

The Effectiveness of Theory of Work Adjustment-based Career Information through ISORA Game Media on Career Decision Making Difficulties

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Abstract

Students' unreadiness in making proper career decisions will affect their chance of getting jobs in the future. The present research strived for determining the effectiveness of Theory of Work Adjustment-based career information services through ISORA game media as a means of revealing students' career decision making difficulties. The research used quantitative research method in the form of Pretest-Posttest Control Group Design. There were 30 subjects that were divided into 15 subjects in the control group and 15 subjects in the experimental group. They were selected by random assignment. The data were collected using the Career Decision Making Difficulties Questionnaire Scale (CDDQ). The data analysis using the Wilcoxon Sign Rank Test showed differences before and after the intervention, while the intermediate test using the Mann-Whitney Test showed changes after the intervention. Therefore, this research confirmed that career information based on TWA (Theory of Work Adjustment) through the ISORA game media is effective in reducing the level of difficulty in career decisions making. Thus, further research counselors can develop this finding by combining the TWA with Holland's theory and other career theories.

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INTRODUCTION

In the era of 5.0 society, university students are demanded to proactive in planning and preparing for their future, including making the proper career decisions. Unfortunately, many of them lacked of sufficient career planning and selected wrong careers irrelevant to their expertise.

Unpreparedness will cause hesitation in career decision making, which is manifested as difficulties encountered by individuals (Gati, Krausz, & Osipow, 1996). This difficulty can cause individuals to hand over responsibility for decision making to other people or delay and avoid the task of making decisions which can minimize the result in their decision making. Of this delay, students may experience a pretty long phase of unemployment.

Based on ICCN (Indonesia Career Center Network) data, 87 percent of students admitted that the major they took was not in line with their interests. It is proved by the fact that 71.7 percent of college graduates work in professions irrelevant to their educational background. In addition, a survey done by Kasih and Suganda (Rachmawati, 2012) found that 91% of college graduates lack of quality as demanded in the world of work due to the mismatched between educational output and the demands of economic development.

Career decision making difficulty is a situation that appears and disappears when in the process, individuals have many choices to decide. This step can be said to be a quite difficult life task along with the development of an individual's life (Xu & Bhang, 2019).

Surely, the previous difficulty will affect students' success in getting a job and can be considered significant because it may affect the individual's life in the future (Vahedi, Farrokhi, Mahdavi & Moradi, 2012). Sawitri (2009) stated individual who fail to get a job are those who have insufficient relevant information related to their career, so they initially were not able to decide on a job choice (Rahmi, 2019).

Based on the Statistics Indonesia data in February 2019, the number of unemployed

people graduated from diploma I to III education increased from 2017 to 2019 by 8.5%, the number of unemployed people from bachelor degree was 5.64% in 2019. Then, it decreased again in 2021 to 5.98%. These indicate university students have not been able to make the right career decisions, causing them to be unemployed (Ningrum & Ariati, 2013). Additionally, unemployed bachelor graduates were identified to receive insufficient and irrelevant career information, so they could not decide their career (Sawitri, 2009).

A research conducted by Setiawan & Nusantara (2020) found that the level of career decision making of the fifth semester students at the Faculty of Education at Universitas Negeri Semarang was in the medium category with a percentage of 73%. Therefore, it is important for students to have optimal career preparation so that they are confident in making the right career decisions, choosing, considering and predicting a job for their long-term career process in the future, particularly following their graduation (Sarwono, 2005).

Career decision making is said suitable if there is equivalence of what is owned and what is desired (Sharf in Hartono, 2016). Individuals who have prepared their future career choices have a better quality of life than those who have not. They live and attain happiness better (Febriani, Yusuf, & Iswari, 2016). It is relevant to the aim of the Theory of Work of Adjustment, namely analyzing the correspondence relationship between environmental needs for individuals and individual needs for their environment. The Work of Adjustment Theory defines individual satisfaction as activities performed by individuals not only act as a source of fulfilling various basic life needs, but are also part of his identity and a bridge to achieving achievement and self-actualization.

