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***Literature Review: An Analysis of the Effectiveness of Career Readiness of High School Students Using Super Life Span Theory***

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<b>Histori Artikel</b>	<b>ABSTRACT</b>
Diterima : 6 Januari 2024	<i>Career readiness of high school students is an important aspect that needs attention, especially because they are in the transition period to higher education or the world of work. This study aims to analyze the effectiveness of Super Life Span theory in supporting high school students' career readiness through a literature review approach. Super Life Span theory offers a comprehensive framework for understanding individual career development throughout life, with a focus on self-concept and stages of exploration. This review collects and analyzes the results of various studies related to the application of Super theory in career guidance services. The results of the analysis show that the implementation of Super Life Span theory is effective in helping students recognize their potential, interests, and personal values. Career guidance services based on this theory are also proven to support more mature and purposeful career decision-making through a structured service program, including personality assessment, career information provision, and individual needs-based planning. In addition, Super theory shows flexibility in being applied to modern career contexts, such as creative and technology-based industries. The conclusion of this study confirms that Super Life Span theory is a relevant and effective approach to enhance high school students' career readiness. The theory not only helps students understand their career development but also provides a practical framework for counselors in designing more adaptive and strategic career guidance services.</i>
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**INTRODUCTION**

Students' career readiness is an important aspect of education, especially at the high school level (Nurhayati, Mustika, and Fatimah 2021) , where students are at a transitional period that demands making important decisions regarding their future (Mardiyati and Yuniawati 2015; Nusantari 2024) . High school students are often faced with various career choices, such as continuing their education to college, entering the workforce, or taking vocational training (Liana, Hairina, and Komalasari 2022; Nusantari 2024; Setiyani, Ismanto, and Ajie 2023) . However, many students still experience confusion and uncertainty in choosing an appropriate career path (Aminurrohim, Saraswati, and Kurniawan 2014; Bahrin, Rahman, and Andriana 2024)

In this context, Guidance and Counseling (BK) has a strategic role to help students face these challenges. BK services aim to support students in recognizing their interests, talents, and potential, so that they can make better career decisions (Prayitno, E. A., & Amti 2017) . With a targeted approach, counselors can help students explore available options and prepare them for a more planned future (Nasution, S., Hariko, R., & Karneli 2023) . One relevant approach to use is Super Life Span theory, which offers a holistic view of an individual's career development from childhood to adulthood.

The Super Life Span Theory introduced by Donald Super explains that career development is a lifelong process and is influenced by the stages of life development (Aminurrohim, Saraswati, and Kurniawan 2014; Bahrin, Rahman, and Andriana 2024) . The theory emphasizes that a person's career choice is not the result of an instant decision, but rather an accumulation of experiences, interests, and values that develop over time (Aminurrohim, Saraswati, and Kurniawan 2014; Bahrin, Rahman, and Andriana 2024) . This approach provides a comprehensive framework for counseling services to help students understand the relationship between their self-development and future career choices. For high school students, the exploration stage in Super theory is particularly relevant because at this stage individuals begin to explore various career options that match their interests and potential. The main function of this theory is to help students recognize that their career decisions are not final (Fitriyani et al. 2019) , but rather part of a process that continues to develop along with increased experience and self-understanding. With this understanding, students can feel more flexible and confident in exploring various career options.

In addition, the Super Life Span theory also provides guidance for counselors to design career guidance programs that focus on the stages of student development. This program can include interest and aptitude assessment, career information provision, and decision-making skills training. With this strategy, counselors not only help students recognize their potential, but also prepare them to face challenges in their future career planning. Students' career readiness issues are often influenced by pressures from social environments, such as family and peers.

Super Theory provides insight into the importance of environmental influences in the career development process (Leung 2008) . Through counseling services based on this theory, students can understand how external factors affect their career choices and how to overcome obstacles that may arise. This article aims to analyze the effectiveness of high school students' career readiness using Super Life Span theory through a literature review. This review will discuss the role of this theory in supporting students at the career exploration stage as well as how BK services can be optimized to improve students' career readiness. Thus, this study is expected to provide theoretical and practical guidance to improve the quality of counseling services in schools.

## **RESEARCH METHOD**

This research uses *literature review* method to analyze the effectiveness of high school students' career readiness based on Super Life Span theory. This review aims to collect, evaluate, and synthesize various literatures, such as journal articles, books, and other documents relevant to the topic of student career readiness and Super Life Span theory. The data source used is secondary literature obtained through trusted academic databases, such as Google Scholar, ScienceDirect, and other databases. The research procedure began with the identification of literature through keyword searches such as "Super Life Span Theory," "student career readiness," and "high school career guidance."

Literature selection was carried out with inclusion criteria, namely publications that are relevant to the topic, published within the last 10 years to maintain data

currency, and come from trusted academic sources. After that, the collected data were analyzed descriptively to explore the implementation of Super theory in improving the career readiness of high school students, both in terms of concepts, practices, and the results of its application. The data analysis technique used was *content* analysis, which involved organizing the data, identifying the main themes, and synthesizing the results from various sources. This research also pays attention to the relevance between Super Life Span theory and the role of Guidance and Counseling services in supporting students' career readiness. With this approach, the research is expected to provide a systematic and in-depth description of the effectiveness of Super Life Span theory in improving high school students' career readiness.

