Guidance and Counseling Services to Develop Student Career Maturity

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Sections Info	ABSTRACT
	This study describes career guidance and counseling services for career maturity of high school students. The method used is library research method. The results of the study refer to the components of international, national journal articles and input from supervisors, namely: The successful application of services from 25 journals has 6 studies that are influenced by various factors (a) adversity quotient, self-awareness, gender and socioeconomic status, (b) learning motivation, (c) locus of control and self-concept, (d) self management. 11 studies of career maturity results can improve. Three studies on the use of media, namely assessment tools, modules and multimedia. Three studies through self-efficacy, 2 studies compare the career maturity of students between boys and girls. Methods or techniques found 8 methods or techniques, namely (a) group counseling services, (b) career portfolio media, (c) career information services, (d) self management techniques, (e) collaborative career guidance, (f) interactive multimedia career information, (g) self-efficacy techniques, (h) career guidance module. The scope and targets are from higher education to high school. The targets are mostly mixed sex, both individually and collectively. Suggestions or recommendations that are expected to provide career guidance services to increase student career maturity.

INTRODUCTION

School guidance and counseling services can help students to get introductions and information according to their needs, guide and realize their potential, or alleviate problems faced by students in personal, social, academic and career fields. Students must have career maturity before being able to decide on a career after graduation, whether to continue to college or directly enter the field of profession. According to B. Hasan states that career maturity is the attitude and ability to play a role in career decision making. The level of success and willingness of adolescents to complete organized tasks included in each stage of career development is called career maturity. Career guidance according to Winkel is a guide to prepare for the world of work, choose a particular field of work or professional position, and prepare to take the position that has been entered (Ernawati, 2018).

The goal is to understand the world of continuing education and employment, provide understanding for students seeking career guidance services assistance and be able to plan careers better. In this case the role of the counselor according to Rogers is a facilitator and reflector (Aninta, 2020). Called a facilitator because the counselor facilitates or accommodates the counselee to achieve self-understanding. Called a reflector because the counselor clarifies the feelings and attitudes expressed to the counselor on behalf of others and conveys them to the counselee. The role of career guidance in schools is important in career development, career issues are one of the important issues to consider when designing students' future. Adolescents who enter the transition period should already know themselves well enough to be able to carry

out the developmental tasks of adolescence well. This is in accordance with the opinion of Havighurst (Shilphy, 2020) one of the developmental tasks of adolescents is the ability to choose and prepare a career, namely adolescents begin to choose and prepare for a career by learning independently and not only relying on a full socio-economic family.

A teenager reaches career maturity if he can find his concept and identity. Adolescents who are more involved in the process of identity formation can better express career choices and decide next steps to achieve short-term and long-term goals. Career maturity is an important part of students to support their future careers. Career maturity underlies students' ability to analyze job opportunities and ultimately make informed career decisions. Career maturity is the first step towards career success. This period coincides with adolescence which is a mas that attracts a lot of attention because of its distinctive characteristics and its decisive role in the lives of individuals in adult society (Niati et al., 2021). Every normal individual will experience stages or phases of development, this means that in living a normal life and have a long life, individuals will experience a period or phase of development

Students must be able to see who they really are, including their physical, behavioral, and cognitive strengths and weaknesses, and understand their interests and talents, so that students can easily plan, choose, and make career decisions. When faced with the career process of choosing a particular major, students must be able to choose the right career path. Students who choose careers according to their abilities and interests often have clear life goals (Lent & Brown, 2019: Orishev & Burkhonov, 2021), so they can be filled with enthusiasm, seriousness and motivation to learn, and always strive to develop their knowledge and skills in their chosen career. Therefore, special attention should be paid to career maturity to prepare for the future. One of them is by providing guidance and counseling service plans in schools. The existence of school guidance and counseling services, in addition to helping students solve problems, guidance and counseling services also provide services that aim to develop career maturity.

RESEARCH METHOD
The literature study research method allows us to look for other research references from various reliable sources. There are several methods that can be used to conduct a literature study, including: keyword search, subject search, search for the latest scientific books and articles, search for citations in scientific sources, search through organized bibliography, search through people sources, systematic browsing, especially full-text sources arranged in predictable subject grouping (Snyder, 2019).

