
High School Student's Career Indecision Reviewed Based on Major and Gender

Free Dirga Dwatra^{1*}, Zakwan Adri¹

¹Department of Psychology, Universitas Negeri Padang

*Corresponding author, e-mail: freedirga@fip.unp.ac.id

Abstract

Career indecision is a condition that occurs in individuals when experiencing problems or difficulties when starting or being in the career decision-making process that causes incompetence or uncertainty in determining their career choices. Career indecision is caused by various factors, both internal and external factors of the individual. In this study, the factors studied were major and gender. The analytical method used in the study was a two-way ANOVA. The study sample was 148 high school X students. The collected data with the form of a scale. The scale used in the study was a career indecision scale compiled based on the Career Decision-Making Difficulties Questionnaire (CDDQ). the significance value of the sex variable is 0.029 (< 0.05). The significance value of the major is 0.06 (> 0.05). The results showed that there was no difference in high school students' career indecision based on major, while by gender, male students experienced greater career indecision compared to female students.

Keywords: Career indecision; major; gender; high school students.



This is an open access article distributed under the Creative Commons 4.0 Attribution License, which permits unrestricted use, distribution, and reproduction in any medium, provided the original work is properly cited. ©2019 by author

Introduction

Adolescence is a transition from childhood to adulthood. From ages 10 to 19. It is a unique stage of human development and an important time for laying the foundations of good health. (*Adolescent Health*, n.d.) The changes in adolescence comprise biological, cognitive, as well as socio-emotional changes (santrock, 2018). One of the important developmental tasks in this phase of adolescence is exploration development. Where based on the theory of developmental psychology at the age of 15-24 years is the level of development exploration which has a developmental task in understanding interests, and abilities, and pursuing career goals. ((Fadilla & Abdullah, 2019)

At the formal level, the decision in pursuing this career goal begins with the ethics of entering the high school education level (high school). When entering high school, students have been placed according to their respective majors. This direction consists of the direction of Natural Sciences (IPA), and Social Sciences (IPS). There are also some schools that also add language direction.

Majoring can help students tie them to a specific career path that can involve education and training in the long run before they jump into their type of work. ((Creed et al., 2006). This career indecision is a difficult thing to note and needs to be detected because it can be a problem that if not resolved in a long time the individual experiencing it feels saturated and will arise rejected from within the individual to determine career decisions (Lippa, 2010). The results of a survey conducted by the initiator of all students of all teachers showed that 90% of students in Indonesia experienced anxiety in career selection when choosing a college major, and 87% of students felt wrong in choosing a major. ((*Kualitas Pendidikan Rendah*, 2018.)

The results of preliminary research conducted by (Nuraqmarina & Risnawati, 2018) showed the condition of students of class XII MAN B Jakarta who entered the IPS department because of their insufficient grades to enter the IPA department. This causes anxiety and conflict in the student because the major he is currently working in is not in line with the major he wants. The government itself has tried to minimize this phenomenon, one of which can be seen through Permendikbud No. 69 of 2013 about the original direction from class XI to class X. The direction that was done earlier than before is certainly interesting to research.

The results of research conducted by (Zafar, 2019) showed that male students choose a specific career field based on their parents' field of work, male students have seeking assistance with 80%, and females were 46%. Based on the description above, the topics raised from this study to look at the career concerns of X students across IPA, IPS, and factors that influence other career concerns are gender.

Method

This research uses a quantitative approach. The population of this study is students X SMA 2 Padang Panjang with a total of 255 people. The 255 students, will be selected to be sampled with the Slovin formula. The sampling of this study uses the cluster random sampling technique. From each class, each Natural Science and Social Science into a research sample so that a research sample of 148 students consisting of 74 male and female natural sciences students, and 74 male and female social sciences students.

This research data is collected using data collection instruments in the form of scale. The scale used in the study was a career indecision scale compiled based on the Career Decision-Making Difficulties Questionnaire (CDDQ) by (Gati et al., 1996). Reliability test results showed Cronbach's Alpha score of 0.786. This shows the scale used has good cleverness. The data analysis technique in this study used two-way ANOVA.

Before analyzing the data, first test the assumptions of this research data. The assumption test in this study is the normality test and the homogeneity test. Normality test results showing a significance level of 0.950 (>0.05) and a significance level of 0.508 (>0.05) on the homogeneity test showed that the assumption test had been met.

