

The Relationship Between Parent Career Behavior And Career Maturity In Students Of Syiah Kuala University

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Keywords:

Career Maturity
Parent Career Behavior
College Students

ABSTRACT

Career maturity is one of the developmental tasks that students must fulfill as early adults or late adolescents. Good career maturity will affect the selection of a student career life in the future. One of the factors that influence student career maturity is parent career behavior. Parent career behavior is a parent's behavior or parenting style related to a child's career. This research uses quantitative research methods with a correlation approach. The purpose of this study was to see a relationship between parent career behavior and career maturity in Syiah Kuala University students. Sampling using a nonprobability sampling technique of quota sampling type with a total of 332 research respondents. The results showed that there was a positive relationship between parent career behavior and career maturity in Syiah Kuala University students. The hypothesis test was carried out using the Spearman Correlation technique and obtained a significance value (p)=0.000 ($p < 0.05$) and a correlation coefficient value (r)=0.428. In addition, the results of the study also showed that most respondents were in the category of career maturity and moderate parent career behavior.

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1. INTRODUCTION

The Ministry of Manpower of the Republic of Indonesia (Kemnaker RI) noted that the number of unemployed people in Indonesia reached 8.75 million people, while the population of Indonesia's working age in February 2021 amounted to 205.36 million [1]. According to Greenbank et al., (2009) one of the factors for the high unemployment rate is the weak career planning of college graduates. Lack of competency and weak student career planning is due to low career maturity in students [2]. Career maturity is defined as attitude and cognitive readiness in terms of planning and exploring the future and work [3]. Among college students, the ability to plan a career is still a problem [4].

Individual career maturity is influenced by many factors, including the role of parents [5]. Determining a first career is often a big challenge for individuals, and family support seems to be very important to motivate and help individuals make adequate decisions [6], [7]. The role of parents in making individual career decisions is and specifically seen in parent career behavior [8].

According to Dietrich and Kracke (2009) parent career behavior is the role of parents in a career who is seen through the attitudes of parents towards their child's career development. Parents' attitudes toward their child's career development can take the form of support, interference, and lack of engagement. In addition, Keller & Whiston (2008) explained that parent career behavior refers to concrete actions that include psychosocial support behavior such as emotional support from parents, and specific behavior of parents towards careers, through providing written information about careers to individuals.

Based on the explanation above, it can be seen that the problem of career maturity is ideally one of the developments that must be passed by students. Career maturity is considered to have a relationship with parenting styles in supporting children's careers. Because researchers are interested in researching the relationship between parent career behavior and career maturity in students of Syiah Kuala University.

The purpose of this study was to determine the relationship between parent career behavior and career maturity in students of Syiah Kuala University. The hypothesis put forward is that there is a positive relationship between parent career behavior and career maturity in students of Syiah Kuala University.

Watkins Jr. and Campbell (2002) define career maturity as an individual's ability to make career plans until they can realize them. Career maturity consists of six aspects, namely: 1) career planning, 2) career exploration, 3) career decision, 4) information on the world of work, 5) knowledge of the chosen work group and 5) realization.

Meanwhile, Whiston and Keller (2004) define parental behavior as the and specific actions of parents that can be identified and quantified or measured. Based on the conclusions of the literature conducted by Whiston and Keller, it is known that parental actions related to children's career development include support, facilities, information, suggestions, hopes, advice, suggestions, examples, providing comfort and protection, monitoring the child's career growth and development, understanding children's desires, as well as various other components called parent career behavior. Parent career behavior consists of two aspects, namely support parent career behavior and action parent career behavior.

2. METHOD

The data collection technique was carried out using non-probability sampling with the type of quota sampling. The nonprobability sampling technique used is the quota sampling technique, who is a technique for determining samples from populations that have certain characteristics up to the desired amount (quota) [9]. There were 332 research participants with the criteria of students at Syiah Kuala University, not currently on leave and willing to be research respondents.

The research was conducted at Syiah Kuala University, Banda Aceh. The measuring tool uses the Parent career behavior Checklist (PCBC) developed by Keller and Whiston (2008) who has been adapted by Roach (2010) and the Career Maturity Scale who was compiled by researchers based on aspects of career maturity proposed by Watkins and Campbell (2000). Data analysis was performed nonparametrically using Spearman correlation.

