



COMPARISON OF THE REALITY OF CAREER PLANNING BETWEEN PRE-GRADUATE STUDENTS AND NEW STUDENTS

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Abstract:

Background, A career is the entire range of jobs or positions handled or held throughout a person's working life. A career consists of a sequence of experiences or a series of jobs held throughout one's life. A career must be aligned with a person's interests and talents so that they can successfully pursue the career they are engaged in. Career planning will ultimately provide personal satisfaction for those who engage in it. Conducting career planning will help someone gain awareness and understanding of themselves.

Aim, The objective of this research is to determine the significant differences in career planning between pre-graduating students and new students.

Method, This research was conducted using a qualitative method with a descriptive qualitative approach.

Results, The comparison between the career planning of pre-graduation students and new students shows a significant difference. Pre-graduation students are more likely to prepare their careers in a more structured manner. This includes participating in additional training programs and building professional networks. Conversely, new students are more focused on formal education and seeking mentors to gain a deeper understanding of the job market they have chosen.

Conclusion, Based on the results of this observation, it shows that there is a striking difference in the reality of career planning between the two groups of students. Pre-graduation students tend to have a higher level of readiness and awareness regarding their career planning. This may be due to academic experiences and personal development during their college years. Conversely, new students may need further support in developing their career plans, as well as increasing their awareness of the opportunities and challenges they might face in the workforce.

Implication, More experience gives pre-graduating students an advantage in career planning compared to students who have just started college.

Keywords: Career, Students, Pre-graduation



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INTRODUCTION

Higher education institutions are educational facilities intended to produce graduates who are of high quality, possessing extensive knowledge, high skills, noble character, and ready to enter the workforce. During their college years, students are equipped with various theories and skills according to their field of study, and this knowledge and these skills can be acquired by students both inside and outside the classroom. Various knowledge and skills acquired by students during their time in college are intended as preparation for living in the future (Latif, Yusuf, dan Efendi, 2017). Career planning can be influenced by career development, which is a series of changes that occur at each stage of life. Factors that can influence a career include self-understanding, values, attitudes, perspectives, and abilities, as well as all hopes in determining the career choices one will make. This is a process influenced by internal factors within an individual's personality and external factors outside of the individual's personality (Sari, 2018).

Work can play a role as one of the most important aspects in the life of a healthy adult, both physically and mentally, wherever and whenever that person may be. Someone will feel very troubled and anxious if they do not have a job, which is still considered ambiguous, especially if they become unemployed. The majority of people experience stress and frustration in life primarily due to work-related issues (Ummah dan Sutijono, *Journal of Guidance and Counseling*). Every person, in reality, needs a job to become a worker and to achieve results in the job they hold. In society at large, there are various types of jobs, but only a few of these jobs yield results and happiness as one aims for in life. A person's career is not merely about the job they hold, but rather a job or position that truly aligns with their potential and abilities. So that in achieving their work, it goes well (Ummah dan Sutijono, *Journal of Guidance and Counseling*).

A career nowadays is a very important part of a person's life, with most of their time, energy, and thoughts being devoted to matters related to their career. A career is often very narrowly associated with jobs and positions that ultimately provide income. A career is not that simple; a career is more than just obtaining a job and a position. A career has a long-term perspective and is directed towards life goals. This career is certainly closely related to a person's personal development, both internal and external, and becomes an important part of life success. To ensure it goes as expected, a career should be planned well and thoroughly. Based on the phenomena found, the researchers are interested in conducting a study

comparing the Career Planning of Pre-Graduation Undergraduate Students with new students at IAIN Syekh Nurjati Cirebon City, majoring in Islamic Guidance and Counseling, with the Sharia Economics major.

Career planning is a complex and important process in the formation and development of a person's career. According to Mathis (Arifuddin, 2022), career planning is the creation of a plan that focuses on work and the introduction of career paths to understand the logical progression of individuals or employees within an organization. Super's career planning stage model, which involves self-assessment, exploration, goal setting, action planning, and adjustment, provides a systematic view of how individuals can manage their career development.

