
Analyzing the Application of the Theory of Career Selection and Development according to Tom Holland to Students

Nadia Chairani¹, Wafiq Fauziah², Raisya Adinda³, Keyla Cahayati⁴, Syahidatul Nisa⁵

Faculty of Education, Psychology Education Study Program, Guidance and Counseling, Medan State University

Email: nadiachairani5@gmail.com , raisyaadinda77@gmail.com , wafiqfauziah14@gmail.com , syahidatulnisa97@gmail.com .

Abstract

Career guidance is one aspect of developmental guidance, so it is essential throughout a child's development. According to Holland, a very basic important element is that choosing and adapting a career reflects a person's personality. One's career choice will represent an expansion of one's personality and an attempt to implement a broad range of personal behavioral styles within one's work life. The subjects in this research were students in class IX-3, a total of 30 students. The data collection technique used to analyze the data was distributing questionnaires over some sheets of paper and analyzing them again using a Google Form review. The percentage results are then managed to find problems. This research uses primary data sources and qualitative data analysis techniques. So, research results showed that some students at the school did not have an interest and talent in investigative and conventional environmental models. So, there is no suitability for applying Tom Holland's theory among students, which means that the problem is found in the field of learning, namely learning difficulties in understanding regular number calculations as well as well-organized language and the intellectual domain, which influences the personality in determining the next career direction. Because it is difficult to be an individual who is systematic and structured and has good and thorough planning. What role a counselor can play in providing career guidance services depends on the focus of the career guidance/counseling they are dealing with.

Keywords: Guidance and counseling; Tom Holland theory; Career choice

Introduction

John Lewis Holland (October 21, 1919–November 27, 2008) was an Emeritus professor of sociology at Johns Hopkins University and an American psychologist. He is known as the creator of modern career development, the Holland Work theme (Holland Codes). Holland was born on October 21, 1919 in Omaha, Nebraska, one of four children.

Career guidance is one aspect of developmental guidance, so it is very necessary throughout a child's development. It is better if this guidance is given to children from childhood, even before entering school, which is continued in elementary school, secondary school and in college, It may still be needed when someone has entered the world of work, with the hope that the guidance provided will help in adapting to the nature and situation of work (Haolah, Rohaeti, & Rosita, 2020; Rahmawati, Yusmansyah, & Mayasari, 2020).

According to Holland (1979), individuals are attracted to a particular career because of their personality and various background variables. Holland (1985) views career choice as an expression or existence of personality in the world of work, followed by identification with certain occupational stereotypes. Holland (1985) views self-oriented capital as the key to individual occupational choice.

Central to Holland's (1985) theory is the concept that individuals choose a career to focus on the pleasure orientation of their personality. According to Holland, it is important to establish a connection or match between an individual's personality type and certain career choices. In this theory, a very basic element is that career selection and adjustment reflect a person's personality. One's career choice will represent an expansion of one's personality and an attempt to implement a broad range of personal behavioral styles within one's work life. There are four assumptions at the core (heart) of Holland's theory, namely as follows:

- a. Most people can be categorized as one of the six realistic types: investigative, artistic, social, enterprising, and conventional.
- b. There are six types of environments: realistic, investigative, artistic, social, enterprising, and conventional
- c. Individuals explore environments that enable them to exercise their skills and abilities, express their attitudes and values, and accept appropriate problems and roles.
- d. Individual behavior is determined by the interaction between his personality and the characteristics of his environment. And Holland's main assumptions about careers.

John Holland's career choice theory (RIASEC) states that they seek environments that will allow them to use their skills and abilities and express their attitudes and values while taking on enjoyable problems and roles. Behavior is determined by the interaction between personality and environment (Hurtado Rúa, Stead, & Poklar, 2019; McKay & Tokar, 2012).