General Background
The research method used in this research is library research method. Library research is a data collection technique that conducts retrospective research on books, documents, notes, and reports related to the problem to be solved. Literature review is research that examines or critically reviews knowledge, ideas, or findings contained in the body of academic-oriented literature, and formulates theoretical and methodological contributions to certain topics (Widiarsa, 2019). The nature of this research is descriptive analysis, namely regular decomposition of the data that has been obtained, then understanding and explanation are given so that it can be understood well by the reader.

Data Source

In this study, the source of the data needed is in the form of information related to the formulation of the problem. There are 25 journals as sources of data from related literature, including books, journals, and scientific articles related to the selected topics:

1. The successful application of guidance and counseling services to develop students' career maturity.
2. Guidance and counseling service methods or techniques to develop students' career maturity.
3. The scope and goals of guidance and counseling services to develop students' career maturity.
4. Suggestions or recommendations for guidance and counseling services to develop students' career maturity.

Data Collection Technique

The data collection technique used in this literature study is the documentation method to find data about an object or variable in the form of notes, books, papers or articles, journals, etc.

Table 1. The data collection.

	Journal	Year	Author(s)
1	Internal Locus Of Control And Self – Concept As Factors Affecting The Career Maturity Of High School Students	2018	Afdal et al.
2	Career Information Services in Improving Career Maturity for Class X Students at Madrasah Aliyah Qudsiyah, North Lampung, 2016/2017 Academic Year	2016	Kamil & Diniati
3	Career Guidance Services in Improving Students' Career Exploration Maturity	2016	Khairun et al.
4	Career Guidance Program to Improve Career Maturity of Vocational High School Students	2014	Juwitaningrum, I.
5	Improving Career Maturity Through Career Portfolio Media Information Services for Students	2019	Hasan et al.
6	Career Guidance Program To Improve Student Career Maturity	2017	Nurillah, L.
7	Contribution of Adversity Quotient, Self Awareness and Demographic Factors to Student Career Maturity	2020	Kurniawan et al.
8	Career Guidance and Self-Efficacy Services on Career Maturity of Vocational High School Students	2019	Laila et al.
9	Career Information Service Model Multimedia-Assisted For Increasing Students Career Maturity	2014	Athiyah et al.
10	Implementation of Group Counseling using Cognitive Restructuring Techniques to Enhance Career Maturity of Dayah Inshafudin High School Students in Banda Aceh	2020	Mafirja & Bulantika
11	Students Career Maturity Scale: Construct Validity And Reliability Study	2020	Lestari & Tentama
12	Behavioral Counseling With Techniques Self Management to Help Vocational Students Career Maturity	2016	Suwanto, I.
13	The Relationship Between Self-Concept and Direction of Student Career Maturity at SMK Negeri 6 Padang	2021	Pratiwi & Netrawati
14	Collaborative Career Guidance in Consolidating Career Planning for High School Students	2014	Afdal et al.
15	Identification of Group Guidance Services with Self Management Techniques on Career Maturity of State Vocational	2018	Suwanto, I.

	Journal	Year	Author(s)
	High School 2 Singkawang Students		
16	Confirmatory Factor Analysis as a Career Maturity Scale Construct Evaluation Procedure	2019	Widyatmoko et al.
17	Development of Career Information Interactive Multimedia to Improve Career Maturity of Vocational High School Students	2019	Risqiyain & Purwanta
18	The Influence of Parental Attachment to Career Maturity with Self Efficacy as Mediator	2018	Qudsiyah et al.
19	The Effectiveness of the Career Guidance Module to Improve Career Maturity for Children with Special Needs in Inclusive Vocational High Schools	2021	Wati et al.
20	Self-Efficacy And Student Achievement For Enhancing Career Readiness: The Mediation Of Career Maturity	2021	Sholika et al.
21	The Relationship of Self-Efficacy and Self-Esteem with Career Maturity on the Students of SMA Negeri 15 Medan, Indonesia	2017	Munir & Tarigan
22	Career maturity among gifted and talented students In Malaysia	2018	Abidin et al.
23	Psychoeducational Group With Problem Solving And Self-Management Techniques To Improve Career Maturity	2020	Amalia et al.
24	Gender Differences in Career Maturity of Madrasah Aliyah Student	2020	Siswanto et al.
25	Long-Term Effect of Parents'Support on Adolescents' Career Maturity	2019	Lim & You

