

Getting Ready for Work: KarierKu Application for Students of Public High School 1 Ungaran

Weni Anggraini ¹

Dhanang Suwidagdho ²

Damar Wicaksono ³

¹Department of Biology Education,
Tidar University, Magelang City,
Central Java, Indonesia

²Department of Indonesian
Language and Literature Education,
Tidar University, Magelang City,
Central Java, Indonesia

³Department of Information
Technology, Tidar University,
Magelang City, Central Java,
Indonesia

email: weniang@untidar.ac.id

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Abstrak

SMA N 1 Ungaran menghadapi beberapa permasalahan prioritas terkait kematangan karier siswa, termasuk rendahnya pemahaman siswa tentang minat dan tipe kepribadian siswa, serta kurangnya informasi mengenai pilihan studi lanjut dan jenis pekerjaan. Siswa mengalami kesulitan dalam menentukan karier yang sesuai, ditambah kurangnya komunikasi yang efektif antara siswa dan orang tua. Untuk mengatasi ini, solusi yang diusulkan meliputi pelatihan peningkatan kematangan karier dan komunikasi efektif dengan orang tua, serta pengembangan aplikasi berbasis website bernama KarierKu. Pelaksanaan kegiatan dimulai dengan kegiatan sosialisasi kepada siswa dan guru terkait rencana kegiatan dan pengembangan aplikasi KarierKu. Aplikasi KarierKu yang dikembangkan *mobile friendly* dan menyediakan enam menu utama: Konsultasi, Rencanaku, Tes RIASEC, Daftar Perguruan Tinggi, Daftar Profesi, dan Pemetaan SNBP. Menu-menu tersebut mendukung siswa dalam memilih jalur karier dan pendidikan, serta memfasilitasi konsultasi dengan guru BK. Kegiatan berikutnya adalah kegiatan pelatihan penggunaan aplikasi KarierKu dilaksanakan kepada orang tua dan siswa yang berkaitan juga dengan peningkatan komunikasi antar orang tua, siswa dan Guru BK. Kegiatan berikutnya adalah pendampingan penggunaan aplikasi KarierKu. Kegiatan pengabdian ini menghasilkan aplikasi KarierKu yang dapat digunakan guru BK, siswa dan orang tua untuk meningkatkan kematangan karier. Selanjutnya terdapat peningkatan kematangan karier siswa sebelum dan sesudah kegiatan. Dapat disimpulkan bahwa penggunaan aplikasi KarierKu dalam kegiatan pelatihan dapat meningkatkan kematangan karier siswa SMA N 1 Ungaran.

Abstract

SMA N 1 Ungaran faces several priority issues related to students' career maturity, including a low understanding of student's interests and personality types, as well as a lack of information about further study options and types of work. Students have difficulty in determining a suitable career, coupled with a lack of effective communication between students and parents. The proposed solutions include training on improving career maturity and effective communication with parents, as well as the development of a website-based application called KarierKu. The implementation of the activity began with socialization activities for students and teachers regarding the activity plan and the development of the KarierKu application. The KarierKu is mobile-friendly and provides six main menus: Consultation, My Plan, RIASEC Test, List of Universities, List of Professions, and SNBP Mapping. These menus support students in choosing career and education paths, as well as facilitating consultations with guidance and counseling teachers. The next activity is the use of the KarierKu carried out to parents and students which is also related to improving communication between parents, students, and guidance and counseling teachers. The next activity is assistance in using the KarierKu. This service activity produces a KarierKu that can be used by counseling teachers, students, and parents to increase career maturity. Furthermore, there is an increase in student career maturity before and after the activity. It can be concluded that the use of the KarierKu in training activities can improve the career maturity of SMA N 1 Ungaran students.



INTRODUCTION

Guidance and Counseling has a role to deliver students to achieve their independence Gibson and Mitchell (2003). As a guideline in preparing and implementing guidance and counseling programs, there is a reference that must be used as a guideline, namely the Independence Competency Standards (SKK) for SMA / SMK / MAN students. (Sugiyatno *et al.*,). The SKK has 11 developmental aspects, namely :

1. A foundation for religious life;
2. A foundation for ethical behavior;
3. Emotional maturity;
4. Intellectual maturity;
5. Awareness of social responsibility;
6. Gender awareness;
7. Self-development;
8. Entrepreneurial behavior (economic behavior independence);
9. Career insight and readiness;
10. Maturity of relationships with peers; and
11. Readiness for marriage and family.

