

Research Paper



Preparing students' careers in the digital native era

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ABSTRACT

Preparing Students' Careers in the Digital Native Era Career planning in the digital native era is the implementation of the Guidance and Counseling service program at school in the approaching curriculum. The aim of this research is to prepare mature career planning and as a prospective informant of what they want to pursue in the current digital native era. This research method uses qualitative research methods. This research pays more attention to interpreting hand data in the field. This research aims to prepare career choices for high school students in the digital native era. This research was carried out at SMA Negeri 1 Tebas. The population and sample in this research were all students of SMA Negeri 1 Tebas. The method used in obtaining data is by distributing career planning questionnaires.



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1. INTRODUCTION

The formation of quality human resources towards the 5.0 era makes education an important foundation that must be fulfilled as an effort to prepare students to enter the global world of work. According to [1], education is the advancement of human thinking so that their standard of living increases [2]. This is also in line with the opinion of Chan and Mohammad in 2019 who stated that advances in information technology and the acceleration of digital transformation in the 21st century can be felt, where

this affects all life, including education [3]. Seeing the current global situation, the Minister of Education and Culture, Nadiem Mukariem, issued a policy in the form of the Freedom to Learn program in an effort to realize progressive education [4]. This situation is also an important concern for Guidance and Counseling teachers at schools in their efforts to provide service programs to students in educational service units. Guidance and counseling are an integral part of schools whose existence cannot be separated, this is in accordance with the law. No. 20 Article 1 Paragraph 6 of 2003, concerning the national education system, which states and emphasizes that counselors are educators, meaning that guidance and counseling in educational units cannot be separated in the education system. Guidance and counseling are assistance provided to students in an effort to optimize their development through planned service programs [5]. Career guidance and counseling is part of the guidance program in schools. The focus of career guidance seeks to optimize students' careers at all levels of education. The real performance of support for the implementation of the Independent Curriculum by Guidance and Counseling teachers is the preparation of career development programs that suit the career needs of students with the Pancasila student profile and in carrying out the program they are packaged by utilizing science and technology.

2. RELATED WORK

Pancasila student profile as the basis for educational units in providing guidance and counseling services [6]. Islamic treasures view a person who has matured in planning his career as lying in the individual's ability to integrate the system of heart, reason and passion which creates behavior. Allah SWT guarantees that every creature will be given the facilities of life. Allah says QS. (15:23) " And indeed, we are the ones who give life and cause death and we are also the inheritors" [1]. Apart from that, the use of science and technology is an important factor in the process of providing optimal services. Using information technology can encourage guidance and counseling teachers to be more innovative, creative and varied in searching for the latest information so that the service process always has a new color [7]. One of the media that can be used by guidance and counseling teachers is the Canva application. Creating guidance and counseling service content through the Canva application has had a big impact in creating practical media such as brochures, interactive guidance boards that use video and music as well as classic service presentation media in training to create innovative media in providing guidance services [8]. The independent learning curriculum that has been implemented in schools teaches students that the concept of learning is very broad and everything in the process of life can be used as learning. Giving students the freedom to explore their world in an effort to develop themselves optimally, it is no wonder that the career concept in their thinking is different from the career concept previously thought of. If previously students were asked what they wanted to be? So, most students will answer that they want to become teachers, doctors, soldiers, police and so on. But what we need to realize is that we ask students the same question, the answer is not just that they want to be a teacher, doctor, police officer, but they will loudly answer that they want to be an influencer, YouTuber, blogger, tiktokers, gamers, content creator, and many more dreams. - dreams that had never previously appeared in my mind about wanting to turn it into a career. The view regarding career is not only about a fixed salary, uniform, rank or position but now it is more about how much money can be made and how much existence is obtained from the environment. Of course this happens because of the current situation. However, not all parents and levels of society have the same differences regarding career choices that will later be taken as career decisions. Seeing the career phenomenon above is in accordance with the concept of the Independent Curriculum as a transformation of the independent learning policy which is centered on the closeness of interests and talents, and students' abilities in learning. The role of the guidance and counseling teacher is expected to be able to accommodate students to be able to understand, accept themselves and their environment, develop potential, plan the future, and solve problems in an effort to achieve student independence. In the digital native era, humans are required to be increasingly able to develop themselves according to their potential. So, program planning in the career field is very necessary. Because the role of BK is to voice the career that students want to develop.