Data Analysis

The data analysis technique used in this literature review is content analysis. In order to protect the evaluation process and to prevent and correct misinformation (human misunderstandings can be caused by the lack of knowledge of the researcher or the lack of literary writers), an intertextualization review is carried out and the document is corrected. This research report was prepared with the principles of simplicity and convenience in mind. This principle was chosen because of the limited capacity of researchers who are not able to carry out an in-depth and detailed literature review. In addition, the principle of simplicity and convenience aims to make the reader better understand the important content of the evaluation of the guidance and counseling plan.

RESULTS AND DISCUSSION
Guidance and Counseling Services

According to Bakar & Luddin, it is explained that guidance and counseling consists of four components of a comprehensive service:

1. Basic services are guidance and counseling services that aim to prepare all students for structured classical or group experiences to help them develop effective behavior and improve life skills.
2. Individual planning is an activity related to future planning, based on students' learning to understand their own development and planning, and understand their strengths and weaknesses, environmental opportunities and opportunities, which will help develop and implement them.
3. Responsive Service is all about providing assistance to people facing problems who need immediate assistance. If you don't provide support immediately, it will interfere with the process of completing the development work.

4. System support is the continuous development of service and management activities, routes, infrastructure components (e.g. information and communication technology) and professional counseling capabilities.

Based on the description, it can be concluded that the purpose of information services is so that students obtain relevant information in order to choose and make appropriate decisions in order to achieve optimal self-development. In this study, the purpose of information services is to provide students with various information about their potential so that students are able to increase their understanding of their potential in order to achieve a better quality of life.

Career Maturity
Definition Of Career Maturity
Career maturity is an aspect that students need to support their future careers. The definition of career maturity proposed by B. Hasan states that career maturity is a role attitude and ability to make career decisions. These attitudes and abilities support to make the right career decisions. Career maturity is also a reflection of the individual career development process to improve career decision making (Sungadi, 2017). Crites defines individual career maturity, career decision making, as an individual's ability to make career choices, including realistic and consistent choices. The definition of career maturity is much broader than simple job choices where individual abilities are involved in career decision making and career planning activities. Starting with career maturation, introduction to self-potential, and leads to a comprehensive career introduction where planning to understand the real field of work and decide on the right career choice.

From this statement, Career Maturity is an individual's readiness to choose a career and make career decisions that are in accordance with will and personality tendencies and stage of career development. Youth career maturity can be measured by the indicator:
   a. Career plan, aspects of career planning are information seeking activities and individual participation in the process.
   b. Career exploration. The individual's ability to seek job information from various professional sources, including parents, relatives, friends, study teachers, and school counselors.
   c. Knowledge of Career Decisions, this aspect is the ability of students to use their knowledge and thoughts in career planning.
   d. Knowledge of the world of work consists of two components related to developmental tasks.
   e. Knowledge of preferred occupational groups. Aspects provide opportunities for students to choose one of many career options and receive work-related questions. Understand the risks of the job you choose with respect to the requirements, tasks, factors and reasons that influence your selection of work.
   f. Realization career decisions. Realization of career decisions is to compare individual abilities with realistic vocational choices.

Guidance and Counseling Services To Develop Student Career Maturit.
Career guidance is a process of providing continuous and systematic support to an individual or group by a supervising teacher so that an individual or group of individuals becomes an independent individual. Meanwhile, Career guidance is a kind

of guidance that aims to help individuals achieve optimal coordination between career problem-solving abilities and their environment, success and self-actualization in the course of their lives.