In today's digital era, the access to guidance and counseling information services using media is a must. Besides its practical use, media can be the most appropriate intermediary for providing information interesting to read. Also, game in today's digitalization era are considered

quite effective in stimulating thoughts, feelings, attention and the will to understand and struggle so that it can later be considered capable of improving students' abilities in planning and making career decisions.

Considering the above advantages, the present research made use of an online game medium called ISORA as an intermediary source of messages, namely the content of career information for those who need career information within the game with hope to provide clearer information presentation to bridge time and space boundaries using 6 effective media criteria.

The advantage of the ISORA game media is that it contains statement choices that will be chosen by the individual playing the game. Individuals must choose one statement that is considered more suitable to them. In this game, individuals will choose several statements, where these statements are based on TWA (Theory of Work Adjustment). This game directs individuals to identify career decision-making difficulties that exist within them, so that they can choose career information that is more suitable. The important aspect to be realized in the ISORA game media is in accordance with the aim of the research, namely achieving individual satisfaction in their career. This satisfaction will be achieved if the individual has a high level of career decision ability.

With regard the previously mentioned background, this research attempted to determine the effectiveness of TWA-based (Theory of Work Adjustment) using the ISORA game on career decision making difficulties among university students. Meanwhile, the implication of this research is that counselors can provide TWA (Theory of Work Adjustment) career information services using the ISORA game to reduce the level of difficulty in making career decisions. In this way, students can be better prepared to make appropriate career decisions.

METHODS

The subjects in this research were 30 Ahmad Dahlan University students who had a

high level of career decision making difficulty in the category and were formed into two groups by Random Assignment so that each group consisted of 15 students who would be placed in the experimental group and 15 students in the control group. All those people have met the inclusion and exclusion criteria.

Students' career decision making level was initially measured in pre-test using the Career Decision-making Difficulties Questionnaire Scale (CDDQ) adapted from Osipow, Gati & Krausz (1996). This scale has 3 aspects and 10 indicators with 44 items. Previously it has been validated by two professional validity experts using CFA and obtained the KMO and Bartlett's Test coefficient of 0.893 with test results using Cronbach's Alpha of 0.962.

In terms of method, an experimental design in the form of Pretest- Posttest Control Group Design was employed. The experiment was carried out in 3 stages. In the first stage, the pre-test was given to the experimental and controls group before the intervention. The second stage was designing the form of service and ways to implement the intervention of the TWA-based (Theory of Work Adjustment) career information service using the

ISORA Game to the experimental group and conventional career information service to the control group. In the third stage, the post-test was implemented by having both groups filling out the same questionnaire as in the pre-test. The detailed research design can be seen in Figure 1.

	<u>Group</u>	<u>Pre</u>	<u>Treat</u>	<u>Post</u>
R	Eks	O1	X1	O2
	<u>(A)</u>			
	Ctrl	O1	X2	O2
	<u>(B)</u>			

Description : O1 : Pre-test before the intervention
O2 : Post-test after the intervention

X1 : TWA-based career informasion service using ISORA Game

X2 : Career information service

Figure 1. Reseach Design**RESULTS AND DISCUSSION**

According to the pre-test results, the 30 students were divided into experimental and control groups equally. Prior to the intervention, the mean of the experimental and control groups pre-test was 141.67 (SD

= 12.03) and 143.87 (SD = 14.41)

respectively. Both were considered to have high category of the career decision making difficulty.

Furthermore, the Wilcoxon Signed Rank Test showed that the reduction of difficulty in the control group with the conventional career information method was ($Z_1 = -3.410$, $p < .01$), while the experimental group which received the TWA-based (Theory of Work Adjustment) career information service intervention through the ISORA game medium got the reduction by ($Z_1 = -3.412$, $p < .01$). Thus, the experimental group obtained better reduction.

