THE EFFECTIVENESS OF ANGEL PATH GUIDANCE SERVICE FOR DEVELOPING MATURITY CARRER STUDENTS AT SMA NEGERI 2 IN BOGOR CITY

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Abstrak

Dalam menentukan pilihan masa depan atau disebut dengan karier, seorang individu sudah sepatutnya mempersiapkan diri dari sejak awal pendidikan dengan memahami orientasi karier. Adanya orientasi karier sangatlah penting bagi siswa SMA, pada tahap ini tugas perkembangan siswa SMA masuk pada tahap remaja yakni difokuskan pada penanganan sikap dan pola perilaku yang kekanak-kanakan dengan cara mempersiapkan diri untuk masa depannya. Permasalahan karier setelah lulus merupakan masalah yang sering terjadi di setiap sekolah disebabkan kondisi kematangan karier yang rendah terjadi pada siswa. Tujuan penelitian adalah mengetahui keefektivitasan layanan bimbingan karier *angel path* untuk meningkatkan kematangan karier pada siswa. Metode yang digunakan dalam penelitian ini adalah dengan pendekatan kuantitatif dengan jenis metode eksperimen dalam bentuk *quasi eksperimental design* dengan memberikan instrument kematangan karier *pre-test* dan *post test* ke dua kelas yaitu kelas eksperimen dan kontrol, kelas eksperimen diberi *treatment/*perlakuan berupa layanan bimbingan karier *angel path.* Hasil penelitian ini diketahui bahwa terdapat perbedaan peningkatan yang signifikan pada kelas eksperimen sedangkan pada kelas kontrol terjadi perbedaan yang tidak signifikan melainkan terjadi penurunan berdasarkan hasil dari *pre-test* dan *post-test.* Dari hasil uji *N-Gain Score* diketahui bahwa layanan bimbingan karier berupa media *angel path* cukup efektif untuk meningkatkan kematangan karier dengan yaitu dengan nilai rata-rata 72,06%.

Kata kunci : layanan bimbingan karier; media angel path; kematangan karier.

Abstract

In determining future choices or what is called a career, an individual should prepare themselves from the start of education by understanding career orientation. Having a career orientation is very important for high school students. At this stage, the developmental tasks of high school students entering the adolescent stage are focused on handling childish attitudes and behavior patterns by preparing themselves for their future. Career problems after graduation are a problem that often occurs in every school due to low career maturity conditions among students. The aim of the research is to determine the effectiveness of Angel Path career guidance services to increase career maturity in students. The method used in this research is a quantitative approach with a type of experimental method in the form of a quasi-experimental design by providing pre-test and post-test career maturity instruments to two classes, namely the experimental and control classes, the experimental class was given treatment in the form of angel career guidance services path. The results of this research showed that there was a significant difference in increase in the experimental class, while in

the control class there was a difference that was not significant but instead there was a decrease based on the results of the pre-test and post-test. From the results of the N-Gain Score test, it is known that career guidance services in the form of angel path media are quite effective in increasing career maturity with an average value of 72.06%.

I.   Introduction

The existence of education in Indonesia has a direction in terms of developing individuals better in their internal and external aspects, in the process of continuing education has a continuous relationship with each individual without any end, it is intended for individuals to prepare for their future (Sujana, 2019). In deciding on a future choice which is referred to as a career, an individual should prepare themselves from the beginning of education by understanding career orientation. According to Super (1975), there are stages of career development, the first is the growth stage which is divided into two parts, namely the fantasy sub-stage (4-14 years) and the exploration sub-stage (15-24 years) characterized by skills, attitudes, interests, and needs that correlate with self-concept.   Second, the stabilization stage (25-44 years). The third is the development stage (45-64 years). Last is the regression stage (65 years and over) (Hamzah, 2019): 96). The urgency of the stages in determining a career is in the growth stage, especially in the exploration stage sub-section or at the high school education level (Super in Hamzah, 2019: 95). This is because at the high school level students are starting to think about alternative positions, but they still haven't made a strong decision, and they starting to find out the opportunities and types of careers that suit them (Super in Hamzah, 2019: 108).

