

THE PHENOMENON OF CAREER PLANNING AMONG STUDENTS OF KOLEJ UNIVERSITI ISLAM ZULKIFLI MUHAMMAD (KUIZM)

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Abstract

This study is titled "The Phenomenon of Career Planning Among Students at Kolej Universiti Islam Zulkifli Muhammad (KUIZM)." It aims to understand the overview of students' career planning and the factors influencing it. The research employs a qualitative approach with a phenomenological perspective and is classified as field research. Data collection methods include observation, structured interviews, and documentation, with data analysis encompassing data reduction, data presentation, and conclusion drawing. Based on the research findings and discussions, it can be concluded that the career planning overview of KUIZM students demonstrates a high level of understanding and knowledge, evaluated from the aspects of self-awareness, the working world, and the ability to analyze both the working world and personal capabilities in career planning. Furthermore, the factors influencing students' career planning are positive, indicating no significant negative factors impacting their career planning.

Keywords: Phenomenon, Career Planning, Students

Abstrak

Penelitian ini berjudul "Fenomena Perencanaan Karir Pada Mahasiswa Kolej Universiti Islam Zulkifli Muhammad (KUIZM). Bertujuan untuk mengetahui Gambaran perencanaan karir mahasiswa dan faktor-faktor yang mempengaruhi perencanaan karir mahasiswa. Penelitian menggunakan penelitian kualitatif dengan pendekatan fenomenologi dan jenis penelitian ini termasuk dalam penelitian lapangan (field research). Data dalam peneliti ini menggunakan metode observasi, wawancara terstruktur dan dokumentasi dengan menggunakan analisis data yang mencakup proses reduksi data, penyajian data dan penarikan kesimpulan. Berdasarkan hasil penelitian dan pembahasan yang disampaikan di atas dapat disimpulkan bahwa gambaran perencanaan karir pada mahasiswa KUIZM menunjukkan pemahaman dan pengetahuan yang tinggi dinilai dari aspek pemahaman diri, dunia kerja dan kemampuan menganalisis dunia kerja dan kemampuan diri dalam merencana karir. Adapun faktor yang mempengaruhi perencanaan karir mahasiswa itu bersumber dari bakat, minat dan cita-cita serta kepribadian mahasiswa. Sementara itu, orang tua, teman sebaya, gender serta kepribadian tidak mempengaruhi perencanaan karir mahasiswa.

Kata kunci: Fenomena, Perencanaan karir, Mahasiswa

INTRODUCTION

In this increasingly advanced and modern era, it can be seen that new and more specific fields of work are emerging. This results from the increasing demand for the skills and

abilities required by a profession or occupation. According to the world or the place where we live change is becoming more and more difficult and is influenced by technological advancements that continuously impact the state and structure in various fields such as business, industry, and work and study. According to a study by the Center for the Study of the Future Labor Market (EU-ERA), it was shown that about 224,000 people graduate from university every year, which creates a strong competitiveness for entry into the world of work (Kezar dkk., 2020). According to the Statistical Report on Graduates from an Educational Institution 2020 Position Perangkaan Malaysia, more and more unemployed people have lost their jobs during the pandemic, which makes the competition for jobs more difficult for students. A statistic compiled sourced from Position Perangkaan Malaysia shows that the number of university graduates in Malaysia in 2020 was 5.36 million, an increase of 4.4% from 5.13 million in 2019.

In addition, the number of employed university graduates increased by 6.3% to 4.56 million people, up from 4.29 million in 2019. In addition, the number of graduates included in the workforce increased by 85.0% compared to the previous year. The number of employed graduates also increased by 6% to 4.35 million people, a 5.6% increase from 4.12 million in 2019. Meanwhile, the number of unemployed graduates increased by 4.4% from the previous year. As usual, the number of female graduates in employment is greater than that of male graduates. In 2020, there were 2.21 million female graduates, accounting for 50.7% of all employed graduates. More than 80% of graduates were in the employed category, totaling 3.80 million people, and 7.1% of graduates were entrepreneurs, totaling 307,700 people.

