



Career Development of Students Through Information Services to Support Decision Making for Further Studies at Madrasah Aliyah Deli Serdang

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Abstrac

This research aims to determine student career development through information services to assist decisions making for further studies. This research uses a qualitative method with a descriptive approach. The data collection tools used in this research were in-depth interviews, Participatory observation and documentation studies. The research subjects chosen were 3 BK teachers as secondary data informant and 10 class XII Religion students as primary data informant. Data analysis was carried out using the Miles and Huberman model, namely: data reduction, data presentation and drawing conclusions. The validity of the data in this research is credibility (internal validity), transferability (external validity), dependability (reliability), and confirmability (objectivity). The research results show that information services that are routinely carried out every week has a positive impact on career students development in making decisions about further studies. Information services are the services most frequently implemented at MAN 1 Deli Serdang. Information services are a supporting indicator for career guidance and counseling teachers provide information about universities, study programs, jobs or things that students do after completing themselves at Madrasah Aliyah (MA). This help student develop their career and determine further study options. Student stated that they gained a good understanding after carrying out information services by the BK teacher so that they could determine further study and job prospect for themselves and felt motivated so as to increase their abilities and potential in accordance with the decision to further study for career development.

Keywords : career development, information services, further study decisions

Abstrak

Penelitian ini bertujuan untuk mengetahui Pengembangan karir siswa melalui layanan informasi untuk membantu pengambilan keputusan studi lanjut. Penelitian ini menggunakan metode kualitatif dengan pendekatan deskriptif. Alat pengumpul data yang digunakan pada penelitian ini adalah wawancara *In-depth interview*, Observasi partisipatif dan studi dokumentasi. Subjek penelitian yang dipilih adalah 3 guru BK sebagai informan data sekunder dan 10 peserta didik kelas XII Agama sebagai informan data primer. Analisis data yang dilakukan yaitu dengan model Miles dan Huberman yaitu: reduksi data, penyajian data dan penarikan kesimpulan. Validitas data dalam penelitian ini credibility (validitas internal), transferability (validitas eksternal), dependability (reabilitas), dan confirmability (objektivitas). Dari hasil penelitian menunjukkan bahwa layanan informasi yang rutin dilaksanakan setiap minggunya memberikan dampak yang positif untuk pengembangan karir siswa dalam pengambilan keputusan studi lanjut. Layanan informasi adalah layanan yang paling sering dilaksanakan di MAN 1 Deli Serdang. Layanan informasi sebagai indikator pendukung bimbingan karir dimana pada layanan ini guru BK memberikan informasi mengenai universitas, program studi, pekerjaan atau hal hal yang dilakukan siswa setelah menyelesaikan diri pada Madrasah Aliyah (MA). Sehingga membantu siswa mengembangkan karirnya dan menetapkan keputusan pilihan studi lanjut. Siswa menyatakan mendapatkan pemahaman yang baik setelah melaksanakan layanan informasi oleh guru Bk sehingga dapat menetapkan studi lanjutan maupun prospek pekerjaan untuk dirinya dan merasa termotivasi sehingga meningkatkan kemampuan dan potensi yang ada pada dirinya sesuai dengan keputusan studi lanjut untuk pengembangan karirnya.

Kata kunci: Pengembangan karir, Layanan Informasi, Keputusan studi lanjut

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INTRODUCTION

Madrasah Aliyah (MA) students are typically between 15-18 years old, an age where individuals are in an important developmental stage. One of the main tasks during this stage is making decisions about their future and preparing themselves for a career or job. "A person's career or job significantly influences many aspects of life" (Khalifa, 2024). Before graduating from Madrasah Aliyah (MA), students should have plans and decisions regarding their career development. One common issue faced by students at this level is difficulty or inability to make decisions related to their career development.

Further studies refer to continued education after completing the current level of education (Ani Endriani, 2020). The career decision-making theory emphasizes the use of self-knowledge (such as talents, interests, and skills) and external knowledge (such as jobs, study programs, challenges in the working world, etc.) in considering career decisions (Dewi, 2023). We understand that making well-thought-out decisions about further studies is an important part of career development to ensure a better future.

Career guidance is a process where guidance and counseling teachers provide assistance to students to support growth, development, exploration, aspirations, and career development rationally and realistically throughout their lives. This process is based on information about self-potential and opportunities available in the environment, with the aim of achieving success in life (Permendikbud, 2014). One area of guidance and counseling is career guidance. Career issues are one of the problems that need attention when planning students' futures. Career problems can be minimized by implementing career guidance. Through career guidance, guidance counselors or teachers help students gain information about their talents, interests, and a clear understanding and confidence in choosing a career (including support in making choices related to further studies). In the school context, career guidance is considered an ongoing development process that assists in career development, decision-making, skill development, career information, and self-understanding (Adhilla, 2020). Therefore, career guidance is essential for students' career development in making the right decisions for their future, allowing them to maximize their potential and capabilities.