3. RESULTS AND DISCUSSION

3.1. Analysis

Total participants numbered 332 people with the majority of participants being women (79.2%), 18 years old (28%), students of the Faculty of Medicine (70.8.1%), in semester 1 of lectures (41.6%), domiciled in Aceh (71.4%) and more often talk about careers with

mothers (71.1%). Then only one subject in this study was not a biological child in his family.

The description of the respective research data for career maturity variables and parent career behavior can be seen in the table below:

Table 1. Career maturity research data description

Intervals	Category	Frequency	Percentage (%)
$X < 50$	Low	4	1,2
$50 \leq X \leq 75$	Moderate	271	81,6
$75 \leq X$	Height	57	17,2
total		332	100%

Table 2. Description of parent career behavior research data

Intervals	Category	Frequency	Percentage (%)
$X < 54$	Low	38	11,4
$54 \leq X \leq 84$	Moderate	177	53,3
$84 \leq X$	Height	117	35,2
total		332	100%

Data analysis used nonparametric analysis with Spearman Correlation. Based on the results of the analysis of hypothesis testing for the career maturity variable and parent career behavior, a significance value (p) = 0.000 ($p < 0.05$) was obtained. These results indicate that there is a significant relationship between parent career behavior and career maturity in Syiah Kuala University students. Thus, the research hypothesis is accepted.

Furthermore, the value of the correlation coefficient (r) = 0.428 is obtained. These results indicate that there is a positive relationship between parent career behavior and career maturity in Syiah Kuala University students. A positive correlation coefficient indicates that there is a unidirectional relationship, meaning that if one variable shows a high score, the other variables also show a high score. Conversely, if one variable shows a low score, the other variables also show a low score. It can be concluded that the higher a person's parent career behavior score, the higher his career maturity. Conversely, the lower a person's parent career behavior, the lower his career maturity.

Meanwhile, to see the contribution of parent career behavior variables to career maturity, researchers used the value of r square

(r²). The R Square in this study was seen using the Anova Table who was tested using SPSS version 26 software. The r square (r²) value in this study was 0.159 or equal to 15.9%. Percentage in this case is done to see how much influence the independent variable has on the dependent variable.

The value of r square (r²) below or equal to 0.25 is classified as weak. This means that the influence of parent career behavior variables on career maturity is included in the weak category. This figure also shows that parent career behavior influences career maturity by 15.9%. While the other 84.1% is influenced by other variables not explained in this study [10].

3.2. Discussion

This study aims to determine the relationship between parent career behavior and career maturity in students of Syiah Kuala University. The results of data analysis showed that there was a relationship between parent career behavior and career maturity among students at Syiah Kuala University, thus the hypothesis in this study was accepted. Furthermore, the type of relationship found is a positive relationship who means there is a unidirectional relationship. This means that the higher the parent career behavior score a person has, the higher his career maturity. Conversely, the lower a person's parent career behavior, the lower his career maturity.

The results of this study are supported by previous research conducted by Wibowo (2022). in class 12 students of SMK Muhammadiyah Salatiga. The results of this study indicate that there is a positive relationship between parental career-related behaviors that support career maturity and a negative relationship between parental career-related behaviors that are disruptive, less involved with career maturity. The existence of a relationship between variables in Wibowo's research is supported by demographic data, one of who is because there is information about careers and discussion of career issues between adolescents and their parents. In this study it was also found that the majority of respondents spoke more often about careers with their mothers.

The emotional closeness between mother and child supports children to be more comfortable discussing careers. Emotional support such as showing concern and understanding has a positive impact on the future goals of adolescents [11]. Teenagers who have emotional closeness with their parents tend to have higher career

maturity because teenagers feel that their parents are always willing to take the time to communicate related to careers. This makes youth more confident and tends to be able to make good decisions and ultimately achieve high career maturity [12].

Suharso (2019) suggests that parental attitudes are a predictor of adolescent commitment in choosing a career. Teenagers who feel that their parents are willing to be a place for discussion will make them feel confident and confident about themselves. This encourages youth to explore careers and be more careful in choosing a career so they are not in a hurry to commit to one career. On the other hand, adolescents who feel that their parents interfere too much and are not involved tend to experience an inability to make career decisions [13].