Students may comprehend their options for continuing education after graduation, choose a college major without relying on others, categorize professions that match their potential, and keep optimism about pursuing a career they choose. (Angelina. 2018). Students in high school are classified as early adolescents (ages 13-16) or late adolescents (ages 18-24). (Hurlock, 2011:14). According to Hurlock (1980), youthful growth duties focus on dealing with immature attitudes and patterns of behavior to prepare them for the future. Havighurst (1974) contended that the purpose of youthful development is to prepare themselves without relying on others concerning economics, selection, and training for future career opportunities.

Standard Kompetensi Kemandirian Peserta Didik (SKKPD) for high school students indicates that one of the pillars of student development is insight and job preparedness (Munadi & Suwarta, 2020). A student's awareness of self-preparation in a way to offer knowledge and skills appropriate for further education or a desired job. In terms of the student's actions, competencies might be accomplished by categorizing several continuing education options or careers related to the student's capabilities and interests (Angelina, 2020: 37). Therefore, to achieve the previously specified competence for high school students, career maturity must exist to choose and arrange a career path. (Crites, 1981). Career maturity is also an essential element

in Islamic wealth that cannot be separated from Islamic values because everything about work, career, or position is dedicated to serving and seeking the pleasure of Allah Subhanahu wa Ta'ala (Anantama, 2019).

However, the reality is that there are still many students who lack professional maturity. Several studies on teenagers' lack of professional maturity, similar to the previous research conducted by Sacharissa., et.al in 2021 at Denpasar High School found that 75% of the 40 students struggled to make career decisions. (Kontan et al., 2021). The Ministry of Research, Technology, and Higher Education also conducted a survey, which revealed that there are still a lot of students who are not optimized for information, data, and comprehensive guidance about jobs that are going to be popular in the next 5 to 25 years, alongside job opportunities, which led to 92% of SLTA level students lacking powerful career maturity. (Oebaidillah, 2018).

Students with low career maturity problems will be insufficient in making career decisions and confused in deciding on higher learning after graduating from high school, whereas students with high career maturity will have stability in choosing careers that match the be chosen, be able to face the problems related to their chosen job, choose a good and prosperous career, and have a mentality that might be demanding to give up (Anggraini, 2019). A student's concept of professional maturity is reinforced in that a career is a set of major jobs or professions that people hold throughout their lives, from adolescence to adulthood. (Asri, 2021). Career status determines whether or not there is a description of the individual's future profession that fits with the reality of his life, specifically his interests and talents. (Yunita. 2021). Career maturity involves attitudes (affective) and competencies (cognitive) that students must possess while making career decisions. (Aminah et al. 2021).

There was a previous study trying to solve the problems concerning the career of students in schools one of which was stated by (Rahayu, 2023) with the title of research on the effectiveness of career counseling "man jadda wajada" to improve career maturity in students of SMA N 15 Pekanbaru (Doctoral Dissertation, Sultan Islamic State University Syarif Kasim Riau). Research findings There was a substantial difference in career maturity scores between the experimental and control groups, with the treatment group scores higher than the control class. In this case, there is a distinction made by the previous research, which uses the treatment offered to students, specifically students who qualify for the criterion of being Muslim, because the therapy is based on Islamic principles. Meanwhile, the researchers are employing treatment using media that is accessible to the general public, mainly the angel path career advising service.

