
Analysis Of Holland's Theory In Career Decision Making Of Vocational High School Students

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Histori Artikel	ABSTRACT
Diterima : 28 Desember 2024	<i>Career choice is one of the important decisions in students' lives, especially vocational students who are directed to enter the world of work after graduation. This research aims to analyze the implementation of Holland's theory in supporting vocational students' career decision making. The method used is literature review, by collecting, evaluating, and synthesizing various relevant literatures. Holland's theory, which bases on the relationship between personality type and work environment through the RIASEC model, provides a systematic framework to help students understand their potential and choose an appropriate career. The results show that the application of Holland's theory can improve students' understanding of career choices relevant to their personality types. Through personality assessment, career information provision, and systematic planning, students are guided to make more mature and purposeful career decisions. The implementation of this theory not only helps students reduce confusion in choosing a career but also prepares them to face the challenges of the world of work. The conclusion of this study confirms that Holland's theory is an effective approach in career guidance services for vocational students. This theory is relevant to be applied in helping students understand the relationship between their potential and the world of work, as well as supporting better career decision making.</i>
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INTRODUCTION

Career choice is one of the important decisions in a person's life (Dewi, 2017; Nurmalasari & Erdiantoro, 2020), especially for Vocational High School (SMK) students who are expected to directly enter the workforce after completing their education. However, in reality, many SMK students still face confusion in determining their career direction (Fajariah, 2024; Hamidah et al., 2022; Juwitaningrum, 2013). This is often caused by a lack of understanding of their potential, interests, and personality in accordance with the demands of the world of work (Herpanda et al., 2022; Ihsan, 2017). This confusion not only has an impact on difficulties in decision making, but can also affect their readiness to face future challenges (Herpanda et al., 2022; Ihsan, 2017). In this context, John L. Holland's theory of personality types and work environments provides a relevant framework to help students recognize their potential and compatibility with various career options (Herpanda et al., 2022; Ihsan, 2017) .

Holland argues that the fit between one's personality type and the work environment will result in career satisfaction and success (Amalianita & Putri, 2019) . His theory that divides personality types into six main categories - Realistic, Investigative, Artistic, Social, Enterprising, and Conventional (RIASEC) - provides a systematic guide to understanding the relationship between individuals and the world of work.

At the SMK level, Holland's theory-based approach can be an effective tool to help students identify career paths that match their characteristics and preferences (Riyadi, n.d.). With an educational environment that is oriented towards specific expertise and skills, SMK students need guidance that can help them map their potential into relevant work fields. Unfortunately, career guidance services in many schools are still not optimal in utilizing this theory to facilitate students' career decision-making. One of the main challenges that SMK students face in career decision-making is a lack of understanding of the world of work and the opportunities available (Wardhani et al., 2020) . This factor is often exacerbated by social, economic, and family pressures that may push students to choose career paths that do not match their interests or abilities. In this situation, Holland's theory can provide a logical framework to help students recognize career paths (Amalianita & Putri, 2019) that align with their personality types, thereby reducing confusion and doubt in the decision-making process.

Guidance and Counseling (BK) in schools has a strategic role in supporting vocational students to make wise career decisions (Jannah & Hidayat, 2022; Prayitno, E. A., & Amti, 2008) . The implementation of Holland's theory in counseling services allows counselors to help students explore their potential, interests, and personal values (Setiawan, 2024). This process may include the use of RIASEC-based personality type assessments, provision of relevant career information, and discussion of potential career options. Thus, BK services not only help students recognize themselves but also prepare them to make informed and purposeful decisions. In addition to providing practical benefits, the implementation of Holland's theory is also relevant in the context of vocational education such as vocational schools. The theory's focus on the fit between the individual and the work environment supports the goal of vocational education to produce graduates who are work-ready and in line with the needs of the labor market. With an integrated approach, counselors can help students not only understand their career choices but also develop strategies to achieve those goals.

This article aims to analyze how Holland's theory can be applied in vocational students' career decision making. This analysis will include a review of the literature on Holland's theory, its application in counseling services, as well as its impact on students' career decision making. Thus, this research is expected to contribute in improving the quality of counseling services in SMK, as well as helping students prepare themselves for a better future.

RESEARCH METHOD

This research uses *literature review* method to analyze the application of Holland's theory in career decision making of vocational students. The data used in this study are secondary literature, such as scientific journals, books, and articles relevant to the topic of Holland's theory and career decision making. Data collection procedures were carried out by identifying literature sources through trusted academic databases, such as Google Scholar and ScienceDirect, using keywords related to Holland's theory, RIASEC, and career guidance at the vocational education level. The collected data were then analyzed descriptively to explore the application of Holland's theory in Guidance and Counseling (BK) services in schools, as well as its impact on students' career decision making. The results of this analysis are expected to provide a systematic overview of the effectiveness of Holland's theory in supporting the career decision-making process of vocational students.