Furthermore, research conducted by Ainayya and Herdajani (2021) also showed results that were in line with this research. The results of the study stated that there was a positive relationship between parental support and career maturity [14]. In his research said that support for parental participation is positively related to career choice. Meanwhile, the lack of parental involvement is negatively related to individual career decisions.

That the results of research on parental attachment through self-efficacy affect individual career maturity. In other words, parental attachment indirectly has a significant effect on one's career maturity. In one aspect that supports the relationship between variables in this study is the aspect of self-efficacy that is included in the study. Self-efficacy can be shown in terms of the realization of the career planning that has been prepared. In this study, realization is one of the aspects used in preparing research measuring instruments [15].

Realization is a good understanding of one's strengths and weaknesses related to the desired career choice, the ability to see factors that will support or hinder the desired career, the ability to see opportunities related to the desired career choice, the ability to choose the job alternatives from the various types of work available, the ability to develop learning and work effectively and confidence in making choices that have been made [16]. Stated that parental attachment affects career maturity. In the research results of Lee, et al also showed that the effect of parental attachment on career maturity can be seen clearly through the mediating variable, namely self-efficacy.

Another thing found in this study is the value of determination between variables. The value of determination in a correlation study aims to determine the magnitude of the influence of the independent

(free) variable on the dependent (tied) variable [17]. Based on the results of the analysis carried out, the value of the coefficient of determination in the study was 0.159 or equal to 15.9%. This shows that the effect of parent career behavior on career maturity in this study is weak because it is below 0.25 [18]. This means that other variables are also related to individual career maturity.

One other variable related to one's career maturity is independence. Stated that there is a significant relationship between independence and career maturity [19]. The higher the individual independence, the higher the level of one's career maturity. Then another variable that might influence career maturity is career guidance [20], [21]. Career guidance is usually obtained by students and students from professionals, for example Counseling teachers or Career Counselors at universities.

Categorization grouping shows that the majority of research subjects are in the medium career maturity category, namely 81.6%. Meanwhile, 1.2% of the research subjects were in the low career maturity category and 17.2% of the subjects were in the high career maturity category. Career maturity that is in the medium category and those with low career maturity will experience difficulty in determining a career [22]. The characteristics of individuals who have not been said to be mature in their careers include, Individuals have a lot of potential and make many choices but cannot choose one as their goal, Individuals cannot make decisions, Individuals who are not interested, have chosen the job but are unsure of their choices because they are not supported by adequate patterns of interest [23]. Students who are in the medium and low categories are also shown to have unrealistic career choices, not based on abilities, interests, and reality as well as doubts in making career choices [24]. Hesitation in choosing a career can be caused because he has a lot of potential and makes many choices, cannot make decisions from the choices that are possible for him and there is no interest even though he has chosen the job [25].

Meanwhile, career maturity that is in the high category includes self-knowledge, knowledge of work, the ability to choose the job and the ability to determine the steps towards the expected career [26]. Furthermore, high career maturity can make individuals more confident in making decisions about their careers. Meanwhile, low career maturity can lead to mistakes in making career decisions for individuals who can result in time, financial, and learning failures [27].

The results of the categorization of the majority of respondents are in the middle can be explained from the demographic research data. The majority of research subjects in this study were female and gender could explain the difference between career maturity in a person. One of the factors that influence a person's career maturity is [28]. Female students show a 4% higher level of career maturity than male students [29]. The same thing is also supported by (Juwitaningrum, 2013; Marpaung & Yulandari, 2017) who states that there is an effect of gender on student career maturity. However, other studies state that there is no significant difference in student career maturity in terms of gender [30], [31].

Women generally have a faster developmental stage than men, so they are considered as one that influences the way women think in certain matters [32]. Stated that the higher the age of women, the higher the career maturity of women compared to men. Furthermore, women have high accuracy so they are diligent in their duties, are more familiar with the job to be carried out, know themselves better, and know their abilities [33]. Women also find it easier to explore careers they are interested in than men, because they tend to interact with many people who makes it accessible for individuals to dig up information about certain careers or education [34].

