
Implementation Of Trait And Factor Theory In Improving Students' Career Understanding: Literature Review

¹Ragil Setyorini, ²Daharnis, ³Ifdil

^{1,2,3} Fakultas Ilmu Pendidikan, Universitas Negeri Padang

Surel : setyoriniragil20_20@gmail.com

Histori Artikel	ABSTRACT
Diterima : 28 Desember 2024	<i>Students' career understanding, especially at the high school level, is often a significant challenge due to their lack of knowledge about their potential and the world of work. This study aims to analyze the implementation of Trait and Factor theory in improving students' career understanding through literature review. The research method used is literature review by collecting, evaluating, and synthesizing related literature from relevant journals, books, and scientific articles. Data sources were selected based on relevance to the topic, recency, and academic validity. The results showed that the Trait and Factor approach is effective in helping students understand their potential, reduce career confusion, and improve career decision-making ability. Through systematic guidance and counseling services, this approach facilitates students to match their personal characteristics with the demands of the world of work. In addition, counselors play a strategic role in providing assessment, career information, and ongoing support to students to achieve appropriate career decisions. The conclusion of this study confirms that Trait and Factor theory can be a strong foundation in the implementation of career counseling services to improve students' career understanding. Proper implementation of this approach not only helps students in making career decisions but also prepares them for the challenges of transitioning to the world of work or higher education.</i>
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INTRODUCTION

Each individual has unique potential that needs to be recognized and developed to achieve success in life (Arinalhaq et al., 2025; Tyasmanto, 2024) , including in determining an appropriate career. This process becomes even more crucial for grade 12 students, who are at an important crossroads to choose an educational or career path after graduating from school (Khoirunnisa & Lestari, 2024; Nainggolan et al., n.d.; Prihastiwati et al., 2020) . However, the reality on the ground shows that many students at this level are still confused and lack understanding of their career direction (Qadafi, 2021; Rahayu, 2022) . This confusion is often influenced by a lack of insight into the world of work, a lack of self-knowledge, and social and family pressures (Qadafi, 2021; Rahayu, 2022) . Cases of students who do not understand their careers, even though they are in the final phase of secondary education, are one of the major challenges in the education system in Indonesia (Qadafi, 2021; Rahayu, 2022) . Many of them choose college majors or fields of work based solely on trends or suggestions from parents without considering personal abilities and interests (Aprillia & Muslimah, 2024; Mulyani et al., 2021; Rahman et al., 2024) .

As a result, it is not uncommon to find students who feel mis-majored or dissatisfied with their career choices later in life (Rahmah & Christiana, 2019; Zakira et al., 2024) . In this case, the role of Guidance and Counseling (BK) in schools is very important as a facilitator of students' self and career development (Handaka & Maulana, 2017) . BK services are tasked with helping students recognize their potential, interests, talents, and personal values so that they can make the right career choices (Prayitno, E. A., & Amti, 2008) . Counselors have a strategic role to provide comprehensive insight and guidance to students, especially those who experience confusion in determining future directions.

The Trait and Factor theory introduced by Frank Parsons is one relevant approach to help students understand themselves and relate it to the demands of the world of work (Kukuh, 2013) . This theory emphasizes the importance of matching individual characteristics (traits) with the demands of a particular job or career (factors). This approach not only provides a clear framework, but also helps counselors to provide data-based recommendations. The BK function in career development services includes assessing students' interests and talents, providing comprehensive career information, and facilitating the career decision-making process. Through a systematic approach, BK services can help students overcome their confusion, build confidence, and prepare them to make responsible decisions about their future.

For Grade 12 students, a theory-based approach such as Trait and Factor can provide a deeper understanding of how to choose a career based on their abilities and interests, rather than external pressures. With the right guidance, students can avoid inappropriate career choices that could potentially lead to regret in the future. This article seeks to examine the implementation of Trait and Factor theory in counseling services to improve students' career understanding. By presenting a review of relevant literature, this article aims to contribute to the development of more effective counseling practices in supporting grade 12 students in understanding and planning their career futures.

