

Strategies of Guidance and Counseling Teachers in Helping Students Understand Career Planning at MAN 1 Banda Aceh

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Abstract: This study aims to describe the strategies employed by Guidance and Counseling (BK) teachers to help students at MAN 1 Banda Aceh understand career planning. A qualitative, descriptive research approach was adopted. The study participants consisted of BK teachers and several students from MAN 1 Banda Aceh, selected using purposive sampling. Data were collected through observation, interviews and documentation. Data analysis followed the Miles and Huberman model, consisting of data reduction, data display and conclusion drawing. The results indicate that BK teachers implement various strategies to assist students with career information services, group guidance, individual counseling, the use of interest and aptitude tests and the provision of information regarding higher education and the workforce. These strategies help students recognize their personal potential, understand further education options and plan careers aligned with their interests and abilities. Supporting factors include school support and student enthusiasm, while inhibiting factors include limited service time and a lack of understanding among some students regarding the importance of career planning. The study demonstrates that the role of BK teachers is crucial in shaping students' career readiness.

Abstrak : Penelitian ini bertujuan untuk mendeskripsikan strategi guru Bimbingan dan Konseling (BK) dalam membantu siswa memahami perencanaan karir di MAN 1 Banda Aceh. Penelitian ini menggunakan pendekatan kualitatif dengan jenis penelitian deskriptif. Informan penelitian terdiri atas guru BK dan beberapa siswa MAN 1 Banda Aceh yang dipilih secara purposive. Teknik pengumpulan data dilakukan melalui observasi, wawancara, dan dokumentasi. Analisis data menggunakan model Miles dan Huberman yang meliputi reduksi data, penyajian data dan penarikan kesimpulan. Hasil penelitian menunjukkan bahwa guru BK menerapkan berbagai strategi dalam membantu siswa memahami perencanaan karir yaitu melalui layanan informasi karir, bimbingan kelompok, konseling individual, penggunaan tes minat dan bakat, serta pemberian informasi mengenai perguruan tinggi dan dunia kerja. Strategi tersebut membantu siswa mengenali potensi diri, memahami pilihan pendidikan lanjutan, dan merencanakan karir sesuai minat serta kemampuannya. Faktor pendukung meliputi dukungan sekolah dan antusiasme siswa, sedangkan faktor penghambat berupa keterbatasan waktu layanan dan kurangnya pemahaman sebagian siswa terhadap pentingnya perencanaan karir. Penelitian ini menunjukkan bahwa peran guru BK sangat penting dalam membentuk kesiapan karir siswa

Keywords: BK Teachers Strategies, Career Planning, Career Guidance, MAN Students

INTRODUCTION

Planning career is a process that is carried out individual in a way conscious , directed and systematic For determine objective future career as well as compile necessary steps For reach objective

said . Planning career No only focus on selection work , but also includes understanding to interests , talents , abilities , values personal as well as available opportunities in the world of education and the world of work . Through the planning process career , individual can recognize potential himself , exploring various alternative career as well as take the right decision in accordance with abilities and aspirations that you have . With existence planning mature career , someone will more Ready face future challenges and be able to develop himself optimally for reach success in life personal and professional (Hidayati & Maloti, 2024).

Planning career is one of the task development important for students at the Madrasah Aliyah level . During adolescence , students start faced with a choice continue education , choosing majors and considering the world of work . However , many students who have not own adequate understanding about interests , talents , values and opportunities career . So that student often experience confusion in take decision . Condition This show importance service guidance a focused and sustainable career at school (Saefudin , 2020).

Development career student No only influenced by interests and talents , but also by abilities they in access , sort and interpret information available careers . In the digital age , students often face to face with information education and work are very many , but No everything relevant or easy understood . Therefore , BK services need to be directed No just give information , but also training student evaluate compatibility choice career with condition self and future demands . Research latest show that the guidance program designed career with Good still need customized with need real students so that the results more effective (Fadhilah Nur Fauziyah et al., 2025).

Besides that , planning mature career related close with maturity career and skills take decision . Students who have understanding good self tend more Ready determine direction education advanced and choice work . Systematic guidance and counseling services like assessment interests , individual counseling and guidance group , help student build more future orientation clear (Aftiani et al., 2025).