Of these, students who were unemployed for less than 3 months accounted for 45.1% (71,400). Meanwhile, 30.1% (47,600) and 14.8% (23,500) were unemployed within 3-5 months and 6-12 months respectively. Graduate students who are unemployed for more than a year account for 10.1% or 16,000. Follow statistics Position Perangkaan Malaysia the unemployment rate in 2022 shows 3.9% unemployed. According to Perangkawan Chairman Datuk Seri Mohd Uzir Mahidin, the number of unemployed was reduced by 14% by recording 630,400 people compared to 2021 of 733,000 people. According to him again in 2022, the number of unemployed teenagers aged 15 to 24 years increased by 0.4% to 11.7% (321,200) compared to 2021 with 11.3% (320,100). In contrast, the unemployment rate for the adult population aged 25 to 64 years decreased by 0.8% to 2.3% with 309,100 thousand unemployed people versus 403,900 people (3.1%). Obviously, in this modern era, the competition to enter the world of work is getting tighter and more competitive, if someone does not prepare themselves well and as much as possible, then yes, they will be left out of the competition in the world of work and eventually become unemployed (Inayah dkk., 2022).

The results of statistics show there is an extraordinary phenomenon of unemployment, not denied statistics show there is a decrease in the number of unemployed from time to time, the number of statistics does not show something good for a country based on the number of unemployed in Malaysia is still high. Career planning can be considered one

of the main areas considered by most students whether they are still in college or have graduated from college, looking at this is one of the challenges faced by every student, so students should have proper and mature career planning before entering the world (Fidyawati dkk., 2024). Career planning is a process for deciding the goals to be achieved in the future. According to Veronika, (2023) formulating career planning is a process that is passed before making career choices. This process consists of three main components, namely knowledge and understanding of oneself, knowledge and understanding of work, and the use of realistic reasoning about the relationship between self-knowledge and knowledge in the world of work. It can be understood that students who have mature career knowledge and planning can determine their desired career goals, while students who have a low level of planning are feared to be hampered in determining student career planning.

Initial observations made by researchers found that KUIZM students have low career planning, this is because there are some thoughts of students who continue their studies at KUIZM based on merely wanting to graduate from college and to get a degree and diploma to be used in entering the world of work, there are even a handful of students who continue their studies at KUIZM only as a stopover in waiting for the *Sijil Pelajaran Malaysia (SPM)* decision before entering the world of work or continuing their studies at other universities. According to the Malaysian Minister of Education, Fadhlina Sidek informed that as many as 180,680 or 48.74% of SPM graduates of the Class of 2021 chose not to continue their studies at universities or colleges. Of these, they chose to continue working, including making social media *influencers* as a career choice. In addition, researchers found that several students had graduated from college working in jobs that were not in their field of study.

KUIZM has two programs offered to students, namely the Da'wah and Communication Diploma Program and the Muamalat and Islamic Finance Diploma Program. Based on the programs offered by KUIZM, it can be seen the scope of work that students can work on, for example, such as the Diploma Program in Da'wah and Communication, students can work related to da'wah and communication, namely working as teachers or Ustaz related to da'wah, counselors, TV stations, and others. The Diploma Program in Muamalat and Islamic Finance can work as bank employees, Islamic law offices, teachers, or preachers related to religious law and others. However, what happens to KUIZM graduates today is that most students work outside their field of study. These problems, if left unchecked, can have various impacts, including the emergence of career dissatisfaction such as choosing a job that is not under interests, skills, and fields of study to cause students to always stop or change jobs, feel stressed, and disappointed to affect mental and emotional well-being in life, worry about unemployment, and can have an impact on the production of scientific resources and the labor sector that widens graduates who are experts in their fields of study.

