

## Islamic Career Guidance for Increasing Career Insight of Junior High School Students

**Sutin, Hasbi Indra**

Postgraduate School of Ibn Khaldun Bogor, Indonesia

[kardisutin@gmail.com](mailto:kardisutin@gmail.com)

### **Abstract**

*This research is based on the phenomenon of adolescents still in the period of identity search. Teenagers are also still confused in determining their future careers. Adolescent career choices are usually still unstable influenced by the environment and parents. The main problem formulation in this research is the preparation of an effective Islamic career guidance program to increase career insight of students. The purpose of this study is the establishment of an effective Islamic career guidance program to increasing career insight of junior high school students. With this program students are expected to know the potential that exists in him so that he can determine his career in the future. The research method used is qualitative research with the type of field research and Focus Group Discussion (FGD) method. This research was conducted at SMP Sekolah Alam Bogor and SMP N 5 Kota Bogor. The results of this research islamic career guidance program for junior high school students refer to the four program components namely basic services, responsive services, specialization services and individual planning and system support services.*

### **Article Information:**

Received March 18, 2020. Accepted May 20, 2020

**Keywords:** *Islamic; Career; Guidance; Maturity of career; Junior High School Students*

## Introduction

Based on research by the Indonesia Career Center Network (ICCN) in 2017, it is known that as many as 87 percent of Indonesian students admit that the courses taken are not in line with their interests. According to Lutvianto Pebri Handoko, the creator of the "I'm smart" application creator when interviewed by Tempo in November 2018 about students and workers said that the problem according to him was in the planning section (Republika, 2019)

Junior high school students still can't design their careers. Their career choices are still influenced by parents and their environment. They are still confused in determining a career in accordance with their potential. So it is very important to hold career guidance for junior high school students so that they reach career insight.

With this phenomenon, it is important for educational institutions in Indonesia to have an education curriculum that can prepare students who get career guidance since adolescence, especially in junior high school. As an integrated component in the education system, the position of guidance and counseling services is independent of its position with management and leadership services as well as educational learning services.

Guidance (guidance) comes from the word "guide" which means to direct, guide, manage and drive. Guidance is the process of providing systematic assistance by an expert to individuals or groups of individuals to understand themselves. Guidance is a process that is carried out in a planned manner so that the individual knows and accepts both physical and psychological conditions that exist in him (Rahman, 2018).

Career Guidance is a process of assistance to students / teenagers, so that the individual concerned can know themselves, understand themselves, and know the world of work (Jauhar, 2014). With this assistance students are expected to plan for the future with the expected life forms. Students can also make the decision that the decision is most appropriate and in accordance with the circumstances themselves and the requirements of the job chosen.

Islamic guidance and counseling is the process of providing targeted, continuous and systematic assistance to each individual (by the counselor) so that clients can develop their religious potential and nature optimally by internalizing the values contained in the Qur'an and Al Hadist (Amin, 2010). Someone can create a good relationship with Allah, man, the universe as a manifestation and its role as a kholifah on earth which also functions to serve Allah SWT if the internalization of the values contained in the Qur'an and Al Hadist has been able to achieved.

In the world of education goals are formulated as stated in Permendikbud number 20 of 2003, namely to develop the potential of students to become human beings who believe and fear God Almighty, noble, healthy, knowledgeable, capable, creative, independent, and become citizens. democratic and responsible ([www.kelembagaan.ristekdikti.go.id](http://www.kelembagaan.ristekdikti.go.id)). The purpose of this education shows the existence of high hopes and ideals of a human civilization.

The purpose of islamic education is referred to in the worldwide congress on Islamic education, which is to create a balance in the growth of the human person as a whole, by way of training the soul, mind, thoughts, feelings, and physical human (Nata, 2017). Thus Islam also requires that its people be balanced people in meeting the spiritual and physical needs in the world of education.