Angel Path Career Counselling Services is a new media that begins with a problem, data shows that the number of counseling and counseling teachers in Indonesia is only 33,000 people, whereas to help students 18.8 million, 125,572 counselors and counselor teachers are required (Angelina, 2020): 9). As a counseling and mentoring instructor, teachers must consider appropriate solutions, particularly for professional issues, by supporting and assisting students in deciding their career

paths. Using the right measurement tool as a solution to the career maturity problem of high school students, the Carrer Maturity Inventory (CMI) tool developed by Crites (1978), this measuring tool is intended to evaluate student maturity, which is assigned to students from 6th to 12th grade, specifically on the attitude scale and competence scale.

The development of technology requires that teachers' counseling and counselors be creative to correspond with recent developments and student needs. So renewable inventions must be presented, and the provided innovation is a medium named Angel Path, this media is an effective way of determining the direction of professional options that assists students in mapping their careers after they graduate from school. The media is adopted from Putri Ria Angelina, M. Pd., a consultant who developed a media that is utilized in her self-development agency, Angel's Counseling Consultation. The counseling step in assisting included career guidance using Angel Path media as a form of treatment that is expected to help students, in improving students career maturity.
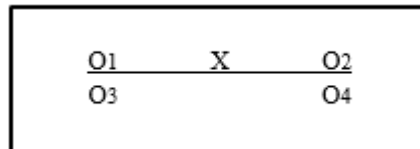
II. Research Methods

This research was conducted in SMA N 2 Bogor City, located at Jl Kranji Ujung No.1, RT.03/RW.04, Budi Agung, Kec. Tanah Sereal subdistrict, Bogor city, West Java 16165. This research contains 60 respondents, with 30 students in class XI IPS 3 as the experimental group and 30 students in class XI MIPA 7 as the control group. These participants are taken based on the recommendations of the counselor and counseling teacher at SMA N 2 Bogor City to conduct research along with the student's desire to participate in research.

The method of processing the research results requires that the researchers at first conduct observations at the location by asking questions about the most experienced students in the school and consulting with the counselor and counseling teacher at SMA N 2 Bogor City. After collecting information about the subject for investigation, the researchers developed an instrument to assess students' career maturity by guiding them through the characteristics and indicators of the expert figure Crites. However, before doing actual research, the researchers administered instrument validity and career rehabilitation assessments to XI class students at SMA N 2 Bogor City.

As a result of doing the research, the researchers employed a variety of tests to determine the research findings, including data descriptions, normality tests, homogeneity tests, paired sample T-test tests, and N-Gain Score testing. They used the tests because the method used was a quantitative approach with experimental methodologies, according to Creswell (2012). Experimental studies are used to determine the cause-and-effect influence between independent and dependent variables. This research design is a quasi-experimental design, which is a development of a true experimental design that is difficult to apply. Although the design

includes a control group, it is unable to properly control the external variables that influence the execution of the experiment. However, this design is betters than pre-experimental designs. These groups are not designed randomly, therefore data can be analyzed using parametric inferential statistics like the t-test or variations analysis. The nonequivalent control group design is used in this quasi-experimental study; the design is very similar to the pretest-posttest control group design, but the experimental or control groups are not chosen randomly. (Sugiyono, 2018). Graphically, the design according to Sugiyono (2018) is presented as the following:

$$
\begin{array}{ccc}
\underline{O_1} & \underline{X} & \underline{O_2} \\
O_3 & & O_4
\end{array}
$$

Description:

O1 = Pretest

O2 = Protest after treatment

O3 = Pretest

O4 = The protest was not treated.

X = Treatment

Probability sampling is a sample-taking approach that allows for each member of a population to have an equal chance of being selected as a sample member. The technique utilized is simple random sampling, which involves selecting a sample member from a population at random without regard for the population's existing strata (Sugiyono, 2018).

III. Hasil dan Pembahasan

A. Temuan penelitian

a. Deksripsi Data

A description of the findings is a set of writing strategies used to present a summary in an efficient way to make it easier for researchers and readers to interpret data. In the findings, data descriptions are designed to represent the data collected in the research, and the results consist of the amount of data, the minimum, the highest, and the average score. The table below describes pre-test and post-test data for experimental and control classes, along with statistical results obtained with IBM SPSS 26 software.