Several things that influence Holland's theory include age, gender, social class, intelligence, and education. The orientation model described by John L. Holland is:

- a. **Realistic:** This model type tends to choose application-oriented jobs. The characteristics are prioritized virility, muscle strength, physical skills, strong motor skills and coordination, verbal and concrete skills, practical work, social skills, and sensitivity in relationships with other people.
- b. **Investigative:** This investigative personality type is characterized by tasks requiring abstract and creative abilities. In this environment, individuals prefer logical thinking methods to deal with their problems. Individuals of this personality type will be more interested in problems that cannot be resolved and will seek solutions rationally
- c. **Social:** The social environment is a place where a person interacts with other people, requiring the ability to interpret and change behavior to communicate with others.
- d. **Conventional:** This type of model generally tends to verbal activities; he likes well-formed language, regular numerical (numbers), avoids unclear situations, likes to serve, identifies with power, places a high value on status and material reality, and achieves goals by adapting to dependence on superiors.
- e. **Enterprise/Enterprising type:** This model has characteristics including using speaking skills in situations where there is an opportunity to dominate other people or influence other people, considers himself the strongest, manly, easy to adapt to other people, and enjoys tasks. Blurred social tasks, great attention to power, status, leadership, and verbal aggression.
- f. **Artistic:** This type of orientation model tends to relate to other people indirectly, is social, and is difficult to adapt.

“The gaps that exist in study This is.”

- There is a material program about service counseling careers for help planning career students. Environment career (counseling teachers provide the service information about environment careers outside school that a student can choose after they finish education). The third program is service information more education (the guidance and counseling teacher gives service information about college, colleges, majors, and what can be taken from students in accordance with the student's major and their parents' economy).

- Implementation service counseling career in help planning career students use three guidance, namely the class format (guidance and counseling teacher gives service counseling career on empty classes that are class that the teacher eyes the lesson No enter) second guidance that is using a group format (the guidance and counseling teacher provides service counseling career on some students are need information career) third guidance namely individual format (Council teacher gives service information career to incoming students to her in a way individual Good at school nor outside school).
- Efforts made by guidance and counseling teachers in service information career for help planning career students experience several obstacles like, no there are still special guidance and counseling hours exists indifferent students not indifferent will importance career, too Still exists students who have ambition No in accordance with major taken on moment This Partner School in delivery service information possible career help student in plan his career can from party internet and party external. From the side of the internet, the official school, eye teacher lessons, and guardian classes have synergized with Good with the guidance and counseling teacher inside matters giving service information career. However, from the outside, the party school does Not yet have an MOU with an agency related to service information careers. Also, reception students Can have a career in the agency related to it.

Underlying Holland's theory assumes that interest in work is Wrong from the aspect of personality Because That description of work is Also related to the description of an individual's personality. Holland's theory explains structural-interactive because Holland's theory has prepared between personality and type of work. Holland describes typology as a structure for information organizing about work and the individual, whereas assumption about the individual and acting environment one each other is an interactive component in theory. That matter can conclude in proposition formal (main) assumptions of Holland's theory (Brown, D & Associates: 2002)

Decision career made Also use six type personality. There is Holland's theory for understanding differences in personality, interests, and behavior, or many models that use individuals in accordance with reality. Holland explained that individuals develop a preference for an activity due to interaction with individuals with cultural and, including friends, descendants, parents, class, sociocultural, and environmental physique that preferences become an interested individual for developing competence. Because of that, type marked personality by choice eye lessons at school, hobbies, activities, recreation work, and interest work and reflected choices from personality. In choose and avoid environment and activity certain, p the is the type seen active No passive.

As has been mentioned previously, typology Holland categorized or grouped individuals into the six types of personality in a way broad, especially (R) realistic, (I) investigative (intellectual), (A) artistic, (S) social, (E) Enterprising (enterprising), and (K) conventional. As concluded, the theory Holland type is usually called the RIASEC model, and the usual diagram uses hexagons that visually represent the connection between personality or type work.

Holland's career theory has advantages and disadvantages in this research method. The advantage is that this theory provides a robust framework for understanding the relationship between individual career interests and the work environment. This theory has also been tested empirically and is widely used in career counseling. However, the drawback is that this theory may be less relevant in different cultural contexts and does not consider the complex social factors that can influence a person's career choice. Understanding the strengths and weaknesses of Holland's Career Theory is essential to detail and evaluate the research findings more carefully, ensuring that the qualitative data analysis conducted reflects the true complexity of the factors influencing students' career choices.

Using this research method, researchers can explore how Holland's career theory can be applied in the context of class IX-3 students at the National Hero National Middle School in Medan. Thus, this research can provide valuable insight into how Holland's career theory can help understand students' career choices and provide guidance for career counseling services in these schools.