Islamic career counseling is the process of providing assistance to individuals so that in the process of finding work and work always in harmony with the provisions and instructions of God, so as to achieve the happiness of life in the world and the hereafter. As is known the guidance process is more preventive. Thus the process of providing guidance assistance emphasizes more that a person when looking for work should not deviate from the provisions and instructions of God (Rahma, 2010).

In Islam the Prophet Muhammad SAW has exemplified that he also began his career writing from the start of his teens. It is said that one day the Prophet SAW went with his uncle Abu Talib to trade in the land of Sham when he was only twelve years old. Even though he was only twelve years old, his intelligence and sharpness of the brain were already visible and his memories were quite strong. The Prophet Muhammad SAW also knew the meaning of carrying a weapon to accompany his uncles in the Fijar War. At that time the age of the prophet is said to be still 15 years old. It is also said that the Prophet Muhammad SAW had worked to herd goats since he was a young age. He tended the family goats and the inhabitants of Mecca happily (Haekal, 2005)

In Islamic counseling there are many methods including:

a. Exemplary method

As explained in Al-Qur'an Surah Al-Ahzab verse 21 which means "Verily, the Prophet (s) is a good role model for you (that is) for those who hope for (the mercy) of Allah and (the coming of) the Day of Resurrection and he many chant Allah "

b. Awareness method

As explained in Al-Qur'an Surah Al-Hajj verses 1 and 2 which means "1. All people, fear your Lord; verily the doomsday of doom is a very big (terrible) event. 2. (Remember) on the day (when) you saw the shock, neglect all the women who breastfeed their children from the breastfed children and the wombs of all pregnant women, and you see men in a state of intoxication, when in fact they are not drunk, but the punishment God is very harsh "

c. Logical reasoning method

As explained in Al-Qur'an Surah Al-Hujurat verse 12 which means: "For you who believe, stay away from most prejudices (suspicions), because some of these prejudices are sins. And do not look for the ugliness of people and do not gossip with one another. Is there anyone among you who likes to eat the flesh of his dead brother? Then surely you feel disgusted with him. And fear Allah. Surely Allah is the recipient of repentance, the most merciful "

d. Story method

In the Qur'an there are many stories that can be used as wisdom for students at school (Husairi, 2016)

Adolescent career maturity can be measured by having indicators of career maturity, namely (1) aspects of career planning, (2) aspects of exploration, (3) knowledge about making career decisions, (4) knowledge (information) about the world of work, (5) aspects of knowledge about occupational groups that are preferred, (6) aspects of career decision realism, and (7) career orientation (Horison, 2016)

With the explanation of career guidance objectives in these regulations, the preparation of BK programs in schools must refer there. For junior high schools, this is also outlined in the SKKPD of career insight and readiness which includes three things, namely: expressing

a variety of jobs, education and activities in self-ability, being aware of the diversity of values and requirements and activities that demand fulfillment of certain abilities, and identifying a variety of alternative jobs, education and activities that contain relevance to one's abilities

Explanation of the level of goal internalization, namely: 1) introduction, to build students' knowledge and understanding of the behavior or competency standards that must be learned and mastered; 2) accommodation, to build meaning, internalization, and make new behaviors or competencies a part of his abilities; and 3) actions, namely encouraging students to realize the new behaviors and competencies in daily, real actions (Kemendikbud, 2016).

The guidance and counseling service component has four programs, namely basic services; specialization services and individual planning; responsive service; and system support services. While the field of guidance and counseling services, namely the field of personal services; learning service area; social service sector; and career services (Permendikbud, 2014)

The structure of developing a comprehensive guidance and counseling program described in the Permendikbud Attachment Number 111 of 2014 are: 1) Rational, 2) Vision and Mission, 3) Description of Requirements 4). Purpose of Guidance and Counseling Services, 5) Guidance and Counseling Program Components which include basic services, student specialization services and Individual planning, Responsive services, and system support, 6) Field of Guidance and Counseling Services which includes personal, social, learning and career, 7) Development of Themes / Topics, 8) Development of Guidance and Counseling Service Implementation Plan (RPLBK), 9). Evaluation, Reporting and Follow-up Evaluation plan for student / counselee development, 10) Budget, and 11) Operational Plan (Action Plan) (Bhakti, 2017).

