

# Person Centered Counseling in Developing of Elementary School/ Paket A Students' Career in Indonesia

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**Abstract**—Indonesia has one of the AEC (Asean Economic Community) members since the last of 2015. Education is the key to the formation of qualified human resources. Through education, young people at the same time the next generation is prepared as well as possible into superior generations to take advantage of opportunities AEC and bring the Indonesia nation aligned with the other country. Formally Indonesian Education starting from the primary school level. Primary school level according to the Indonesian government's policy must be followed by students aged 7 to 12 years old. In the primary school children learn basic skills. Mastery of basic skills is the basis for their future success. Future Education and career expectations cannot be separated. If someone succeeds in his education, he will get success in his career to and vice versa. The future success need to be prepared in accordance with the stages of child development career. The reality is that primary school children are still limited understanding of his career; of course, this is a concern for a school counselor. In the article, the writer examines the Person centered counseling in career development of primary school children.

**Keywords**—Personal Centered Counseling, Career Development, Elementary School

## I. INTRODUCTION

Career development of primary school children based on several theories. In the Elementary School Guidance book of [1] summarizes several career development theory, 1) The theory of Ginzberg categorize age less than 11 years old as a stage

"fantasy" characterized by the principle of "pleasure" of the careers, 2) Theory of Tiedeman suggests self improvement as an important factor in the career, the stage of primary schools entered in the exploratory stage, 3) Theory of super suggests that physical growth and psychological influence of someone in a career, entered the age of 0-14 years old come to the "growth stage, it is marked by the development of capacities, attitudes, interests and needs related to self-concept, it becomes an important part in the course of one's career 4) Theory of Anne Roe suggests different experiences, attitudes, potential, and other personalities have an effect in choosing a career, past experience and parenting styles significantly influence the career choices 5) Theory of Holland suggests the pleasure orientation to certain careers will affect one's career satisfaction, In contrast the people who have not able to determine the selection of career satisfaction is unattainable. Hoppock (1976) mentions childhood to primary school entered the stage of career awareness. Of the several theories obtained information that a certain career is the result of a decisions series of taken by a person in a previous life periods. So that one can achieve his/her career success since elementary school/ Paket A Program.

Material career to be part of the curriculum in 2013, several themes are given in elementary school/ Paket A Program. As an example; The first class on the theme of Myself, my passion, My Experience, Environment; class 4 on the theme of Various Works,

theme of my aspiration. The direct benefits is obtained by the child that is the introduction of a wide range of careers and to foster a sense of pleasure, which in turn makes the self-awareness to achieve the ideals of his/her favorite. Self-awareness to achieve the ideals will foster a positive self-concept to the development of his/her career and this will motivate children to optimize his/her competence. Schneider & Stevenson career development is a something important for the future of young people not only motivates but will direct [3].

However, the reality is far from ideal. Kids tend to accept the material as an obligation as a student. The results of interviews at several elementary schools/ Paket A Program throughout the four cluster in Wates district, Yogyakarta province in September 2017 the found that average primary school children in classroom 4 of first semester have a problem of inconfidence to mention a few jobs and even the answer is almost the same: doctors, police, military, teacher. Unclear understanding also appears when children mention the task of careers of their parents. Some children have had the pleasure of the certain ideals careers, but there was some confusion as well. The vagueness and confusion about a career for children is caused by misconceptions. It is become a priority concern, given the child's experience gained the affect to their future. So that needs to be addressed as fast as possible in order the career development of children can run well.

Non formal education services in the education unit not only focus on the subject's fields of study and management, but also a special service that is psycho-educative through guidance and counseling services. Gibson and Mitchell (2006) specifically states that elementary schools/ Paket A Program provide lifelong learning and school counseling program facilitates the development of children. Guidance and counseling in the education system in Indonesia since 1975 and imposed curriculum still exist until now.

Manual of Guidance and Counseling Services Operation for Elementary Schools/ Paket A Program affirmed that guidance and counseling is an integral part of education and has an important role in helping children to achieve their educational goals and facilitate learners in order to achieve the full development of their career optimal [5].