In the context of this research, the application of Holland's Career Theory to class IX-3 students at the National Hero National Middle School in Medan can be a strong basis for understanding the dynamics of their career choices. Although this theory has been proven effective in career counseling and provides a solid framework, it is important to remember that adaptations of this theory must consider cultural aspects and social factors that may influence research results. By being aware of the strengths and weaknesses of Holland's Career Theory, researchers can conduct careful qualitative data analysis, maintaining an accurate understanding of the factors that influence students' career choices.

Research Method

The subjects in this research were students in class IX-3, a total of 30 students. The data collection technique used to analyze the data was by distributing questionnaires over some sheets of paper and analyzing them again using a Google Form review. The percentage results were then managed to find problems with 30 NATIONAL HEROES PRIVATE Junior High School students in Medan.

This research uses primary data sources obtained directly from the field by researchers. The data analysis technique the group team uses is qualitative data analysis; qualitative data analysis is data analysis that comes from data collected from the data collection process, namely literature reviews, interviews, and participation (Rohmadi and Nasucha, 2015:34).

To manage respondent data on Google Forms, there are 3 management carried out, including 1) Review data respondent: On activity review data, you can enter to section Responses in Tab Summary And Tab Questions. Seen data responses one by one can even take the form of a diagram if the data is selected data. 2) Print data respondent: Temporary For managing data respondents to printing direction, can use Individual Tabs. 3) Download data respondents: Data respondents are stored on A spreadsheet file in Google Drive and a CSV file, which we can download anytime.

Result And Discussion

This research was supported by distributing questionnaires. Collection results The data from distributing the questionnaire describes the statements and questions to be given to 30 Class IX students at the National Heroes Private Middle School. The following is the questionnaire instrument that has been distributed :

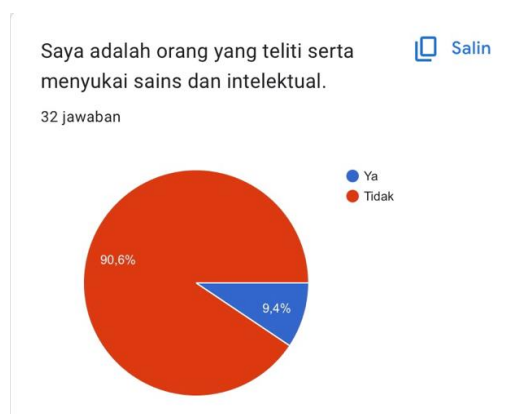
No	Question	Yes	No
1	I like work related to animals or work that uses tools or machines	71.9%	28.1%
2	Compared to my peers, I have good skills in working with tools, mechanical drawings, machines, and animals	65.6%	34.4%
3	I value practical things that can be tied to something seen or touched, such as caring for plants and animals or things that can be built or repaired	84.4%	15.6%
4	I am a person who likes practical, mechanical, and realistic work	87.5%	12.5%
5	I like doing creative activities such as art, drama, crafts, dance, music, or realistic writing	78.1%	21.9%
6	Compared to my peers, I have good artistic abilities such as art, drama, crafts, dance, music and creative writing	46.9%	53.1%
7	I appreciate creative arts such as art, drama, crafts, dance, music, and creative writing	93.8%	6.3%
8	I am an artistic, imaginative, original, and independent person	62.5%	37.5%
9	I like leading and influencing others, as well as offering ideas or goods	59.4%	40.6%
10	Compared to my peers, I have good abilities in leading people and conveying ideas or goods	56.3%	43.8%
11	I like studying and solving math or science problems	12.5%	87.5%
12	Compared to my peers, I have good abilities in understanding and solving mathematics and science problems	21.9%	78.1%

13	I appreciate science	93.8%	6.3%
14	I am a thorough person and like science and intellectuals	9.4%	90.6%
15	I like doing things that can help other people, like teaching, providing first aid, or providing information	90.6%	9.4%
16	Compared to my peers, I have good skills in teaching, counseling, caring or providing information	65.6%	34.4%
17	I like helping other people and solving social problems	93.8%	6.3%
18	I am a helpful, friendly, and trustworthy person	96.9%	-
19	I like work that deals with numbers, records/data, or machines in an orderly manner	12.5%	87.5%
20	Compared to my peers, I have good skills in working with written records/data and numbers systematically and coherently.	6.3%	93.8%

Based on distributing questionnaires to 30 Class IX middle school students in analyzing the application of the theory of career selection and development according to Tom Hollan, the research team found problem findings in the following sections:



In statement number 11, with the question, " I like learning and solving math or science problems." The dominant respondents answered "No" with a percentage of 87.5%. This indicates that almost 20 respondents did not like learning related to calculating numbers.