The program component is implemented as a whole in the guidance and counseling program at school as well as in career guidance and counseling. Career services in schools are grouped into four program components which in their implementation support one another to achieve the goals set in guidance and counseling.

Formulation of the problem: What is the career guidance program for students at the SMP Sekolah Alam Bogor? What is the career guidance program for students at SMP N 5 Kota Bogor? What is the islamic career guidance program to increase career insight of junior high school?

## **Research Methodology**

This research is a qualitative research field (field research), namely research that produces descriptive data in the form of words written or spoken from people, or about an object or document storage, as well as certain events that can be observed and directed at the overall natural setting where researchers are the key instruments (Sugiyono, 2010)

A qualitative approach is one approach that primarily uses knowledge paradigms based on constructivist views (such as the plural meaning of individual experience, meaning that is socially and historically constructed with the intention of developing a theory or pattern) or an advocacy / participatory view (such as issues, collaboration, or change orientation) or both. (Emir, 2019) The approach used in this study is the FGD (Focus Group Discussion) approach.

This research is used to describe in depth everything related to the guidance and counseling program in the career field of junior high school students. From this research can

produce islamic career guidance services in junior high school in accordance with ideal competency insight and career readiness.

## **Results And Discuss**

Career guidance and counseling at SMP Alam Bogor School has been implemented, but the documentation has not been made according to the format in Permendikbud No. 111 of 2014. Career BK program is implemented in a typical manner with a self-development program by the school. At SMP Sekolah Alam Bogor there is a self-development called KM0. These subjects provide guidance to students about getting to know themselves, getting to know their potential, and how to design their careers and lives in the future.

The career development guidance in junior high through activities carried out in schools. With an internship program in various professions and jobs in the community, spread greetings (talent shows) and listen to discussion sessions with the profession of parents of students who are presented to school, as well as with the KM0 learning. At this school there is also a talent mapping activity that will map potential based on a map of the various activities that students like. Students also get input in the form of information from several high schools invited to explain about their high school.

The four components of the career guidance at this school contain several activities. Basic services at this school include: making a portfolio of each student with guidance from the homeroom teacher, introduction of self-potential, the introduction of talents and interests with the help of psychologists and talents centers. Responsive services carried out at this school include: a greeting program that is filled with various youth seminars for example about drugs and puberty, information about various competitions and scientific work that they can take part in. Specialization and individual planning services at this school include: choosing to join various communities or clubs in the school, for example cooking, science, farming; follow the internship program in class VII to class IX in accordance with the field of interest; make a contribution project to the community or the environment when they are class IX; and home visits. The system support services provided by this school are developing counselor training and adolescent development, documenting student portfolios, documenting student development (results of aptitude tests, results of meetings with parents), and conducting program evaluations every semester.

Career guidance arranged at SMP N 5 Kota Bogor is in accordance with government regulation number 111 of 2014. However, in its implementation there are various obstacles. Class VII and class VIII do not include 10 predetermined components. In the implementation of guidance and counseling activities adapted to issues that are developing among students. Implementation is also sometimes less than the maximum because of the many events / school activities that must be carried out.