According to Bimo Walgito (2010), career guidance is an effort to know and understand oneself, understand what is within oneself well, recognize one's potential, and overcome any obstacles that may exist. Syamsu Yusuf and Juantika Nurihsan (2010) explain that career guidance is an effort to help individuals get to know and understand themselves, understand their work environment, and develop a future that aligns with their desired way of life. Career guidance is an effort to help individuals understand and recognize their potential, overcome existing obstacles, develop their future, and prepare themselves for the world of work (Widiyanti, T, 2019).

Career information is one of the services in career guidance. Through career guidance, students are motivated to identify and classify their self-knowledge, self-abilities, and explore various jobs that might match their characteristics and life experiences. Various media can be used in career information services, including print media (brochures, posters), films, object media, and electronic media. Information services are provided to equip students with knowledge and understanding useful for self-recognition, planning, and developing life patterns as students and community members. The understanding gained from information services is used as a guide to improve learning activities and achievements and develop aspirations in daily life (Rahmadani, 2021). Information services help students choose, prepare, resolve, and establish themselves in suitable jobs, as well as achieve happiness in these jobs.

There are various ways to improve the quality of information service delivery, one of which is through the use of media that can stimulate students' interest and enthusiasm while at school. Teachers can choose the appropriate media to use in the guidance and counseling process by first identifying the problems faced by students, including through information services. Information services are activities that provide understanding to concerned individuals

about various things needed to carry out a task or activity or to determine the direction of a desired goal or plan. The goal of this service is for individuals to choose sufficient information, both about themselves and their environment, higher education institutions, society, and learning resources. The information obtained by individuals is crucial to make planning and decision-making easier (Usna, 2023).

Career theories are very important in the process of making further study decisions. Several experts have proposed career development theories, one of which is John Holland. Holland's theory considers that work interests are aspects of personality, so a person's job description is also related to their personality description. In reality, many students still find it difficult to decide and develop their careers after graduating from MA. Therefore, students must plan and review their career direction early on. This is done so that students know their career direction for the future and what they need to do to achieve the planned career.

Holland explains that people's characters can be divided into six types: realistic, intellectual, conventional, enterprising, artistic, and social. These character types develop from interactions with the environment, and factors determining these character types include innate aspects and the environment. People can determine their own careers accurately if their character type matches the work environment and they have a strong interest in and social support from their workplace.

Some main problems faced are the difficulties students encounter in finding further study programs for various educational levels and in finding jobs (Iffah, 2013). This occurs due to a lack of adequate knowledge and information about decision-making, including a lack of information about higher education institutions, so students are unable to make the right decisions for further studies. Students need various information, both for daily life and for career planning. This information can be obtained from various sources, including oral media through individuals, written and graphic media, formal, non-formal, and informal sources, and electronic media through higher technology sources. Information services are essential in equipping students with the knowledge they lack to assist in their career development. The implementation of these information services needs careful attention as they are the most crucial factor in helping students make further study decisions.

Information services are activities aimed at providing students with an understanding of various things that need to be known to carry out specific tasks or activities, or to determine the direction or plan they desire (Elliska, 2020). In the context of a guidance program, the presentation of information aims to help students recognize their environment, especially regarding the opportunities available, which can be utilized for both the present and the future (Siregar, 2024). Therefore, information services are crucial for students to make the right choices for further studies, as mistakes in decision-making can negatively impact their environment and future. With this understanding, it is hoped that students will be more careful and make decisions that align with their situation and capacities.

There are three main reasons why providing information is necessary. First, to equip individuals with knowledge about various issues related to their environment, education, employment, and socio-cultural aspects. Second, to enable individuals to determine the direction of their lives, "where they want to go." Third, each individual is unique, and this uniqueness results in different decision-making patterns and actions based on various aspects of their personality.

In reality, many students at Madrasah Aliyah (MA) are confused and have difficulty planning and preparing themselves to make decisions regarding further studies (Kusumawati, 2020). This is because students do not understand themselves well and lack knowledge about further study information for career development. Therefore, the implementation of information services is crucial to help students in making further study decisions.

Students' ability to understand themselves, along with the support they receive from their environment, can significantly influence their readiness and capability in career

development. Information services are an effort to optimize students' understanding of careers, typically implemented through six sessions (Romadhon, 2023). The study found that information services could enhance students' understanding of their career development.

The implementation of guidance and counseling at MAN 1 Deli Serdang is very good, professional, and competent. The researcher is also an alumnus of MAN 1 Deli Serdang and has personally experienced the professional career development guidance provided by BK teachers through information services. This experience is the background for this research, titled *Career Development of Students through Career Information Services to Support Decision Making for Further Studies*

RESEARCH METHOD

This research employs a qualitative method with a descriptive approach. The general objective of this research is to understand student career development through informational services to aid in making decisions about further studies. The subjects chosen for this research are 3 BK (Guidance and Counseling) teachers as secondary data informants and 10 students from class XII Agama at MAN 1 Deli Serdang who have been accepted into state universities through invitation routes as primary data informants. The data collection tools used in this research include in-depth interviews, participatory observation, and document study. Data analysis in this research uses the Miles and Huberman model, which includes data reduction, data display, and conclusion drawing. The validity of the data in this research is ensured through credibility (internal validity), transferability (external validity), dependability (reliability), and confirmability (objectivity).