Results and Discussion

The hypothesis of this study uses two-way ANOVA analysis. This research variable has met the requirements of the assumption test in the form of a normality test and a homogeneity test which is a requirement to use two ways ANOVA analysis. Data analysis was conducted with the help of the IBM SPSS statistic 20 program.

Based on the data analysis performed, the significant value in the Corrected Model column is 0.018 (<0.05) or is said to be significant. This means that variable gender, majors, and interactions between the sexes and majors together affect career indecision. While the significance value of the sex variable is 0.029 (<0.05). This suggests that sex differences have an effect on career indecision. The significance value of the major is 0.06 (>0.05). This means that major differences have no effect on career indecision. In the interaction between the sexes and majors, the significance value is 0.822 (>0.05). This suggests that there is no influence of interaction between gender and major on career indecision.

Because the results of the data analysis showed that variable sex differences had a significant effect on career indecision, it was followed by an analysis of whether men or women had career concerns. The male mean value is 99,680, while the female mean value is 105,945. Male mean values greater than women show that men are more anxious about choosing a career than women.

A career decision is a condition that occurs in individuals when experiencing problems or difficulties when starting or being in the process of making career decisions that cause incompetence or uncertainty in determining their career choices (Gati et al., 1996).

This career decision is an important thing to note and needs to be detected because it can be an unresolved problem for a long time so the individual experiencing it feels saturated and will arise rejection from within the individual to determine career decisions (Lippa, 2010). Adolescents who successfully carry out career development tasks according to the stage of career development are considered to have career maturity. Career maturity is the success of an individual completing a typical career development task according to the stage of career development. (Almaida & Febriyanti, 2019).

Factors from individuals in the form of self-esteem and autonomy where the results revealed that autonomy can predict career indecision as much as 75% (Fikry & Rizal, 2018), Personality where personality Neuroticism is positively correlated with career indecision and personality openness to experiences correlated negatively with career indecision (Akmal, 2019), as well as external factors that support n of parents, gender (Ali & Mukhibat, 2017), age, and race (Goliath, 2012). The choice of the carrier in Indonesia in the current era of information openness is also becoming increasingly diverse. However, the number of choices in relation to career concerns is the impact that will further complicate the determination of career choices. This happens as the available options become more and more numerous.(Fikry & Rizal, 2018).

Based on an analysis of data in this study, it was found that sex differences became predictors in career indecision. Male students experience more anxiety than female students. The results of this study according to the results of research conducted showed that female students are able to make career decisions better

than male students. (Wulandari & Nirwana, 2019.); (Marpaung & Yulandari, 2016.). (Nadeem & Khalid, 2018) show that men had more conservative gender role attitudes and lower career aspirations than women. Despite stereotypes in society about gender in the selection of majors, when conducting career selection, students no longer pay close attention to the role of the type, but rather adjust their career choices based on their competencies. Women tend to be more conscientious so that they are more diligent in their duties, more familiar with the work to be done, know themselves better, and know their abilities. (Wijaya, 2012). In addition, (Mardiyati & Yuniawati, 2021) mentioned that women are more in relationships with others while men prefer to look independent. When women build relationships with others, women will find it easier to dig up information about a particular career or education that is in demand while men will choose to seek information independently.

Conclusion

Career indecision is one of the factors influenced by gender. Men are more indecisive in career selection than women. Male students' career knowledge levels are higher; however, girls show that they are more motivated and more flexible with respect to careers. In addition, female students build relationships with others, and they will find it easier to dig up information about a particular career or education of interest while men will choose to search for information independently.

