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## **Analyzing Student Career Development at State Middle School 35 Medan Based on Life Span Theory, Super Theory**

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### **Abstract**

The research was conducted to analyze and determine the career development of students at SMP Negeri 35 Medan based on the Life Span Theory and super Theory. Here, the research subjects were 30 students at SMP Negeri 35 Medan. This research uses primary data sources, which are obtained directly by researchers. This research uses a questionnaire method, so the data source is students at SMP Negeri 35 Medan. Data is analyzed quantitatively, which is systematic scientific research on parts and phenomena and the causality of their relationships. Quantitative research aims to develop and use mathematical models, theories, and/or hypotheses related to a phenomenon. From the results of the research that has been carried out, it is clear that the students who are the research subjects can be seen from the results of the questionnaire answers given to this question. In the twelfth question, whether you are confident and easily mix with others. There were 33.3% who answered Yes and 66.7% answered No. A problem found among students was a lack of self-confidence. This is related to self-concept with the theory of career selection and development according to the Life Span Theory and super Theory regarding (child and adolescent development). So that self-concept is a part and description of the whole self, it can be concluded that a lack of self-confidence can affect an individual's self-concept later.

**Keywords:** self-confidence, self-concept, life span theory, career

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### **Introduction**

Career development theory, according to Donald Super, is a theory that is basically a manifestation of self-concept. Focuses solely on the growth and direction of an individual's career issues throughout his or her life span. So, this theory emphasizes self-concept or self-image in relation to the job or position that will be held in the future. Super's career development theory aims to introduce individuals to career planning, according to Super. Career planning is a series of jobs and positions that lead to the world of work and preparing future work programs to prepare career goals and information about the world of work. Super career development theory has several advantages. Considering that individuals change over time, it can help students clarify their self-concept. Realizing self-concept in a field that is most desirable for expressing oneself is also related to the choice of role one has, the availability of opportunities to make decisions throughout life, and knowing the stage of career development clearly.

According to Brown, Super theory is stated in proposition form (Maxwell, 2007). Initially, in 1953, Super produced ten (10) propositions. Then, in 1957, together with Bachrach, it was developed into twelve (12), and in 1990, it was further developed into fourteen propositions, namely:

- a. Each person has individual differences in abilities, personality, needs, values, interests, traits, and self-concept.
- b. Based on these characteristics, each individual has the skills for a number of jobs.

- c. Each job requires a fairly broad pattern of ability and personality characteristics so that each person has a variety of jobs available and each job is open to a variety of people.
- d. Vocational choices and competencies, the situations in which people live and work, and self-concept will change due to time and experience; therefore, making adjustments is a continuous choice process.
- e. We can summarize the development process in the work of a series of stages of human life development, namely growth, exploration, formation, maintenance, and decline, and are further divided into (a) fantasy, tentative, and realistic phases of the exploration stage and (b) the trial phase and the stable phase of the formation stage.
- f. A person's career pattern is determined by the socio-economic level of their parents, mental abilities, education, skills, personality characteristics (needs, values, interests, traits, and self-concept), and career maturity and opportunities open to him. All factors behind an individual's experiences contribute to attitudes and behavior. Some factors clearly contribute more significantly than others.
- g. The help of the maturation of abilities and interests can guide a person's development through the stages.
- h. The career development process is basically the development and implementation of self-concept.
- i. The process of compromise between individual and social factors, between self-concept and reality, is a role play in various settings and circumstances (personal, group, social, and work relationships).
- j. Job and life satisfaction depend on how much individuals can channel their abilities, values, interests, personality traits, and self-concept.
- k. Success in facing environmental demands at each stage of career life depends on the individual's readiness to overcome these demands (career maturity).
- l. Career maturity is a hypothetical construct. Super's initial research (Career Pattern Study) discussed vocational self-concept. Super and coworkers sought ways to define and assess this concept. From these efforts emerged the Super Career Development Inventory.
- m. The level of satisfaction obtained from work aligns with the application of self-concept.
- n. Work and employment are the central points of personality organization for most people, while for another group of people, the central point is other things, for example, filling free time and housekeeping.