In the context of comparing the realities of career planning, pre-graduation students and new students may have different characteristics and experiences. Pre-graduation students, with more in-depth educational and work experience, may have developed more mature career plans. On the other hand, new students can bring their hopes and expectations about the working world into their career planning.

It is important to understand how these factors interact and influence students' career planning. By discussing the differences between pre-graduation students and new students, this research will contribute to a better understanding of how colleges can strengthen career planning programs to meet the diverse needs of these student groups.

METHOD

The research conducted used a qualitative method with a descriptive qualitative approach. This research was conducted at IAIN Syekh Nurjati Kota Cirebon on pre-graduation students and new students from the Islamic Counseling Guidance and Sharia Economics departments. The research subject is one person regarding the comparison of career planning between the two students. The form of data in this research is oral data, which includes spoken and written words, documentation, archives, and so on. What the researcher did in this study was conduct field observations and interviews with the research subjects. Data collection in the field through observation, interviews, and documentation. The technique for verifying the validity and authenticity of the data in this study is through triangulation. This research was conducted over 4 days with 2 informants, carried out on:

1. Source 1: On Friday, December 1, 2023, and Thursday, December 7, 2023. Then held at IAIN Syekh Nurjati Cirebon.

2. Source 2: On Friday, December 8, 2023, and Saturday, December 9, 2023. Then conducted in Palimanan and via G-Meet.

RESULTS AND DISCUSSION

Based on the observations that have been conducted, the results show some differences of opinion between pre-graduation students and new students. Here is the dialogue between the two students:

1. Pre-Graduation Student

Question: Do you know the character you possess?

Answer: Yes, I know quite well. The character I possess leans more towards leadership and disciplined management practices, such as time management, financial management, etc.

Question: Why do you want to become a volunteer leader?

Answer: The type of person who likes to help others, one of the services on campus is more about helping people. For example, if there is a report about violence or sexual harassment to PSGA, they immediately get involved. For example, if they need counseling or guidance related to that matter. Then, immediately educate and get directly involved.

Question: Do you know the potential you have?

Answer: Somewhat knowledgeable: public speaking, having the ability for things like mass organizing, and organizations require procedures and management as well.

Question: Is what has been explained very suitable for the career you are pursuing?

Answer: Suitable, but I am also working, although not in the academic field. The job involves data (office work), but it's not very relevant to my major. The reason for working there is to gain new experience and to step out of my comfort zone. But if it's relevant to my major, then it's PSGA.

Question: Do you have any career achievements? And is your major aligned with the career field you dream of?

Answer: There are indeed achievements I want to reach. For example, I also have a culinary business, and I want to develop that culinary business and then stop working. But that business is not always profitable, and as a result, I have to keep working to cover the losses or gains.

Question: Are you at home, at campus, or at work shaping your mindset to achieve that career?

Answer: Yyes, because mindset also depends on the environment. If our mindset is not good, we will automatically attract the same kind of people. And my environment is quite conducive to developing that.

Question: Have you prepared for that?

Answer: Yes, I have. In fact, I have already worked as Mrs. Seli's staff at the DPR-RI, and the salary is quite good, reaching up to 4.5 million, and that money has been set aside for continuing my master's degree, etc.

Question: Have you ever done an internship outside of campus?

Answer: Yes, I worked as a staff member for Mrs. Seli at the Indonesian House of Representatives (DPR-RI).

Question: Have you planned your career for the future besides what has already been mentioned?

Answer: Yes, I want to continue to a master's degree, develop a business (culinary), and enter the world of politics.

Question: What is your greatest leadership achievement?

Answer: PSGA, because PSGA under my leadership has progressed quite well compared to the previous leadership. First, in terms of socialization, every month, there is socialization to the departments, and even in October, it was sent to Lampung. (Adding experience)

Question: Have you ever experienced stress? If it happens often, what are the ways to relieve that stress?

