

**ANN ROE'S CAREER GUIDANCE MODEL FOR STUDENT CAREER PLANNING**

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**ABSTRACT**

*This study aims to explore the application of Ann Roe's theory in student career guidance, particularly in interest- and aptitude-based career planning. Ann Roe's theory highlights the relationship between childhood experiences, parenting, and individual career preferences. Using the literature study method, this research examines various relevant literature to understand the principles of Ann Roe's theory and how this theory can be applied in career guidance services in the digital era. The results show that Ann Roe's theory provides a comprehensive approach to help students understand their potential and make informed career decisions. The integration of technology in career guidance services based on Ann Roe's theory is one of the important strategies. Artificial intelligence-based career assessment applications, interactive digital media, and structured guidance modules proved effective in improving students' understanding of various career options. In addition, collaboration between counselors, schools, and parents plays a key role in creating a supportive environment for students' career planning. By adopting this approach, career guidance services can help students prepare for the challenges of the ever-evolving world of work. This study concludes that Ann Roe's theory remains relevant in providing personalized and data-driven career guidance.*

Keywords: Career Guidance, Ann Roe Theory, Career Planning, Parenting

## INTRODUCTION

The importance of career planning for students is increasingly becoming a concern in the world of education (Atmaja, 2014; Hanif et al., 2023; Pratama et al., 2022), especially as the future of careers is increasingly competitive and challenging (Darmuh & Kadar, 2023). Students often face confusion in choosing educational and career paths that match their potential (Nur et al., 2024; Supardi et al., 2023). This confusion is often caused by a lack of understanding of the relationship between interests, talents, and opportunities that exist in the world of work (Herpanda et al., 2022; Rahman et al., 2024). In this context, career guidance theories have an important role in providing purposeful guidance for students (Fathoni et al., 2024; Hasanah et al., 2019; Khairun & Sulastrri, 2016), one of which is Ann Roe's theory which focuses on the relationship between an individual's early experiences and their career development (Khairun & Sulastrri, 2016). Guidance and Counseling (BK) in schools plays a strategic role in helping students understand their potential, both in terms of interests, talents, and career preferences (Astuti & Purwanta, 2019; Salim et al., 2024).

BK not only serves to help students solve personal problems, but also facilitates them in developing career plans that are realistic and in accordance with their psychological conditions and social situations. (Aqib, 2020; Rahmi, 2021; Susanto, 2018) Through theory-based approaches such as those developed by Ann Roe, BK can provide an in-depth understanding of how environmental factors and childhood experiences shape individual career choice patterns. Ann Roe's theory emphasizes the importance of an individual's early experiences, such as parenting, in determining future career direction (Aryani & Rais, 2017; Tarsidi, 2007). This is in line with the main function of counseling, which is to help students understand the internal and external factors that influence career decisions. In its application, BK uses various methods, such as interest assessments, group discussions, and career simulations to provide a more comprehensive understanding (Imaningtyas & Radjah, 2019). This article aims to build students' awareness of the relationship between personal characteristics and available career opportunities.

In the digital era, Ann Roe's theory-based career guidance model can be further developed by utilizing technology. Technology allows counselors to access data on students' career preferences and tendencies through digital platforms, such as online assessment applications and AI-based simulations. By utilizing this technology, counseling is not only able to provide more flexible services, but also able to tailor the guidance approach to the individual needs of students. Thus, students can identify potential careers that suit their unique characteristics, while preparing themselves to face future career challenges. With the application of Ann Roe's theory in career guidance, it is expected that students will not only be able to make mature career decisions, but also have better self-awareness in determining the direction of their lives. The strategic role of counselors in applying this theory, especially with the support of technology, will make a major contribution in preparing students to achieve career success in the future.