RESEARCH METHOD

This research uses the literature review method to analyze the implementation of Trait and Factor theory in Guidance and Counseling (BK) services to improve students' career understanding. This study is descriptive and analytical, utilizing various literatures, such as scientific journals, books, articles, and other relevant documents. Sources of research data include literature that includes previous research, career guidance books and articles related to the implementation of this theory in counseling services. The literature used was selected based on inclusion criteria, such as relevance to the topic, published in the last 10 years, and coming from trusted academic sources.

The data analysis process was conducted using *content analysis* techniques, which involved in-depth reading of the literature, identification of main themes, and synthesis of findings from various sources. The writing of the study results is organized systematically, starting from the introduction, describing the concept of Trait and Factor theory, findings related to the implementation of this theory in counseling services, to practical recommendations. To ensure the credibility of the data, triangulation was conducted by comparing the various literatures used. (Yusuf, 2014)

RESULTS AND DISCUSSION

The data in this study uses literature, one of which uses articles that are analyzed. The articles analyzed are research in the direction of searching on Google Scholar, Scopus with the keywords "Trait and factor", "Career Guidance" "Career Understanding". The following research articles can support the results of this study

No.	Name and Year	Title	Research Results	Analysis
1	(Jannah, R., & Hidayat, 2022)	An Analysis of Trait and Factor Theory and Its Implication in Career Guidance Services	The Trait and Factor approach is effective in helping students understand themselves and reduce doubts related to career selection.	Research shows that this approach helps students make more confident career decisions, relevant in the high school context.
2	(Syamal et al., 2021)	Perspectives on Trait and Factor Theory and its Application in Career Guidance and Counseling	Trait and Factor can improve students' understanding of careers and the development of individual talents and interests.	Effective to help students identify potential and direct career choices according to ability.
3	(Violina & Ginting, 2023)	Analysis of the Trait and Factor Approach to High School Student Careers	This approach is effective in helping high school students understand their potential and the world of work for appropriate career choices.	The practical context strongly supports the application of this approach to students' career development.
4	(Dewany et al., 2022)	Trait and Factor Career Counseling Approach in Helping High School Students to Choose a Major in College	The Trait and Factor approach is effective in helping students choose a major that matches their talents and interests.	Suitable for assisting high school seniors in planning for further education.
5	(Nisya et al., 2023) n	Application of Career Counseling with Trait and Factor Approach in Career Decision Making of High School Students	This approach contributes significantly to helping students make potential career decisions.	It is an important strategy for counselors to optimize students' potential in the career field.
6	(Suhartono & Naqiyah, 2019)	Application of Group Counseling with Trait and Factor Theory to Improve Career Understanding of Students of SMA Negeri 1 Mojosari	The application of Trait and Factor-based group counseling showed a significant increase in students' career understanding.	Improve student understanding with structured and data-driven methods.
7	(Umami et al., 2022)	Application of Traits and Factor Theory in Adolescent Career Decision Making	This approach helps students understand their potential and make career decisions according to their abilities.	Effective as a counselor's tool in increasing students' career awareness.
8	(Handaka & Maulana, 2017)	Effectiveness of Trait and Factor career counseling to reduce career decision-making difficulties	Effectively reducing students' difficulties in career decision-making through a Trait and Factor-based intervention.	Demonstrated significant positive impact in the context of student career decision-making.
9	(Izzulhaq et al., 2024)	Efforts to Improve Career Planning of High School Students through Trait and Factor Counseling Approach	This approach is effective in improving students' career planning through analyzing personality and ability factors.	Allows students to plan their careers more carefully according to their individual potential.
10	(Putri et al., 2022)	Development of Trait and Factor Counseling with Modeling Techniques to Optimize Career Maturity of High School Learners	The Trait and Factor-based guidebook showed high validity to facilitate career counseling services.	Useful as a counselor's tool in optimizing students' career maturity.