Qualitative descriptive (QD) research focuses on answering research questions related to who, what, where, and how events or experiences occur, and then deeply examined to identify emerging patterns (Yuliani, 2018).

RESULTS AND DISCUSSION

Based on the interview data collected, the implementation of counseling guidance at MAN 1 Deli Serdang has been very good and structured. However, many students still do not fully understand themselves and are not able to make firm decisions regarding their future careers. This aligns with the statement from BK teachers that students tend to follow the directions given by their parents about their future, which often does not align with their intelligence and skills.

The counseling process at MAN 1 Deli Serdang has been very good and professional. This is evidenced by the presence of BK teachers who are graduates of the Bachelor's Program in Counseling and have regular weekly hours. Additionally, career guidance is conducted every semester, both odd and even. Informational services are the most frequently conducted service at MAN 1 Deli Serdang, so students feel that informational services significantly help in making decisions for their future planning. Research conducted by Manik (2022) also states that "informational services can improve students' career planning abilities."

Based on the interview data obtained by the researcher, the information services conducted weekly have a positive impact on assisting students in making decisions about further studies. The data indicates that BK teachers are highly attentive and competent, ensuring that students' needs are well-directed. The provision of services required by students to understand themselves is well-programmed, starting from the implementation of informational services, consultations, individual counseling, to group guidance. BK teachers provide career guidance through informational services every day to students who need it and are still confused about their future decisions. Hence, the role of informational services is very significant in helping students make decisions about their future careers.

Some students are still confused about understanding themselves and making future career decisions. This is where the important role of BK teachers comes in, to assure and build

confidence in students through career guidance and informational services. Students also stated that they were greatly helped by BK teachers in discovering their potential and understanding themselves. They mentioned that informational services played a crucial role and made them more confident in making future decisions. This aligns with previous research stating that “Providing informational services influences the reduction of indecisiveness in making career decisions” (Retnoningtyas, 2021).

Informational services are the most frequently conducted services at MAN 1 Deli Serdang. These services act as a supporting indicator for career guidance where BK teachers provide information about universities, study programs, jobs, or activities that students can engage in after graduating from Madrasah Aliyah (MA). Informational services help students learn about things they did not know before and make future decisions. “Informational services are counseling guidance services that help students receive and understand various types of information about themselves, their social lives, their studies, careers/positions, and future education in a directed, objective, and wise manner” (Putrie, 2024). Students also stated that they gained a good understanding from the informational services, which enabled them to determine further studies or career prospects for themselves, and felt motivated, thereby enhancing their abilities and potential in line with their chosen future career path.

The pattern of providing information services to students about higher education and the professional world has been implemented since grade X, allowing students to gain an understanding of their future career decisions. In grade XI, students receive intensive career guidance from BK teachers, so if they feel uncertain about their career choices, they still have time to reassess and finalize their decisions for career development. In grade XII, students receive career guidance again from BK teachers, with parents invited for consultations to follow up on the students' decisions regarding further studies. It can be understood that, besides career guidance and informational services, the role of BK teachers in collaboration with parents is also crucial in students' career development. “Parental support for career choice direction in students has a significant impact. The higher the parental support, the higher the students' commitment to their career direction.” (Maulany, 2022).

The decision-making process for students' further studies with career guidance and informational services has been running optimally. This is evidenced by the fact that most students already understand their careers and the importance of making decisions for their future, allowing them to make good and appropriate decisions for further studies in line with their capacities. The weekly informational services provide a positive impact on students in helping them make decisions about further studies for their career development.

Students stated that they received full support from BK teachers through informational services when they encountered problems and obstacles in their career development. Informational services play a crucial role in influencing students to make decisions about further studies. Students are aware that they hold the highest decision-making power regarding their careers, and only they can determine important aspects of their lives without being influenced by their environment and relatives. BK teachers, through informational services, act as guides who provide opportunities for students to discover their potential and direct them towards the right decisions for their career development. This is because BK teachers, through informational services, play a role in helping students understand themselves and identify their potential, thus aiding them in making future career decisions, whether in professional careers or further study options.

CONCLUSION AND SUGGESTIONS

Conclusion

The implementation of guidance and counseling at MAN 1 Deli Serdang is very good and professional. This is evidenced by the BK (Guidance and Counseling) teachers having scheduled hours every week. Information services are the most frequently provided service at

MAN 1 Deli Serdang, which helps students understand unknown matters and make well-planned decisions for further studies. Students report gaining a good understanding from the information services, enabling them to decide on further education and suitable job prospects. They feel motivated, enhancing their abilities and potential according to their career decisions. This makes students feel that their career development through information services significantly aids in their decisions for future studies. The process of making further study decisions with career guidance and information services has been optimal. This is proven by most students understanding careers and the importance of making decisions for their future, allowing them to make appropriate further study choices according to their capacities.

Suggestions

Students are expected to realize that they hold the highest authority over their career decisions and are the only ones who can make important decisions in their lives without being influenced by their surroundings or peers. This research is expected to provide an overview of career counseling activities with information services in aiding students' further decision-making processes at school.

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