The Effectiveness Guidance on Group Career Self-Efficacy Student Media Tree With Career

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Abstract— **This study aims to test the effectiveness of group counseling on career self-efficacy. This research is motivated by the lack of understanding of students about careers for the future. The effort in helping students overcome the problem of career self-efficacy research is conducted by the method of quasi-experimental in form nonrandomized pretest-posttest control group design. The collection of data through self Efficacy scale Career Decision Making (EDPKK) obtained 8 students who have low self-efficacy career then divided into two groups: 4 people including the experimental group and four people, including a control group. The results of the analysis of the pre-test and post-test using Wilcoxon test values obtained z-count -2.313 which means greater than Z-tab -0.0104. Otherwise, there is a difference then after getting treatment. So the hypothesis that the effectiveness of self-efficacy student career levels before and after group counseling proven.**

Keywords— *Guidance Group, Career Self-Efficacy, Career Trees*

I. INTRODUCTION

Self-efficacy is a belief in yourself to organize and mobilize the resources necessary actions to manage the situations that will come up [1]. The level of self-efficacy is one individual with another individual is different. If a person has a high level of efficacy that he was always confident of his ability to do something, whereas someone whose level of self-efficacy is low it will always be hesitant and patchy in completing its tasks

Ref [2] problems careers perceived high school students are: students do not understand how to choose the courses that match the skills and interests, students do not have any information about the world of work is enough, students are still confused to choose a job, students are still not able to choose a job according to their ability and interests of students anxious to get a job after graduation, the students do not yet have a college or advanced selection of specific education after graduating from high school, students do not already have an idea about the characteristics, requirements, capabilities, and skills needed in the job and the job prospects for the future of his career. Thus, making the student experience confusion in career and not being able to make decisions pertaining to his career.

Based on the results of interviews conducted the counseling teacher at SMA Muhammadiyah 2 Banjarmasin, obtained information that students have an understanding of a very minimal to the world of work so as to make the students do not have proper planning with regard to careers for the future of these students, even though no career planning is made students but students are also not convinced by planning were made because the students were confused on the direction of his career.

According to Tanoesoedibjo, CEO of MNC Group, "yet the vision and mission of a career are the reason young children Indonesia origin selected in the field of their studies. In fact, their choice will largely determine the course of a career in the future". So it will be better if the students determine the vision and mission of his career early in order to improve the career self-efficacy.

Career self-efficacy is the confidence or ability of individuals to its ability to achieve the career tasks that must be passed appropriate age range career development faced. Components of career self-efficacy associated with the success of the decision-making careers should be able to complete five tasks are: 1) the ability to assess themselves, 2) the ability to collect job information, 3) the ability to select and set goals, 4) the ability to resolve problems and 5) the ability to do a realistic planning for the future [3].

Lack of knowledge and information about careers be the cause of many students have to career self-efficacy low. If not acted upon by researchers there would be some possibility that will happen such as experiencing confusion to continue or stop further studies, prone to work stress, pessimism, lack of motivation in studies and career.

In its own guidance and counseling services are tutoring services groups, assistance to individuals who performed in situations group. Service guidance delivery group consists of information relating to the problems of education work, personal and social issues that are not presented in the form of lessons [4].

The tree media career that will be used in this study is a media intervention in the activities of group counseling. The use of media will increase the meaningfulness of the process and result of guidance and counseling. Thus, the media selection becomes important, and this is a fundamental

theoretical reason in the choice of media. Theoretically expected to be the main reason why we need to vote against the media, in order to have compatibility with the task of development, conformity with the contents, guidance and counseling strategies, and the time available.

II. METHOD

This research is quantitative research with experimental research type. Experimental research method can be interpreted as the research methods used to find a specific treatment effect against the other in uncontrolled conditions [5].