The career guidance in this school can be broken down into 4 program components, namely basic services, responsive services, specialization and individual planning and system support. This service is carried out to accommodate the needs of students, especially in the career field. Basic services in the career field at this school include: self potential, career goals, strengths and weaknesses, career prospects for each subject, tips for success in achieving achievements and identifying ideals that suit him. Responsive services at this school aim to help students in overcoming obstacles / solving the problems they experience, helping students to solve problems through groups and accommodating problems of introverted students / counselees. Specialization and individual planning services at this school aim to

alleviate counselee issues related to the selection of majors and future career plans. The services provided at this school include: saving life attitude, channeling interests and talents, getting to know the profession and career prospects, being an independent person, high achieving students, how to get government assistance (scholarships) and optimistic in choosing extracurricular activities. System support services in this school are aimed at collecting data and needs of students, knowing firsthand the condition of students in the home environment, accountability for performance to school principals.

Islamic guidance of careers for junior high school students have a vision of creating professional career guidance and counseling services in facilitating the development of students towards pious individuals with broad career insights so that they are ready and independent in planning their careers. The mission of these goals can be achieved in various ways. First, provide career guidance and counseling services that foster sufficient insight into the variety of work and knowledge of interests and talents in students. Second, build collaboration with teachers, parents, surrounding communities, communities, business world and to support guidance and counseling programs. Third, improve the quality of counselors through ongoing professional development activities.

The following is a list (on table) of guidance and career services with Islamic themes for junior high school students referring to the four program components, namely basic services, specialization services and individual planning, responsive services and system support services.

No	Requirement Formulation	Formulation of objectives	Component Program	Topic
1	The ability to identify ideals that suit him	Students can identify ideals that suit them	Basic services	Hang your dreams sky high
2	The ability to explore one's own potential	Students can explore own potential	Basic services	Maximamize your potential
3	The ability to achieve in school	Students can excel at school	Basic services	The best generation of Prophet friend
4	Understand the relationship of talent, interests and hobbies	Students understand the relationship of talent, interests and hobbies	Basic services	Talent and interest become a career? Why not?
5	Get to know the student council and its activities	Students get to know the student council and its activities	Basic services	Get to know about student council
6	Understanding the strengths and weaknesses of theirself	Students understanding the strengths and weaknesses of theirself	Basic services	What the strengths and weaknesses of yours
7	Able to make a statement of vision and mission of life	Students be able to make a statement of vision and mission of life	Specialization and individual planning services	Vision and mission of life with Al-Qur'an
8	Able to make short-term life plans	Students able to make short-term life plans	Specialization and individual planning services	Successful planning is 50% success

9	Know the career prospects of each subject	Students know the career prospects of each subject	Basic Services	What careers are suitable for subjects in junior high school
10	Able to develop a thrifty attitude in life	Students can get used to a life-saving attitude	Specialization and individual planning services	saving vs sodaqoh
11	Knowing the profession of the closest people (family)	Students knowing the profession of the closest people (family)	Responsive services	What is the most interesting profession in your family
12	Knowing ways to carry out work in a profession / job (internship)	Students knowing ways to carry out work in a profession / job (internship)	Specialization and individual planning services	Exciting internship as Rasulullah
13	Understand how to get help from the government (scholarships)	Students understand how to get help from the government (scholarships)	Specialization and individual planning services	How to get the scholarship
14	Having an optimistic nature in choosing majors when graduating junior high school	Students having an optimistic nature in choosing majors when graduating junior high school	Specialization and individual planning services	Sciences or Social?
15	Identifying school programs after junior high school level	Students can Identify school programs after junior high school level	Specialization and individual planning services	Get to know graduate!
16	Identify biographies of great people	Students can identify biographies of great people	Specialization and individual planning services	My idol Muslim entrepreneur
17	Know how to enter high school	Know how to enter high school	Specialization and individual planning services	Tricks and tips on registering easily to high school

Islamic career guidance can be applied to junior high school students from grade 7 to grade 9 according to the needs of the class.

## Conclusions

The career guidance at SMP Sekolah Alam Bogor is structured in a manner tailored to the vision and mission of the institution as well as the existing curriculum and resources. The guidance of career program in junior high schools has not been systematically arranged as contained in Permendikbud number 111 of 2014 concerning guidance and counseling. The aim of the program is to help students find their potential strengths so they can determine their future careers by choosing the right majors and schools according to their potential.