Answer: We need to prioritize what needs to be done first. For example, look at the due dates of the assignments, and don't forget to make plans for what needs to be done after those assignments are completed. The point is, don't often procrastinate on a task, because the more we procrastinate, the more stressed we become and the more confused we are about which task to complete. Especially since I am in the 7th semester, assignments are indeed rare, but I still have some remaining courses, and coincidentally, I have already had my preliminary thesis defense.

Question: What approach do you take to solve problems?

Answer: It depends on where we are, because different places have different ways of resolving problems. For example, if we are with peers, the way to resolve the issue is by

sitting together and talking, and don't forget to get to know our friends' characters. If we have a problem with our peers, the approach we should take is to directly address the person involved, so as not to create negative assumptions.

As for the way to resolve issues in the company, I must be brave enough to speak up when we are facing difficulties. For example, if I am currently handling a lot of work and my boss happens to ask me to take on more tasks, while looking at the condition of my coworkers, they are currently idle. In my opinion, I must be brave enough to strive for the fact that many other people besides me can take on tasks from that superior.

Besides that issue, I also need to know my boss's mood, so I can be sure that expressing something is not wrong. And I also need to build rapport within it, so that I can feel comfortable while working at the company.

Question: If you are stressed, do you take action immediately or wait a moment and think about it in the long term?

Answer: Think it over first, so you don't make a decision right away. So, what should the next step be, and how should we proceed? If you take action with a short-term mindset, you'll end up with long-term consequences.

Question: How do you adapt to your new environment?

Answer: We first get to know the characteristics of that person, and it can also be seen from their personality type. (Perfectionist, etc.) So that I can be in sync with that person when we talk.

Question: Is your current job aligned with your future aspirations?

Answer: It's already aligned, but there's an issue with time management because I not only have to handle culinary matters but also prepare other plans. This might make me tired because no matter how strong a person is, there will always be a limit to their endurance. Additionally, starting a culinary business requires a lot of capital, so it's not feasible for me to focus solely on that. I intend to ask others to help me with the culinary job. But the problem for me is that I am the type of person who prefers to do things myself, without involving others.

Question: How to solve problems or overcome all obstacles while you are in your 7th semester at your university?

Answer: My suggestion is that if you want that, you should take the upper-level courses if they are available on the portal, because at that time, I used SmartCampus, which might have different regulations. However, on the portal, it is possible, but it must meet the

requirement of having a minimum GPA of 3.50. And we submitted it to Mrs. Tiwi, for example, in which class. So it's quite light in the 7th semester right now. Now I have completed my seminar, just the thesis defense left, and now I am being guided to continue with chapter 4.

Question: With your previous statement, you want to pursue a master's degree. Are there any difficulties you are facing?

Answer: Of course, there are, and I desire to aim for UT (Universitas Terbuka). Because at that university, there are scholarships that are quite well-funded by the Ministry of Education and Culture, my problem is submitting 10 Sinta journals to qualify for that scholarship. Whereas I have already published 2 journals. And not to mention, when we work on a journal, there will be revisions from the professors, and we also have to revise the journal so that it can be accepted by the system. If I don't take that scholarship, especially considering the cost of a master's degree, which ranges from 10 to 20 million, I might find it burdensome without the scholarship.

Question: Are you taking a major at this university that aligns with your desires?

Answer: Whether it matches or not, because I graduated from SMK 2 Cirebon in Fashion Design. Originally, I had passed the SBMPTN at Unnes in the fashion design major, but my parents did not allow me to attend that campus because it was far away. So, I automatically applied to the nearest campus, which is IAIN Cirebon, and chose that major. And it was God's plan, my parents passed away, perhaps because they had a premonition that I should stay here to take care of them.

2. New Student

Question: Do you know what character traits you have?

Answer: Yes, I know the character I have. Because I have already taken the MBTI test, and the result is INTP. INTP stands for Introvert, Intuitive, Thinking, and Perceiving. Known as someone who likes to daydream, doesn't talk much, and is a bit quiet.

Question: Is your major already aligned with your dream career field?