This study uses a quasi-experimental with a form of Non-randomized pretest-posttest control group design. This design has the control group to control maturation, but the two study groups are not equal in terms of proactive history. Pretest and posttest actually do to control the constancy of the proactive history [6]. This design can be described as follows:
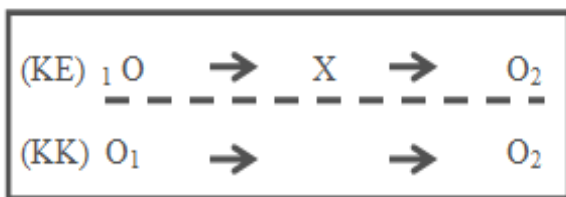

Fig. 1. Non-randomized pretest-posttest control group design

The sample in this study is a class XI student of SMA Muhammadiyah 2 Banjarmasin are students of grade XI amounting to 8 people. To be able to analyze the data, then the data is put in the form of tables or in the call data tabulation. Data analysis techniques or hypothesis test used was Wilcoxon. This procedure is used to test the hypothesis of comparative two related samples when the data is ordinal or tiered shape. Wilcoxon test is an alternative to the data paired t-test (t-paired). In the Wilcoxon test, data cannot be directly processed but must be sorted then newly processed [7].

A. Group counseling

Guidance Group is relief against the individual who performed in a group situation. Group counseling can be a group activity to deliver information or discuss issues of education, employment, personal, and social [8].

Ref [9] declare group counseling services are tutoring services that allow some students jointly acquire a variety of materials from certain sources (especially from mentors or counselors) are useful to support the daily lives of both individuals and as students, family members, and the community as well as for consideration in the decision.

Group counseling services are a way to provide assistance (guidance) to individuals (students) through group activities. In group counseling services, activities, and group dynamics must be realized to discuss various things that are useful for the development or troubleshooting of individuals (students) who participated in the service [10]. From some of the above can be concluded that the guidance of the group is given to the relief effort counselees in the form of a group that the problems encountered can be prevented as early as possible through the information conveyed. Step Steps in Guidance Group, namely: Pre-guidance, implementation of the guidance, post-counseling.

B. Career Self-Efficacy

Ref [11] is the man who developed the theory of career self-efficacy by applying the concept of self-efficacy for career-related behavior. Careers can be defined as a combination and sequence of job roles that a natural person over a lifetime. So, career self-efficacy has no meaning intact from the experts. Thus, the definition of career self-efficacy is the belief or the ability of an individual to its ability to achieve the career tasks that must be passed appropriate age range career development faced. Career development tasks at each individual age range will change according to age.

Components of career self-efficacy associated with the success of the decision-making careers should be able to complete five tasks are: 1) the ability to assess themselves, 2) the ability to collect job information, 3) the ability to select and set goals, 4) the ability to resolve problems and 5) the ability to do a realistic planning for the future [3].

C. Career tree

Media tree career itself is a media object. According to [12] media is the three-dimensional media objects that convey information not in the form of presentation, but through its own physical characteristics, such as size, shape, weight, structure, color, and function.

Trees career consisting of roots, trunk, branches, twigs, and fruit is a systematic career planning adapted from *Government of* Alberta Employment, Immigration, and Industry.

1) Roots - What the hell am I doing today?
At this stage, students are asked to look within himself to ask what had he done, what are the things that he liked, what things he did not like, and what he wants to do? Students will think about the past, present, and future if students are able to answer all the questions that he has begun to have visions of her future career.

2) Rods - What do I know?
After stage one pass, the students are already one step ahead in the selection of matching his career. At this stage, students will find out about themselves and their ability so that it can determine his chances in the working world.

3) Branch - What is my best choice?
Students who have updated their career choices and know her potential will be encouraged to think and make decisions. This is certainly supported by the information he had acquired in the second stage of abilities, interests, values, and character as well as some professional categories. Students will find several categories of the profession and assessing the profession of interest. This can be done by observation and interviews with people who work in the profession of interest.

4) Leaves - What should I do now?