Career guidance at SMP N 5 Kota Bogor compiled based on Permendikbud number 111 of 2014 concerning guidance and counseling. The BK program in this school includes at

least 10 components contained in the Permendikbud, namely rational, legal basis, vision and mission, description of needs, formulation of objectives, program components, service areas, action plans, evaluation, follow-up and reporting, and facilities and infrastructure. Career guidance programs in SMP N 5 Kota Bogor are in accordance with government regulation number 111 of 2014. The guidance and counseling program in this school has established program components, namely basic services, specialization services and individual planning, responsive services and system support services.

Islamic career guidance programs for junior high school students are arranged based on Permendikbud No. 111 of 2014 and operational guidelines for the implementation of junior high school guidance and counseling issued by the government in 2016. In the program there are 12 components, namely rational, legal basis, vision and mission, description needs, formulation of objectives, program components, service areas, action plans, theme / topic development, evaluation, follow-up and reporting, facilities and infrastructure as well as budget. The formulation is mapped into four program components that refer to Permendikbud No. 111 of 2014, namely basic services, responsive services, specialization services and individual planning and system support services. The distinctive feature of this Islamic career guidance is the series of topics arranged based on Islamic teachings.

From the research that has been submitted, then some things suggested by the authors are: expected that the implementation of career guidance at the SMP Alam Bogor School and SMP N 5 Kota Bogor will be carried out more systematically and based on islamic teachings and hoped that the government and society will give maximum attention to the guidance and counseling program at the junior high school level.



## REFERENCES

- Amin, S. M. 2010. *Bimbingan dan Konseling Islam*. Jakarta: Amzah.
- Bhakti, C. P. 2017. Program Bimbingan Dan Konseling Komprehensif Untuk Mengembangkan Standar Kompetensi Siswa. *JURKAM*, 138.
- Emir. 2019. *Metodologi Penelitian Pendidikan Kuantitatif dan Kualitatif*. Jakarta: PT Raja Grafindo Persada.
- Haekal, M. H. 2005. *Sejarah Hidup Muhammad cetakan ke 30*. Jakarta: Litera AntarNusa.
- Horison, E. T. 2016. Program Bimbingan Karir untuk Meningkatkan Orientasi Karir Remaja. *Jurnal Pendidikan Sosial*, 42.
- Husairi, A. 2016. *Bimbingan Kelompok dan Konseling Islami*. Bogor: UIKA Press.
- Jauhar, S. d. 2014. *Dasar-Dasar Konseling*. Jakarta: Prestasi Pustakaraya.
- Kemendikbud. 2016. *Panduan Operasional Penyelenggaraan Bimbingan dan Konseling SMP*. Jakarta.
- Nata, A. 2017. *Ilmu Pendidikan Islam*. Jakarta: Prenadamedia Grup cetakan ke-4.
- Permendikbud. 2014. *Nomor 111 Tentang Bimbingan dan Konseling*.
- Rahma, U. 2010. *Bimbingan Karir Siswa*. Malang: UIN Maliki Pers.
- Rahman, I. K. 2018. *Bimbingan dan Konseling Gestalt Profetik*. Bogor: UIKA Press.
- Republika. 2019. *87-persen-mahasiswa-mengaku-salah-pilih-jurusan* . Jakarta: <https://www.republika.co.id/berita/pendidikan/dunia-kampus/19/02/07/pmjuhw368>.
- Sugiyono. 2010. *Metode Penelitian Pendidikan : Pendekatan Kuantitatif dan R&D*. Bandung: Alfabeta.
- [www.kelembagaan.ristekdikti.go.id](http://www.kelembagaan.ristekdikti.go.id). (n.d.). *Undang-undang Republik Indonesia nomor 20 tahun 2003 tentang sistem pendidikan nasional* .