In terms of the Man Whitney Test, there surely found differences before and after the implementation of the TWA-based (Theory of Work Adjustment) career information service through the ISORA game medium on career decision making difficulties for guidance and counseling students at Universitas Ahmad Dahlan based on the comparison of pre-test score ($Z = -0.15$, $p > 0.01$ and post-test score ($Z = -4.674$, $p < 0.01$). Therefore, the null hypothesis was accepted.

What was inferred from the data was there found a different behavior before and after the implementation of the TWA-based (Theory of Work Adjustment) career information service through the ISORA game medium on career decision making difficulties for Guidance and Counseling students at Universitas Ahmad Dahlan. The data table for the Wilcoxon Signed Rank Test and Man Whiney Test results are presented in table 1 below.

Tabel 1. The Result of Wilcoxon Signed Rank Test and Man Whitney Test using SPSS

Kel	Pre-Test		Post-Test		Z1
	M	SD	M	SD	
C	143,87	14,41	110,53	3,83	-3.41*
E	141,67	12,03	76,27	5,89	-3.41*
Z2	-0,15		-4.67*		

Description : Z_1 : Wilcoxon Test Score,

Z_2 : Mann-Whitney Test Score

*: $P < 0,01$

The findings of the current research, in accordance with the previous research, found that career information services have been proven to be effective in improving students' career planning abilities (Aminuddin, et al., 2019). Another research on career information services concludes that there is an influence of career information services on career decision making (Astuti et al., 2021). Similarly, the finding of Wardhani et al. (2020) is the provision of information services using John Lewis Holland's career theory is effective in improving career decision making. These confirm that various forms of career information services are possible to improve career decision making abilities.

In helping to minimize the difficulty of making career decisions and enabling students to make appropriate career decisions in the process according to their own needs and the needs of their work environment, the TWA (Theory of Work Adjustment) holds an important role in the process of self-identification of individual careers. Providing information service based on the Theory of Work Adjustment allows individuals to predict the needs and values exist within them by using predictive media and processing these predictions to sort out the jobs that best suit their personality style and the level of satisfaction.

Several researches indicated that the TWA can help individuals who have problems at work (Pertiwi et al., 2022). Another research stated that with the TWA, career counselors can help adapt their interventions to client needs, consider factors and categorize career decision making difficulties to find the most relevant assessments

based on the career decision making process (Viktoria et al., 2020).

Unreliable, unclear and inconsistent information will be a barrier to the career decision making process (Gati et al., 2012). This was one of the difficulties experienced by some students in this research. Moreover, the findings of this research are in line with a previous research which indicates that individuals who have low career decision making can be seen from the aspects of low motivation, inability to decide, irrational beliefs about themselves, and lack of knowledge (Gati et al., 1996; Rossier et al., 2022; Sovet et al., 2015). Thus, the aspect of confidence in career decision making also plays an important role because without confidence individuals will not have the courage to make decisions (Ogutur et al., 2017).

The TWA-based (Theory of Work Adjustment) based career information service intervention using the ISORA game medium functions to minimize the level of difficulty in making career decisions for students so that they can realize the importance of making career decisions, including considering the strong negative or positive impact for their lives (Koçak et al., 2021). In this way, individuals will be much more able to choose and make decisions according to their own and environment needs which finally lead to happier and more prosperous lives.

CONCLUSION

Based on the findings, it can be concluded that the TWA-based (Theory Work of Adjustment) career information service using the ISORA game medium is effective in minimizing the level of difficulty in making career decisions for guidance and counseling students at Universitas Ahmad Dahlan. It is indicated by the results of the Wilcoxon Signed Rank Test and the Man Whitney Test which show a significant average difference between the groups that received the

special treatment (experiment) and those that did not (control).

Apart from the findings, several limitations in this research do exist. First, the research subjects were still limited to guidance and counseling students so that the future researches can expand the coverage of the subjects by involving various majors. Second, the theory used in this research was only based on one career theory, namely the Work Adjustment Theory, so further researches can combine the Theory of Work Adjustment with Holland's theory and other career theories.

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