Table 1. Data Description

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
Pre-Tes Eksperimen	30	75	104	92.40	6.911
Post-Tes Eksperimen	30	86	118	102.43	8.673
Pre-Tes Kontrol	30	83	107	98.30	5.584
Post- Tes Kontrol	30	83	111	97.90	7.073
Valid N (listwise)	30				

Based on the results presented in the table, it is possible to know the minimum, maximum, and average scores in the experimental class and the control class. Further, the researchers also tested the analysis requirements and the hypothesis to see if there was a significant difference in career maturity between the control and experimental classes.

b. Uji Normalitas

The normality test determines whether the data from each class has a normal distribution or not. The data is then tested using pre-test and post-test scores in both the control and experiment classes. The Kolmogov-Smirnov assessment was employed because there were more than 50 samples with a significance level of 0.05. If the Sig. Value is more than 0.05, the data can be considered regularly distributed. The results of this study's normalcy test, performed with IBM SPSS 26 software, are presented below.

Table 2. Normality Test Results

Tests of Normality							
Kelas					Shapiro-Wilk Statistic	df	Sig.
Hasil Layanan Bimbingan Karier *angel path*	Kelas Eksperimen	0,060	90	.200*	0,988	90	0,595
	Kelas Kontrol	0,098	90	0,032	0,980	90	0,191

Based on the results shown in the table above, the Sig value in the experimental class is 0.200, whereas the Sig value in the control class is 0.032. The two classes have a significance value greater than 0.05, implying that experimental and control classes are regularly distributed.

c. Uji Homogenitas

The homogeneity test determines if the data is homogeneous or not. This test is one of the necessary qualifications. In this study, the homogeneity test was calculated using IBM SPSS 26 software via Levene Statistics with a significance level of 0.05. If the Sig. Value exceeds 0.05, the data can be considered homogeneous.

Table 3. Homogenity Test Results

Test of Homogeneity of Variance		Levene Statistic	df1	df2	Sig.
Hasil Kematanga n Karier Siswa	Based on Mean	.978	1	58	.327
	Based on Median	.885	1	58	.351
	Based on Median and with adjusted df	.885	1	56.638	.351
	Based on trimmed mean	.985	1	58	.325

Based on the results shown in the table above, the score of Sig. Based On the Mean is 0.327. The score is higher than 0.05. The experimental and control classes' data can thus be determined to be homogeneous. As a result, the conditions of the independent sample t-test have been fulfilled.

d. **Uji *Paired Sample T-Test***

The Paired Sample T-Test is useful for determining the average difference between two pairs of samples from the control and experimental classes. This test was conducted using IBM SPSS 26. The test results are shown in the following table:

Table 4. Paired T-Test Results Calculation

Paired Samples Test									
		Paired Differences					t	df	Sig. (2-tailed)
		Mean	Std. Deviation	Std. Error Mean	95% Confidence Interval of the Difference				
					Lower	Upper			
Pair 1	PreTest-Eksperimen - PostTest-Eksperimen	-10,033	10,284	1,878	-13,873	-6,193	-5,344	29	0,000
Pair 2	PreTest_Kontrol - PostTest_Kontrol	0,400	4,952	0,904	-1,449	2,249	0,442	29	0,661

Based on the previous table, we know that the Sig. (2tailed) value for Pair 1 output is 0,000.The value is lower than 0.05.as a result, the average career maturity outcome of students in the pretest experimental class and the post-test experimental classes that use the Angel Path career advising service is different. Further, the output Pair 2 carries a Sig (2-tailed) score of 0.661, which is greater than 0.05. As a result, there is a significant difference in the average career maturity outcome of students in pre-test

control classes versus post-test control classes.