Based on the description above, researchers are interested in finding out more about the description of student career planning and the factors that influence student career

planning. Hopefully, the success of this research will be a guide and wisdom for all KUIZM students in planning their future careers.

METHOD

The research uses qualitative research with a phenomenological approach and this type of research is included in field research. According to Creswell dkk., (2020), a qualitative approach is an approach to building knowledge statements based on constructive perspectives (for example, meanings derived from individual experiences, social values, and history to build certain theories or patterns of knowledge) or based on participatory perspectives (for example orientation towards politics, issues, collaboration or change); or both. Data in this research uses observation, structured interviews, and documentation methods using data analysis which includes the process of data reduction, data presentation, and conclusion drawing. The research was conducted at Kolej Universiti Islam Zulkifli Muhammad, Gombak Selangor, Malaysia with 6 KUIZM students.

RESULTS AND DISCUSSION

An overview of career planning in KUIZM students, based on the results of in-depth interviews about career planning of KUIZM students with a focus on six aspects of self-understanding: talents and potential, interests and ideals, personality, academic achievement, limitations, and resources owned. Students show awareness of the importance of understanding themselves but still face various problems such as low self-confidence, limited communication, and dependence on others. This is in line with Donald E. Super's career development theory individual career development is influenced by differences in abilities, interests, and personalities that shape their proficiency in doing certain jobs In this context, KUIZM students' understanding and knowledge of themselves is still at a simple stage, indicating the need for further support in developing self-confidence and independence (Suherman dkk., 2023).

Based on the results of interviews with KUIZM students regarding their understanding and knowledge of the fields, types, and requirements of the work they want to do. In general, students show a fairly good understanding of the field of work they want to work in the future. Some of them have clear and focused aspirations, while others are still in the exploration stage. KUIZM students need more information and knowledge about the world of work to make informed career decisions. This is in line with Super's theory Subasman & Aliyyah, (2023) explaining the concept of career *Maturity* in improving maturity in planning, exploration, and decision-making, and also in line with research Pordelan & Hosseinian, (2021) that understanding the world of work needs to be improved because most students lack an understanding of job requirements, advantages and disadvantages of a job, as well as salary standards and job prospects.

Based on the results of research on aspects of analytical ability between self-understanding and understanding the career world, it can be concluded that most students have shown a good or simple stage of understanding in analyzing the relationship between talents, interests, and abilities with their career choices. However, based on a joint

interview with the supporting subject, Ustadz Adlan, it shows that some students are not fully independent in exploring their potential from the aspects of talent, potential, interest, and others, especially after graduating from college. Overall, KUIZM students show varying levels of understanding in analyzing the relationship between self-understanding and understanding of the career world. Some have shown good readiness in choosing a career that suits their talents and interests, while others still need more guidance and exposure in developing a deeper understanding related to the right career choice. This finding is in line with Holland's theory which emphasizes the importance of *self-knowledge* and career information to make appropriate career decisions and that individuals are attracted to a particular career because of their personality and various background variables.

The phenomenon of career planning in KUIZM students shows that the factors that influence their career decision-making process have a significant impact. The results show that KUIZM students have a high level of self-awareness in planning their careers. They can integrate internal factors such as interests, talents, and personality with external support from their family and social environment. This is important in ensuring that their career decisions are not only in line with personal aspirations but also realistic in the context of personal and professional development. This finding is in line with research Mulyawati & Saraswati, (2021) on internal (such as interests and talents) and external (such as family support and economic conditions) factors that influence career planning. In addition, emotional intelligence also plays an important role in helping students and college students face challenges and make good career decisions.

CONCLUSION

Based on the results of the research and discussion presented above, it can be concluded that the description of career planning in KUIZM students shows a high understanding and knowledge assessed from the aspects of self-understanding, the world of work, and the ability to analyze the world of work and self-ability in career planning. The factors that influence student career planning come from talents, interests and ideals, and student personality. Meanwhile, parents, peers, gender, and personality do not affect student career planning.

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