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## The effectiveness of approach group counseling services traits and factors to increase maturity student career

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### Abstract

Career maturity is a very important thing for teenagers to have because career maturity, that is, individuals have understood of themselves which includes their interests and talents as well as their capacities. This study aims to determine the effectiveness of group counseling services using the trait and factor approach to increase student career maturity. This type of research is quantitative with the pre-experimental one-group pretest and posttest methods. The population taken in this study was all class XII both science and social studies with a total of 288 students. Then the sample used in this study was class XII IPS 2, where as many as 5 students were taken using a purposive sampling technique taken in a low category, which was then carried out by group counseling services. This research instrument uses a career maturity scale that has been tested for validity and reliability. In addition, researchers used observational decision-making instruments in this study using the normality test and SPSS version 24-assisted T-test. The results of this study are based on the results of hypothesis testing using the t-test obtained sig (2-tailed) = 0.000 then compared with the alpha value ( $\alpha$ ) 5% = 0.05 provided that sig (2-tailed) value is less than the alpha ( $\alpha$ ) value of 5% ( $0.000 \leq 0.05$ ), then it can be said that  $H_0$  is rejected and  $H_a$  is accepted. So it can be concluded that group counseling services using the trait and factors approach are effective in increasing the career maturity of students at SMAN 5 Yogyakarta. The results of the study can be used as a reference for guidance and counseling teachers in schools in developing students' career maturity using career counseling traits and factors.

**Keywords:** career maturity; group counseling; trait and factor, students

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### Introduction

Adolescence is a transitional period, where this period is very important in the continuity of the human life cycle (Mayasari, HS, & Agungbudiprabowo, A., 2022). In adolescence, it is very clear that there is a transition process from childhood to adulthood. Many problems arise during adolescence, one of which is career maturity. This is a natural consequence of the development and demands of adolescents on those who are preparing for a career (Agungbudiprabowo, A., Nurhudaya, N., & Budi Amin, A., 2018). According to Lestari (2017: 1), Students in high school are certainly going through their teenage years which will be faced with difficult choices related to continuing their careers in the future. In line with Hurlock's opinion (2009: 207) adolescence is a period when it is closely related to decisions in life because career selection and determination must be adjusted to the potential of students. Super (In Sersiana, 2013) revealed that career maturity can be used as a benchmark for the level of individual understanding of various kinds of formation searches and as a benchmark for the level of students' understanding of several aspects of the profession.

Based on a preliminary study conducted at SMA Negeri 5 Yogyakarta, the researchers found that the level of student career maturity was low. This is evidenced by the results of the pre-test scores that were carried out, there were 14% of students in the low category, 19% of students in the medium category, and 67% of students in the high category. So it can be concluded that there are students in class XII, both science and social studies at SMA Negeri 5 Yogyakarta, but there are still some students who experience a low level of career maturity. Based on these facts, it is obtained an illustration that students do not understand the potentials that exist in them which causes the level of student career maturity to be low. Thus, this condition requires immediate handling from the school, especially the competent party to minimize the impact. Guidance and counseling teachers in this case play an important role in helping students achieve optimal developmental tasks, especially in career maturity.

The uniqueness of the Trait and Factor is that it encourages students to self-reflect and find a way out of the problems they face (Jayadi, J., Setiani, F., & Fitria, A., 2019). Counseling Trait and Factor aims to be able to measure aspects in the level of intelligence, talents, interests, and basic character of students, to continue work or study, and to identify the weaknesses and strengths of each psychological aspect of each student by using an individual understanding of the test and non-test techniques (Mahfud, M, 2016). Career counseling with the "Trait and Factor" is suitable for helping high school (SMA) students who have difficulty choosing a suitable job for themselves (Jannah, R., & Hidayat, DR, 2022). Because in the theory of "Trait and Factor" itself refers to the characteristics needed to display successful work (Hasanah & Prianggita, 2020: 2). Based on the description above, this study focuses on whether group counseling services using the trait and factor effective in increasing students' career maturity. The results of the research can be used as a basis for guidance and counseling teachers in schools in increasing student career maturity in every stage of student career development in schools through career counseling with the traits and factor approach.

## Method

This research is a quantitative research group with a one-group pre-test post-test pre-experimental design. The study population consisted of 288 students who were then sampled using purposive sampling of 5 students who had the lowest career maturity category. The research location was conducted at SMA N 5 Yogyakarta. The data collection instrument uses a career maturity scale that has been tested for validity and reliability. The data analysis technique used in the study used the T-test for significance differences.

