, values ,

and abilities (Prasetiyo et al., 2023). Career awareness will encourage individuals to understand and accept their strengths and weaknesses (Astuti et al., 2020; Irdasari & Bhakti, 2023). Therefore, a person's career awareness needs to be well-formed.

If someone does not have career awareness, it will have an impact on various things. Lack of adequate career awareness, weakness in finding work, and the ability to plan a career will make it difficult to adapt to job challenges (Zhao, 2023). Unawareness of further career will result in not knowing what goals someone wants to achieve through an action (Haibo et al., 2018; Randi, 2023). Career awareness will help someone have a clearer perspective on their career.

A person's career awareness can also be determined from their perspective and various aspects of life. Career awareness is a complex process influenced by cultural, community, and family social aspects (Randi, 2023). In more detail, career awareness is an individual's effort to look for differences in work to find out his career path locally and globally, which can be considered based on an economic perspective and cultural stereotypes (Bhakti et al., 2024; Kolbert et al., 2016). Having a good career awareness can be formed, trained, and developed

Students need good career awareness, especially at the junior high school (SMP) level. Because a person's career success is not only prepared when they are adults but when students first enter junior high school (SMP) (Ali & Wiyono, 2018; Irdasari & Bhakti, 2023; Sari, 2016). Junior high school students must have an understanding of careers because it will make someone more careful in matching abilities with jobs and become an asset for achieving career success (Bhakti et al., 2024; Fasbender et al., 2022; Rosvall, 2020; Spurk & Straub, 2020). Therefore, junior high school students need to pay attention to careers, including career awareness.

Adolescents at the junior high school level have the characteristic of evaluating and recognizing their potential in determining their careers. Students at the junior high school (SMP) level in the youth age range of 11-18 years enter the tentative stage (Rahmi & Asnah, 2023). Teenagers tend to start thinking about work and carrying out activities based on their skills, interests, and abilities (Nurmalasari & Erdiantoro, 2020). Adolescents begin to evaluate career choices based on self-evaluation as internal factors such as interests, values, and abilities and external factors such as employment status, exclusion from other people, and gender views (Kotkas et al., 2021). More simply, teenagers' career development is influenced by self-concept, such as awareness of interests, abilities, values, and talents (Astuti et al., 2020; Jennifer & Milsom, 2014). Apart from that, teenagers' orientation regarding their careers is the suitability of existing work with their abilities so that they can predict their future (Hotmauli, 2023; Irdasari & Bhakti, 2023). The characteristics of junior high school students are an essential period for preparing for a career by forming career awareness that suits their potential.

On the one hand, there are many problems related to career awareness at the junior high school level, which is the basis for the importance of developing career awareness. Many students have low career awareness (Irdasari & Bhakti, 2023). Low career awareness is characterized by students' difficulty and confusion in choosing further education and employment after graduating (Harsantik & Nursalim, 2014; Rahman & Bhakti, 2020). There are also many cases related to junior high school students' confusion in deciding which school to go to, which influences their choice of study program during college and creates confusion regarding the job they want to take after graduating (Randi, 2023). Thus, these problems can be reduced as students' career awareness develops.

The career awareness that junior high school students have will be one of the basic foundations so that students can understand current conditions and the career steps they will take following society's needs and characteristics. Career awareness can help students prepare themselves for the skills and expertise needed in specific fields (Prasetyo et al., 2023; Yuen et al., 2010). Career awareness will make students more focused and more accessible to achieve what students target (Ghassani et al., 202 C.E.; Irdasari & Bhakti, 2023). Therefore, in this research, knowing students' level of career awareness will be the basis for knowing students' needs regarding career awareness that needs to be developed.

As a student city, Yogyakarta is a place for students to increase their career awareness. This research collects data related to the level of career awareness of students in Yogyakarta. Through this analysis, it will be known how high the level of career awareness of junior high school students in Yogyakarta is. Apart from that, this analysis can also be a reference for teachers, especially guidance and counseling, to prepare material related to career awareness based on the lowest indicators of career awareness.

