

**BIMBINGAN ADAPTABILITAS KARIR UNTUK MENGEMBANGKAN
KESIAPAN KARIR SISWA**

TESIS

Diajukan untuk memenuhi sebagian dari syarat untuk memperoleh gelar
Magister Pendidikan dalam bidang Bimbingan dan Konseling



oleh :

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**PROGRAM STUDI MAGISTER BIMBINGAN DAN KONSELING
FAKULTAS ILMU PENDIDIKAN
UNIVERSITAS PENDIDIKAN INDONESIA
2024**

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Universitas Pendidikan Indonesia
Agustus 2024

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**PERNYATAAN TENTANG KEASLIAN TESIS DAN PERNYATAAN
BEBAS PLAGIARISME**

Dengan ini saya menyatakan bahwa tesis dengan judul “Bimbingan Adaptabilitas Karir untuk Mengembangkan Kesiapan Karir Siswa” beserta seluruh isinya adalah benar-benar karya saya sendiri. Saya tidak melakukan penjiplakan atau pengutipan dengan cara-cara yang tidak sesuai dengan etika ilmu yang berlaku dalam masyarakat keilmuan. Atas pernyataan ini, saya siap menanggung resiko/sanksi apabila di kemudian hari ditemukan adanya pelanggaran etika keilmuan atau ada klaim dari pihak lain terhadap keaslian karya saya ini. Demikian surat pernyataan ini dibuat dengan sebenar-benarnya.

Bandung, Agustus 2024

Yang Membuat Pernyataan



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KATA PENGANTAR

Kesiapan karir merupakan fokus utama dalam perkembangan karir remaja. Ketika karir dimaknai sebagai perjalanan seumur hidup, maka individu perlu menyadari bahwa persiapan dimulai jauh sebelum mereka memasuki dunia kerja. Kesiapan karir penting bagi siswa dalam menghadapi perubahan dunia kerja yang terus berkembang. Kesiapan karir sangat penting bagi siswa dalam: (1) mengembangkan keterampilan yang relevan dengan pekerjaan; (2) mempersiapkan diri untuk bekerja dalam tim yang beragam dan memahami dinamika global; (3) mengembangkan fleksibilitas, kemampuan beradaptasi, dan keterampilan berpikir kritis yang diperlukan untuk menghadapi perubahan dunia kerja. Namun, fenomena menunjukkan masih rendahnya kesiapan karir siswa yang mengindikasikan adanya kebutuhan yang semakin mendesak untuk membekali para siswa agar memiliki kesiapan karir yang baik.

Tesis dengan judul "Bimbingan Adaptabilitas Karir untuk Mengembangkan Kesiapan Karir Siswa" merupakan laporan penelitian yang berkaitan dengan pelaksanaan intervensi bimbingan adaptabilitas karir untuk mengembangkan kesiapan karir para siswa SMK kelas XI Kec. Cisarupan Kab. Garut. Karena itu, tesis ini dalam penulisannya dibagi menjadi lima bagian, yaitu: (1) pendahuluan yang memuat latar belakang, identifikasi dan rumusan masalah, tujuan, manfaat, dan sistematika penulisan; (2) kajian teoretis mengenai konsep dalam bidang yang dikaji, penelitian terdahulu, asumsi dan hipotesis; (3) metodologi penelitian yang menjelaskan pendekatan, metode dan desain penelitian, partisipan, instrumen, prosedur, pengolahan dan analisis data; (4) hasil dan pembahasan penelitian; dan (5) simpulan dan rekomendasi penelitian.

Hasil penelitian ini diharapkan dapat menjadi salah satu referensi dalam pengembangan keilmuan bimbingan karir khususnya serta Bimbingan dan Konseling pada umumnya. Oleh karena itu, untuk mengoptimalkan penulisan tesis ini, kritik, saran, dan bimbingan para dosen penguji, pembimbing, dan pihak lainnya sangat diharapkan.

UCAPAN TERIMA KASIH

Puji dan syukur dipanjatkan kehadirat Allah SWT, karena atas karunia-Nya, tesis ini dapat diselesaikan. Selama menyelesaikan tesis, banyak dukungan dan bimbingan dari berbagai pihak. Oleh karenanya, penulis mengucapkan terima kasih kepada pihak-pihak yang terlibat dalam penyelesaian tesis ini, khususnya kepada:

1. Prof. Dr. Uman Suherman AS, M. Pd. AHRA., selaku pembimbing I. Dengan segala kesibukan beliau selalu menyempatkan waktu untuk mendiskusikan arah penelitian, penguatan keilmuan bimbingan karir dan kesiapan karir siswa pada khususnya, serta selalu mengingatkan penulis tentang pentingnya menyelesaikan studi tepat waktu dan *branding* profesional yang harus dimiliki penulis setelah menyelesaikan studi.
2. Dr. Mamat Supriatna, M.Pd., selaku pembimbing II sekaligus dosen pembimbing akademik yang telah memberikan bimbingan pentingnya cara berpikir sistematis, kritis dan komprehensif, serta motivasi dalam menyelesaikan tesis khususnya dan studi S2 pada umumnya.
3. Dr. Ipah Saripah, M. Pd., selaku Ketua Prodi Bimbingan dan Konseling serta seluruh dosen program studi Magister Bimbingan dan Konseling yang telah memberikan banyak ilmu yang berharga selama menjalankan perkuliahan.
4. Bapak Erus Iskandar, S. Ag., MM., selaku Kepala Sekolah SMK Nuurul Muttaqin Ciburupan beserta seluruh Guru, tendik dan siswa yang telah berpartisipasi membantu kelancaran pelaksanaan penelitian.
5. Mahasiswa S2 Bimbingan dan Konseling Angkatan 2022 dan semua pihak yang telah memfasilitasi kelancaran penyusunan tesis yang tidak dapat penulis sebutkan satu per satu.