The categorization of career maturity who is in the medium category in this study can be explained by using the type of parental involvement in the child's career. Although parental involvement in a child's career has a positive correlation. Some involvement can even be negatively correlated. Suharso (2019) suggests that parental attitudes are a predictor of adolescent commitment in choosing a career. On the other hand, teenagers who feel that their parents are willing to be a place for discussion will make them feel confident and confident about themselves. Adolescents with parents who interfere too much will result in adolescents tending to be passive in making career decisions because parents do not provide adolescents with opportunities to explore so adolescents do not have sufficient information related to suitable careers [13]. That is, parents who are less involved will make teenagers experience setbacks in career development. Lack of parental involvement makes adolescents less prepared and motivated to take action related to career decisions because adolescents feel that there is no place for discussion [35].

Saifuddin (2018) states that several factors influence career maturity, namely parents, peers, school environment, gender, intelligence, talents and special abilities, interests, socio-economics,

processes and values. Parents are the first environment that has a major influence on children's development [36]. Furthermore, a child always needs support and encouragement from parents on an ongoing basis from time to time to help children make their own decisions. The more parents know about the various educational and career information problems faced by children, the more parents will be able to use and utilize influences to assist children in making decisions regarding future career choices [37].

According to Hamzah (2019) parental social support is a form of support in the form of emotional assistance, appreciation, instrumental and providing information given by parents to their children as a form of affection and attention so they can motivate and influence their behavior. Parents have a very big influence in choosing a career. Decision regarding careers will be more or less influenced by parents [38]. This is consistent with the results of research by Herin and Sawitri (2017) who showed that there was a significant positive relationship between parental support and career maturity in vocational students in the culinary skills program ($r=0.54$; $p < 0.001$).

One form of parental support in research is discussion about careers with parents. This is reflected in one of the questions on the Google research form regarding the demographic data of the research subject, namely "With whom do you talk more about careers?". As explained in the previous paragraphs, discussions between parents and children regarding careers will increase career maturity because of the information and feedback provided from the results of these discussions.

In addition, the demographic data in this study shows that the majority of respondents in this study often talk about careers with their mothers. In the closeness between parents and children, it is known that mothers have the opportunity to create closeness with adolescents more intensely than fathers. This was explained by Sputa and Paulson (in Santrock, 2011) who revealed that mothers have a greater involvement in parenting than fathers. Mothers have more opportunities to create communication and openness and togetherness who is expected to increase the closeness between adolescents and parents and families in general. The same thing was conveyed by Barnes and Olson (1985) who also stated that mothers show better communication with children than fathers.

Closeness of the mother in various studies has been described as a nurse, a good communicator, understands and provides comfort

[39], [40]. A study conducted by Raudatussalamah and Fitri (2012) on Riau Malay culture, found adolescents' trust in mothers is very high. The role and figure of a mother in eastern countries with collective culture, especially in Malay culture, tends to emphasize more on creating a close environment. Based on this explanation, it can be seen that children prefer to talk about careers with their mothers because they feel closer to their mothers.

This research has been carried out by scientific methodology and is expected to give satisfactory results, but this research has limitations and deficiencies during the research process. One of them is the spread of the scale of research conducted online so that the researcher cannot directly control the subject when filling in the answers. In addition, the career maturity measuring instrument in this study who was prepared directly by the researcher was by the procedure accompanied by an expert review and two test trials of the measuring instrument. However, to see the reliability of the measuring instrument, it is necessary to re-test it on different respondents at different times. Thus the career maturity measurement tool in this study will be more reliable to use.

4. CONCLUSION

The results of the study showed that there was a positive relationship between parent career behavior and career maturity in students of Syiah Kuala University. This shows that good and correct parental support for a child's career will help mature children in choosing a career. Parent career behavior of students and the level of career maturity of the majority of students are in the medium category because the majority of subjects in the study are female, where the development of career maturity in women is faster than men.

The categorization of medium career maturity on research subjects is also influenced by communication or career discussions with mothers. In this case, discussions between parents and children regarding careers will increase career maturity because of the information and feedback provided from the results of these discussions. Furthermore, the pattern of parental involvement in a child's career also influences the level of career maturity of the child. Parents who are positively involved in supporting and providing career information about careers will have a positive correlation with the child's level of career maturity. There is a positive relationship between parent career behavior and career maturity in Syiah Kuala

University students in this study indicating the importance of the role of parent career behavior in a person's career maturity.

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