Students have seen the whole of his life, a change in him and views on the world of work. Students have been thought of and decided her career choice. So, at this stage, the student will plan to achieve career goals. Things need to be done to determine the student's ways to achieve career goals as a study or training that support their work in the future.

5) Fruit - What action will I take?

After carrying out a lot of changes in career planning should be at this stage the students are able to improve the career self-efficacy. Thus, at this stage students are sure to achieve career goals. The end result of this stage is that students are able to choose to study or training is needed to support the career choice without any doubt

III. RESULTS AND DISCUSSION

After the sample given preferential treatment in the form of group counseling services during the 6 meetings, it will be back to do the measurement. It is intended to describe the self-efficacy student career after getting treatment. The measurement results of pre-test and post-test experimental group on the research can be seen in the following table:

TABLE I.   RESULTS OF PRE-TEST AND POST-TEST GROUP EXPERIMENTS

Name	Prior Guidance Group	After Guidance Group	Difference
	Pre-Test	*Post-Test*	
M001	143	155	12
M005	141	152	11
M013	155	160	5
M015	151	160	9
Average	148.25	156.75	

Based on Table 1 above it can be seen that there is a change in the experimental group before and after treatment, the counseling group. Students with code M001 has increased after following the guidance of the group, the scores before following the guidance of the group is 143 later after following the guidance of the group score to 155, students with code M005 also increased from baseline 141 to 152, a student with a code M013 has the initial score 155 then increased to 160, and the student with the code M015 has the initial score 151 is also increased scores after following the guidance of the group became 160. the increase occurred due to increase students' understanding of a job.

The measurement results in pretest and post-test in the control group in this study can be seen in the following table:

TABLE II.   RESULTS OF PRE-TEST AND POST-TEST CONTROL GROUP

Name	Prior Guidance Group	After Guidance Group	Difference
	Pre-Test	*Post-Test*	
M010	155	162	7
M014	156	151	-5
M019	156	166	10
M021	156	159	3
Average	155.75	159.5	

Based on Table 2 above it can be seen that there is a change in the control group although not given treatment, the counseling group. Students with code M010 increased with initial score 155 became 162, students with code M019 also increased from the initial score 156 to 166, a student with a code M021 has the initial score 156 and then increased to 159, but students with code M014 has decreased in post-test measurement, which is owned by 156 initial scores and then decreased to 151. the significant rise occurred in the control group despite not getting treatment. Chances are causing this increase according to the researchers is the interaction between the experimental group and the control group given they are from the same class.

The Test Wilcoxon test using SPSS 16.0 is as follows:

TABLE III.   RESULTS OF WILCOXON

	Post - Pre
Z	-2.313[a]
Asymp. Sig. (2-tailed)	.021

[a.] Based on negative ranks.

[b.] Wilcoxon Signed Ranks Test

TABLE IV.   RESULTS BASED ON WILCOXON RANK / STUDY

		N	mean Rank	Sum of Ranks
Post - Pre	negative Ranks	1[a]	1:50	1:50
	positive Ranks	7[b]	4.93	34.50
	ties	0[c]		
	Total	8		

[a.] Post <Pre

[b.] Post> Pre

[c.] Post = Pre

In Table 4 levels of small value is 1.5, which is smaller than $t_{tab} = 4$ so that Ha is accepted. As at 4:10 table value of $z_{count} = -2.313$, while for value $Z_{tab} = -0.0104$, which means $z_{count} > Z_{tab}$ so Ha is received and the value Asymp. Sig. (2-tailed) = 0,021 <0,05 = 0.05% also showed that Ha is accepted. In accordance with the opinion [5] that the price Wilcoxon test (-) are not taken into account because of the absolute price.

IV. CONCLUSION

The results of the analysis of the pre-test and post-test using Wilcoxon test values obtained zhit -2.313 which means greater than Z-tab -0.0104. Otherwise, there is a difference then after getting treatment. So, the hypothesis that the effectiveness of self-efficacy student career levels before and after group counseling proven.

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