Statement number 14 asks, " I am a thorough person and like science and intellectuals." The dominant respondents answered "no" with a percentage of 90.6 %. This indicates that almost 25 respondents do not like things related to science and intellectuals.



Statement number 19 has the question, " I like work related to numbers, records/data, or machines in an orderly manner." The dominant respondents answered "no" with a percentage of 87.5%. This indicates that almost 20 respondents, on average, do not like work related to numbers, data recording, and machines in an orderly and structured manner.



Statement number 12 has the question, " Compared to my peers, I have good abilities in understanding and solving mathematics and science problems." The dominant respondents answered "no" with a percentage of 78.1 %. This indicates that almost 15 more respondents did not have good abilities in understanding and solving mathematics and science problems.

It can be concluded that the application of Holland's theory in determining further career direction for 30 Class IX students at the National Heroes Private Middle School found research results that showed that several students did not have interest and talent in investigative and conventional environmental models.

Where is this environmental model? Explains that people who model intellectual orientation in the environment look for solutions to problems related to scientific skills and interests. In some situations, people with this type use complex and abstract thinking to solve problems creatively. People with an investigative type often use logic and very thorough, methodical thinking to find solutions to problems in their work. This job requires people to use their intellectual abilities freely to solve problems and does not require human relations skills or machines.

Meanwhile, the conventional environmental model is mostly an office environment where individuals must maintain records, file papers, copy materials, and organize reports. In terms of writing materials in conventional environments, mathematical materials such as keeping books and calculating

notes, processing data, calculating, and photocopiers are the tools used in conventional environments. The skills needed to work well in a conventional environment are clerical abilities, organization, trustworthiness, and following directions.

So, research results showed that some students at the school did not have an interest and talent in investigative and conventional environmental models. So, there is no suitability for applying Tom Holland's theory among students, which means that the problem is found in the field of learning, namely learning difficulties in understanding regular number calculations as well as well-organized language and the intellectual domain, which influences the personality in determining the next career direction because it is difficult to be an individual who is systematic and structured and has good and thorough planning.

Conclusion

Career guidance is one aspect of developmental guidance, so it is indispensable throughout a child's development. Holland's theory (1985) is the concept that individuals choose a career to focus on the pleasure orientation of their personality.

What role a counselor can play in providing career guidance services depends on the focus of the career guidance/counseling they are dealing with. In general, these roles are:

1. Helps make career decisions by providing the necessary information
2. Helps make career decisions by developing decision-making skills
3. Helps make several (not one) interrelated career decisions.
4. Helps understand and develop the characteristics they have to achieve the career decisions they have made.

According to Holland, it is important to establish a connection or match between an individual's personality type and certain career choices. In this theory, a basic element is that career selection and adjustment reflect a person's personality. One's career choice will represent an expansion of one's personality and an attempt to implement a broad range of personal behavioral styles within one's work life. According to Carney and Reinhart, the role of career guidance and counseling is to integrate various abilities, intellectual abilities, and special skills to arrive at career maturity.

Based on the research results and discussions that have been expressed, the following conclusions can be drawn. Some students at this school do not have an interest and talent in investigative and conventional environmental models. So that there is no suitability for applying Tom Holland's theory among students, which means that the problem is found in the field of learning, namely learning difficulties in understanding regular number calculations as well as well-organized language and the intellectual domain, which influences their personality in determining their next career direction, because hard to be individuals who are systematic and structured and have good and thorough planning. What role a counselor can play in providing career guidance services depends on the focus of the career guidance/counseling they are dealing with. Some suggestions that can be made based on the research are as follows.

For schools, the problem of low self-understanding of work readiness can be overcome by applying Holland's career theory through information services in providing guidance and counseling services.

For Guidance and counseling teachers, guidance and counseling teachers at Vocational High Schools are advised to be more innovative in managing service delivery by applying an innovative guidance theory supported by relevant learning media to increase self-understanding of students' work readiness.

Acknowledgments

The research team would like to thank the parties involved in the publication of this journal. Thank you to the course lecturer who guided the process of making the journal until it was finally approved. Then, thank the group team who have worked together with totality. Also, thank you to the campus seniors who have guided the publishing and revision process and informed me of the place to publish this excellent journal.

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