Each developmental aspect has three goal dimensions, namely :

1. Recognition/awareness (gaining knowledge and understanding of developmental aspects and tasks [competency standards] that must be mastered);
2. Accommodation (gaining meaning and internalization of developmental aspects and tasks [competency standards] that must be mastered) and
3. Action (real behavior in everyday life from developmental aspects and tasks [competency standards] that must be mastered). These developmental aspects must be mastered by students in an effort to achieve self-reliance (Jakob *et al.*, 2024; Yuwana *et al.*, 2024).

One of the important developmental aspects to be mastered by high school students is career insight and preparation. This aspect is very important for students to achieve career maturity. By having broad insight into various types of career choices along with jobdesk information, estimated income earned and career paths, it will be an accurate consideration for determining career choices. Career maturity is the process of students determining, making choices or decisions about careers between their conditions and the career environment (Sari *et al.*, 2023). At the high school level, students are at the exploration stage. This stage is a period where a student actively seeks information about various career options and tries experiences related to areas of interest, the process of understanding their interests, values, and abilities and trying to match them with the various career paths available. At the high school level, career maturity aims to determine further study options and employment options after completing education. (Sari *et al.*, 2023). Career maturity is important because it plays a big role in directing students towards achieving their maximum potential. When reaching career maturity, students will obtain further study options that suit themselves or career choices that match their abilities. This condition allows students to have a fighting spirit to acquire the knowledge and skills needed to become more competent in the work they will do. SMA 1 Ungaran has 7 Guidance and Counseling Teachers, 1224 students spread across classes X, XI and XIII, 396 students in class XI. The problems faced by SMA Negeri 1 Ungaran have always been consistent in delivering its students to continue to higher education with an average of 85% of all eligible students. However, in the last 2 years, 2022 and 2023, there has been a very significant decline, with only 55% of students accepted into further studies. Guidance and Counseling teacher of SMAN 1 Ungaran has distributed career maturity questionnaire to 34 students of class XI. Based on the instrument, it is known that the level of career maturity of students is 1 person in the very low career maturity category, 8 people have a low career maturity category, 21 people have a high career maturity category and 4 people have a very high career maturity category. Career maturity in the low and very low categories is related to :

1. Students have not found interests that suit them;
2. Lack of career information about campuses and types of jobs that can be chosen after graduating from high school;
3. Students do not know their career personality type;
4. Students' career decisions clash with their parents' wishes so that they do not find common ground, and students tend to follow their parents' wishes.

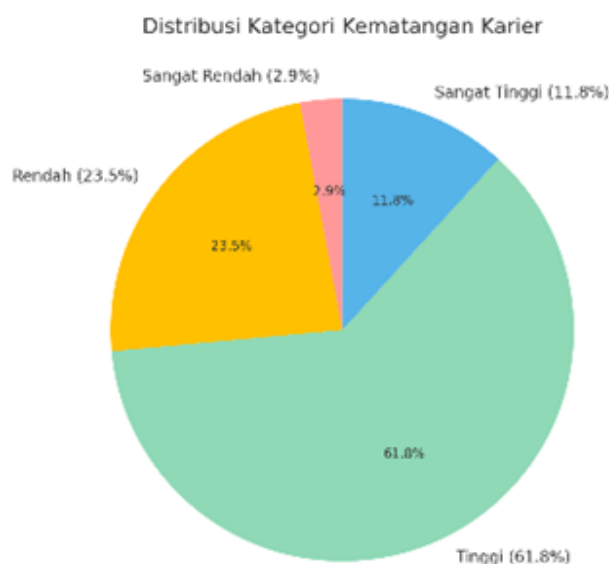


Figure 1. Condition of Student Career Maturity.