Based on the output of Pairs 1 and 2, it is possible to conclude that the experimental class has an angel path career assistance role that influences student career maturity. However, in the control group, there was no significant difference between the pre-test and post-test findings due to non-treatment. Then it is known that the experimental class has higher significance values.

e. Uji *N-Gain Score*

Based on the data analysis, it can be demonstrated that there is a difference in average career maturity between students in the experimental and control groups, however, this difference is not statistically significant. The results of the study were then confirmed using the N-Gain Score test.

$$N\text{-}Gain = \frac{\text{Skor Posttes-Skor Pretetst}}{\text{Skor Ideal-Skor Pretest}}$$

Description:

Ideal score = Highest value (maximum value) obtained. N-Gain Score acquisition category:

Table 7. N-Gain Score Effectiveness Interpretation Category

Presentase (%)	Results
< 40	Ineffective
40 – 55	Less effective
56 – 75	Quite effective
> 76	Effective

Referring to the formula and category of interpretation of N-Gain Score effectiveness above, the N-Gain Score test was calculated using IBM SPSS 26 software. The test results are shown in the following table.

Table 8. Experimental Class N-Gain Score Test Calculation Results

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
NGain_Score	26	-2.00	.25	7207	70021
NGain_Persen	26	-20.00	25.00	72.0666	70.02056
Valid N (listwise)	26				

According to the N-Gain Score efficacy interpretation category table in

the form of percentages (%), the average N-Gain Score in the experimental class (class offered treatment/career advice services angel path) is 72.0666, or 72.066%. So it falls into the "appropriately Effective" category.

Table 9. N-Gain Test Score Control Class Calculation Results

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
NGain_Score	28	-9.00	6.00	-.0638	67568
NGain_Persen	28	-90.00	600.0	-6.3818	67.56802
Valid N (listwise)	28				

According to the N-Gain Score efficacy interpretation category table in the form of percentages (%), the average N-Gain Score in the experimental (control) class is -6,3818, or 6,38%. As a result, it falls under the "ineffective" category.

The results of the research presented above indicate that the experimental classes are sufficiently effective in improving the career maturity of eleventh-grade students in Bogor State High School 2, whereas the control classes are ineffective in enhancing the career maturity of SMA N 2 at Bogor City. Then it proves that there is a difference in the improvement of the student's career maturing between the two classes.

IV. Conclusion

Based on the research's findings, the career maturity levels of students in the experimental and control groups may be seen in the Paired Sample T-Test test results with Sig. (2-tailed) on output Pair 1 of 0,000. The value is lower than 0.05. So it is known that there is a difference in the average career maturity results of students for pre-test and post-test in the experimental class given treatment/treatment as a career mentoring angel path. As a result, there are no significant differences in students' average professional maturity between pre-test and post-test in the control class. Based on the output discussions of Pairs 1 and 2, it is possible to conclude that the angel path of career counseling plays a role in the experimental class in terms of student career maturity. However, because of the control group treatment, there are no significant changes between the pre-test and post-test results. The experimental class is then identified as having more significant values.

Observing the difference in the increase in the level of career maturity among students of class XI in SMA N 2 Bogor City in the experimental class given treatment career guidance angel path, the difference between pre-test and post-test was 10.03. While the career maturity rate of eleventh-grade students at SMA N 2 in Bogor City in the control class did not receive treatment career guidance, the angel path obtained a difference of 0.40 between the pre-test and post-test. Thus, it is clear that there is a significant difference, with an increase in the experimental class,

whereas, in the control class, there has been an insignificant decrease or tends to be stable in the level of career maturation of students in the control class after administering the pre-test and post-test.

The effectiveness of angel path career guidance in enhancing career maturity in students of eleventh grade at SMA N 2 Bogor City was demonstrated by the efficiency of the N-Gain Score on the experimental class (class given treatment) being 72.0666 or 72.06%, according to the interpretation category. So it falls under the category "Effective" and is utilized to increase the career maturity of 11th-grade students at SMA N 2 Bogor City.

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