The guidance counselor has role strategic in help student understand planning career through systematic , targeted and sustainable services . The role of the covers giving information career , individual counseling , guidance group or classical as well as mentoring in taking decisions . Various studies latest show that teacher support , counselors and services guidance planned career can increase clarity purpose , efficacy self career and maturity taking decision student . In a number of year lastly , the problem planning career in students the more complex along dynamic development of the world of work . Many students experience difficulty in determine choice career Because lack of accurate information as well as low understanding to potential self . This is cause student tend follow choice Friend peers or family without careful consideration . Therefore that , service guidance career become very important For help student take more decisions precise and realistic (Kamalia et al., 2025).

Besides that , development digital technology also influences method student in get information career . Access extensive information via the internet yet Of course accompanied with ability literacy good career . Many students actually experience confusion consequence too much information many and not directed . In condition This , the BK teacher has role important as facilitator who helps student filter information relevant and appropriate career with need they (Hidayati & Maloti, 2024).

MAN 1 Banda Aceh as an Islamic high school own not quite enough answer For guide students to be ready continue education and entering the world of work in a way more directed . In the madrasa environment , planning career No only problem choose major or work , but also part from formation independence and future readiness students . Therefore , the guidance and counseling teacher's strategy needs to be reviewed in a way in depth so that you can known How services provided truly help student understand planning career they (Naura Yafi et al., 2025).

In line with matter mentioned , guidance and counseling programs in schools own role important in help student compile planning mature career . Sari, Arlizon and Donal (2023) explain that service guidance and counseling that is implemented in a way structured capable help student recognize potential self , understanding various choice career , as well as plan step education appropriate continuation with interests and abilities . Therefore that , service guidance career need given in a way sustainable so that students own greater readiness Good in determine their future (FF Sari et al., 2023).

Study This important Because Still found students who have not own direction clear career , not yet understand potential himself and tends to choose major or ideals based on influence Friend or family . With approach qualitative research This make an effort describe in a way details BK teacher strategies , service processes carried out and their impact to understanding career students . This study also enriches literature about guidance career in madrasah with focus on the context of MAN 1 Banda Aceh (Hasanah Muhimmatul & Hidayah Nurul 'Ain, 2024).

Efficacy self own connection positive with planning career students . The more tall belief student to ability himself , increasingly good ability too they in compile plan future career . Besides understanding to interests and talents , efficacy self also becomes factor important in planning career students . Efficacy self is belief individual to his abilities in finish tasks and achieve goals that have been determined . Rusita , Elita and Mishbahuddin (2024) found that there is connection positive and significant between efficacy self with planning career students . Students who have belief tall to ability himself tend more capable compile plan career , set objective education as well as take decision career in a way more ripe compared to students who have efficacy self low (Rusita et al., 2024).

METHOD

Study This use method qualitative descriptive with approach field . Approach This chosen For get description deep about guidance and counseling teacher strategies in help student understand planning career at MAN 1 Banda Aceh. Research qualitative suitable used when researchers want to understand the processes, experiences and meanings that emerge from practice guidance career in the environment school (Agustiana , 2023).

Subject study consists of on the guidance and counseling teacher and several selected students purposively based on involvement they in service guidance career . Data collection techniques are carried out through interview in-depth , observation activity BK and documentation services supporters such as BK program, schedule services and records activities . Researchers become instrument main , whereas guidelines interviews and sheets observation used as aids (Naura Yafi et al., 2025).

Data analysis was performed through data reduction , data presentation , and data extraction conclusion . For guard data validity , used triangulation sources and triangulation techniques so that the findings obtained more accurate . Analysis results Then connected with theories and findings study previously about role of guidance and counseling teachers, services career and maturity planning career students (Nisya et al., 2023).

RESULTS AND DISCUSSION

Research result show that the guidance and counseling teacher at MAN 1 Banda Aceh uses a number of strategy main in help student understand planning career . The most common strategy implemented is service information career through session classical and personal conversation . In service this , students given explanation about choice major college , field work as well as connection between interests , talents and future plans . Strategy This help student get a clearer picture wide about track available careers (Ainun Nur Fitri Ramdhiani et al., 2025).

Strategy second is individual counseling . The guidance counselor provides chance to student For discuss in a way personal about doubt , confusion or anxiety they in choose career . Through individual counseling , BK teachers can dig information about interest students , background behind family , ideals and obstacles faced . Approach This in line with results research that emphasizes importance service personal in increase readiness and maturity decision career students (Reskiana et al., 2025).