Semoga seluruh kebaikan yang telah dilakukan pihak-pihak tersebut dalam memberikan segala upaya untuk mendukung penulisan tesis ini, senantiasa mendapat balasan Allah SWT dengan pahala yang berlipat ganda. Aamiin.

*Untuk Keluarga tercinta,
Ayah Erus Iskandar, Ibu Lolo Latifah, dan Adek Imam Iskandar Asides
yang selalu menyertai, memberikan dukungan dan mendo'akan
kelancaran penyelesaian perkuliahan, semua itu bukan hanya menjadi
tenaga yang sangat dahsyat bagi penulis dalam menyelesaikan
penyusunan tesis tetapi menjadi inspirasi dan arah berpikir penulis untuk
selalu menjadi orang bermanfaat.*

ABSTRAK

Tiara Iskandar Pratiwi. (2024). Bimbingan Adaptabilitas Karir untuk Mengembangkan Kesiapan Karir Siswa. Program Studi Magister Bimbingan dan Konseling, Fakultas Ilmu Pendidikan, Universitas Pendidikan Indonesia.

Isu kesiapan karir telah menjadi fokus utama dalam pendidikan, terutama dalam menghadapi kemajuan teknologi, globalisasi, dan peralihan ke era VUCA (*Volatility, Uncertainty, Complexity, Ambiguity*). Penelitian ini bertujuan menghasilkan bimbingan adaptabilitas karir yang teruji efektif dalam mengembangkan kesiapan karir siswa. Landasan teori yang digunakan adalah teori adaptabilitas karir dan kesiapan karir. Penelitian ini menggunakan pendekatan kuantitatif dengan desain *single subject experiments*. Survei dilakukan dengan menyebarkan kuesioner kesiapan karir pada 376 siswa kelas XI SMK di Kecamatan Cisarupan, yang terdiri 212 laki-laki dan 164 perempuan. Instrumen kesiapan karir yang digunakan merupakan hasil sintesis teori kesiapan karir yang dikemukakan oleh Donald Super, John Holland, dan Mark L Savickas, mencakup 7 aspek dan 36 pernyataan. Setelah survei awal dilakukan, teknik *purposive sampling* diterapkan sehingga terpilih 13 siswa dengan skor kesiapan karir terendah untuk diberikan intervensi bimbingan adaptabilitas karir. Perhitungan efektivitas bimbingan adaptabilitas karir menggunakan *T-test* menunjukkan nilai 0,00, yang berarti $p\text{-value} < 0,05$ yang mengindikasikan bahwa terdapat perbedaan yang signifikan. Hasil penelitian berupa bukti empirik efektivitas bimbingan adaptabilitas karir dalam mengembangkan kesiapan karir siswa. Berdasarkan temuan ini, direkomendasikan agar sekolah mengintegrasikan bimbingan adaptabilitas karir ke dalam kurikulum secara sistematis. Selain itu, penting bagi guru bimbingan dan konseling untuk terus memperbarui keterampilan terkait pengembangan karir siswa. Langkah ini akan memperkaya pengetahuan dan keterampilan guru dalam memberikan bimbingan yang efektif, sehingga mendukung keberhasilan program secara keseluruhan.

Kata Kunci : Kesiapan Karir, Adaptabilitas Karir, Siswa SMK, Bimbingan dan Konseling

ABSTRACT

Tiara Iskandar Pratiwi. (2024). Career Adaptability Guidance to Develop Student Career Readiness. Master Programme of Guidance and Counseling, Faculty of Educational Sciences, Universitas Pendidikan Indonesia.

The issue of career readiness has become a major focus in education, especially in the face of technological advances, globalization, and the transition to the VUCA (Volatility, Uncertainty, Complexity, Ambiguity) era. This research aims to produce career adaptability guidance that is proven effective in developing students' career readiness. The theoretical basis used is the theory of career adaptability and career readiness. This study used a quantitative approach with a single subject experiments design. The survey was conducted by distributing career readiness questionnaires to 376 grade XI students of vocational schools in Cisarupan District, consisting of 212 males and 164 females. The career readiness instrument used is the result of the synthesis of career readiness theory proposed by Donald Super, John Holland, and Mark L Savickas, including 7 aspects and 36 statements. After the initial survey was conducted, purposive sampling technique was applied so that 13 students with the lowest career readiness score were selected to be given career adaptability guidance intervention. The calculation of the effectiveness of career adaptability guidance using the T-test shows a value of 0.00, which means the p-value <0.05, indicating that there is a significant difference. The results of the study are empirical evidence of the effectiveness of career adaptability guidance in developing students' career readiness. Based on these findings, it is recommended that schools integrate career adaptability guidance into the curriculum systematically. In addition, it is important for guidance and counseling teachers to continuously update skills related to student career development. This will enrich their knowledge and skills in providing effective guidance, thus supporting the overall success of the program.

Keyword : Career Readiness, Career Adaptability, Vocational Students, Guidance and Counseling

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