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**THE LEVEL OF CAREER PLANNING OF XI GRADE STUDENTS OF SENIOR  
HIGH SCHOOL**

**Aufal Marom<sup>1</sup>, Heri Saptadi Ismanto<sup>2</sup>, Ajeng Dianasari<sup>3</sup>**

Guidance and Counseling, Universitas PGRI Semarang, SMA Negeri 2 Semarang  
E-mail: Aufal121@gmail.com

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**Abstract**

Career planning is a very important aspect of student development. This research aims to understand the scale of career planning levels of class XI students at Senior High School of Semarang. The use of this research method applies a quantitative descriptive methodology with a survey research type. There is a total research population, namely class XI of Senior High School of Semarang, totaling 432 students. The researchers used simple random sampling to collect samples, calculated using the Slovin formula, and obtained a total of 208 students. This research applies a career planning scale that has been validated as a data collection tool. Based on the results of the career planning scale analysis, we obtained the percentage results of the level of career planning for class The low category obtained 8.17% with a total of 17 class XI students. From the results of this analysis, it shows that the level of career planning for class XI students at Senior High School Semarang has a medium career planning level scale. This is a success in the career guidance services that guidance and counseling teachers have provided at schools, so that students have good career planning.

**Keywords:** *Career Planning, student, Senior High School*

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**How to Cite:**

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**INTRODUCTION**

At the high school level, students have entered adolescence, and students already have a plan in the career that will be chosen. Career planning is the process by which individuals identify and plan their future career paths. Education aims to educate the nation's life (Lestari, 2018) through formal education and requires an effort, the effort in question is the process of self-development carried out by students during school. when entering high school students have the opportunity to plan a life that suits individuals, such as talents, interests, capacities, or according to the potential driven by students. In pre-adulthood, one of the formative tasks in adolescence is to organize a profession, especially choosing and preparing for a task (Hurlock, 2004). So that students are able to design a career according to themselves. Career selection to suit the individual needs career planning. Career arrangement is an important aspect in the task of individual progress. (Mirawati, 2018) students or individuals have the drive or energy to grow and develop in themselves so that students can develop towards a positive direction according to their

abilities. Every student has the freedom to plan, choose about a career or future outlook for themselves, followed by a sense of responsibility, namely responsibility for their own individual choices.

Choosing a career starts from adolescence, adolescence has developmental tasks that need to be completed by choosing and preparing for a career, and at high school age must have a career that suits him. Students' career planning is based on following friends, groups, parents' wishes, and like people they admire, so that students or students do not choose according to their abilities, talents or interests, a similar thing was also found in research (Arjanggi, 2017), which stated that adolescents had difficulty making career decisions at the beginning of the process by 44.7 percent, while during the career decision-making process by 24.91 percent, where adolescents had difficulty making career decisions, A similar thing was also found by Widyastuti and Pratiwi (2013), which stated that there were 38% of students who felt confused in making decisions about choosing a major. Therefore, career planning for students is very important, so that students choose a career according to their talents, interests, or potential because career planning is a view of life goals for themselves regarding education and the world of work.

At the final high school level, there is a need for a mature profession waiting for students, so students should be given assistance, by providing administrative direction and guidance according to their level of education. Septiana in (Simbolon & Rasyid, 2021: 392) explains that students experience confusion and difficulty in making career decisions, even though career decisions made now will determine student success in the future. High school students have entered puberty and have formative tasks that must be completed independently, one of which is planning a career (Wardani & Trisnani, 2019). Amalia (2023: 3) career planning is considered important for students, during the school period in order to bridge students in determining a clearer career direction. Not only that, students must be able to understand the conditions that exist in the climate, such as social conditions, the job market, conditions, types and open positions, as well as various problems related to the world of work Ramadani (2023: 5). From this, of course, counseling teachers need to have a view of the level of student career planning at Senior High School Semarang, so that the provision of services to students can be in accordance with the level of career planning that students have, to be able to find out the level of student professional arrangements, it is necessary to take a picture to find out the current level of student professional arrangements. The purpose of researching the level of student career planning as an evaluation material for counseling teachers to design a service that is in accordance with the level of career planning. Career planning is an important part of an individual's life, therefore suitability in choosing and determining professional choices is one of the life goals of an individual (Manik, 2022).