METODE

This research method uses a descriptive survey. The research subjects were 745 junior high school students in Yogyakarta. Determining the sample in this study used accidental sampling using a questionnaire Google Form. The scale used in this research uses the career awareness scale developed by Bhakti (Irdasari & Bhakti, 2022), which refers to Kolbert career awareness theory (Kolbert et al., 2016). Analysis of data obtained from this career awareness scale is descriptive statistics, which analyzes career awareness data using guidelines for categorizing students' career awareness using the standard deviation formula adopted by Azwar (Azwar, 2015). The results of this analysis will be the basis for determining the level of career awareness of junior high school students in the city of Yogyakarta.

Table 1. Career Awareness Scale Indicators

No	Indicator	Item Number
1	Determine their career path and identify at least three jobs within that path that they would consider after obtaining the necessary training or education	1, 2,3,4,5,6
2	Choose a career path that interests you, and take courses within that path	7,8,9,10,11, 12
3	Identify stereotypes that cause obstacles to their career path of interest, and state three ways to overcome those obstacles or challenges for them	13,14,15, 16,17
4	Explain how the culture of their own family or society can influence career goals	18,19,20,21
5	Identify how the average salary of a particular choice affects lifestyle	22,23,24,25, 26,27
6	Identify and utilize two sources that can inform them about career paths	28,29,30
Number of Items		30

Table 2. Gradation of Alternative Answer Choices

Information	Score
Strongly agree	4
Agree	3
Disagree	2
Strongly Disagree	1

Table 3. Categorization Interval Reference Criteria

Information	Score
$Mi + 1.5 Sdi$	Very high
$(Mi + 0,5 Sdi) < X < (Mi + 1,5 Sdi)$	Height
$(Mi - 1,5 SDi) < X < (Mi + 0,5 Sdi)$	Low
$X < (Mi - 1,5 Sdi)$	Very low

RESULT AND DISCUSSION

Based on the results of the analysis of the career awareness scale distributed, 745 junior high school students in the city of Yogyakarta obtained the following description results.

Table 4. Categorization Reference for Students' Overall Career Awareness Level

Information	Score
Mean Ideal (Mi)	75
Ideal Standard Deviation (Sdi)	15
Mi + 1.5 Sdi	97.5 and above
$(Mi + 0,5 Sdi) < X < (Mi + 1,5 Sdi)$	$82,5 < X < 97,5$
$(Mi - 1,5 Sdi) < X < (Mi + 0,5 Sdi)$	$52,5 < X < 82,5$
$X < (Mi - 1,5 Sdi)$	$X < 52,5$

- a. Very high = Mi + 1.5 Sdi
= 75 + 1,5 (15)
= 97.5 and above
- b. Height = $(Mi + 0,5 Sdi) < X < (Mi + 1,5 Sdi)$
= $(75 + 0,5 (15)) < X < (75 + 1,5 (15))$
= $82,5 < X < 97,5$
- c. Low = $(Mi - 1,5 Sdi) < X < (Mi + 0,5 Sdi)$
= $(75 - 1,5 (15)) < X < (75 + 0,5 (15))$
= $52,5 < X < 82,5$
- d. Very low = $X < (Mi - 1,5 Sdi)$
= $X < (75 - 1,5 (15))$
= $X < 52,5$

Table 5. Frequency Distribution of Overall Student Career Awareness Scale Categorization

Category	Frequency	Present
Very high	62	8,3%
Height	464	62%
Low	219	29,4%
Very low	0	0%
Amount	745	100%