3. METHODOLOGY

The method in this research uses qualitative research methods. This research pays more attention to the interpretation of data from field results. This research aims to prepare career choices for high school students in the digital native era. This research was carried out at SMA Negeri 1 Tebas. The population and sample in this study were all students of SMA Negeri 1 Tebas. The method used to obtain data is by using a career planning questionnaire. Filling out the career planning questionnaire is carried out using Google Form where each class will be accompanied by its homeroom teacher in filling out the questionnaire. The data analysis in this research uses descriptive analysis. Where from the data obtained in the field, the data is then compiled, processed and analyzed to get an overview of career planning in the Digital Native era.

3.1. Theoretical Review

Individual interactions with their environment can produce characteristics of professional choice and adjustments to the professional environment. This theory also assumes that the choice of profession is the result of interactions between hereditary factors and all cultural influences, social friends, parents, adults who are considered to have an important role. Based on Holland's theory which assumes that job importance is an aspect of personality, therefore the description in an individual's job is also related to the description in the individual's personality [9]. In generation theory, there are 5 generations based on year of birth, namely (1) Baby Boomer Generation, born 1946-1964; (2) generation X, BORN 1965-1979; (3) Generation Y, born 1980-1995, often called the millennial generation; (4) Generation Z, born 1996-2009 (called the iGeneration generation, GenerationNet, and the (5th) GenerationAlpa starting from the end of 2010. Generation Z is a combination of generations X and Y, where they were born and grew up in the digital era where technology increasingly sophisticated. They are used to living side by side with technology [10]. Digital native is the term for people who were born in the era of digital technology. This generation is a generation that has adopted digital technology and has the habit of learn visually because they have been used to technology since childhood. This generation is also referred to as native-speakers in the digital era. The term native-speaker shows that this generation is familiar with the language in video games, computers and the internet because they have adopted it since they are born.

4. RESULTS AND DISCUSSION

Contains written research results. Apart from that, it contains discussions with other theories in the form of comparisons and/or confirmations and/or negations and/or development of other theories/research. Before the researcher distributed the instrument in the form of a career planning questionnaire, the researcher first communicated with the deputy principal in the field of curriculum first, then the head teacher immediately directed him to meet with the principal. In this meeting, the researcher was accompanied by the Head of Curriculum to convey the aims and objectives to be achieved in this research. Responding to the aims and objectives to be achieved in this research, the principal and head of curriculum are enthusiastic because the goals to be achieved in this research are very beneficial for schools and Guidance and Counseling (BK) teachers, namely in the form of an Independent Curriculum career planning program and strengthening student profiles. Pancasila for students. In response to this, the school immediately set a day to distribute instruments to students, and mobilized teachers and homeroom teachers to inform them that on the appointed day, students were required to bring cellphones because the instruments would be distributed via Google from. As well as deploying the teacher council and homeroom teacher to accompany and distribute the instrument to each class when filling out the questionnaire via Google from. Based on the results of distributing career planning questionnaires within the scope of the research, the following data were obtained:

Table 1. Results of Career Planning Questionnaire Distribution based on Gender

Gender	Amount	Percentage
Man	199	38 %

Woman	324	62%
Total	523	100%

Based on the Table 1 above, the total number of respondents filling out the career planning questionnaire was 523 people. The number of male respondents was 199 people or 38% of the total number of respondents, while the number of female respondents was 324 people or 62% of the total number of respondents. Apart from that, the number and percentage of each career planning statement item to students are as follows: The results of the distribution of career planning questionnaires based on Frequency and Data Percentage for each question item obtained the following data: In the instrument distributed to students there are four aspects of career planning starting with getting to know yourself, setting career goals, preparing plans and supporting points in the form of considering cultural aspects in designing students' careers as an effort to implement the independent curriculum and students who have the Pancasila student profile. In the aspect of knowing yourself, it is hoped that students can know themselves and have an idea of their abilities. Based on the results of the questionnaire, it is known that 19.1% of students really know the talent they have, 53% know the talent they have, 29.3% don't know the talent they have and 1.9% of students don't know their talent at all so there is still a need career planning and insight into talents and their relationship to careers that will be determined later. Of course, in achieving a career, students need an optimistic attitude, while the description of the optimistic attitude that students have is 56.8% of students are optimistic, 26% of students are very confident about the career they will achieve in the future, 18.5% of students are not so sure. about the career that will be pursued in the future.