Career planning has important aspects that can support the development of student career planning. Sitompul (2018: 319) there are several aspects of career planning such as, information and understanding of individual self, information and understanding in the world of work, and self-search, information and self-understanding of the world of work or further education. As for the aspects of career planning according to Atmaja (2014: 64) "there are several aspects of career planning including: 1) career understanding can help individuals to build unity and self-image and role in the world of work; 2) the existence of information, students who have career planning will utilize information as a source of learning for career development, 3) planning and decision making, is a process of determining a strategy that will be taken in a career in order to achieve the expected goals ". Decision making in a career is an important part of students continuing the career taken after graduating from school. Career planning certainly has goals for the future of students, as for the purpose of career planning, namely; 1) students are able to understand, assess themselves, can understand their potential, interests, talents, and ideals, 2) students can realize their own value and society, 3) students can understand many types of jobs, types of education, and types of training related to students' potential, 4) students can recognize obstacles and can determine solutions, 5) students can plan and find careers according to students' interests, talents and potential (Kasan & Ibrahim, 2022).

Career information services in schools very important, career information services are needed by students to design students' careers after graduating from school. Services are provided so that students gain insight and understanding of careers that suit individuals. So that with a survey of the levels of career planning, counseling teachers can provide services according to the level or career needs of students. The provision of counseling services in accordance with the level of student career planning, it is hoped that students can make the desired career plan according to their potential, interests, and individual talents. This is in line with the opinion of the *American School Counselor Association* in (Anggraini, Rifai, & Muhid, 2021) which explains that comprehensive counseling has the responsibility to help students choose and decide on their careers, besides that comprehensive counseling can bridge students to understand the relationship between school and the world of work.

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## METHODS

(The Level of Career Planning of XI Grade Students of Senior High School)

Senior High School Semarang as the place where this research was conducted, and class XI odd semester of 2023/2024 academic year as the population. This research applies quantitative descriptive methodology with survey research type. According to Sugiyono (2019:57) "the method with survey research is a method that serves to obtain past or current data about behavior, opinions, variable relationships and to test several hypotheses from samples taken from the population". Asmadi Alsa (2004: 20) "survey is a procedure where the researcher conducts a survey or gives a scale or scale questionnaire to a sample, results of the questionnaire can describe the attitudes, opinions, behavior, or characteristics of the respondent. This research design contains things that become the focus of researchers in finding and analyzing data. In collecting data, researchers use a scale to get data, after the data is collected, researchers analyze the results of the scale that has been distributed to class XI students of Senior High School Semarang, the last stage in this study is making conclusions.

From the explanation above, research with the survey method aims to describe and explain the actual data, then analyze the results obtained, so that the data can be interpreted clearly and concretely."

Before conducting research, researchers validated the instruments that would be distributed to students. The instrument can be said to be valid if the measuring instrument used to obtain the data is valid. The validity calculation used in this study is using the Person Product Moment formula as follows:

$$r_{X_1Y} = \frac{n(\Sigma X_1 Y) - (\Sigma X_1) \cdot (\Sigma Y)}{\sqrt{\{n \cdot \Sigma X_1^2 - (\Sigma X_1)^2\} \{n \cdot \Sigma Y^2 - (\Sigma Y)^2\}}}$$

Description :

$r_{xy}$  = Correlation coefficient between item score and total score

$N$  = Number of test subjects

$\sum X$  = Number of item scores

$\sum YY$  = Total score

Based on the results of the career planning instrument trial which has been tested for validity using *SPSS* version 22 on 40 items filled in by 36 students. There are 34 valid items at number 1, 3, 5, 6, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 29, 30, 31, 32, 33, 34, 35, 36, 38, 39, 40. Invalid items will be eliminated, so that in the *pretest / posttest* there are 34 items.