If you look at the questionnaire results, the answers that the group team gave to these questions are more directed towards planning, ambition, and considerations that can influence a person's career development in the future. By reflecting on and planning these things, a person can be better prepared to face changes and demands in the world of work. Moreover, it can also measure progress in increasing self-confidence. This is related to self-concept with the theory of career selection and development according to the Life Span Theory and super Theory regarding (child and adolescent development). So that self-concept is a part and description of the whole self, it can be concluded that a lack of self-confidence can affect an individual's self-concept later.

Self-confidence is very influential and determines a student's success in life. Self-confidence greatly influences success in studying and working, family environment, and social relationships with others. Individuals with good self-confidence have confidence and always try to develop their potential to the maximum and show their best, as proven by achievements. On the other hand, students with poor self-confidence are unable to develop their talents, interests, and potential, cannot actualize themselves to the maximum, and are passive. Therefore, the role of guidance and counseling teachers is very important in providing preventative services, information, motivation, individual counseling, and group counseling for students.

Children's self-confidence is a positive attitude regarding one's abilities, being calm, and feeling able to adapt and actualize oneself (Nurmaniah & Damayanti, 2018). According to Bandura's social cognitive theory, self-confidence is very important for children's motivation in learning (Lauster, 2012); this is related to perceptions of self-efficacy, which determine the way a person thinks, feels and behaves; self-confidence will bring success and vice versa, Bandura (Abdullah, 2019). The factors that influence children's self-confidence are the individual's internal factors, norms and experiences, family, traditions, and habits in the social environment or group from which the family comes. Loekmono (Tyas, 2018), apart from that, according to Gürler, acceptance of peers at school is necessary. and has a big influence (Hidayati & Hidayah, 2020), motivation (Ardiyana et al., 2019), proper appreciation for what children do (Kim, 2017), the performance shown by children is related to the level of self-confidence (Sibert & Rieg, 2016).

Human life consists of developmental phases known as life span. Each phase has its own developmental tasks that describe the individual's function in that phase (Hurlock, 2000). In general, there are three phases of development throughout the human life span, namely childhood, adolescence, and adulthood (Santrock, 2007). Career development theory, according to Donald Super, is a theory that is basically a manifestation of self-concept. Focuses solely on the growth and direction of an individual's career issues throughout his or her life span. So, this theory emphasizes self-concept or self-image in relation to the job or position that will be held in the future.

### Research methods

This research uses primary data sources, which are obtained directly by researchers. This research uses a questionnaire method, so the data source is students at SMP Negeri 35 Medan. The subjects of this research were 30 students at SMP Negeri 35 Medan. The data collection technique in this research was distributing questionnaires containing statements and questions to the students. In accordance with the research objectives, this type of research is categorized as survey research. According to Sukardi (2012: 193), survey research is a research activity that collects data at a certain time with three important objectives, namely: (1) describing the natural conditions that exist at that time; (2) identify measurably the current state for comparison; and (3) determine the living relationships between specific events. The approach in this research is quantitative. The nature of this research is descriptive and correlational. Descriptive research is research that attempts to obtain information related to the observed phenomenon (Arikunto, 2012).

The steps are as follows. A questionnaire is a data collection technique that gives several written questions to the respondent to answer, given directly or distributed via paper containing questions and statements. The questionnaire used in this case is a closed one, namely a questionnaire with the answers provided so that the respondent just has to choose and answer directly.

### Results and Discussion

From the results of the questionnaire that we have carried out, we got the following results:

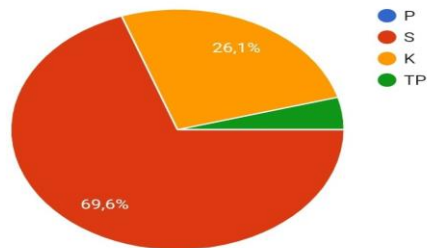
No	Question	Information	
		YES	NO
1.	Have you ever thought about your future career?	66.7%	33.3%
2.	Do you have dreams/aspirations?	66.7%	33.3%
3.	Do you know the various types of jobs?	63.3%	36.7%
4.	Do you have plans/plans for the future and future career?	63.3%	36.7%
5.	Have you ever thought about attaining higher education to develop your career?	70%	30%
6.	Can you create/determine a career for the future?	56.7%	43.3%
7.	Do you know what skills and talents you have?	53.3%	46.7%
8.	Do you have problems with career development, such as difficulty generating ideas?	70%	30%
9.	Do you know your traits and personality?	53.3%	46.7%
10.	Have you ever felt less confident about yourself?	63.3%	36.7%
11.	Are you brave in your opinions?	43.3%	56.7%
12.	Are you a confident person who easily gets along with other people?	33.3%	66.7%
13.	Have you ever felt unhappy?	60%	40%
14.	Do you feel that you are a beautiful/handsome person?	60%	40%
15.	Do you often feel jealous of the people around you?	60%	40%