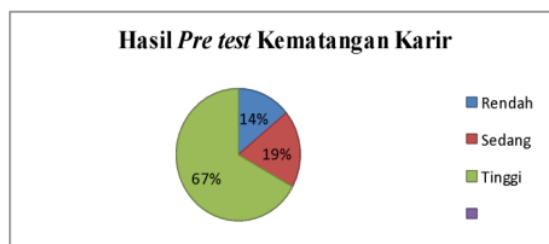
## Results and Discussion

The researcher gave a pre-test questionnaire aiming to determine the career maturity level of all XII-grade students which were then categorized into high, medium, and low levels. The pre-test results of all students of class XII IPA and Social Studies at SMA Negeri 5 Yogyakarta were then categorized based on the ideal score as Table 1.

**Table 1 <Category Career Maturity Interval Category>**

Interval	Category
20 - 40	Low
40 - 60	Moderate
60 - 80	High

Data on pretest career maturity can be presented in the form of a diagram as Figure 1



**Figure 1 <Category Diagram of Career Maturity Pretest Result>**

Through Figure 1 above it can be seen that the results are 5 students (14%) in the low category, 7 students (19%) in the medium category and 24 students (67%) with the high category. Based on the results of the pretest, it can be determined that the research subjects are 5 students with career maturity scores in the low category.

**Stages of providing group counseling services.**

Questionnaire data processing pretest conducted by researchers showed that there were 5 students who had a low level of career maturity compared to other students. Students who have a low level of career maturity will be given follow-up in the form of group counseling services using the trait and factor which will be carried out by researchers, Table 2 is a list of counselee identities.

**Table 2 <Counselee Identity>**

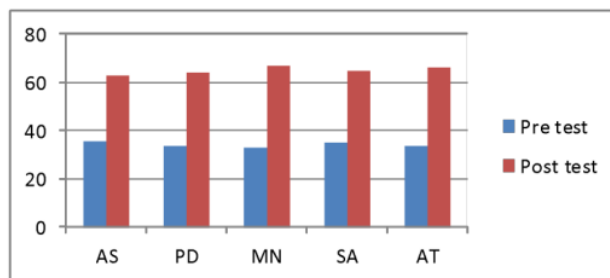
Class	AS Class
(Initial Name)	XII IPS 2
PD (Initial Name)	XII IPS 2
MN (Initial Name)	XII IPS 2
SA (Initial Name)	XII IPS 2
AT (Initial Name)	XII IPS 2

The stage of providing group counseling services using the trait and factor is carried out in 3 meetings with a pre-agreed schedule. Through the acquisition of pretest and posttest about career maturity, the next step is to process the data using the Microsoft Excel application. data on and posttest data Posttest the career maturity scale in class XII IPS 2 students of SMAN 5 Yogyakarta are as Table 3.

**Table 3 <Results of Career Maturity>**

Subjects	Score Pre Test	Category	Score Post Test	Category	Gain Score (d)
AS	36	Low	63	High	27
PD	34	Low	64	High	30
MN	33	Low	67	High	34
SA	35	Low	65	High	30
AT	34	Low	66	High	32
<b>Total</b>	<b>172</b>		<b>325</b>		<b>153</b>
<b>Means</b>	<b>34.4</b>		<b>65</b>		<b>30.6</b>

Based on the table above, there is an increase in the career maturity of students who are in the low category, rising to the high category. Before being given treatment (pretest) the average score of students' career maturity was 34.4 whereas after being given treatment (posttest) the average score of career maturity was 65. The following is a graph of the increasing career maturity of class XII IPS 2 students of SMAN 5 Yogyakarta



**Figure 2 <Graph of Changes in Career Maturity Scores Through Trait and Factor>**

Based on the graph above, the career maturity score before and after the service is provided, it can be seen that there are changes indicating an increase in the career maturity score before being given the service (pretest) and after being given the service (posttest). Aanalysis used a paired sample t-test type t-test which

(The effectiveness of approach group counseling ... )

was processed with the help of SPSS. The t-test is carried out after carrying out the normality test first to see whether the data is normally distributed or not. Table 4 are the results of the normality test.

**Table 4 <Results of the Normality Test>**

	Kolmogorov					
	Statistics	-Smirnov df	Sig.	Statistics	Shapiro-Wilk df	Sig.
PRETEST	.237	5	.200*	.961	5	.814
POSTTEST	.136	5	.200*	.987	5	.967

Based on the results of the normality test that has been carried out, it can be seen that the sig. the pre test was 0.814 and the sig. post test of 0.967. Referring to the data, it shows the results of the sig. pre test and sig value. the post test is greater (>) than 0.05 so that the data is normally distributed.