## RESULTS AND DISCUSSION

The analysis in this study used some literature, the following articles are in accordance with the key richness related to Super Life Span Theory, "student career readiness," and "high school career guidance.":

No.	Name and Year	Title	Research Methods	Results
1	(Son 2021)	Literature Study: Donald Edwin Super's Theory of Career Development	Literature Review	Self-concept theory helps individuals clarify their self-concept, so that they can realize their potential in appropriate career choices.
2	(Wahyu, Afdal, and Hariko 2023)	Donald E. Super's Career Theory and its Implementation on Content Creator Careers in the Millennial Era	Case Study (interview, observation, documentation study)	The implementation of Super Theory helps individuals develop careers according to their talents and interests, with exploration stages that support positive self-concept.
3	(Fitriyani et al. 2019)	Implementation of Donald E. Super's Theory on Career Guidance Service Program for Junior High School Students	Descriptive	Super theory-based career guidance services help students recognize careers early on through structured career information.
4	(Maslikhah et al. 2019)	Implementation of Donald E. Super's Theory on Career Counseling Service Programs in Vocational Schools	Descriptive	The career counseling service program in SMK based on Super theory helps students in career planning, exploration, and decision-making.
5	(Gunawan and Annisa)	Implementation of Career Guidance	Descriptive Qualitative	Super Theory helps middle school students

	2023)	Services for Junior High School Students Using Donald E. Super Theory		understand their interests and potential and plan education and careers effectively.
6	(Aulia and Yulianti 2022)	Implementation of Donald Super's Career Theory on the Careers of YouTubers and Media Activists in the Millennial Era	Case Study	The exploration stage in Super theory helps individuals develop a career based on their interests and talents as YouTubers and media activists.
7	(Zaleha and Subhan 2020)	The Effect of Utilizing Super Theory in Placement and Channeling Services on Student Career Decision Making	Quantitative (Simple Linear Regression)	The use of Super Theory has a 15.7% influence on student career decision making, the rest is influenced by other factors.
8	(Dede and Hidayat 2019)	Implementation of Super Theory on Career Guidance and Counseling Service Program for College Students	Literature Review	Super Theory helps students develop a vocational identity to face future career challenges.
9	(Pauline, Rasimin, and Yusra 2022)	Level of Career Maturity of Students of SMK N 1 Jambi City Seen from Donald Super's Theory	Quantitative (Descriptive)	Career maturity of vocational students is at a high level with an overall average of 76.82%.
10	(Aprinaldi, Yusuf, and Afdal 2021)	Super Life Span Theory and Its Implications in Career Guidance and Counseling in Schools	Literature Review	Super Theory provides a framework for developing students' career understanding through structured career exploration and information.
11	(Nagy, Froidevaux, and Hirschi 2019)	Lifespan Perspectives on Careers and Career Development	Literature Review (Chapter Analysis)	Analyze the influence of changes in work values and personality on career development throughout life.

**Table 1. Recap of Research Articles**

Super Life Span Theory provides important guidance in understanding and supporting individual career development throughout life (Fitriyani et al. 2019; Maslikhah et al. 2019) . Based on the analysis of several studies, the theory offers a comprehensive framework for developing students' career understanding through different developmental stages. The main focus of the theory is on *self-concept*, where individuals gradually recognize their potential, interests and values through life

experiences. In the context of high school students, the exploration stage is key to helping them understand the relationship between themselves and available career options. This is in line with the needs of high school students who are at an important transition period towards higher education or the world of work.

The implementation of Super theory in career guidance services shows its effectiveness in various contexts. For example, research (Maslikhah et al. 2019) highlights the importance of developing a structured career guidance service program to support vocational students in career planning, exploration, and decision-making. This program not only helps students recognize their potential but also provides them with strategies to plan a more purposeful future. On the other hand, Gunawan and Annisa's (2023) research showed that Super theory helps junior high school students understand their interests and potential earlier, so they can make better career decisions in the future.

The concept of developmental stages in Super theory is also relevant to understanding students' career maturity. (Pauline, Rasimin, and Yusra 2022) found that the level of career maturity of SMK students was in the high category, indicating that career guidance based on this theory is able to encourage students to make the right and realistic decisions. With the help of Super theory-based counseling services, students can identify career options that are relevant to their interests and abilities. This supports a smoother transition from formal education to the world of work. In addition, Super theory also has significant implications in the modern era, as shown by (Wahyu, Afdal, and Hariko 2023) , which discusses the application of this theory to content creator careers in the millennial era. This research shows that the exploration stages in Super theory are highly relevant to help individuals find careers that match their interests and talents in the creative industry. This confirms the flexibility of this theory to be applied in various career contexts, including those influenced by technological developments.

Super theory-based career guidance services emphasize the importance of structured planning, as revealed by (Zaleha and Subhan 2020) . They found that this theory contributes to students' career decision-making through individual needs-based placement and channeling services. With this service, students are not only assisted in choosing a career but also in preparing themselves to face future challenges. In the end, the implementation of Super Life Span theory in counseling services contributes greatly to the career readiness of high school students. The analyzed studies show that this approach helps students develop a positive self-concept, understand the stages of career development, and make informed decisions. This is in line with the goal of career guidance to prepare students to face the challenges of the world of work confidently and competently.

## **CONCLUSION**

The conclusion of this study is that Super Life Span Theory is a relevant foundation for career guidance services for high school students. This approach provides a systematic framework to help students understand themselves and make informed career decisions. The practical implications of this theory suggest that guidance services based on Super Theory not only support individual career development but also provide long-term benefits in improving the quality of human resources in the future.

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