As well as a description of the relationship between talents, interests and aspirations, 61.2% of students already know the relationship between the three, but 50.9% of them have talents that are not in accordance with their desired profession in the future. So there is a need for an alternative career plan that suits the needs of students. The aspect of setting career goals for students is an aspect that must be fulfilled by students so that students have goals and direction for the future they want to achieve. This starts with determining further studies when they have entered class IX of junior high school, of course students must choose which further studies will be determined, of course in this case students also need to consider their future career goals, but around 23.5% of students cannot determine this, and 3.6% cannot determine their next level of education at all. Apart from that, 58.1% of students still feel confused about the extra-curricular choices available at school because study time at school is made into a full day (one full day) and if extra-curricular activities are held on Saturdays, then students have to choose one of the many extracurricular activities that interest him. There are 61.8% of students who do not know the types of professions in society, and as many as 68.1% of students still have difficulty seeing professional opportunities in the current digital era. There are 51.8% of students who are confused about whether to continue their education due to family economics, this is supported by ignorance and minimal information regarding scholarships that students can take part in. This is also complained about by 62.5% of students. Being in the digital era, of course, students' perceptions and career planning are different from before, where 51.1% of students wanted a profession that would improve their existence and earn money quickly. The professions they are interested in include influencers, YouTubers, Vloggers and gamers. 43% of students think that being an influencer, YouTuber, Vlogger and gamer is a promising job. 41.7% of students were motivated to want to pursue this profession because they saw the success of one of the public figures who was successful and established in pursuing this profession.

Apart from that, socio-cultural aspects in the surrounding community also play a role in determining students' career planning, 51.4% of students consider the social culture of their environment, 72.3% of students still carry cultural identity in career choices that are designed so that they do not become extinct, 66.5% of students consider that ethnic identity is not something that will hinder them in establishing a career, while 42.4% of students think that cultural expectations are not in accordance with current developments in professional choices. Seeing this, collaboration is needed in obtaining a career and efforts to maintain cultural work identity. Referring to the independent curriculum and the Pancasila student profile, in designing career plans for students, cultural collaboration is needed with its flexible

nature in the digital native era . So it is no longer surprising when students choose a profession based on their existence and how much income they earn. By including the Pancasila student profile as a standard for students, this is because every aspect of the Pancasila student profile is very suitable to current needs.

5. CONCLUSION

In the current digital native era, students' career planning is more dominant in current developments, where when talking about the career or profession they want to pursue, they choose a profession that cannot be separated from the role of technology, their own existence, and how quickly and how much money they can make. Many of them have become famous public figures and have promising incomes and become a model list on their career planning list. Living in the digital native era makes a person choose the profession they pursue according to the needs of the era they are currently living in.

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Author Contributions Statement

Name of Author	C	M	So	Va	Fo	I	R	D	O	E	Vi	Su	P	Fu
Hendra Sulistiawan	✓	✓	✓	✓		✓		✓	✓	✓	✓			
Hastiani Hastiani	✓		✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	
Nini Nini	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓		✓	✓

C : Conceptualization

M : Methodology

So : Software

Va : Validation

Fo : Formal analysis

I : Investigation

R : Resources

D : Data Curation

O : Writing - Original Draft

E : Writing - Review & Editing

Vi : Visualization

Su : Supervision

P : Project administration

Fu : Funding acquisition

Conflict of Interest Statement

The authors declare that there are no conflicts of interest regarding the publication of this paper.

Informed Consent

All participants were informed about the purpose of the study, and their voluntary consent was obtained prior to data collection.

Ethical Approval

Not Applicable.

Data Availability

The data that support the findings of this study are available from the corresponding author upon reasonable request.

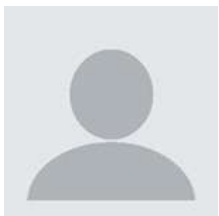
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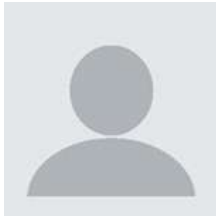
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