

# Kontribusi Identitas Kejuruan dan Adaptabilitas Karier dalam Menentukan Keputusan Karier Siswa SMA = The Contribution of Vocational Identity and Career Adaptability in Determining Career Decidedness in High School Students

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## Abstrak

Berada pada usia perkembangan remaja akhir (late adolescence), siswa SMA sudah mulai dihadapkan pada situasi menentukan keputusan karier. Berdasarkan kondisi tersebut, studi mengenai keputusan karier (career decidedness) semakin berkembang dengan banyaknya variabel terkait, diantaranya variabel adaptabilitas karier (career adaptability) dan identitas kejuruan (vocational identity). Dalam rangka meneliti lebih lanjut mengenai keputusan karier, peneliti ingin mengetahui kontribusi adaptabilitas karier dan identitas kejuruan dalam menentukan keputusan karier pada siswa SMA. Dalam penelitian ini, variabel dependen yaitu keputusan karier diukur menggunakan Career Decision Scale (CDS) oleh Osipow, et al. (1976), kedua variabel independen yaitu identitas kejuruan dan adaptabilitas karier diukur menggunakan Vocational Identity Status Assessment (VISA) oleh Porfeli, et al. (2011) dan Career Adapt-Abilities Scale (CAAS) oleh Savickas dan Porfeli (2012). Penelitian ini merupakan studi kuantitatif yang melibatkan 172 siswa SMA di Indonesia (36 laki-laki dan 136 perempuan). Hasil penelitian menunjukkan bahwa identitas kejuruan dan adaptabilitas karier terbukti secara signifikan berkontribusi terhadap keputusan karier siswa SMA ( $F=19.758 > 3.049$  F Distribution, two-tailed; Sig. 0.000). Dari kedua variabel ini tampak bahwa identitas kejuruan memiliki kontribusi yang lebih besar ( $t = 5.885$ ) terhadap keputusan karier siswa SMA dibandingkan dengan adaptabilitas karier ( $t = -4.425$ ). Adapun kelemahan dalam penelitian ini yaitu adanya item pada alat ukur VISA dengan skor reliabilitas dan validitas yang masih rendah setelah tahap pengambilan data. Selain itu juga perlu pertimbangan pada item-item CDS yang bermakna ganda. Implikasi dalam penelitian ini diharapkan dapat bermanfaat bukan saja untuk siswa tetapi juga guru di sekolah yang dapat membantu siswa agar dapat memutuskan kariernya.

.....Being at the age of late adolescence, high school students have begun to be faced with the situation of determining career decisions. Based on these conditions, the study of career decisions (career decidedness) is growing with many related variables, including career adaptability and vocational identity. In order to further research of adolescence career decisions, the researcher wants to know the contribution of career adaptability and vocational identity in determining career decisions in high school students. In this study, the dependent variable, career decidedness, was measured using the Career Decision Scale (CDS) by Osipow, et al. (1976), the two independent variables, vocational identity and career adaptability were measured using the Vocational Identity Status Assessment (VISA) by Porfeli, et al. (2011) and Career Adapt-Abilities Scale (CAAS) by Savickas and Porfeli (2012). This research is a quantitative study involving 172 high school students in Indonesia (36 boys and 136 girls). The results showed that vocational identity and career adaptability were proven to significantly contribute to high school students' career decisions ( $F=19,758 > 3,049$  F Distribution, two-tailed; Sig. 0.000). From these two variables, it appears that vocational identity contributes more ( $t = 5.885$ ) to high school students' career decisions compared to career adaptability ( $t = -4.425$ ). The existence of VISA items that have low reliability and validity scores even though it has passed

the data collection stage can be a consideration of weaknesses in this study. In addition, it is also necessary to consider CDS items that have multiple meanings. The implications of this research are expected to be useful not only for students but also for teachers in schools who can help students decide their careers.