Guidance and counseling services in primary schools of curriculum 2013 aimed to provide services to the learner about how to be able growing, developing, exploring, interesting and making decision of their career throughout their rational life span based on the potential information and opportunities available in their environment so as to

achieve success in a life [5]. Services provided to facilitate the development of children in the academic areas, social, personal and career. On this occasion, the writers focus on career services.

Counselors' competency is an important thing for children career development. Counselors and classroom teachers work together to stimulate the children interest in a variety of careers, develop a constructive attitudes are needed in working and helping their awareness of career. By a good understanding of career will help students make decision the right career in accordance with the real situation in the community of work [6].

Associated with the reality of career development at primary school children in four clusters of Wates Kulon Progo regency, Yogyakarta Province Indonesia, the writer tries to make a paper about *Person centered Counseling* in developing primary school children career as a form of concern for the career development of Indonesian children. Why Person centered Counseling? Sharf [4] personality theory and counseling theories including development career theory have a close connection. Children are in 7-11 years old have major challenges in their lives, the most severe is the time to adapt to the future demands of existing formal education [7]. Primary school children learn through adaptation, not understanding passively but actively. Active and find a good understanding about carrier means children become important part in the process of their career development. Glutting [8] temperament has the relationship between the children interests in the ages of 8 to 10 years old.

Person centered counseling is a Rogers theory aims to help individuals obtain the self ideal, self-concept and self-actualization. Person centered counseling that is used is not entirely patterned unorthodox, but to allow counselors hold a structuralism counseling to interview and provide information, guidance, proposals and suggestions of what is cultivated counselees [9]. In addition, the curriculum teaching model in 2013 in Indonesia with student based center, there is continuity with the solution that the writers provide.

## II. DISCUSSION

Broadly, the writer summarizes the six types of elementary school/ Paket A Program children development by Izzaty (2008) in his book entitled *Progress of Students*, among others:

- a. Physical development; Physical growth of children at primary school age tend to be more

stable before entering adolescence. The role of nutrition and the environment is indispensable in the development and growth of them. At this time the physical organ has begun to develop, including the vital organs, but children sometimes do not understand the actual functioning of the body.

- b. Cognitive development; At this time the child enters to the concrete operational stage, where children begin to be able solving the actual problem and start thinking logically. They are beginning to understand the concept of space, distance, causality, the grouping of objects based on specific criteria, getting to know the number. The development is very support the ability of math. The curiosity also has begun to develop, for example, where I was born, why I can exist in the world. Therefore, parent also must be able to explain the appropriate developmental age of the child.
- c. Language Development; In language development, children will experience an increase in vocabulary. Children will start to learn and write, as well as respond to questions from people asking. Children will begin to talk, because the increasing number of vocabulary owned. In general, girls talk more than boys.
- d. Moral development; Moral development in this period was marked by the children ability to understand the rules, norms and ethics in a society life. Moral behavior is heavily influenced by parents' and their surrounding people behavior. People around the child must be members of a good example, because of what he saw will imprint the behavior.
- e. Emotional development; a wider intercourse bring the child learns to express their emotions, it can be accepted or not. Kids at this age learn to control their expressions of emotion are less acceptable to other, such as anger, hurt feelings and fears. However, at this time the child has not shown a complete emotional stability, any child would do just for the sake of sweets for example.
- f. Social development; Social development of children are influenced by surrounding people. Socioemotional become increasingly complex in this period. An understanding of the self and changes in gender development and moral development will mark at this phase so that the role of parents, peers, school and teachers is needed.

