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## **Analysis of Teacher Career Selection and Development at the Bandung University Foundation Based on Life Span Theory, Super Theory (Crisis and Transition in Adult Careers)**

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### **Abstract**

Career guidance is an effort to prepare individuals to understand and adapt to the conditions of the job market (Fitria et al., 2020). Super life span theory, which Donald Super coined, is better known as the super theory. This theory is a theory that discusses in-depth individual career development. An individual is declared mature in a career if he or she has been able to successfully pass each stage of career development (González, A., 2008). Most adults choose to stop working and are not comfortable with their work, and their work they do not get self-satisfaction with what they do. This illustrates the very minimal knowledge that graduates currently have about jobs and job information that suits them. This research aims to discover how teachers' careers develop and adapt at the Bandung Education Foundation. The research method used in this research is a qualitative descriptive method, with data collection techniques in the form of observation, interviews, and documentation studies. The subject of this research is one of the teaching staff at the Bandung Education Foundation. The research results show that the subject has been able to adapt and carry out his career development well in accordance with the theory of career selection and development according to the Life Span theory and super Theory (crisis and transition in adult careers).

**Keywords:** Career Development, Life Span Theory Super Theory, Adult Career

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### **Introduction**

In meeting needs, work is an aspect that really counts. Needs are easily met by having a good job so that the salary or wages from that work can be used to fulfill daily needs. So, when working, you really need a job that contains a description of your career path. (Afdal, Surya, M., Syamsu & Uman, 2014) Stated that his condition and conditions outside himself influence a person's career success. Therefore, providing career guidance to clients or individuals is very important.

Bernardin and Russel (in Jannah et al., 2014) explain that a career development system is formal, organized, and planned to balance individual career needs and the organization's workforce needs. This mechanism meets an organization's current and future human resource needs. Super life span theory, better known as the super theory, was coined by Donald Super. This theory is a theory that discusses in-depth individual career development. An individual is declared mature in a career if he or she has been able to successfully pass each stage of career development (González, A., 2008). So, an

individual's ability to measure and use their abilities is one of the important keys to achieving career development in their life.

Apart from that, Super also explained that in good career development, a person must understand and have complete information about the work that he will need, not only in one field of work but also information about other jobs that he can do in the future. The richer the information about the world of work, the easier it is to get a good job that suits you. Understanding attitudes and personal potential must also be understood in career maturity because attitude is a thermometer of whether we are worthy or not, suitable or not, and appropriate or not for the position we will occupy at a particular career level, as well as the utilization, empowerment, and development of abilities. Owned are used to improve career planning skills so they can measure their potential for the planned career (Muslihah et al., 2010). The researcher engaged in analyzing the problem. This is because Still Lots found individuals having difficulty determining careers because of a lack of knowledge and information about objective careers or selected jobs.

There is a research gap in previous research, and based on the phenomenon that occurs in the field, there are still many people who are already working who choose to stop working and are not comfortable with their work, and from their work, they do not get self-satisfaction with what they do because there is very little job information that is appropriate and suitable for them himself. Because of that, researchers are interested in the study to know how individuals select and run their jobs. Study This about "Analysis of the theory of teacher career selection and development at the Bandung University Foundation according to the Life Span theory, Super Theory (crisis and transition in adult careers)"

## Research Methods

This research is a type of qualitative research. (Sugiyono, 2016), stated that qualitative research methods are used to examine the conditions of natural objects where the researcher is the key instrument. The steps taken in studying this, namely:

1. Ensure every respondent is truly interviewed.
2. Ensure that selected respondents are Already in accordance with the study's criteria.
3. Inspect if all procedure data collection is already in accordance.
4. Ensure that the researcher asks all questions to respondents, not only partially

## Data collection technique

Data collection techniques in qualitative research are observation, interviews, and documentation studies.

### 1) Observation

According to (Fuad and Supto, 2013), observation in qualitative research is a basic technique that can be carried out. At the beginning of the qualitative research, observations were made during the grand tour observation. The observation method is direct observation or sensing of an object, condition, situation, process, or behavior. In this study, the researcher chose to collect data using participatory observation techniques so that the researcher could observe the events that occurred and involve himself directly in collecting the data and information sought to answer questions that were problematic in the research.