## RESEARCH METHODS

This research was conducted using a literature study method to explore the application of a career guidance model based on Ann Roe's theory to students' career planning. This approach allowed the researcher to review various relevant academic literature and previous research results to gain a comprehensive understanding of how this theory can be implemented in career guidance services. By utilizing secondary sources, this research not only highlights the basic principles of Ann Roe's theory but also explains its practical application in an educational context. The data sources used in this study include scholarly journals, academic textbooks, research reports, digitized articles from reliable sources, as well as official policy documents related to career guidance services in schools. Literature was collected using keywords such as *Ann Roe's career guidance model*, *career decision-making*, and *student career planning*. The researcher utilized various database platforms such as Google Scholar, Scopus, and ProQuest to access quality and relevant literature. The research process involved several stages, starting with literature collection, data analysis, and thematic synthesis. At the analysis stage, the researcher highlighted key themes such as the influence of environmental factors on students' career choices, the role of childhood experiences in the formation of career preferences, and Ann Roe's theory-based career guidance strategies. Data from the collected literature was then processed to illustrate the relationship between this theory and the effectiveness of student career planning in various educational contexts.

## RESULTS AND DISCUSSION

Data analysis was conducted using literature, one of which was articles with the keywords *Ann Roe's career guidance model*, *career decision-making*, and *student career planning*. It resulted in 8 articles related to the discussion

No.	Name and Year	Title	Research Results	Analysis
1	(Turrohmah et al., 2023)	Development of the Anne Roe Theory Career Guidance Module for Student Career Planning	Module development with 91% validation was declared very good and practical to support career guidance services for junior high school students.	Ann Roe's theory-based modules make it easier for counselors to provide structured and effective career services.
2	(KAMILA, 2016)	Development of Flash Player-based Career Window Animation Video Media in Career Planning Information Services in Junior High School	The animated video media has a high level of acceptability with an average validation of 87.8%, suitable for career guidance services in junior high school.	The animated video utilizes visual technology to enhance students' understanding of career planning.
3	(Nwawube, 2021)	Application of Career Development Theory of Anne Roe in a Family Counselling Setting	Ann Roe's theory can be applied in family counseling to help understand the influence of parenting on career choice.	The application of Ann Roe's theory shows the important role of family parenting in shaping students' career interests and directions.
4	(Suwidagdhho & Purwanta, 2024)	Development of the Anne Roe Career Exploration Instrument (IEKAR) for Junior High School Students	The career exploration instrument is valid and reliable based on multidimensional testing to help students explore careers.	This instrument is an important tool for counselors to help students understand their potential in various career fields.
5	(Hidayani et al., 2024)	Anne Roe Theory of Occupational Interest Classification Survey in Career Selection According to Student Personality in Class IX SMP 1 Denpasar	Student interest is more in the service sector, with the survey showing 46% in the medium category and 36% in the high category.	Students showed diverse career preferences according to personality, with a predominance in the service sector.
6	(Imaningtyas & Radjah, 2019)	The Effect of Intrinsic Value, Parental Influence, and Student Perceptions with Anne Roe's Career Theory Approach on Career Selection as Public Accountants for Accounting Students at Airlangga University Surabaya	There is a significant influence between intrinsic value, parental influence, and student perceptions on career choice as a public accountant.	Students' understanding of careers is influenced by the interaction between personal values, family support, and career theory.
7	(Azizah, 2023)	The Urgency of Decision-Making Skills in Student Career Direction Determination	Parenting is very influential on children's career choices, with the need for collaboration between schools and parents.	The role of parents should be strengthened in supporting students' career selection process through appropriate parenting.
8	(Tiro et al., 2021)	Understanding Career Choice Based on INER Family Parenting 'Roe Personality Theory'	Democratic parenting is proven to support the development of children's career choices according to Ann Roe's theory.	Democratic parenting is the key to success in supporting students to choose a career that suits their needs and personality.

