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## Career guidance and counseling in holland's theory perspective

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### ABSTRACT

A well-prepared abstract enables the reader to identify the basic content of a document quickly and accurately, to determine its relevance to their interests, and thus to decide whether to read the document in its entirety. The Abstract should be informative and completely self-explanatory, provide a clear statement of the problem, the proposed approach or solution, and point out major findings and conclusions. The Abstract should be 100 to 200 words in length. The abstract should be written in the past tense. Standard nomenclature should be used and abbreviations should be avoided. No literature should be cited. The keyword list provides the opportunity to add keywords, used by the indexing and abstracting services, in addition to those already present in the title. Judicious use of keywords may increase the ease with which interested parties can locate our article.



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## Introduction

The discussion regarding career development is an interesting discussion to discuss This is because an individual's career development throughout his life span is integrated into each role, settings, events in life and is influenced by many factors (Afdal, 2014). Career guidance is an integral part of the education system. The urgency of organizing career guidance in schools is mainly related to facilitating the development of students' career aspects in line with the function of education to produce graduates who have readiness to enter the world of work. Therefore, the effectiveness of the implementation of career guidance refers to the indicators of the achievement of students' independent competence in making career plans that are in accordance with their objective and subjective conditions which are one of the determinants of school accountability. In choosing a career decision, one must have a very mature concept of career maturity in order to be able to choose the appropriate and appropriate career direction (Afdal, 2018).

According to (Walgito, 2010) career guidance services are an effort to know and understand themselves, understand what is in themselves well, know the potential that exists within themselves, and overcome what obstacles if there are. Juwitaningrum (2013) explains that career guidance services are an effort to help individuals to get to know and understand themselves, get to know the world of work, develop their future that is in accordance with the expected form of life. The same thing was stated by Tohirin (2007) that career guidance services are assistance in preparing oneself for the world of work, selecting a particular job field or

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position (profession) and equipping oneself to be ready to assume that position and in adapting to the demands of the job field. has been entered.

This it can be concluded that career guidance services are an effort to help individuals understand and know their potential, overcome existing obstacles, develop their future, and prepare themselves to face the world of work in the future. Careers are created, nurtured and developed through and during life (Afdal, 2017).

To help children develop themselves optimally so that they can plan job achievements as a career foundation that is in accordance with their abilities, career guidance as one of the areas of counseling guidance services is needed (Ismaya, 2015). Because career guidance is guidance that includes guidance activities for students from choosing, preparing, seeking and adjusting to a career (Juwitaningrum, 2013). The individual must be his own environment and decisions self-understanding, living situations and guided by processing relevant information and being able to plan for it career well (Yusuf, 2017). In making career planning requires knowledge, information, goals or aspirations and various other skills that can support career planning (Yusuf, 2017).

The application of Holland's theory in schools is very relevant for career guidance and career counseling in educational institutions for the secondary and early stages of higher education (Winkel & Hastuti, 2004). The emphasis is placed on self-understanding with respect to some of the vocational qualities a person has and on accurate information about various occupational environments, making guidance agencies aware of their duty to help young people know themselves and recognize environmental characteristics, both of which are indispensable as input. in thinking about occupational choices carefully. Holland's theory pays attention to behavioral characteristics or personality types as the main causes in individual career choices and development (Putri & Purnamasari, 2018).

## Method

This article discusses career guidance and counseling in the perspective of Holland theory, this type of research method is literature review analysis (literature research) this article will describe the analysis of scientific journals that are relevant to the discussion that has been selected, while the stages in this research method are ( 1) selecting articles, (2) collecting initial data, (3) challenges from topics, (4) collecting supporting data, (5) generating conclusions and online recommendations.

## Results and Discussions

### Basic Concepts of Holland Theory

In 1966, Holland argued that occupational environments are realistic, intellectual, artistic, social, entrepreneurial and conventional as well as the personality type with the same name. The level of individual personality orientation determines the environment he chooses, the clearer the level of personal model orientation (a developmental process determined through innate and life history that reacts to environmental demands) individuals determine the environment, the more effective the search for a suitable environment will be. Individual knowledge about self and environment is needed to make appropriate choices (Budisiwi, 2013).