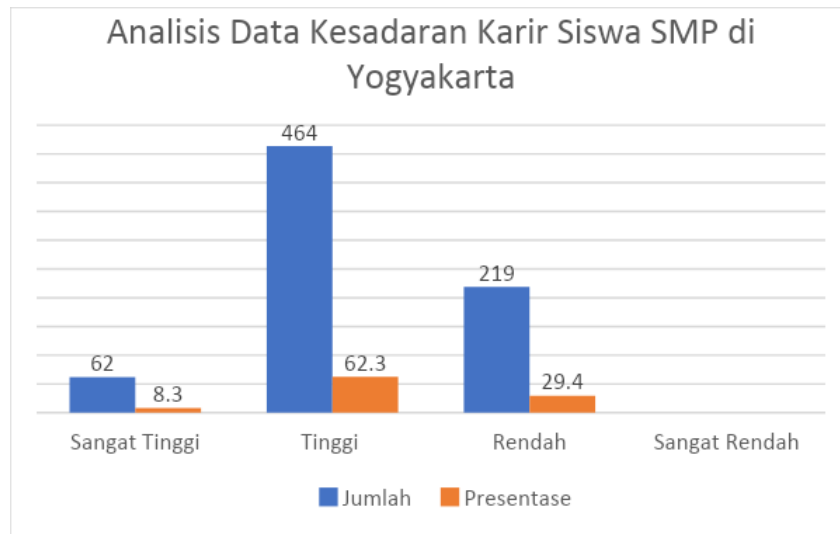


Diagram 1 Frequency Distribution of Career Awareness Scale Categorization

Based on the career awareness scale classification results of the six existing career awareness indicators, it is known that 8.3% of junior high school students in Yogyakarta, or 62 students, fall into the very high career awareness category. Then 62.3% or 464 students were in the high category. 29.4%, or 219 students, were in the low category. No students, or 0%, fall into the very low category.

Table 6. Reference for Categorizing Students' Career Awareness Levels Based on Indicators

Information	Score	Grade Percentage
Mean Ideal (Mi)	1862,5	
Ideal Standard Deviation (Sdi)	620,8	
Mi + 1.5 Sdi	2,793.7 and above	94% Above
$(Mi + 0,5 Sdi) < X < (Mi + 1,5 Sdi)$	$2172,9 < X < 2.793,7$	73% - 93%
$(Mi - 1,5 SDi) < X < (Mi + 0,5 Sdi)$	$931,3 < X < 2.172,9$	31% - 72%
$X < (Mi - 1,5 Sdi)$	$X < 931,3$	31% Down

- a. Very high = $Mi + 1.5 Sdi$
 $= 1862,5 + 1,5 (620,8)$
 $= 2,793.7$ and above
- b. Height = $(Mi + 0,5 Sdi) < X < (Mi + 1,5 Sdi)$
 $= (1862,5 + 0,5 (620,8)) < X < (1862,5 + 1,5 (620,8))$
 $= 2172,9 < X < 2.793,7$
- c. Low = $(Mi - 1,5 SDi) < X < (Mi + 0,5 Sdi)$
 $= (1862,5 - 1,5 (620,8)) < X < (1862,5 + 0,5 (620,8))$
 $= 931,3 < X < 2.172,9$

$$\begin{aligned}
 \text{d. Very low} &= X < (Mi - 1,5 Sdi) \\
 &= X < (1862,5 - 1,5 (620,8)) \\
 &= X < 931,3
 \end{aligned}$$

Table 7. Results of Level and Percentage of Student Career Awareness Scale Per Indicator

Indicator	Category	Average Results	Present
Indicator 1	Low	2080	69,8%
Indicator 2	Low	1967	66%
Indicator 3	Low	2043	68,6%
Indicator 4	Low	2056	69%
Indicator 5	Low	1896	63%
Indicator 6	Low	1750	58,7%

Based on the results of the level and percentage of student career awareness seen from each existing career awareness indicator, it is known that the career awareness of junior high school students in Yogyakarta is mainly in the low category. The first indicator, an accumulated score of 2080, or 69.8%, was obtained. The second indicator's accumulated score was 1967, or 66%. Third Indicator, an accumulated score of 2043 or 68.6% was obtained. The fourth indicator, an accumulated score of 2056, or 69%, was obtained. The fifth indicator, an accumulated score of 1896, or 63%, was obtained. An accumulated score of 1750 or 58.7% for the sixth indicator was obtained.