Career maturity of students is an important problem experienced by teenagers. Because Therefore, counselors need to plan various strategies in guidance and counseling services counseling that can support students' career maturity. There are four services guidance and counseling with various strategies that can be done in in it. First, basic services through a large-scale mentoring strategy, information services, classical tutoring, group guidance, and joint workshops parent. Second, responsive services through consulting strategies, guidance group counseling, individual counseling, group counseling, referrals, and peer guidance same age. Third, individual planning through individual or group assessments, advisory to students, and placement and distribution. Fourth, system support through professional development strategies, consulting and collaborate, collaborate with subject teachers, collaborate with parent.

Career Guidance Services are guidance services that facilitate the career-making process, the process of supporting students' future careers and deciding the choice of related activities. The focus of this service is on students' knowledge for career decisions, and skills to prepare students and make the right career decisions to make career decisions. Career maturity is the level of individual ability to advance vocational development tasks that include knowledge and attitude components under the rules of career development. Maturity is represented by compatibility with the technology possessed by the individual with the hope for a future career. The study of the successful application of services, service methods or techniques, scope and objectives of services, as well as advice or recommendations for guidance and counseling services to improve student career maturity are summarized as in Table 2 till Table 5.

Table 2. Successful application of guidance and counseling services.

Journal	Successful application of guidance and counseling services
1	The results of career maturity are influenced by several factors, including locus of control and self-concept.
2	The result is when the researcher explains the purpose of group counseling and as learning progresses, they become enthusiastic to participate in group counseling activities.
3	Career guidance services for students are designed to (1) participate or participate in the career selection process, (2) direction (3) career choice or concept (4) self-assessment and (5) career problem solving or problem solving.
4	Improving every indicator of learning motivation through vocational guidance services is in the medium category. Intermediate and advanced students demonstrate this.
5	The achievement of indicators for the success of this research (1) process indicators (researchers are said to be successful if they take actual steps, research skills in career portfolio media information services) (2) outcome indicators. (Students are able to have good career maturity; students get career maturity scores).
6	The results of the study show that a sign that a student's career is getting more mature is a positive attitude towards work and high career competence in the art education profession.
7	Individual career maturity is influenced by adversity quotient, self-awareness, gender, and socioeconomic status.
8	The results showed the higher the career guidance service and self-efficacy.

Journal	Successful application of guidance and counseling services
9	The multimedia-assisted career information service model is effective in increasing students' career maturity, and consists of the formulation of reasons, objectives, basic assumptions, teacher competencies, products, materials, and the implementation stage of career information services. Evaluation and follow-up.
10	Group counseling with cognitive behavioral therapy is effective in helping students overcome career problems, in the therapeutic cognitive approach there are several techniques, one of which is the cognitive restructuring technique used in this study.
11	The results show that the most dominant aspect that reflects career maturity is the aspect of career decision making.
12	Self-management is suitable to be used in realizing the career maturity of vocational students.
13	There is a positive and significant relationship between self-concept and the direction of student career maturity.
14	Cooperation between counselors and parents because it can instill family values to strengthen students' career choices.
15	Career planning indicators make it possible to recognize career insight and readiness, understand considerations for alternative career options, and plan future careers.
16	The Career Maturity Scale can still be used as a data collection and assessment tool.
17	The quality of interactive multimedia-based career information services makes it very suitable to be used in assisting students in obtaining career information.
18	The results of the study indicate that parental attachment according to self-efficacy has an effect on career maturity.
19	The application of the career guidance module given to students with disabilities shows career maturity after being given an effective module in increasing student career maturity.
20	This study found that career maturity partially mediates self-efficacy on career readiness.
21	there is a significant positive relationship between self-efficacy and self-esteem.
22	shows that there is a difference in career maturity between respondents (gifted and gifted students) and regular students.
23	Problem solving techniques, self management techniques and a combination of these techniques have increased in terms of career maturity.
24	This study shows that there is no significant difference in the career maturity of male and female students of *Madrasah Aliya.*
25	The study showed that for the male group, two types (i.e., psychological and academic) support from parents had an indirect effect on career maturity through mediating variables.