The career choice theory developed by John L. Holland is one of the most researched and applied career development theories. Based on the premise that personality factors underlie career choice, his theory postulates that people project world and job views onto positions and make career decisions that satisfy the personal orientation of their choice. This theory combines several constructs from personality psychology, vocational behavior, and social psychology, including the theory of self-perception and social stereotypes (Hapsari & Maulana, 2012). According to Holland (Sukardi, 1994) career choice is an expression or an extension of personality in the world of work followed by subsequent identification with specific job stereotypes. Comparison between self (self) with the perception of a job and acceptance or rejection is the main determinant in career choice. The suitability of a person's self-review with the determination of job selection is related to the personal style model.

Application of Holland's career choice theory involves assessing individuals in terms of two or three salient personality types and then matching each type to environmental aspects of a potential career. This theory predicts that the higher the degree of conformity between individual and occupational characteristics, the

better the potential for positive career-related outcomes, including satisfaction, persistence, and achievement (Budisiwi, 2013).

In recent decades, Holland's theory has guided the assessment of career importance both in the United States and internationally. Holland's theory offers a simple and easy-to-understand typological framework regarding career interests and environments that can be used in career counseling and guidance (Yusuf & Hasnidar, 2020). Holland postulates that vocational interest is an expression of a person's personality, and that vocational interests can be conceptualized into six typologies, namely Realistic (R), Investigative (I), Artistic (A), Social (S), Enterprising (E), and Conventional (C). If a person's degree of resemblance to the six personalities and types of interest could be assessed, it might be possible to generate a three-letter code (eg, SIA, RIA) to indicate and summarize the person's career interests. The first letter of the code is a person's primary type of interest, which is likely to play a major role in career choice and satisfaction. The second and third letters are themes of secondary interest, and will likely play a lesser but still important role in the career choice process (Leung, 2008).

John Holland's career choice theory (RIASEC) states that in choosing a career, people prefer jobs where they can be around other people who are like them. They seek an environment that will allow them to use their skills and abilities, and express their attitudes and values, while taking on problems and playful roles. Behavior is determined by the interaction between personality and environment (Hurtado Rúa, Stead, & Poklar, 2019).

### **Holland theory characteristics**

#### **Realistic**

This type of model is male, physically strong, unsocial, aggressive, has good motor skills and coordination, lacks verbal skills, and interpersonal relationships. Prefers concrete problems rather than abstract problems, considers himself to be an aggressive and manly person, and has conventional economic and political values. People who choose and enjoy the following jobs are similar in type, for example, building supervisors, aircraft mechanics, electricians, radio operators, surveyors, and others (Ardana, Dharsana, & Suranata, 2014).

#### **Intellectual**

This type of model is task-oriented, not social, prefers and thinks first rather than directly acting on solving problems at hand, requires understanding, likes work tasks that are vague in nature, has unconventional values and attitudes. Vocational preferences include: Anthropologist, Astronomy, Biology, Botany, Chemistry, Geology, Scientist, Meteorologist, Physics, Zoologist, Publishing Editor, Scientific Article Writer, and Technology (Rusmania, Chalik, & Herdi, 2014).

#### **Social**

This type of model is social, responsible, feminine, humanitarian, religious, requires attention, has verbal and interpersonal skills, avoids problem solving intellectually, physical activity, and activities that are very organized, likes problem solving, through feelings, and utilization of interpersonal relationships. Vocational preferences include: School Supervisors, School Teachers, Clinical Psychologists, Welfare Institutions, Missionaries and Counselors (Ardana et al., 2014).

#### **Conventional**

This type of model favors well-organized language, and activities related to numbers, conforms, avoids ambiguous situations, and problems involving interpersonal relationships and physical skills, performs effectively on well-organized work tasks, identifies with power, gives a high value for status, and material wealth. Vocational preferences include: Bank Supervisor, Treasurer, Statistician, Financial Analyst, Cost Estimator, Computer Equipment Operator, Budget Reviewer, Officer, or Employment Expert (Prabowo, Nurhudaya, & Budiain, 2018).