**Table 1. Research Results**

Student career planning is one of the important aspects in education (Imaningtyas & Radjah, 2019), as it provides clear guidance on the steps to take to achieve their career goals. Roe argues that children's career choices are determined by three things; first is genetic or hereditary factors, second is parental care factors and third is the hierarchy of individual. In this context, Ann Roe's theory provides a strong framework for understanding how childhood experiences and parenting factors influence students' career preferences (Imaningtyas & Radjah, 2019). This theory states that parental care plays a key role in shaping interests and personalities that then influence future career choices. This approach is relevant amidst the increasingly complex career challenges of students in the modern era, which require a deeper understanding of themselves as well as opportunities in the world of work. The studies analyzed show that the application of Ann Roe's theory in career guidance contributes significantly to students' career planning. This theory emphasizes the relationship between parenting, childhood experiences, and individual career preferences. Research by Turrohmah et al. (2023) highlighted the importance of Ann Roe's theory-based career guidance module, which was found to be practical and effective in supporting students to understand their interests and talents. The module allows counselors to provide services that are structured and focused on students' needs.

Other approaches, such as the development of animated video media discussed by Kamila (2016), show how technology can improve students' understanding of career planning. Interactive media like this is aligned with the needs of digital-age students, who are more familiar with visual technology. In addition, Nwawube's (2021) research extends the application of Ann Roe's theory in family counseling, emphasizing the important role of parenting in shaping students' career choices. Suwidagdho and Purwanta's (2024) research added a new perspective with the development of a career exploration instrument based on Ann Roe's theory. This instrument is valid and reliable to help students explore careers, making it an important tool for counselors in providing career guidance. Meanwhile, research by Hidayani et al. (2024) confirmed that students' interests tend to be in certain sectors, which are influenced by their personalities, according to Ann Roe's career classification.

Ann Roe's theory categorizes parenting into three main categories: *emotional concentration*, *avoidance*, and *acceptance*. These categories describe how a child's emotional experiences in the family influence their mindset towards a future career. For example, children who grow up in a supportive (acceptance) parenting environment tend to have more confidence and flexibility in exploring career options. Conversely, less supportive parenting can hinder the development of children's interests and talents. This understanding is the basis for developing career guidance strategies that are personalized and relevant to students' individual needs. In the digital era, Ann Roe's theory is not only relevant in traditional career guidance, but can also be adapted to technology-based approaches. The implementation of Roe's career choice theory in student career guidance can be done with cooperation between counselors and parents to see and explore needs which then formulate career goals and choices. By utilizing digital technology, counselors can collect data about students' interests, talents, and preferences more efficiently (Nuha & Alamsyah, 2024). Platforms such as artificial intelligence (AI)-based career assessment applications can help identify students' career preferences based on their behavioral patterns. In addition, digital media such as animated videos and interactive career simulations allow students to understand the different types of professions and skills needed in the world of work in a more engaging and accessible way.

## CONCLUSION

The application of Ann Roe's theory in career guidance provides a comprehensive approach to helping students plan their careers based on their interests, aptitudes, and parental influences. The theory highlights the importance of childhood experiences and parenting in shaping an individual's career preferences, which can then be used as a basis for structuring personalized and relevant guidance services. By categorizing parenting into three main categories—emotional concentration, avoidance, and acceptance—Ann Roe's theory provides a deep insight into the relationship between family upbringing and students' career decisions. In the digital age, this theory remains relevant and can be integrated with modern technology to enhance the effectiveness of career guidance services. The use of digital platforms, such as artificial intelligence-based career assessment applications, animated videos, and interactive career simulations, opens up new opportunities to provide more flexible and engaging services for students. Collaboration between counselors, schools, and parents is also a key factor in creating a supportive environment for students' career development. The

application of Ann Roe's theory also shows the importance of a flexible and individualized approach. Each student has a unique combination of interests, aptitudes and values that influence their career decisions. Therefore, career guidance services should be designed to meet the specific needs of each student, whether through technology-based career exploration or life skills training relevant to the world of work.

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