From the successful application of guidance and counseling services to develop student career maturity from the 25 journals, there are six studies that can develop student career maturity influenced by various factors (a) locus of control and self-concept, (b) indicators of learning motivation, (c) adversity quotient, self-awareness, gender and socioeconomic status, (d) self management. Eleven studies of students' career maturity results can increase. Three studies show that the use of media can help develop career maturity by means of assessment tools, modules and the use of multimedia. Three studies through self-efficacy to develop career maturity, two studies compare the career maturity of students between boys and girls.

Based on the successful implementation of guidance and counseling services to develop students' career maturity, it can be analyzed that the low maturity of career exploration is a problem that many high school students experience and in the end found a lot of success using several variables including other locus of control and self-concept. Influenced by adversity quotient, self-awareness, gender and socioeconomic status. There are also results of the analysis of Wilcoxon and Kruskal Wallis, psychoeducational groups with problem solving techniques, self management techniques and a combination of these techniques have increased in terms of career maturity. Then an indication that a student's career is ripe is a positive attitude towards work. The student's career plan can be as stable as needed with the ability to understand oneself, understand the environment, make choices through goal setting, and build behavior.

Table 3. Guidance and counseling service methods or techniques to develop students' career maturity.

Journal	Methods or techniques to develop students' career maturity
2	The technique used is a group counseling service which is basically an individual counseling service in a group setting.
3	In the classic guidance strategy and groups carry out a three-session or six-session intervention package.
5	The application of career portfolio media is carried out in several stages
9	Career information service model to improve students' career maturity.
10	Group counseling services using cognitive restructuring techniques.
12	Behavioral counseling services using Self Management techniques.
14	Principles and practices of collaborative career guidance that can be carried out by BK teachers/counselors with their parents.
15	Group guidance services using self-management technology.
17	This development research refers to the development of interactive multimedia career information.
18	Self-efficacy gives individuals confidence in the ability to organize and perform a series of activities that require an achievement or result.
19	Using career guidance module media as teaching materials.
23	The research uses psychoeducational groups with problem solving and self-management techniques with the format of group guidance or group counseling.
24	The method delivered uses Islamic studies and animates all general subjects with Islamic teachings.

Among the 25 journals that have been analyzed, found 8 methods or techniques of guidance and counseling services to develop student career maturity, namely (1) group counseling services are basically individual counseling services carried out in a group atmosphere, (2) the application of career portfolio media is carried out in 6 stages, (3) career information service model, (4) behavioral counseling service using self management technique, (5) collaborative career guidance, (6) interactive multimedia development of career information, (7) using self-efficacy techniques, (8) using career guidance module media.

Table 4. The scope and goals of guidance and counseling services to develop students' career maturity.

Journal	The scope and goals of guidance and counseling services
2	This research was conducted at *Madrasah Aliyah* Qudsiyah, North Lampung. The

Journal	The scope and goals of guidance and counseling services
	population in this study was grade VIII students of JHS 7 Bandar Lampung, in total 35 students. While the sample in this study amounted to 10 students who experienced low career maturity.
3	targeting grade X students of SHS 11 Garut, Career guidance services in this study are operationally defined as a series of group guidance activities on 17 people who have low career exploration maturity scores.
4	In this study, the population is all students of grade X VHS 11 Bandung in the academic year 2010-2011. The total number of students is 638 people.
5	The research was conducted at *MA NU* TBS Kudus in the 2018/2019 academic year.
6	Research samples about the objective conditions of career maturity of students of the Department of Art Education, Music Arts Education Study Program as many as 61 people, Fine Arts Education as many as 75 people, and Dance Arts Education as many as 58 people.
7	The population of this research is the class XII students of VHS Padang as many as 392 students and the research sample is 198 students.
8	The number of subjects in this study were 98 students from grade X and grade XI.
9	Students of class XI SHS 1 Paguyangan academic year 2012/2013.
10	The subjects of this research are eight students of class XI Science 1 who have a low level of career maturity at SHS Dayah Inshafudin Banda Aceh.
11	The subjects of this study were 65 students of grade XII SHS "X" Yogyakarta.
13	the subjects of this study were 187 students of VHS 6 Padang.
15	The sample of this research is 32 students of grade XI Management Division I VHS 2 Singkawang with a low level of insight and career readiness.
18	A sample of 323 students were selected using a random sampling technique.
19	The subjects of this study were students with special needs at the inclusive vocational school in Surakarta.
20	this study uses a sample of 80 students in all students of Semarang State University Office Administration.
21	the sample of this study was 143 students of SHS 15 Medan, Indonesia.
22	This study involved 2,500 respondents across Malaysia, with a focus on Islamic boarding school students.
23	The research subjects in this study were 24 students of Semarang VHS.
24	The sample in this study was 310 students from one Madrasah Aliyah in Medan-Indonesia.
25	Research subjects are data from the Seoul Educational Longitudinal Study (SELS) collected from 4,653 seventh grade students attending 74 secondary schools across the country, which were selected through three-tiered cluster sampling and used a longitudinal subsample of 4,187 students for this study. This sample included 1,356 (32.4%) women and 2,831 (67.6%) men.