#### **Effort**

This type of model has oral skills to sell, master and lead, considers himself to be a strong person, avoids the use of language that requires intellectuality for a long time, is easy to adapt, in contrast to the conventional type. This type likes vague social tasks, he has great concern for power, status, leadership, and acts

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aggressively in the verbal form. Vocational preferences include: Company Executives, Sports Promoters, Hotel Managers, and Industrial Relations Consultants (Budisiwi, 2013).

### **Artistic**

This type of model is unsocial in nature, avoids problems that can already be composed, or which requires great physical abilities, similar to intellectual types, is difficult to adapt and is not social. Vocational preferences include: Author, Drawing Expert, Music, Drama, Poet, Creator Songs, Music Modifiers, Artists (artists) (Abdillah & Satiningsih, 2013).

### **Strengths and Weaknesses of Holland Theory**

The strength of Holland's theory is considered a comprehensive theory because it considers occupational choice as part of the overall pattern of an individual's life and as a theory that gets a lot of support from research results as far as environmental and personality capital is concerned (Winkel & Hastuti, 2004). His other strengths The career choice theory developed by John Holland is one of the most researched and applied career development theories. Based on the premise that personality factors underlie career choice, his theory postulates that people project their own view of work and the world of work onto job titles and make career decisions that match their preferred personal orientation. This theory combines several constructs from personality psychology, vocational behavior, and social psychology, including the theory of self-perception and social stereotypes (Greenhaus & Callanan, 2006).

Meanwhile, Holland's theory is lacking in terms of the developmental process that underlies the six personality types and does not show certain phases in the development process and the accumulation of age ranges. Regarding the stages or levels that can be achieved by a person in a certain occupational field, Holland points to the level of intelligence that allows a certain level of school education, but it is questionable whether there are other factors (Winkel & Hastuti, 2004). Furthermore, person-environment fit theory generally finds some support, but the evidence for the validity of Holland's theory is rather weak. This may be because Holland's model simplifies the notion of fit; does not adequately take into account the match between abilities and job demands; and do not pay sufficient attention to the distinctive influence between individuals and the work environment (how work affects individuals and how individuals affect work) (Michalos, 2010).

### **Holland Theory Application in School**

The holland view is very relevant for career guidance at the early education and higher education levels. Emphasis is placed on the level of self-understanding in relation to some of the qualities of bombardment that the counselor has for accurate information about the occupational environment, relying on the guidance agency on its task of helping individuals to self-medicate and the environment this is very necessary to choose a mature occupation. Furthermore, Holland also developed tools for individuals in career selection, namely the occupations finder and the self-directed search, which reveal the activities that are of interest, and self-evaluate in a number of skills, must be matched with an occupational classification system based on the same theory, with Thus, individuals can find a number of alternative occupational options for further consideration (Seniawati, Suarni, & WMP, 2014).

### **Holland Theory Application in Career BK**

One of the obvious implications of Holland's theory for career counseling is that practitioners can help clients assess their interests and work environment and understand the relationships between them (Xu, 2000). Simply developing a cognitive structure or framework for seeing themselves and their work is of great help to many people. Some career counselors organize and reference their career and job information according to Holland type, using the three-point code corresponding to the type that stands out the most. This facilitates the process of matching interests and environment (Listyowati, Andayani, & Karyanta, 2012).

According to Holland an interest related to work and occupation is the result of a combination of a person's life history and his overall personality, so that certain interests eventually become a personality trait in the form of self-expression in the field of work, academic study, core hobbies, various recreational activities and many hobbies. others (Winkel & Hastuti, 2004). Holland's career choice model shows that individuals will seek a work environment that suits their skills, abilities, attitudes, and values or there must be a match between RIASEC and the environment. Holland divides the

personality into six types, namely Realistic (R), Investigative (I), Artistic (A), Social (S), Enterprising (E), This has been known as the RIASEC model (Leung, 2008).

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## Conclusions

From the various explanations above, it can be concluded that Holland stated that individuals are divided into 6 personality types including realistic, intellectual, conventional, enterprising, artistic, and social. The development of this personality type results from interactions with the environment and what determines the personality type is the innate factors of oneself and the environment. Individuals can determine a brilliant career if a distinctive personality type is accepted in a work environment, then the interest of the individual is large and the social support for work.

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