Then, following up on this, the Guidance and Counseling Teacher conducted structured interviews with student representatives, alumni and parents. This was done to explore further the factors that cause students to have low maturity based on information from within students, then based on the role of parents and linked to direct experiences experienced by alumni who have been at the college level. Sure enough, the facts found that the condition of students who do not understand the type of personality and interests they have makes the decision to choose a college major look perfunctory. Furthermore, parents still have insufficient knowledge about information on campus choices and types of jobs that are growing along with the times. This is related to parents who do not have time to search in print or electronic media. Then, alumni said that there was a feeling of "wrong major" due to the selection that did not pay attention to aspects of career decisions. In line with research data from Indonesia Career Center Network in 2017 that 87% of students in Indonesia feel "wrong major". If the discrepancy between career maturity and career choice continues to occur, it will worsen the quality of human resources when working because it is not in accordance with their interests and talents and readiness to face the world of work. Handling of these problems has actually been attempted, such as conducting career counseling both directly and online, as well as providing opportunities for parents and students to participate in career consultations. As well as counseling teachers have accompanied students when choosing the destination college on the SNBP pathway. However, this still does not reach the practical implementation in the field. However, the limitations of the whatsapp application used such as chat that accumulates and is mixed with other chats make consultations often interrupted and out of sync between parent and student chats. Then the SNBP selection that does not consider the scores of fellow students when choosing the same majors and colleges makes the competition very tight. Previously, the head of the proposal has conducted research on testing personality type instruments based on Holland's Career theory developed by. The results of this research have been published and used by guidance and counseling teachers. Furthermore, the proposing member has also developed Anna Roe's career exploration instrument. However, because the instrument is still in the form of publication so that Guidance and Counseling Teachers still have to make filling forms and data processing manually. Meanwhile, Guidance and Counseling teachers need a platform that can be used practically and quickly in helping students' career maturity and determining career choices. Furthermore, an application that is easy for students to access for exploring interests, talents, and

abilities, college information, career information for high school graduates to a consultation column with counseling teachers that can be accessed by students and parents is also needed. Through an application that is integrated between information and access to students and parents, it will be easier to determine the appropriate career choices between students and parents. The web-based application developed is tailored to the needs of improving student career maturity which has a targeted strategy to be able to overcome these problems. The developed application contains integrated information ranging from exploring interests, talents, abilities, college information, job career information for high school graduates to consultation columns with Guidance and Counseling Teachers. Based on the description above, the objectives of this PKM activity are to :

- (1) implement career maturity applications to meet students' career decision needs;
- (2) improve teacher performance in providing career guidance services to students. This service activity has an impact on the achievement of the Main Performance Indicators (KPI) of Higher Education, namely KPI 2 students get off-campus experience, KPI 3 lecturers do off-campus activities, and KPI 5 lecturers' work is used by the community. This community service activity can also support the Merdeka Belajar - Kampus Merdeka program, namely SKS recognition of 6 credits.

METHODS

The method of implementing activities to increase career maturity with the KarierKu application has 5 stages, namely socialization, training, application of technology and evaluation and program sustainability. The explanation of the stages of the activity is as follows.

Socialization Stage

The socialization stage contains the introduction and delivery of information to partners regarding the implementation of community service activities that will develop the KarierKu application. Socialization activities are divided into 2 activities, namely the first socialization to the Principal, Vice Principal for Curriculum, Vice Principal for Student Affairs, Guidance and Counseling Teachers accompanied by discussion activities on the KarierKu application design. The second socialization is the socialization of the activities that will be carried out to student representatives totaling 36 students. At this stage, the KarierKu web-based application was also developed. The implementation of the KarierKu application development was carried out using the ADDIE development method (Analysis, Design, Development, Implementation, Evaluation) with minor adjustments. (Roberth. 2009). The explanation of these stages is as follows.

1. Analysis

The analysis stage is carried out to identify problems faced by partners related to students' career maturity and career services provided by Guidance and Counseling Teachers. At the analysis stage, structured interviews and observations were conducted with the Guidance and Counseling Teacher and students. Analysis is also carried out to design possible solutions that can be done. The results of this analysis will be used as a reference for the development of My Career Application for career services of SMA N 1 Ungaran Guidance and Counseling Teachers.