Havigurt [11] children in schools, anyone aged six to twelve years old, has the task of development: a)

Learning physical skills for everyday needs, b) Forming a healthy attitude towards oneself, c) Learning to get along with peers, d) Studying the role of social as male or female, e) Develop the concepts needed in everyday life, f) Developing conscience, morality and values, g) Achieving personal freedom, h) Develop an attitude towards any group or institutions

The needs of students at the Y generation to acquire skills in the 21st century there are three kinds, namely 1) Life and career skills, 2) Learning and Innovation Skills, 3) Information, Media, and Technology skill, then Trilling and Fadel [12] explains:

- a. Life and career skills, including flexible and adjustments, the initiative and organize themselves, social and cultural interaction, productivity and accountability, leadership and responsibility
- b. Learning and Innovation Skills: critical thinking and troubleshooting, communication and collaboration, creativity and innovation
- c. Information, Media, and Technology skills include information literacy, media literacy, ICT literacy

With some of the above opinion can be concluded that the developmental tasks of elementary school/ Paket A Program children include physical, cognitive, language, moral, emotional and social. Education and Counseling guidance is expected to be facilitated elementary school/ Paket A Program children in mastering the task of development, the mastery of developmental tasks will affect to their future.

The career development of individuals will run lifelong as well as the task of development. Career development and task development cannot be separated. Some experts are split into various stages of career development. The following reviews some of the developmental theory of, experts:

- a. Ginzberg theory categorizes aged less than 11 years old as a stage of "fantasy" characterized by the principle of "pleasure" of the careers.
- b. Tiedeman theory suggests improved sense of self as an important factor in the career, the stage of primary school entry at the exploratory stage.
- c. Super theory suggests that growth affect a person's physical and psychological careers, ages 0-14 years entered the growth stage is marked by the development of capacities, attitudes, interests and needs related to self-concept, it becomes an important part in one's career journey.

- d. Anne Roe theory put forward different experiences, attitudes, potential, and other personalities have an effect in choosing a career, past experience and the style of parenting significant to the career choice
- e. Holland Theory; Holland gives attention to heredity, environment and their influence on the career choice. Pleasure orientation towards certain careers will affect satisfaction in one's career, on the contrary people who have not able to determine the selection of their career satisfaction is unattainable [13]. According to Holland fusion of certain personality types with the appropriate environmental models will produce harmony and compatibility in a career [9]. Holland (1985) depict very famous character types, namely: Realistic, Investigative, Artistic, Social, Enterprising, and conventional.

Hoppock eight grounds of elementary school/ Paket A Program children need stimulus for their career, namely: a) To increase awareness of the future, b) Develop curiosity of students, c) Develop insight into a children career, d) Develop an attitude that is used for work, e) Develop early career choice, f) to help students drop out of school, g) Assist the students in choosing public schools or vocational schools, h) to show how to make money for children [15].

By effective career education, the career development will be achieved. As an example of career material that is used in America [1]. In the kindergarten up to elementary school/ Paket A Program are: Kindergarten: learning from the activity of father, mother and other family members, Class 1: learn about the work at home environment, schools and neighbors, Class 2: learning social community, services and businesses, Class 3: learning communities, employment, communication, industry, Class 4: learn the world of work, levels of industry and meanings industry, Class 5: learn to choose the continuation studies related to career choice, Class 6: learn the requirements that exist in America.

[16] perception classify the child about his career; in the first grade about pure association, second grade about magical connection, external activities in the third grade, internal processes and capacities in the fourth grade, interaction in the 5th grade and systemic interaction in the 6th grade.

While the career development of elementary school/Paket A Program children based on Autonomiccompetence Standard of Students contained in PPOPBKSD (2016) is called the aspect of insight and career readiness that includes 1) an

introduction: learning abilities, opportunities, and a variety of jobs, education and activities focused on the development of more targeted alternative career, 2) accommodation: internalization of the values that underlie the election consideration of alternative careers, 3) developing an alternative career planning taking into account the ability and various career opportunities.

Based on some of these theories can be deduced that the career development along with the children development task (Ginzberg, Tiedeman and Super) and experience a person has a significant influence in decision-making and career satisfaction for their future (Anne Roe and Holland). Setting up a career in primary schools is not intended to force a premature child make choices, but to plan for the future career choices conformity with personal characteristics (interests, potential and personality). Conformity is what will make people seriously as improve career so getting the quality of his life.