**Table 5 <Paired Sample T Test Results>**

		Paired Samples Test					T	df	Sig. (2-tailed)
		Mean	Std. Deviation	Std. Error Mean	95% Confidence Interval of the Difference				
					Lower	Upper			
Pair	Pretest	-	2,608	1,166	-	-	4,000	Based	on
1	-	30,600			33,838	27,362			
	Posttest					-			
						26,239			

Table 5 above, it can be obtained sig (2 tailed) = 0,000. Furthermore, the sig (2 tailed) value is compared with the alpha ( $\alpha$ ) value of 5% = 0.05. So that Ho is rejected and Ha is accepted if the sig (2 tailed) value is 0.000 < alpha value (0.05). So it can be concluded that "Group Counseling Trait And Factor Effective for Improving the Careers of Class XII IPS 2 Students at SMA Negeri 5 Yogyakarta."

The results of the analysis show that group counseling services using the trait and factor effective in increasing the career maturity of class XII IPS 2 students at SMA Negeri 5 Yogyakarta. Based on the results of the hypothesis put forward in this study, Ho is rejected and Ha is accepted, which means that there is an increase in career maturity in students with the trait and factor approach group counseling services, so that the trait and factor is said to be effective in increasing career maturity. In line with the opinion of Savickas, ML, Briddick, WC, & Watkins Jr, CE (2002) career maturity is meant as an individual's emotional and cognitive readiness to carry out a given set of tasks. Career maturity for each individual is certainly different, there are individuals who have a high level of career maturity and vice versa, this depends on a person's personality of course. Career maturity in students needs special attention because considering that the impact of low career maturity can make students have no goals in life (Trisnowati, E., 2016). Therefore, it is necessary for researchers to conduct research with the aim of increasing career maturity in class XII IPS 2 students at SMA Negeri 5 Yogyakarta.

Increased career maturity in students can be seen from the results of the pre-test and post-test, nominally in statistical calculations there is an increase in objective mean of students during the pre-test of 34.4 and the objective mean of students during the post-test 65. An increase in student career maturity can be seen from the increase in the post-test was 325, while the pretest was 172. In this study, the entire analysis used the computer-assisted SPSS Version 23 (Statistical Package For Social Science) to prove the research results. In addition, the results of observing the process of implementing group counseling services can be concluded that some of the students have a good category and are quite enthusiastic in participating in activities. Thus, it shows that group counseling services using the trait and factor effective in increasing the career maturity of students at SMA Negeri 5 Yogyakarta.

After carrying out group counseling services using the trait and factor there was a test of the effectiveness of group counseling services using the trait and factor obtained by comparing the results of the pre-test and post-test of career maturity. The results of the post test showed an increase in scores from a low pre test to a high one in the post test. This shows that after being given group counseling services, the trait

and factor approach can increase student career maturity. In addition, a hypothesis test was carried out using the t-test and the sig (2 tailed) = 0.000 was then compared with the alpha ( $\alpha$ ) value of 5% = 0.05 provided that the sig (2 tailed) value was smaller than the alpha ( $\alpha$ ) value of 5% ( $0.000 \leq 0.05$ ), then it can be said that  $H_0$  is rejected and  $H_a$  is accepted.

The results of this study are in line with the results of previous research conducted by Bayu Afiko Denta (in Taherong, 2016) entitled Application of Group Counseling Trait And Factor Models to Increase the Stability of Career Choices for Class XI Students of SMK Negeri 10 Surabaya, with an increase in the average pre-test 189.75 and the post-test average is 236, a difference of 46.25. So that  $H_0$  is rejected and  $H_a$  is accepted. It can be summarized that the Trait And Factor effective for increasing the stability of choosing a career in students of SMK Negeri 10 Surabaya. Then the results of this study were also strengthened by previous research conducted by Rosmawati Taherong (2018) which is classified as a quantitative research based on experimental. The research design used is the Pre-Experimental design type one group pretest-posttest design. group counseling services trait and factor to increase the career maturity of class X students of SMA Negeri 4 Baubau for the 2017-2018 school year. This can show that student career stability can be increased by trait and factor group counseling. In addition to seeing whether the effectiveness of trait and factor can increase student career maturity, by applying the assistance of the SPSS for Windows 17.0 program it shows that the value of  $P = 0.002$ , it can be summarized that  $H_0$  is rejected and  $H_a$  is accepted, so that trait and factor effective in increase student career maturity. Therefore, this study proves that group counseling services using the trait and factor effective in increasing the career maturity of students at SMAN 5 Yogyakarta.

## Conclusion

After completing the research by collecting data, analyzing data, and interpreting data, it can be seen that being given group counseling services using the trait and factor can increase students' career maturity. So it can be concluded that group counseling services using the trait and factor effective for increasing the career maturity of students in class XII IPS 2 SMAN 5 Yogyakarta. In this study there was a change in the results of the pre test and post test. The results of the research can be used as a basis for guidance and counseling teachers in schools in increasing student career maturity in every stage of student career development in schools through career counseling with the traits and factor approach.

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