2. Design

Based on the results of the analysis of the problems faced by partners, it is necessary to have a career service application that can integrate career information, explore interests, talents and personality, and consulting services that can be accessed by students and parents. At this stage, the implementation team will create a prototype career service application that contains the following menu :

- a. My plan: in this section will contain student personal data and career plans based on career choices;
- b. RIASEC test: in this section is a test to find out career interests based on personality types;
- c. Career information: in the career information menu students can find a list of universities, SNBP mapping and a list of professions that can be chosen both after graduating from high school and become plans after completing further studies. In the career information there are also videos about various types of career choices and the importance of planning a career early;

- d. Consultation: in the consultation menu students and parents can consult together with the Guidance and Counseling Teacher.

Development

In the development stage, what is done is to realize the application plan that has been determined at the previous design stage. At this stage of development begins with compiling the personal data needed for career services, preparing the RIASEC test and its processing, compiling career information containing a list of universities, SNBP mapping and a list of professions that can be chosen both after graduating from high school and being a plan after completing further study, and product development is carried out based on the database, interface and architecture that have been prepared in the previous stage. After the KarierKu application product has been developed, the next step is to validate the product. Product validation aims to determine the quality of the product developed, namely My Career Application. Product validation is carried out to 2 experts, namely expert validators from academia (Guidance and Counseling Lecturers) and expert validators from practitioners (Guidance and Counseling Teachers). The results of product validation will be used as a reference for product improvement before the product trial stage is carried out.

Implementation

The product implementation stage is carried out after the product from the development stage is ready for implementation. At this stage My Career App will be applied to Guidance and Counseling Teachers, students and parents of students in training activities.

Training Phase

The activities carried out at this stage are training that will be given to Guidance and Counseling Teachers, students and parents :

1. Training 1: Guidance and Counseling teachers were given training on the use and management of data in the KarierKu application. Especially on the integration of student data with test results and the use of consultation services provided to students and parents;
2. Training 2: Students received training on career interests based on personality types and communication skills to parents. Students also received training on the use of My Career Application to improve career maturity. The training will be given to student representatives who are taken randomly from class XI which totals 70 students, each class will send representatives as many as 6 - 7 students;
3. Training 3: 36 parent representatives will be invited to the school for training on the use of My Career App so that parents can provide support to students' career decisions based on the factors that determine them.

Technology Implementation Stage

After the training on the use of KarierKu application to Guidance and Counseling Teachers, students and parents. The next step is for Guidance and Counseling Teachers to apply My Career application to all students and parents. Guidance and Counseling Teachers use My Career application in career services that are integrated with various factors that determine students' career decisions and can use My Career application when in the classroom as information and discussion materials. By using KarierKu application, it is hoped that it can help maximize the career services provided by Guidance and Counseling Teachers.

Mentoring and Evaluation Phase

The mentoring stage is an activity carried out to assist Guidance and Counseling Teachers in using the My Career Application. The mentoring stage for Guidance and Counseling Teachers was carried out in 3 meetings.

Evaluation of the use of the KarierKu application is carried out to provide input for future application development. The evaluation will be conducted by the proposing team together with partners as users of the application.

Program Sustainability

KarierKu application has great benefits for partners for career services for students so that students can achieve career maturity. Based on the evaluation results, it will be known the sustainability of using the application for Guidance and Counseling Teachers as well as students and parents. The sustainability of this program can also be done with assistance