Answer: Yes, because I chose the Islamic economics major, it can be easily practiced in my own life. Especially in building a business, in Islamic economics, I also understand how to manage my own life and how to set up a business.

Question: Do you participate in organizations related to your career?

Answer: No, because I am a student who has responsibilities at the pesantren and is also entrusted with managing the shop (a business run by the cleric or the caretaker).

Question: Have you already established a career path?

Answer: Yes, I want to become an entrepreneur who can be beneficial to others. For example, I want to build a business in my area that automatically creates job opportunities for the local community.

Question: Have you prepared those things?

Answer: Not yet, but it's still a plan/desire.

Question: Have you ever done an internship off-campus related to your major?

Answer: Yes, computer service. I did an internship for 1 month in the Kedawung area.

Question: Have you planned your career for the future?

Answer: Yes, I want to become an entrepreneur who can be beneficial to others. For example, I want to build a business in my area that automatically creates job opportunities for the local community.

Question: What is your greatest achievement as a leader?

Answer: Wanting to be beneficial to those around me, wanting to make my parents proud.

Question: Have you ever experienced stress?

Answer: Yes, in trying, but in reality, everything was in vain.

Question: How to relieve that stress?

Answer: By taking some time for yourself and watching videos that can lift your mood.

Question: If you are stressed, do you take immediate action or wait a moment and think about it in the long term?

Answer: I prefer to wait a moment and think about it in the long term, so as not to make a wrong decision.

Question: How do you solve the problems you encounter?

Answer: Personal problems, for example, if it's my own self's problems, I first think about whether this problem is important or not. For example, we should prioritize which problems are more important, so we need to solve the issues properly and in such a way that we prioritize the more important ones first. Problems with friends, let's discuss them together, don't just stay silent, and don't spread the issue to others. Let's talk one-on-one. For example, if the issue is between individuals, we discuss it together.

Question: Do you feel confused about determining your future?

Answer: No, because in my opinion, determining the goal is my goal. For example, in my pesantren, I felt like leaving, but my teacher did not approve, so my goal there was to seek my teacher's approval.

Question: How can I adapt to a new environment?

Answer: You have to be confident, if you're not confident, you'll be quiet and feel out of place. There, if we try to be confident and neutral with others, it's easy for us to adapt to a new environment, enjoy ourselves with friends, and muster the courage to get to know other people. That's my experience.

Interview data shows that pre-graduation students tend to have more focused and mature career planning. This may be due to their experiences during college and in the workforce, which give them a deep understanding of the job fields they are interested in. Career planning steps such as self-evaluation and goal setting are often done in a more structured manner.

According to the interview data, this new student has already prepared and organized their career, but the experience they have is not as extensive as that of pre-graduation students. This new student has also done an internship, but it was only for a short period, so they might not yet understand what the working world is like and how it operates.

Pre-graduation students face difficulties, especially in adjusting expectations to reality. Sometimes, at certain moments, they feel pressured to meet the high standards they set for themselves. On the other hand, new students have difficulty identifying their interests and talents, and they sometimes feel confused about the right career choices.

The comparison between the career planning of pre-graduation students and new students shows a significant difference. Pre-graduation students are more likely to prepare their careers in a more structured manner. This includes participating in additional training programs and building professional networks. On the other hand, new students are more focused on formal education and seeking mentors to better understand the world of work they have chosen.

CONCLUSION

This research provides significant insights into career planning between pre-graduation students and new students. The research results show that there are significant differences in the reality of career planning between the two groups of students. Pre-graduation students tend to have a higher level of readiness and awareness regarding their career planning. This may be due to academic experiences and personal development during their college years. Conversely, new students may need further support in developing their career plans, as well as increasing awareness of the opportunities and challenges they might face in the workforce.

IMPLICATION

The author realizes that there are still many shortcomings in the writing of this observation report. Therefore, the author hopes for constructive suggestions to improve this observation report, both in writing and content. Next, may this report be beneficial to readers and all parties involved.

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