### 2) Interview

According to (Saroso, 2017), interviews are one of the most widely used tools for collecting qualitative research data. Interviews allow researchers to collect diverse data from subjects in various situations and contexts. Interviews were conducted by researchers so that researchers were able to ask questions directly to the subject face to face. By using interview techniques, participants are also more able to convey information directly so that researchers can get more detailed answers to the

questions asked by researchers to subjects. In this research, researchers interviewed one of the educators or teachers at the Bandung Education Foundation.

### 3) Documentation Study

According to (Fuad and Sapto, 2013), documentation is a source of secondary data needed in research. Researchers use documentation techniques in data collection because with documents, the required data will be easier to obtain from the research site, and information through interviews will be more clearly proven in document form.

## Results and Discussion

A person's life career consists of many different roles over the life span, including career, home and family, community member, student, and retiree. Super participation, commitment, and value expectations are discussed in relation to life roles. Participation is the sum of time spent in a role. At the same time, commitment and expectancy-value reflect the importance of the role to the individual and the degree to which the individual can meet their needs through that role. Satisfaction in life is related to role congruence, which is the amount of conformity between the level of participation in each life role and the level of commitment and appraisal of that role (Perrone et al., 2005)

A career can be defined as a combination and sequence of roles that a person carries out throughout his life. These roles include children, students, citizens, workers, partners, parents, or when we enter retirement. Professional life is presented in a way that helps shape the diverse careers, behavioral engagements, and emotional involvement in each role.

Individuals experience various life stages and developmental tasks in their career decision-making process. Life stages have specific developmental tasks that present challenges for individuals (Brown & L. Brooks, 2002). Development tasks are socially expected responses that coincide with certain biological, educational, and vocational milestones. Life stages and developmental tasks include growth (fantasy, interest, and curiosity), exploration (crystallize, determine, and implement), establishment (stabilization, consolidation, frustration, and progress), maintenance, and decline (decelerate, retirement planning, and repair living) (Sterner, 2012).

Based on the results of interviews and observations that have been carried out, researchers obtained results regarding the subject's career selection and development. The subject in this research was one of the educators who served as a guidance and counseling teacher at the Bandung College Foundation. The following is a narrative of the interview results conducted through the question, "Is your current job in line with your interests and dreams from the past?"

*"This job is very suitable. My job now is to be a teacher, which has been my desire since elementary school. When asked about my dreams in the past, I always answered firmly that I wanted to be a teacher, and now I have a job that matches my dreams."*

From the interview results above, the researcher saw that the subject had chosen a job that suited his interests. He is also satisfied and feels suited to the work he is doing now. Super suggests that career choices should be made and considered with reference to the past and future. Career development is a process of growth and learning that results in increasing and modifying a person's repertoire of vocational behaviors. Specifically, the perspective is that each stage of life—growth, exploration, establishment, maintenance, and decline—imposes specific tasks that must be addressed in response to some developmental prerequisites and that there is good objective evidence of great individual differences in career maturity (Repetto, 2001).

From the subject's statement, being a teacher makes you happy because you can be close and familiar with students, tell stories to students, and listen to students' stories. Below is the complete explanation.

*"I am happy with my job now. Being a teacher is one of the things that makes me happy because one way is that we can be close and familiar with students, tell stories to students and I think that is fun. Apart from that, the other teachers here are very kind, friendly and can be good friends. I also find it easy to socialize well."*

From the results of the interviews, the subject explained that occupation. Now done with good and appropriate with development a good self also means job chosen by the subject Already appropriate or not There are obstacles experienced. The statement above emphasizes that the work the subject is currently doing is in accordance with his interests, and the subject has been able to choose and develop the chosen career and adapt well to his environment. From the results of the interviews, the subject explained that occupation. Now done with good and appropriate with development a good self also means job chosen by the subject Already appropriate or not There are obstacles experienced. Choosing work as a form of development, work is basically a self-concept. This means applying the self-concept by choosing a profession that the person thinks is possible to express himself who has his concept. In this case, career choice is a related problem (Santi et al., 2014).

## Conclusion

Based on research that has been done through interviews with the subject about the development and adjustment of the career of one of the teachers at the Bandung Education Foundation obtained results that the subject is capable of operating chosen and adapting development himself and his career with Good. This is in accordance with the theory of career selection and development according to the Life Span theory and super Theory (crisis and transition in adult careers). Super life span theory, better known as the super theory, was coined by Donald Super. This theory is a theory that discusses in-depth individual career development. An individual is declared mature in a career if he or she has been able to successfully pass each stage of career development (González, A., 2008). So, an individual's ability to measure and use their abilities is one of the important keys for them to be able to achieve career development in their life.

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