from the proposer in various other activities. In addition, KarierKu App can also be further developed with regard to the development of content available in the app, including articles, inspirational videos, guides, and other resources that can assist users in their career development. Next is the provision of interactive features that allow students to actively participate in their career development process, such as skills assessment quizzes, discussion forums, or direct question and answer sessions with career experts. Partner participation in this program is detailing the problems faced by partners, providing information data on student conditions, providing facilities and infrastructure. In the socialization stage, partners support the dissemination of information about the PKM Program to students and parents. Partners also play an important role in developing the features needed in the KarierKu application, and the implementation of trials is carried out with full participation from partners. In the training for students and parents, partners also actively participated by providing special assistance to students and parents who attended as participants. At the mentoring and evaluation stage, the partners implemented the career service program using the KarierKu application and were actively involved in evaluating the application. At the program sustainability stage, the proposing team and partners held discussions to develop applications that could meet the career needs and solve students' career problems. With the active participation of these partners, it is hoped that KarierKu App can target the crucial needs of students to improve their career maturity. Evaluation of the implementation of community service programs is carried out by program implementers together with partners. The evaluation of the implementation of this program aims to determine the success of the community service program. The indicators used for this evaluation are the increase in students' career maturity and the use of KarierKu application by Guidance and Counseling Teachers in career services. Student involvement in the Community Partnership Empowerment program can be recognized with 6 credits of lecture activities. In this activity, students are involved in various tasks that prioritize knowledge and skills. In addition to the tasks mentioned above, students can also develop soft skills needed in their career life such as communication, cooperation, time management, effective communication, adaptif, creativity, empathy problem solving ability, work ethics, multitasking ability and ability to adapt to technology. Thus, in addition to this program being useful for students' career maturity, it can also directly improve readiness for students. Courses that are planned to be recognized in this activity are outdoor learning, school-based management and inclusive education.

RESULTS AND DISCUSSION

The KarierKu app has been developed to provide guidance for students in understanding career personality, career information and SNBP mapping that will help with career decisions. This application has excellent features such as personality tests, information on various professions, guidance in career planning, and direct consultation with counseling teachers which can also be done with parents. KarierKu application can be accessed at <https://karierku.id/> . KarierKu application has been developed according to the needs. KarierKu App has the following menus :

1. Home: My Career home page;
2. Consultation: A menu for consultation between students, parents and counseling teachers.;
3. My plan: covers the student's future study plan;
4. RIASEC test: a test to determine students' career preferences using the Holland taxonomy;
5. Universities: contains a list of universities and their majors;
6. Profession List: contains a list of professions relevant to the RIASEC test;
7. SNBP Mapping: contains the recommendation campus for student SNBP.

The developed KarierKu application can be seen in Figure 2 below :