Competency of counselors is important in the career development of primary school children. Counselors and classroom teachers work together to stimulate the children interest in various careers, develop constructive attitudes are needed in working and helping their awareness of the world challenges.

*Person centered counseling* is one approach of career counseling by using a Person centered counseling developed by Carl Rogers. Person career counseling in line with the curriculum of Indonesian learning in 2013 that is student center. Student center and client centers have the same goal of developing counselee.

Person career counseling provides fully self confidence counsees. Rogers reveals has a major role to counseling, counselee is seen as a partner and counselor as a driver or create situations that allow the counselee can grow by him/her self [17].

Rogers views the human being, namely: 1) had point of view and able to determine the course of his life, as well as freedom for not interfere with the rights of others; 2) The man is basically good, credible and constructive, 3) bring in his/her ability, drive and tendency to develop his/her potency as much as possible,; 4) ways of thinking and adjustments in accordance with the perception; appreciation and awareness of all feelings, views and memories to form self-concept, it is the self-image. Self-image consists of several elements such as the view of his own personality traits, social relationships with friends, ideals that want to pursue (The person I would like to be), awards and reproach that should be obtained. Acting in accordance with what he called

the self ideal; 5) will have a problem if there is a conflict inside, a person would encounter problems arise where inside has difference ideal self with the real self.

The basic aim of Person centered Counseling is to create a climate conducive to efforts in helping the counselee to become a fully functional personal. In order to achieve the counselor needs to effort the counselee can understand what is behind the mask. For example; unable to say the name because insecure, or mention the same ideals like the friends for fear of being ostracized.

The basic purpose of client or person centered services [17], namely:

- a. Openness to the experience; therapist giving particular attention to client's self perception about the world.
- b. Confidence in the organism itself; one goal of therapy is to help client to build their selfconfidence.
- c. Place an internal evaluation; Place internal evaluation related to confidence, means more searching for suitable answers for the existing problems.
- d. Willingness to be a process; the concept of self in the process, which is the opposite with the concept of the product, it is very important. Although the client may be a kind of therapy for a formula to build successfully and happy circumstances, they become aware that growth is a continuous process.

In view point of Rogers, the task of counselor is to help the client recognize and express all the feelings experienced by now and to live, in the hope that counselees become more objective. Counselors play a role as a partner to client in solving the problem. In relationship counseling, the counselor is more giving an opportunity to the client for disclosing all the problems, feelings and perceptions, and counselors reflect all expressed by the client. In order for this role can be maintained and the goals of counseling can be achieved, then the counselor should create a climate or conditions that can foster relationships and counseling. Counselors show unconditional acceptance, understanding what the client do not know, the main role of the counselor is to prepare the atmosphere in order to get potential and existing capabilities are essentially for the client to develop their career optimally, by creating a warm counseling relationship.

Distinguish between Person centered counseling approach is patterned orthodox and client centered

approach that allows counselors hold a structuralization toward counseling interviews and to provide information, guidance, suggestions, and suggestions as to what should be cultivated by the client [9]. Crites (1981) mentions the models and methods used in the client centered career counseling not only use the Rogerian principle but also use the synthesis of the trait approach factor and developmental theory. Here, school counselor/ teacher in the primary school may use the information, hints, suggestions and suggest to elementary/Paket A Program school students who do not have career awareness [17].

The principle that should be emphasized in the Person centered counseling by Patterson (Crites 1981) are:

- a. Information on careers introduced into the counseling process when there is a need of the client
- b. Working Information is not intended to modify or manipulate the client
- c. Searching information in accordance with the initiative and responsibility of the client is the most objective.
- d. Provide opportunities for client to express their feelings and attitudes toward their career and duties.