References

- Akmal, S. Z. (2019). FAKTOR-FAKTOR YANG MENENTUKAN KEBIMBANGAN KARIER PADA SISWA SMA KELAS XII. *Jurnal Psikologi*, 18(1), 1. <https://doi.org/10.14710/jp.18.1.1-12>
- Ali, M., & Mukhibat, M. (2017). DUKUNGAN KELUARGA, PERAN GENDER, EFIKASI DIRI PENGAMBILAN KEPUTUSAN KARIR, DAN PENGHARAPAN AKAN HASIL TERHADAP CAREER INDECISION SISWA SEKOLAH MENENGAH ATAS NEGERI KOTA MADIUN. *PALASTREN Jurnal Studi Gender*, 9(2), 279. <https://doi.org/10.21043/palastren.v9i2.2054>
- Almaida, D. S., & Febriyanti, D. A. (2019). HUBUNGAN ANTARA KONSEP DIRI DENGAN KEMATANGAN KARIR PADA SISWA KELAS XI SMK YAYASAN PHARMASI SEMARANG. *Jurnal EMPATI*, 8(1), 87–92. <https://doi.org/10.14710/empati.2019.23579>
- Creed, P., Patton, W., & Prideaux, L.-A. (2006). Causal Relationship Between Career Indecision and Career Decision-Making Self-Efficacy. *Journal of Career Development*, 33(1), 47–65. <https://doi.org/10.1177/0894845306289535>
- Fadilla, P. F., & Abdullah, S. M. (2019). Faktor Pengambilan Keputusan Karier Pada Siswa SMA Ditinjau Dari Social Cognitive Theory. *Psikostudia: Jurnal Psikologi*, 8(2), 108. <https://doi.org/10.30872/psikostudia.v8i2.3049>
- Fikry, Z., & Rizal, G. L. (2018). HUBUNGAN OTONOMI DALAM PENGAMBILAN KEPUTUSAN KARIR TERHADAP KEBIMBANGAN KARIR PADA MAHASISWA STRATA-1 DI KOTA PADANG. *Jurnal RAP (Riset Aktual Psikologi Universitas Negeri Padang)*, 9(2), 213. <https://doi.org/10.24036/rapun.v9i2.102217>
- Gati, I., Krausz, M., & Osipow, S. H. (1996). A taxonomy of difficulties in career decision making. *Journal of Counseling Psychology*, 43(4), 510–526. <https://doi.org/10.1037/0022-0167.43.4.510>
- Goliath_MCom_2012*. (n.d.).
- Hubungan Antara Kematangan Karir dengan Motivasi Belajar pada Siswa Kelas X MAN Cibinong FITRIA WIJAYA Pembimbing: Ni Made Taganing*. (n.d.).
- Lippa, R. A. (2010). Gender Differences in Personality and Interests: When, Where, and Why? *Social and Personality Psychology Compass*, 4(11), 1098–1110. <https://doi.org/10.1111/j.1751-9004.2010.00320.x>
- Mardiyati, B. D., & Yuniawati, R. (2021). PERBEDAAN ADAPTABILITAS KARIR DITINJAU DARI JENIS SEKOLAH (SMA DAN SMK). *Empathy: Jurnal Fakultas Psikologi*, 3(1), 31. <https://doi.org/10.12928/empathy.v3i1.3033>

Marpaung, D. N., & Yulandari, N. (n.d.). KEMATANGAN KARIR SISWA SMU BANDA ACEH DITINJAU DARI JENIS KELAMIN DAN JENIS SEKOLAH. *Jurnal Psikoislamedia*, 1(2).

Nadeem, F., & Khalid, R. (2018). *The relationship of gender role attitudes with career aspirations and career choices among young adults*. *Work/Family Interface View project*.
<https://www.researchgate.net/publication/329888421>

Napitupulu. (2018). *kualitas pendidikan rendah*. Retrieved from Kualitas Pendidikan Rendah - Kompas.id

Nuraqmarina, F., & Risnawati, E. (2018). Keputusan Pemilihan Karir: Studi Komparatif pada Siswa Remaja Jurusan IPA dan IPS. *Psymphic: Jurnal Ilmiah Psikologi*, 5(2), 231–240.
<https://doi.org/10.15575/psy.v5i2.3068>

Santrock. (2018). *Adolescence*. Mc Graw-Hill

Wulandari, A., & Nirwana, H. (n.d.). Differences of Career Decision Making in Senior High School's Student Based on Gender. *Jurnal Neo Konseling*, 1, 2019. <https://doi.org/10.24036/00178kons2019>

Zafar, M. (2019). Career Guidance in Career Planning among Secondary School Students. *Asian Journal of Education and Social Studies*, 1–8. <https://doi.org/10.9734/ajess/2019/v5i130133>

WHO . *Adolescent health*. (n.d.). Retrieved from [Search results \(who.int\)](http://Search results (who.int))