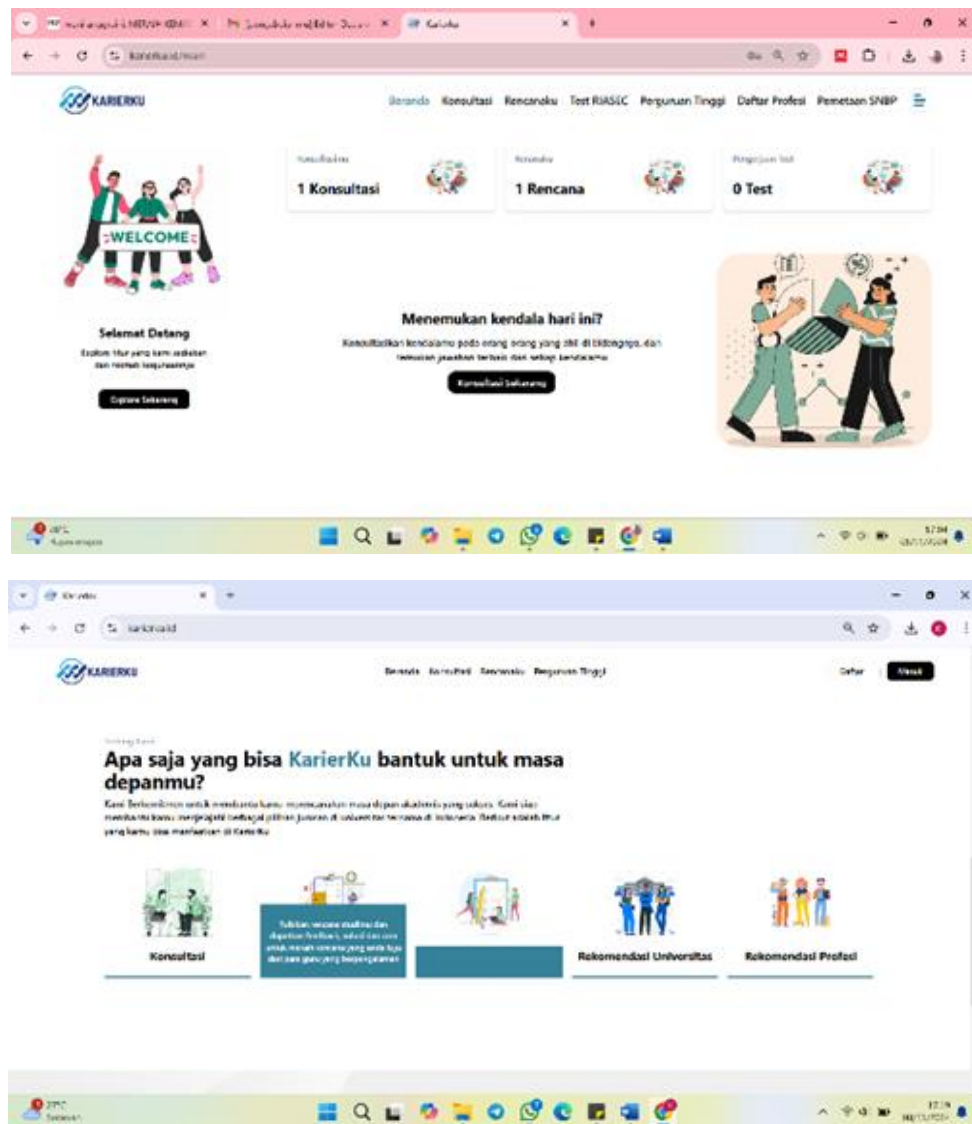


Figure 2. My Career App.

The socialization of the KarierKu application was carried out in September 2024, the KarierKu application socialization activity was carried out at SMA N 1 Ungaran. This activity aims to introduce community service activities regarding the importance of career maturity for students as well as the introduction of the website-based KarierKu application developed to assist students in planning and preparing for their future careers more maturely. The first socialization activity was attended by the Principal, Vice Principal, Head of Administration and Guidance and Counseling Teacher. The participants welcomed the KarierKu application and provided feedback on the application such as motivational words, tuition fee information and scholarship information, data update facilities, as well as testimonials and career motivation videos. Some of the feedback given can be accommodated in the first year of application development, but some feedback such as motivational videos and testimonials cannot be done yet. The second socialization was attended by 36 students representing classes XI 1 - XI 12. The socialization began with the concept of career and the importance of career decisions based on personality, resources, interests, abilities and opportunities. Then students were introduced to the KarierKu application which students will later use for career decision making. On this occasion, students also asked how to solve career problems that keep changing and proposed to enter official school data on the List of Colleges menu in the KarierKu application. The implementation of the Socialization can be seen in Figures 3 and 4 below :



Figure 3. Socialization to Structural Officials and Counseling Teachers of SMAN 1 Ungaran.



Figure 4. Socialization to students of SMAN 1 Ungaran.

The results of the socialization are as follows :

1. Increased Student Awareness: This socialization succeeded in raising students' awareness of the importance of early career planning. Most of the students in attendance showed enthusiasm to use KarierKu app to identify their personality and get more information about professions of interest.
2. Positive reception from counseling teachers and structural officials: Guidance and Counseling teachers at SMA N 1 Ungaran welcomed the introduction of KarierKu. Students stated that the KarierKu app would be very helpful in providing more personalized and efficient career guidance services to students. The online consultation feature in the application is considered very easy for teachers to monitor student progress.
3. Active Interaction and Discussion: During the Q&A session, many students actively asked about how to use the app and how the features in it can help students understand the right career. This discussion showed the students' interest in the app and its relevance to the students' needs.
4. Continued Support: The school is committed to continue supporting the service activity, namely the KarierKu application training in daily career guidance activities.

The next stage of this service is training activities which were carried out in October 2024 at SMA N 1 Ungaran. This activity aims to provide real practice to partners regarding the use of the KarierKu application. Each training session involves an interactive approach in the form of discussions, simulations, and direct practice using the KarierKu application. The parties involved were students, counseling teachers, and parent representatives. Overall, the participants were very enthusiastic in the implementation of this service activity. The participants actively explored the features in the KarierKu application. During the implementation, the students did not have significant obstacles, but sometimes the parent representatives who attended had difficulties related to the technology adaptation that was being implemented. The service team actively provided assistance to parents so that they could understand and operate the KarierKu application properly. The training implementation can be seen in Figures 5, 6 and 7 below :



Figure 5. Training of SMA N 1 Ungaran Students.