Strategy third is guidance classically conducted For all over student as service preventive . In activity This time , the guidance counselor introduced importance understand self alone , knowing opportunity education and compiling future plans since early . Guidance classical also works build awareness collective that planning career is not quite enough answer personal needs prepared in a way gradual . Findings This in accordance with study about the importance of guidance programs systematic

career in schools (Febriyanti et al., 2023) .

Research result This can strengthened with findings that guidance career No only help student choose major or jobs , but also improve maturity taking decision . Literature review latest show that students who get service guidance career tend more capable reduce doubt , understanding risk selection and arrangement more steps realistic for the future they . This is confirm that the strategy of BK teachers in madrasas is necessary includes a continuous mentoring process , not only delivery information moment (Aftiani et al., 2025).

Besides that , the guidance teacher did mapping interest and talent student For help they understand potential possessed . Assessment results This used as base in provide more career advice in accordance with the know strengths and tendencies personal , student become more easy determine choice studies advanced or direction profession . Some study show that approach based interest and talent can help student avoid wrong majors and taking more decisions realistic (Violina & Ginting , 2023).

Activity exploration career help student recognize potential self , understanding various choice majors and jobs , as well as increase ability in compile planning suitable career with conditions and abilities possessed . Findings study This supported by research by Sakina (2023) which shows that activity exploration career can help student recognize potential self , understanding various alternative education and work as well as increase ability in compile planning a better career mature . Through the exploration process career , students get more insight wide about future choices so that more believe self in determine direction appropriate education and career with interests , talents and abilities (Rafa Sakina, 2023) .

The use of digital media is also becoming part from Guidance and counseling teacher strategies . Guidance and counseling teachers use videos, presentations and other resources. online information so that the material career more easy understandable and interesting for students . Strategy This in line with development guidance modern career that utilizes technology For expand access information and improve involvement students . Innovative media proven help delivery material become more contextual and close with life teenager moment this (Ainun Nur Fitri Ramdhiani et al., 2025).

Research result This supported by Rahmawati , Sugiyo and Sutoyo (2022) who found that career media use Android based in service information career can increase understanding student about planning career . Utilization digital technology in BK services provide convenience for student For access information career in a way more interesting , interactive and appropriate with development technology moment this . With Thus , the use of digital media is one of them effective strategies in help student prepare planning his career since early (Novia Rahmawati et al., 2022).

Ability student in plan Career is also influenced by future orientation and concept self . Research

latest show that self-concept and future orientation are related close with career maturity, so more students understand potential himself tend own readiness a better career Good .

From the results interview with students , it is known that they feel more helped after follow Student Guidance and Counseling Services become more aware that choose career No Enough based on following the crowd friends , but must consider potential self , ideals and available opportunities . Awareness This show that BK teacher services play a role in form method view student towards the future in a way more mature (Ainun Nur Fitri Ramdhiani et al., 2025).

Discussion This confirm that the strategy of the BK teacher at MAN 1 Banda Aceh has been relevant with need madrasah students at the moment This . The guidance teacher does not only become transmitter information , but also facilitators , guides and companions who help student build readiness career . This result in line with various journal four year the last one that emphasizes that guidance effective career need combine information , assessment , counseling and support emotional (M. Sari, 2015).

CONCLUSION

Based on results study can concluded that guidance and counseling teacher strategies in help student understand planning career at MAN 1 Banda Aceh was carried out through service information career , individual counseling , guidance classical , mapping interest and talent as well as utilization of digital media. All strategy the help student recognize self , understanding choice education and thinking about the future in a way more directed. In a way overall , results study This show that success planning career student very influenced by quality service guidance and counseling at school . The role of the guidance and counseling teacher as director main thing that helps student understand self , recognizing opportunities , as well as take decision the right career in accordance with development individual and future needs . The role of the guidance and counseling teacher is very important important in this process because the guidance teacher helps student overcome confusion , building belief self and design step suitable career with potential each one . With the right strategy , students become more Ready continue education and entering the world of work Therefore that , is necessary strengthening guidance programs a better career structured and sustainable in schools . Schools also need increase Work The same with parents , college high , as well as the world of work so that students get more information broad and real about choice available careers.

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