In the 25 journal articles, the scope of teaching and counseling to develop students' career maturity is the coverage of most schools, namely the university level to high school. And the target of Guidance and Counseling for career maturity is mostly mixed gender, both individually and collectively at school age.

Table 5. Suggestions or recommendations for guidance and counseling services to develop students' career maturity.

Journal	Suggestions or recommendations for guidance and counseling services
2	The group counseling process for teacher counseling needs to be improved, especially in the process of applying treatment methods and techniques for good and

Journal	Suggestions or recommendations for guidance and counseling services
	perfect results.
3	Recommendations for BK teachers are expected to apply career guidance services that increase students' career maturity.
8	Researchers suggest that students can actively seek career information by asking the teacher.
9	The suggestion that can be conveyed is that Guiding Teachers and counselors do not ignore the problem of student career maturity, but the problem of student career maturity may have an impact, so it is urgent and handled seriously.
10	The results of this intervention are expected to provide a foothold for additional researchers to improve the various limitations of the research process, so that additional researchers are not limited to one group, but in several groups, it is recommended to focus more.
12	Supervising teachers are expected to be able to train students in the career field through the steps included in the counseling and guidance services that can affect students' career maturity.
13	Researchers hope that teachers always improve and develop guidance and counseling services, especially career guidance services that help students increase career maturity.
14	This researcher is very concerned about collaborative career guidance carried out by BK teachers/counselors and parents together.
15	Students need to maintain their professional ability and stability.
17	Researchers, guidance counselors, parents, and school personnel support the profession of the future by enabling students to gain wider information about vocational choices.
18	Researchers propose adding samples and other variables (both independent and dependent variables, mediator variables) and operator variables that are relevant to career maturity. The results can then be used for academic comparisons.
20	Researchers suggest that further research should investigate other vital factors that affect student career readiness.
23	Researchers suggest that counselors use psychoeducational groups with problem solving techniques in providing interventions to increase career maturity for vocational students.

Suggestions and recommendations for general guidance and counseling services for career maturity development should improve the group counseling approach process, especially applying methods and techniques in therapy for better and perfect results, meaning that you can get them. It is expected that career guidance services to increase career maturity students can ask teachers and actively seek career information, especially to increase career maturity. By paying attention to methods that use several methods to improve their research results. Adolescence which is a mas that attracts a lot of attention because of its distinctive characteristics and its decisive role in the lives of individuals in adult society (Niati et al., 2021). According to the analysis of studies on the successful application of guidance and counseling for career maturity and counseling services in the educational environment, students' career maturity is very low and can be seen with doubt about the future career path that suits them. In addition, by using group counseling services for students, it can be seen that career maturity can be increased in terms of attitudes and abilities. On average, the research results found that career guidance services were effective in increasing the maturity of students' career exploration.

CONCLUSION

The conclusion obtained from this literature study is that the use of several counseling guidance services can improve career planning and preparation for students. Both the techniques used and with these targets include group counseling services, career media portfolios, career information services, self-management techniques, collaborative career guidance, interactive multimedia career information, self-efficacy techniques and career guidance models to enhance students' career advancement. The researcher suggests that further research needs to investigate other important factors that influence students' vocational readiness.

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