Furthermore, researchers need to determine in advance the subjects to be studied. Supardi (2019: 127) "population is all members of a group of people, animals, events, or objects that live in that place which is the conclusion of the final results of the research". In this study, the population used class XI students of Senior High School Semarang with a total population of 432 students from both science and social studies majors. Sampling in this study applied simple random sampling technique, namely the technique of collecting samples randomly in the existing population. Sugiyono (2019: 127) "taking samples from the population at random without looking at the strata in the population itself". This research uses *ethnographic* qualitative methods, this research does not focus on finding causal relationships, but rather emphasizes variables in certain situations. The descriptive survey method usually consists of several steps, namely selecting a random sample, then determining the characteristics of the sample, and finally concluding the population according to the sample. In determining the sample size that will be used as material for research, the researcher applies the Slovin formula in order to get the required number of samples. Therefore, the researcher used the Slovin formula as follows:

$$n = \frac{N}{1 + Ne^2}$$

Keterangan :

Description:

$n$ = sample size

$N$ = population size

$e$ = percent allowance for inaccuracy (1%, 5%, 10% etc.)

The sample calculation used the Slovin formula with a 5% leeway on the population of 432, so the sample size was 207.69, rounded up to 208. So this study uses a sample of 208 students in class XI Senior High School Semarang as data collection.

## RESULTS AND DISCUSSION

### Research Results

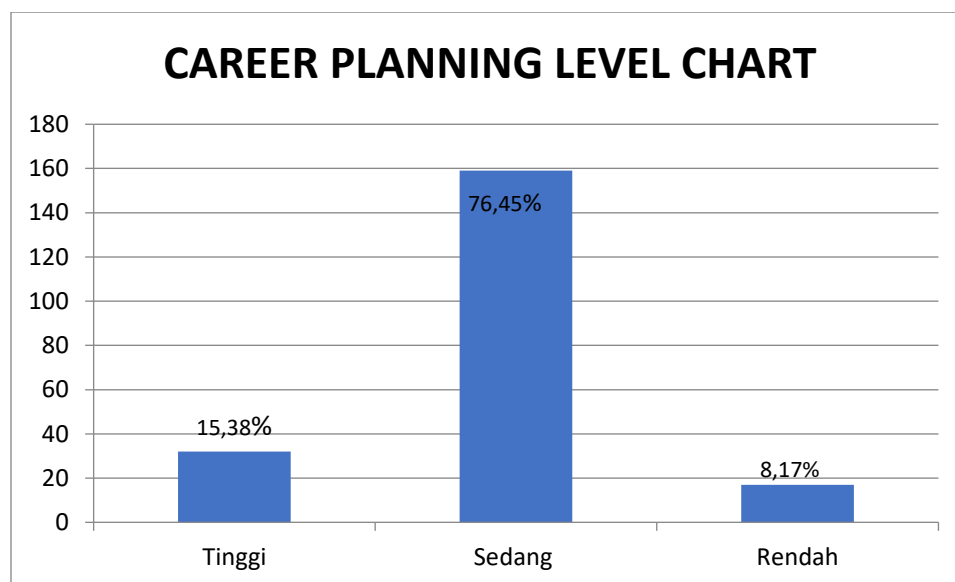
The results of the research on the level of career planning of class XI Senior High School Semarang as a whole regarding all indicators, gender, and majors, can be useful to help counseling teachers in implementing services that are in accordance with the needs of students and counseling teachers can understand the visual level of career planning of students in class XI Senior High School<sup>2</sup>, so that students' career planning can be known whether it meets the needs of the aspects of career planning. Retrieval of findings using a career planning scale and has been tested for validity. Instruman career planning scale there are 34 items of statements, which are distributed to students as many as 208 students who are divided into class XI Senior High School Semarang.

The results of the career planning scale have been distributed by researchers and filled in as many as 208 students of class XI Senior High School Semarang, based on the distribution of career planning scales obtained the following results:

**Table 1. Percentage Level of Career Planning**

CATEGORIES	PRESENTATION	FREQUENCY
HIGH	15,38%	32
MEDIUM	76,45%	159
LOW	8,17%	17
<b>TOTAL</b>	<b>100%</b>	<b>208</b>

Based on the table above shows the percentage of the level of career planning of class XI students, the results of the high category are 15.38% with a total of 32 class XI students, the medium category is 76.45% with a total of 159 class XI students, then the low category is 8.17% with a total of 17 class XI students.