Based on the data analysis above, most junior high school students in Yogyakarta have a high level of career awareness, namely 62% or 464 students. On the one hand, as many as 219 students, or 29%, are in the low category. Junior high school students in Yogyakarta who generally have a good level of career awareness or are in the very high category are only 62 out of 745 or 8.3%. In general, the level of career awareness of students in Yogyakarta is in the high to very high category, but the low level can also be said to be not small. Career awareness is something that junior high school students in Yogyakarta still need to pay attention to. Career awareness is essential because it is the first step in a career (Yilmaz et al., 2023). Therefore, the first step in junior high school students' careers in Yogyakarta must be to pay attention to good career awareness.

On the one hand, if we look at the level of career awareness of junior high school students in Yogyakarta, based on each indicator, the overall level is still in the low category. Indicator 1: 69.8%, Indicator 2: 66%, Indicator 3: 68.6%, Indicator 4: 69%, Indicator 5: 63%, and Indicator 6: 58.7%. Based on the percentage of each indicator, the three lowest levels of career awareness of junior high school students in Yogyakarta are Indicator 6, Indicator 5, and Indicator 2.

Indicator 6 explains, "Identifying and utilizing two sources that can inform them about their career path." This indicator pays more attention to how students obtain various information related to their careers. Based on the data above, students cannot obtain/search/utilize existing information for their career needs, so their career awareness can be affected. This information can be in the form of job opportunities, analyzing competencies, and knowing the steps for further studies. Many students still do not understand their interests, talents, and abilities (Astuti et al., 2020). The impact is that students will be confused and look for information outside themselves, so they are easily distracted by opinions that do not suit them. Teenagers are easily unstable and confused but do not want to seek solutions from their parents or teachers, so they make inappropriate decisions (Jumiarti et al., 2023). Meanwhile, there is a counseling service nearby that can help students understand and gather information related to themselves. Counseling will help students understand the world of work, increase knowledge about career alternatives, and create motivation regarding future career expectations (Yilmaz et al., 2023).

Indicator 5 explains related to "Identifying how the average salary of certain choices affects lifestyle." In this indicator, students will learn more about salary in a career choice related to their lifestyle. This indicator is at a low level and can illustrate that students sometimes do not consider salary or income. Students need to have career awareness based on the salary they will get and the job description (Bhakti et al., 2024; Selviana et al., 2020). So, it is essential to explain the relationship between income and the lifestyle that will be lived according to the salary earned.

Indicator 2 relates to "Choosing a career path of interest and taking courses within that path." This indicator directs how students determine the learning or training that needs to be carried out before or during determining their career. This training is tailored to the conditions and needs related to careers in the world or the certification required for the career the student will take. If this indicator is low, students do not understand what provisions are needed before deciding on a career. Meanwhile, awareness relates to knowing the required education, abilities, job opportunities, work environment, policies, and expectations from various fields (Karaağaç, 2022). Individuals who complete their studies will find it easier to determine their professional career steps (Bayram & Öztirak, 2023). Current developments will require students to master technology in pursuing a career. Students must gain more awareness of technology-related careers (Tang et al., 2022; Ting & Lai, 2023). Thus, good training and understanding of technology can be one of the factors that can strengthen students' career awareness.

CONCLUSION

Career awareness is something that junior high school students need to pay attention to before continuing their studies. Having good career awareness will help students determine their future career steps. Analysis of the student career awareness scale in the city of Yogyakarta shows that there are still several low indicators. The three lowest indicators include Indicator 6, related to students' search for career-related information; Indicator 5, related to identifying the salary of a job; and Indicator 2, related to interest in a career and the training that must be taken. Several indicators in this low category need attention, especially by guidance and counseling teachers. Apart from that, the results of this analysis can become a reference in developing various teaching materials, materials, and media to be given to students and can increase students' career awareness.

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