

Department Placement Against Career Maturity of Class XI Students at MAN 3 Medan

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Abstract: Career selection and preparation is one of the challenges in adolescent development. The majors are tailored to the interests, talents and abilities of students and aim to provide more targeted teaching to students which will have an impact on student career selection and preparation. However, in reality there are still many SMA/MA/SMK students who are not lazy enough to plan their future careers. To realize students who are able to plan their careers, career guidance and counseling services are needed. Counseling services in the field of career guidance are an integrated part of all educational activities aimed at helping students complete their studies. The purpose of this study was to determine how much influence the placement of majors has on the career maturity of class XI Man 3 Medan students. In this study, quantitative research methods and data analysis techniques used simple linear regression. The population of this study was 344 students of class XI Man 3 Medan, the samples were taken by simple random sampling and the samples taken were several students of class XI Man 3 Medan. The results of the study show that there is a significant relationship between placement of majors and career maturity. By conducting this research, it can be seen that the placement of majors greatly influences the career maturity of students in the future.

Kata Kunci: Career Guidance; Career Maturity; Department Placement

Introduction

Law Number 20 of 2003 concerning the National Education System states that the aim of national education is to develop student opportunities to become better human beings. Several fields of education that lead to the maturity of students' career choices must also be considered, because the ability to plan and successfully manage a career is a quality that shows the development of students as superior human resources. Education is one of the most important factors influencing career development (Syahputra and Tanjung 2020). This is also done by educational practitioners with various programs to develop the maturity of students' career choices. One of them is counseling services, especially regarding the field of career guidance as an integrated part of all educational activities aimed at helping students complete their studies. The first is senior high school education which prioritizes preparing students to continue higher education in their field of specialization. Specialization takes the form of a major.

When choosing a major, students must first understand what the major is (Elna Yuslimi Siregar and Rodiatul Hasanah Siregar 2013). This is because, majors will have a big impact on the future of students. The majors are tailored to the interests, talents and abilities of students and aim to provide more targeted teaching to students which will have an impact on student career selection and preparation. Career selection and preparation is one of the challenges in adolescent development (Hurlock and Perkembangan 1999). Adolescents' future directions are essentially representative of their jobs and careers, and education is required to enter the professional world. According to Nurmi, education is viewed as the first step in acquiring knowledge and skills to achieve the desired career (Rachmawati 2018). Hobbyist level in education is greatly driven through interest in choosing a career. The learning method of students will work well if it is in accordance with the interests and desires of students. Dreams about future work are important elements that impact hobbies and increase knowledge of needs (Lestari 2020).

High school students are starting to contemplate their future seriously, and career interest is common among teenagers (Hurlock and Perkembangan 1999). Based on Super's career development theory, class XI students. A middle school is currently in the crystallization stage. A

time when individuals begin to provide knowledge and skills through formal and informal education to prepare them for life in the future (Khairun and Sulastrri 2016). In assessing career maturity, they must adjust their study program so that students really match their interests and talents. Therefore, this study aims to determine the purpose of placing the department on the success of future planning for students of class XI MAN 3 Medan.

Method

This research uses a qualitative research method. Quantitative studies, aldallallah Calral, follow the questions of repeated studies with numerical informality in statistical methods. The population of this study included all students in class XI at Maln 3 Medal, which totaled 344 students. This study also used simple random sampling, which consisted of 77 students. Daltal analysis technique in this research uses simple linear regression analysis.

Results and Discussion

After following the process of choosing a department, the student will carry out the learning process based on the course he chooses. Some students experience success and experience in their majors, while others experience a lack of focus, poor performance, and poor performance, so that the choice of major has a significant impact on improving student learning. The impact of major selection on student learning outcomes: "Majors are meant to make students more focused on developing their skills and interests, so that an inappropriate major can harm students and their future" (Sariningsih and Herdiman 2017). Based on the reasoning, it can be thought that the student should be placed in a departmental plan that is in accordance with their abilities, interests and potential, so that no mistakes will occur. Incompatible with balance, interest, and ability, it will interfere with learning and result in less than optimal student learning outcomes. If students are positioned according to their abilities, interests, and potential, then the learning process will eventually return.

The main factors that must be considered in selecting and determining the learning interests of appropriate students in the form of Student performance in grades VII, VIII, and IX and Non-academic achievement in the form of awards owned by students. National exam (UN) achievement, interest in learning, was obtained from a survey of prayer reflections as well as reflections, aspirations, verbal concern, and potential detection. Selain itu, ABKIN (Saenab 2015) stated that there are at least 2 things that are considered in determining student majors, namely the selection of majors and the expertise that students will have. In this study, the selection and determination of student majors were adjusted to factors consisting of national exam scores, high school transcripts, non-academic achievements/certificates, interest in learning through interest questionnaires and identification possibilities. through test.

the result of the process of selecting/determining student specialization is the most important thing in supporting the smoothness and success of learning and career development (Purba et al. 2022). Besides that, it also encourages the development of students to be spiritually active, develop their potential to achieve spiritual qualities of skills, self-control, personality, intelligence, noble character and skills needed for themselves, society, nation and state. The ability to achieve optimal development that enables students to make healthy and responsible choices and decisions as well as be highly adaptable and highly competitive with the dynamics of life they face.

Based on Prayitno (2012), many students in a realistic curriculum do not know how to plan majors based on will and desire, not in accordance with their abilities and talents, and some do not

know how to plan subjects at all. Nursalim (2013) said that there are students who choose majors based on their abilities, interests, and talents, but there are also students who choose majors because they follow friends, prestige, etc. Dengan bakat dan keterampilan yang baik, dimungkinkan untuk mencapai kematangan karir yang baik pada masa sekolah. This cannot be separated from the role of education which plays an important role in the survival of the nation, because education is a means to improve the quality of human resources. According to Havighurst (Hurlock 2009) one of the tasks of youth development is job selection and preparation which can be seen from the psychological basis of the results of the youth interest survey, which shows that for youth from the age of 16-19 years, their main interest is choosing a job and preparing for it.

Career maturity refers to an individual's readiness to make age-appropriate career decisions to tackle career development tasks (Ornstein, Cron, and Slocum Jr 1989). Career maturity is a list of behaviors related to the identification, selection, planning and implementation of available career goals for a particular individual compared to the goals of his peer group, can be considered as the average career development level for his age. Based on this definition, career maturity is defined as a condition in which an individual can make the right career choice, which is characterized by the behavior of identifying opportunities, choosing, planning, implementing, or realizing existing career goals. Career maturity is an aspect needed by students to support their future careers.

Conclusions and Suggestions

Based on the analysis of the results of the research that has been done, the results of the study show that there is an influence on the placement of majors on the career maturity of class XI students at MAN 3 Medan. In general, there are still students who cannot make career plans according to their majors at school, because the choices they are interested in do not match their interests and abilities. With that in mind, it was investigated whether the placement of majors had an impact on the career development of class XI students at MAN 3 Medan. After conducting a study using questionnaires, the researchers hope that the placement of majors can affect the career maturity of students at MAN 3 Medan.

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