In the process of client centered constructed based on a fundamental belief in the ability of the client. Rogers will encourage client to be more responsible for the content of therapy sessions. Treatment begins by showing that counselors are a captive audience interested in anything that would be shared by the client. Implementation of client centered career counseling Brad Johnson [18] modify client centered into 3 stages:

- a. Stage 1: when the interview begins a reactive communications session to stop.
- b. Stage 2: walking through an increasingly open expressions
- c. Stage 3: greater self-acceptance in the final stages

By adopting Brad Johnson, to build a primary school children career development, client processes individually operated centers, phase are:

1. Phase 1: The build phase of the therapeutic relationship, creating a facilitative conditions and substantive relationships like empathy, honesty, sincerity, respect and unconditional positive. Student or a few students who are still confused about his career are welcome to come to the

teacher's room by itself in accordance with the collective agreement. When starting a session to interview counselors listening carefully sincerity, empathy, and aneffectif communication. In the early stages of therapy, allowing the client to tell (goals, expectations, when, where, long, limitations) client to counseling. Counselors invite the client to report anything about his/her self and toward the decisions about their future careers. Saatklie seek advice and answers from the outside against confusesabout the future career because basically they do not trust with his/her ability to direct his/her own life. The counselor can give such instructions on academic ability in school, client attitudes at school, or psychomotor skill for client. Counselors try to motivate students by giving responsibility to the students searching some information about the suitability of potential information and existing interests in the client as well as a wide range of careers available and their duties in accordance with the client's own exploration capabilities.

2. Phase 2: walking through increasingly open expressions is tailored to the effective continuation phase tailored to the needs of the client relationship. Client with new experiences can understand the potential and interest and then continued understanding the concept towards the matching careers for them. The counselor listened with empathy, respect, and without affecting the child's career choice. Counselors provide information/conclusions that have been told and sought the client. Furthermore, counselors, seeking information about what will be done to the client ahead in getting the opportunity and diversity of, education and career, internalization of the values that underlie consideration become alternative election to career will be done.
3. Phase 3: greater self-acceptance in the final phase. In this time, expected client could have concluded plans his/her future with his/her perspective (self-concept), according to the capability of self without the influence of others (ideal self), appreciated career in the future and eventually be able to actualize awareness of career since elementary school/ Paket A Program so that it can orient his/her self education, continuing education, and career success in the future.

Principle of Person centered Counseling is suitable for the world of education in Indonesia. In Curriculum 2013 by using the student center model, students as the main subject in the learner. Teachers in the elementary school/ Paket A Program has a role become facilitator to create a conducive situation and

looked positively students were able to be responsible and find answers to his/her career. Through the warm personality of a teacher, students unconditionally accept the shortcomings, and empathy make children find ideal self, self concept and can actualize themselves. And in the end having career awareness since elementary school/ Paket A Program so that they can direct themselves in good education, continuing education and career success in the future.

### III. CONCLUSION

In the age of AEC makes labor from abroad are allowed into the territory of Indonesia. AEC era is a challenge for Indonesian to prepare the next generation of qualified nations. Indonesia need prepare qualified human resources who compete with other countries. Education is the key to the formation of qualified human resources. Primary school children are still limited understanding of his/her career; of course, it is a concern seriously for a school counselor. For his efforts, the writer examines the Person centered counseling in career development of primary school children. Person centered counseling in line with the curriculum 2013 learning is student center. Client counseling centers that are used are not entirely figured unorthodox, but to allow counselors hold structuralism counseling to interview and provide information, guidance, proposals and suggestions of what is cultivated counselees [9]. Treatment begins by showing that counselors are a captive audience interested in anything that would be shared by the client. Implementation of Person centered counseling career Brad Johnson [18] modify client centered into 3 stages: Stage 1: when the interview begins a reactive communications session to stop. Stage 2: walking through an increasingly open expressions and Stage 3: greater self-acceptance in the final stages. The elementary school/ Paket A Program has a role as a facilitator in creating a conducive situation and make positively situation for students in order to be responsible and find answers to his/her career. Through the warm personality of a teacher, students unconditionally accept the shortcomings, and empathy make children find self ideal character, self concept and can actualize him/her self. And in the end having career awareness since elementary school/Paket A Program so that they can direct themselves in good education, continuing education and career success in the future.

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