Table 1. Recap of Research Articles

Based on the analysis of the article, it was found that the Trait and Factor approach has proven to be an effective method in helping students, especially high school students, to understand themselves and choose an appropriate career path. Based on data from various studies, this approach is able to overcome various challenges faced by students, such as confusion, doubt, and lack of understanding of their talents and interests. Research by Jannah, R., & Hidayat, (2022)) showed that Trait and Factor-based career guidance services can reduce students' doubts in choosing a major or job by helping them recognize their potential. This is in line with the needs of grade XII students who are in transition and need systematic guidance to prepare for their future.

The application of Trait and Factor theory in counseling services also has a positive impact on students' career decision making. Research by Syamal (2021) emphasizes that this approach not only improves students' understanding of careers but also helps them develop talents and interests. Violina and Ginting (2023) corroborated this with the finding that this approach is effective in helping students understand the world of work and their potential, so that they can make more purposeful career choices. This shows that the Trait and Factor approach is relevant to be applied in Guidance and Counseling (BK) services in schools, especially in preparing students to face the challenges of the world of work or higher education.

In addition, research results from Dewany, Iswari, and Daharnis (2022) showed that Trait and Factor-based counseling services helped XII grade students in choosing college majors that match their talents and interests. This result was also supported by Nisya, Daharnis, and Nurfarhanah (2023), who found that this approach significantly influenced high school students' career decision-making. By focusing on the identification of personal characteristics, counseling services can guide students to understand their potential and direct them to a suitable career. This reinforces the importance of the counselor's role in supporting students' career development through a data-driven approach. In its implementation, based on (Amundson et al., 2014) the implementation of career counseling involves several main steps that are systematic to improve students' career understanding:

Effective implementation of career guidance and counseling (BK) services requires systematic steps to help students understand and plan their career path (Aprillia & Muslimah, 2024; Fikriyani & Herdi, 2021) . The first step is to establish a strong counseling relationship between the counselor and the student. The counselor creates a safe and supportive environment for students to feel comfortable to share about their career aspirations and concerns. In this stage, the counselor also explains the goals and the counseling process that will be carried out. Once the relationship is established, the next step is to conduct a self-assessment. The counselor helps students explore personal characteristics such as interests, values, abilities, and personality through structured interviews, interest inventories, or theory-based assessment tools such as Trait and Factor theory. The purpose of this assessment is to provide a better understanding of the student's potential.

After the assessment, students are provided with relevant career information to understand various career paths, job requirements, opportunities and future prospects. This information is tailored to the assessment results so that students can see how their personal characteristics fit with the career options available. The next step is the development of an individualized action plan. The counselor works with the student to design a specific, realistic and measurable plan, covering steps such as major selection, skills development or transition planning from education to the world of work. This action plan is designed so that students have a clear guide to achieve their career goals.

During this process, counselors provide ongoing support to students. This support includes practical guidance such as interview skills training, resume writing, as well as stress management during the transition process. Evaluations are also conducted periodically to review the student's progress against their action plan. If needed, the plan

is adjusted based on changes in the student's situation, interests or goals. This ensures that students remain on track towards achieving their desired careers.

In addition, technology is used to support career counseling services, such as virtual career centers and online assessment tools. These technologies allow students to access career resources more easily and in-depth. With these measures, the implementation of career counseling not only helps students understand themselves and the world of work, but also guides them in making more confident and purposeful career decisions (Atli, 2016; Creager & Deacon, 2012) .

CONCLUSSION

The implementation of Trait and Factor theory in counseling services is very relevant and effective to improve students' career understanding, as the title of the study suggests. Various research findings show that this approach can help students overcome anxiety, understand themselves, and make better career decisions. Thus, Trait and Factor-based counseling services should be one of the main strategies in school counseling programs, especially for high school students who are in transition to the world of work or higher education.

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