RESULTS AND DISCUSSION

The analysis in this study used some literature, following articles that correspond to the key richness related to Holland's theory, RIASEC, and career guidance at the vocational education level:

No.	Name and Year	Title	Research Results	Analysis
1	(Ardana et al., 2014)	Application of Holland Career Counseling with Modeling Technique to Improve Career Maturity of Students of Class X TKJ 1 SMK Negeri 3 Singaraja	Holland career counseling with modeling technique improved students' career maturity from very low to high level through two intervention cycles.	The application of modeling techniques based on Holland's theory is effective in increasing students' career maturity gradually, suitable to be applied to vocational students.
2	(Wardhani et al., 2020)	The Effectiveness of Information Services Using John Lewis Holland's Career Theory on Career Decision Making of Junior High School Students	Information services based on Holland's theory effectively improve students' ability to make career decisions with a quasi-experimental method.	This service provides students with relevant insights for better career decision-making, especially at the junior high school level.
3	(Budisiwi, 2013)	Holland Career Guidance Model to Improve Students' Career Choice Maturity	Holland's career guidance model effectively improved students' career choice maturity, with the greatest influence on environmental conditions and coping skills.	Holland's theory-based approach is relevant to support students' career development by adjusting students' environmental and internal factors.
4	(Putri et al., 2021)	Holland's Theory Perspective in Student Career Selection	Holland's theoretical approach facilitates students in career planning through the exploration of personality types and their compatibility with the work environment.	The literature shows the importance of personality-based planning to enhance students' career exploration.
5	(Asri et al., 2021)	Improving Students' Career Maturity with Holland's Theory	Holland's theory enhances students' career maturity by linking their personality types with relevant career options.	The application of Holland's theory is effective for improving students' understanding of career choices and helping them make more informed career decisions.
6	(Fitri et al., 2022)	The Effectiveness of Holland Career Guidance on Independence in Making Major Choice Decisions in Higher Education for Class XII Students of SMAN 2 West Sumatra	Holland-based career guidance improves students' independence in choosing a major in college through the pretest-posttest method.	This method shows that career guidance based on Holland's theory can lead students to be more independent in making career decisions.
7	(Ramadhani et al., 2020)	Analysis of Holland Theory Career Guidance in Student Career Planning	The application of career guidance services based on Holland's theory helps students recognize their personality type and career direction.	The implementation of Holland theory-based services is effective in student career planning through the introduction of personality types.
8	(Riyadi, n.d.)	Career Guidance Services Using the Holland Theory Approach to Student Career Planning	Holland's theoretical approach proved to be effective in helping the ninth grade students in making career planning.	This approach is relevant for improving students' understanding of careers in the early stages of secondary education.

9	(Hussain et al., 2021)	The Impact of Congruence on Student Academic Performance: Assessment of Holland Theory in Non-Western Culture	The hypotheses of career fit and career aspirations according to Holland's theory were partially supported, with a positive impact on students' academic achievement.	The congruence between students' career interests and aspirations has a significant impact on academic achievement, relevant in a cross-cultural context.
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Table 1. Recap of Research Articles

Holland's theory offers a systematic approach in helping students understand the match between personality types and career choices. Based on the articles analyzed, the implementation of this theory shows a significant impact in improving students' career maturity and career decision-making ability. For example, research by Ardana et al. (2014) showed that career counseling with modeling techniques based on Holland's theory can improve students' career maturity gradually through cycle-based interventions. This finding indicates that Holland's theory can be adapted for career guidance services that are more focused on the individual needs of students, especially at the vocational education level such as SMK. Holland's theory approach also proved effective in improving students' career decision making through this theory-based information service. Wardhani et al. (2020) revealed that providing information using Holland's theory helps students understand the relationship between personality and career opportunities. This allows students to make more informed decisions according to their interests and abilities.

The application of this theory can be done collectively through classroom services or individually through counseling sessions, so that students have flexibility in exploring their career choices. The implementation of career guidance services based on Holland's theory also involves various strategic steps, such as the introduction of personality types through RIASEC assessments, discussions about the work environment, and directed career planning. Budisiwi (2013) found that Holland's theory-based career guidance model was effective in improving students' career choice maturity. Factors such as environmental conditions, task-facing skills, and genetic factors contribute significantly to students' career decision-making. This structured implementation allows students to understand the dynamics between personal characteristics and the world of work. In the context of vocational schools, the application of Holland's theory is very relevant because vocational students are often directed directly to the world of work. Putri et al. (2021) emphasized that Holland's theory facilitates students to explore their personality types and connect them with appropriate career paths. Through this approach, students are not only guided to recognize their potential but also trained to make mature career decisions based on adequate knowledge about the world of work.

In addition, research by Ramadhani et al. (2020) showed that the implementation of career guidance services based on Holland's theory was effective through the stages of planning, implementation, evaluation, and follow-up. This process involves counselors in providing relevant information, facilitating discussions about personality types, and helping students design career plans. From the results of the analysis, it can be concluded that Holland's theory is one of the effective approaches in supporting career decision making of vocational students. This theory provides a clear framework to help students recognize their potential through personality types which are then adjusted to the relevant work environment. In the context of vocational students, who are at the transition stage towards the world of work, this theory is very helpful to guide them in exploring and understanding career choices that match their interests,

abilities, and personal values. With this theory-based approach, students are not only guided to choose an appropriate career but also taught how to think logically in determining the steps towards their future.

The implementation of Holland's theory in career decision-making of vocational students requires systematic implementation, including personality type assessment, provision of information about the world of work, and data-based career planning. This implementation is in line with the needs of vocational students who often require more intensive guidance to understand the relationship between their potential and the demands of the world of work. Thus, the application of Holland's theory not only supports students in making more informed decisions but also prepares them to face the challenges of the world of work more confidently and maturely. The close relationship between this theory and vocational students' career decision-making makes it a relevant and strategic approach to be applied in career guidance services.

CONCLUSSION

It can be concluded that the application of Holland's theory in career guidance services contributes significantly to the career decision making of vocational students. This theory provides a clear framework for counselors in designing a comprehensive and data-based career guidance program. A good implementation of this theory not only helps students understand their potential but also prepares them to face the challenges of the world of work confidently. Systematic implementation, including assessment, discussion, and planning, ensures that this service can be well adapted to the needs of vocational students.

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