Based on distributing questionnaires to 30 students of SMP Negeri 35 Medan Dalam Analyzing the Career Development of Students at the School based on Life Span Theory, Super Theory, the research team found problematic findings in the following sections:

8. Apakah kamu memiliki masalah terhadap perkembangan karir seperti sulit mengeluarkan ide/gagasan?

Salin

23 jawaban

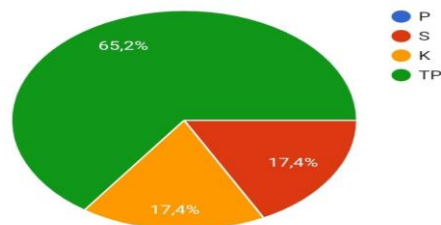


The eighth question is about whether you have problems with career development, such as difficulty coming up with ideas. There were 70% who answered Yes and 30% answered No

11. Apakah kamu termasuk orang yang pemberani dalam berpendapat?

Salin

23 jawaban

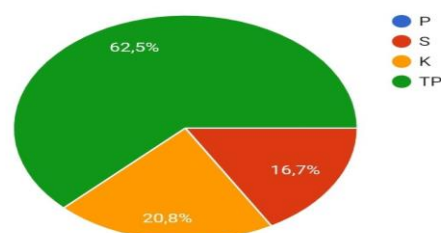


The eleventh question is about whether you are someone who is brave in your opinion. There were 43.3% who answered Yes and 56.7% answered No

12. Apakah kamu termasuk orang yang percaya diri dan mudah berbaur dengan orang lain?

Salin

24 jawaban



The twelfth question is about whether you are someone who is confident and easily mixes with other people. There were 33.3% who answered Yes and 66.7% answered No

Suppose you look at the results of the questionnaire. In that case, the answers to these questions are more directed toward planning, ambition, and considerations that can influence a person's future career development. By reflecting on and planning these things, a person can be better prepared to face changes and demands in the world of work. Furthermore, it can also measure progress in increasing self-confidence. From the results of the cases we found at SMP Negeri 35 Medan, several solutions can help increase a person's self-confidence:

1. *Self-awareness*  
Know your strengths and weaknesses. Understand what makes you feel confident and what can reduce it.
2. *Set Goals*(makes a goal)  
Setting small, realistic goals can help you feel more confident when you achieve them.
3. *Overcoming Fear*  
Identify any fears or anxieties that may be hindering your self-confidence and find ways to overcome them, either through exposure exercises or help from a professional.
4. *Confidence in Appearance*  
Taking care of your physical appearance and dressing appropriately makes many people feel more confident.
5. *education and training*  
Developing your skills and knowledge through education and training can give you confidence in your competence.
6. *Positive Talking to Yourself*  
Switch negative self-talk to positive talk. Talk to yourself with supportive and optimistic words.
7. *Seek Support*  
Talking to friends, family, or a professional such as a psychologist can help you overcome issues that may reduce your self-confidence.
8. *Exercise and improve Yourself*  
Keep practicing and trying to be the best version of yourself. Through practice and experience, your confidence can grow.

## Conclusion

Self-confidence is very influential and determines a student's success in life. Self-confidence greatly influences success in studying and working, family environment, and social relationships with others. Individuals with good self-confidence have confidence and always try to maximize their potential and show their best, as proven by achievements. On the other hand, students with poor self-confidence cannot develop their talents, interests, and potential, cannot actualize themselves to the maximum, and are passive. Therefore, the role of guidance and counseling teachers is very important in providing preventative services, information, motivation, individual counseling, and group counseling for students.

From the results of the research that has been carried out, it was found that the students who were the subjects of this research, if seen from the results of the questionnaire answers given to these questions, a problem was found among the students, namely a lack of self-confidence. This is related to self-concept with the theory of career selection and development according to the Life Span Theory and super Theory regarding (child and adolescent development). So that self-concept is a part and description of the whole self, it can be concluded that a lack of self-confidence can affect an individual's self-concept later.

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