Figure 6. Training to Student, Parent and Guidance and Counseling Teacher.



Figure 7. Student Training in the Classroom.

The training materials provided are tailored to the training participants. During the training for students, it began with providing an understanding of the importance of career interests based on RIASEC personality types, as well as training on effective communication skills with parents regarding career plans. In addition, students were taught how to use the KarierKu application to explore their interests, talents, and personalities, as well as access information about colleges and professional options. While during the classroom training, the focus was on the practical steps of applying the KarierKu application for students and parents at home. The training for parents and guidance and counseling teachers focused on improving their understanding of the role of KarierKu application in supporting students' career decisions. The training helped parents and counseling teachers understand the features of the application, so that they can provide optimal support to students in making career choices. Parents were also given an understanding of the character of today's students in determining careers and strategies that can be applied so that students have good career maturity. Meanwhile, counseling teachers were given a refresher on career selection using Holland's taxonomy. There were some unique incidents where there was input from parents so that the KarierKu application could be implemented at SMA N 1 Ungaran when students were still in class X. This would help them to gain career maturity. This will help them to gain better career maturity in the context of choosing majors at school. After the training is completed, the next stage is the implementation of technology

through the use of KarierKu application by Guidance and Counseling Teachers, students, and parents. This implementation aims to ensure that the application is used optimally as a tool in career guidance services. In this case, the partners apply the technology that has been developed independently at home. At this stage, counseling teachers conducted a sampling survey to measure students' career maturity after the application of KarierKu application to improve students' career maturity. Based on the measurement, it is known that the students' career maturity level is 19 people have a high career maturity category and 15 people have a very high career maturity category.

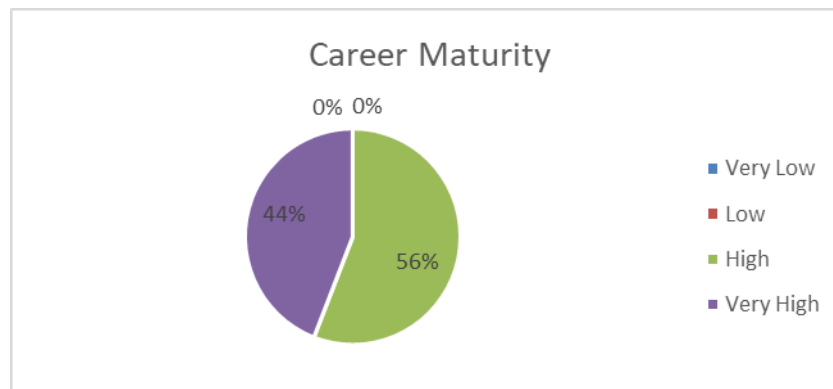


Figure 8: Condition of Students' Career Maturity.

The last stage, namely mentoring, is not only given to the Guidance and Counseling Teacher, but also involves representatives of parents and students. This activity took place at SMA N1 Ungaran and took place with all relevant parties present, including representatives from LPPM Universitas Tidar who were also present to monitor the implementation of the community service program. The assistance aims to provide direct guidance to students and parents in utilizing the KarierKu application, as well as resolving technical and substantive obstacles that may be faced. LPPM Universitas Tidar also conducted a direct evaluation of the activities to ensure that the program runs in accordance with the objectives and success indicators that have been designed. At the end of the activity, a symbolic handover of the KarierKu application was carried out from the service team to the school representative, namely the Guidance and Counseling Coordinator, SMA N 1 Ungaran. This handover marks the full transfer of responsibility for using the application to the school to be utilized sustainably as a tool for student career services. The implementation of mentoring activities can be seen in Figure 9 below :



Figure 9. Assistance to Parents, Students, and Guidance and Counseling Teachers.

CONCLUSIONS

Student career maturity is an important part of career decision making. A good career decision is a decision based on career personality, interests, environment, career opportunities and supporting resources. KarierKu application is present to provide convenience for SMA N 1 Ungaran students to achieve career maturity and ease of consultation and discussion with Guidance and Counseling Teachers and Parents.

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