**Figure 1: Career planning level graph**

The researcher also showed the results of data processing in the form of bar charts as in Figure 1 regarding the level of career planning of class XI students of Senior High School Semarang.

## Discussion

The results of the analysis of the level of career planning of class XI students of Senior High School Semarang with a total research sample of 208 students, the researchers obtained results with a percentage of 8.17% or as many as 17 students had low career planning, 76.45% or as many as 159 students had moderate career planning, and 15.38% or as many as 32 students had high career planning. From the acquisition of these results, it can be seen that the tendency of the level of career planning of class XI students of Senior High School Semarang is in the moderate category, as evidenced by the results of data processing obtained showing an average percentage of 76.45% with a frequency of 159 students having moderate career planning. This is in line with the research of Nisa, Mamesah, & Intan (2013) that career planning in class XI students seen from gender, career planning indicators, and majors (science or social studies) with moderate categories. Career problems experienced by students of Triatmajaya Singaraja Tourism Vocational School as many as 40% of these problems are the highest problems in the school based on the results of the analysis of student needs (Yaniasti & Setiawan, 2021).

results of data processing that shows the career planning of students in class XI in the moderate category, of course, there are several supporting factors for success to achieve moderate career planning owned by students. These factors include; the existence of career guidance that has been implemented from the beginning of students entering high school, students who have good self-understanding and information obtained from career guidance activities. "Education and work are two things that are interrelated because the ultimate goal is the same, namely career planning or job planning. The success or failure of students in determining their career goals is related to students' understanding of the individual self, individual concepts, career information obtained when implementing a career guidance service at

school, achievement motivation and the social status of students' parents. successful career planning, when the information provided to students is effective and up-to-date so that students can decide or determine a career that suits them ".

The level of career planning at Senior High School Semarang shows a fairly good level, because it gets adequate career support and services from counseling teachers. But in addition to students with moderate career planning and even high career planning, researchers still get students who have low career planning. Based on observations and interviews with counseling teachers, there are 17 students who have several obstacles or barriers to having mature career planning. The low career planning is due to a lack of career information, both information about themselves, students are still confused in determining their career planning. Students are still confused about choosing a major or job that suits them, and some of these students only follow their friends without having a career view for themselves. From the results of the interview and observation data, so that students still have low career planning.

Career planning owned by students will lead to the direction of student career success or failure, because students at the high school level are at the *stage of identity versus identity confusion* or identity confusion so that the importance of career planning is applied early so that students do not experience career failure. According to (Nisa & Budiningsih, 2019) career success and failure have a close relationship with students' ability to understand, evaluate themselves and a mature individual self-concept. Meanwhile, according to Bimo Walgito in (Rahayu, 2022) explains that if individuals work not in accordance with their potential and interests, individuals will certainly work with less enthusiasm, not diligence, and not happy. Vice versa, if individuals work according to their potential and interests, individuals can work with enthusiasm, pleasure and diligence.

## SUMMARY

### Conclusion

On the basis of the research that has been conducted, can be concluded that the level of career planning of students of class XI Senior High School Semarang is at a moderate level. This is a success in career guidance services that have been held by counseling teachers at school so that students have good career planning. This is evidenced by the level of career planning of grade XI students, the results of the high category obtained as a percentage of 15.38% with a total of 32 students of grade XI, the medium category as a percentage of 76.45% with a total of 159 students of grade XI, then the low category obtained 8.17% with a total of 17 students of grade XI Senior High School Semarang. This can be used as a reference for counseling teachers in providing service assistance for students regarding the level of career planning owned, because career planning is very influential in the continuation of students' future lives. The role of teachers in providing information about the career world is very influential for students' ability to make career planning. If students' information about the career world is sufficient, students will be able to make their career planning well.

## **Suggestion**

BK teachers need to review students related to career plans, this is still some students who still have a low level of career planning, it can be used as a view of the problem in guidance with many strategies that will be given students to be able to increase the level of student career plans. BK teachers can provide career information related to the potential, talents, and interests of students so that students can improve their career planning, and for further researchers this research can be used as an illustration of the level of career planning, and is expected to expand the research by adding other variables or in terms of factors that can affect career planning, and reviewing more sources or references related to career information services and career planning.

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