Optimizing the design of Intervention Counseling in Career Identity Status on the Z-Generation As the Industrial Revolution Activator 4.0 in Indonesia

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***Abstract*-** **This study aims to create a draft model of intervention on the identity status Z-Generation career. This study is planned to use the approach to research and development / R & D. This study will be conducted using instruments that have been through the validation phase is the result of research conducted by Kusumawati (2018) with the title "Identity Status Career Based Coatings Freshman Mikrosistem In Yogyakarta State University". Insturmen these studies will reveal the identity status career late teens. Later, after the identity of the unknown status of individual careers, intervention to improve the status of career identity as indicated by the change in status to become achievement or changes in assessment scores are better.**

***Keywords-Z-Generation, the Industrial Revolution 4.0, Guidance and Counseling, Intervention***

# introduction

The role of guidance and counseling in schools and colleges to be one key in preparing the quality and readiness of individuals to cope with the rapid development of Indonesia. Donald E. Super (in Sukardi, 1987: 21) reveals that career guidance is a process to assist in developing one's personal acceptance of unity and self-image as well as its role in the world of work. Tersebutlah continuous process runs all the time and last for a lifetime in choosing a career.According Sukardi (1987: 230 selection and adjustment career began with the knowledge of the self. Therefore, before an individual can determine the career and make adjustments, it takes self-understanding of the potentials and talents and interests owned by the individual.

However, when you view the Z-Generation mentioned by Jiří Bejtkovský (2016) that the Z-Generation is an individual who was born in the year 1995 to 2010, is now included in the 18-22 year age range were classified as late adolescence. In a press release issued by the Ministry of Industry of the Republic of Indonesia concerning industrial revolution 4.0 (accessed on 26 November 2018), Indonesia will encourage the 10 priority initiatives making Indonesia 4.0. The program is an idea long-term plan for the development of Indonesia until 2030. If you look at this current age range, adolescents aged 18 this year when the year 2030 in accordance with the road map for making Indonesia 4.0 is the protagonist or the human resources expected to be competitive and have good quality in advancing the nation. On the basis of the facts tersebutlah,

Although Z-Generation have identical characteristics in accordance with the times, but in general have identical psychological task anyway. Kroger (2007: 88) mean that late adolescence is a period where individuals who are in chronological age and psychological tasks that ranged from 18-22 years. In a study conducted by Howard & Galambos (2011), shows that the transition from late adolescence to adulthood occurs in various aspects such as confusion in employment, education, college, the work, unemployment, change of residence, the ideal partner, as well as the cultural differences of status to the high school students. Howard Research and Galambos (2011) also showed that the success of late adolescence will take effect in early adulthood, such as, career satisfaction, achievement of a harmonious relationship, a relationship of parenting, and the change of residence. Results of research Howard and Galambos (2011) indicate that adolescence is a period that is important in achieving a variety of purposes, including for identity or identity. Meanwhile, according Fiest & Fiest (2010: 306) the search for identity reached its peak during adolescence are struggling to figure out who he is and not himself. Identity seems to always evolving and social context that would affect these developments. Of the various statements can be seen that their late teens that 18-22 years is a period stipulated the establishment and committed to what he has chosen, including identity. and a change of residence. Results of research Howard and Galambos (2011) indicate that adolescence is a period that is important in achieving a variety of purposes, including for identity or identity. Meanwhile, according Fiest & Fiest (2010: 306) the search for identity reached its peak during adolescence are struggling to figure out who he is and not himself. Identity seems to always evolving and social context that would affect these developments. Of the various statements can be seen that their late teens that 18-22 years is a period stipulated the establishment and committed to what he has chosen, including identity. and a change of residence. Results of research Howard and Galambos (2011) indicate that adolescence is a period that is important in achieving a variety of purposes, including for identity or identity. Meanwhile, according Fiest & Fiest (2010: 306) the search for identity reached its peak during adolescence are struggling to figure out who he is and not himself. Identity seems to always evolving and social context that would affect these developments. Of the various statements can be seen that their late teens that 18-22 years is a period stipulated the establishment and committed to what he has chosen, including identity. including for identity or identity. Meanwhile, according Fiest & Fiest (2010: 306) the search for identity reached its peak during adolescence are struggling to figure out who he is and not himself. Identity seems to always evolving and social context that would affect these developments. Of the various statements can be seen that their late teens that 18-22 years is a period stipulated the establishment and committed to what he has chosen, including identity. including for identity or identity. Meanwhile, according Fiest & Fiest (2010: 306) the search for identity reached its peak during adolescence are struggling to figure out who he is and not himself. Identity seems to always evolving and social context that would affect these developments. Of the various statements can be seen that their late teens that 18-22 years is a period stipulated the establishment and committed to what he has chosen, including identity.

Identity is a self-portrait (in Santrock, 2007: 69), which consists of various pieces and one of them is a career path and work you want to be followed by an individual (career identity). James Marcia (In Santrock, 2007: 71) who is a researcher flow Erikson, expressed his opinion that the theory of Erikson has four identity status, depending on the way of solving the crisis of identity: 1) identity diffusion, 2) identity foreclosure, 3) identity moratorium , 4) identity achievement. Identity diffusion that individual circumstances are not in crisis and has yet to make a commitment, they have not yet decided on the choice of a job or ideological, but they also did not show any interest in the matter. Identity foreclosure is an individual that has made a commitment but not a crisis. Identity moratorium is an individual who was in a crisis but not yet committed or if it has been committed, it is still unclear or fuzzy. Identity achievement, namely individuals who have been through a crisis and ended up on a commitment. It can be seen that the influence of the family, especially the parents was an important figure in the development of identity in adolescents (in Santrock, 2007: 73). Parents democratic will foster identity status achievment, authoritarian parents who control the child's behavior without giving a chance to issue its opinion would push foreclosure identity status. Whereas permissive parents who do not give sufficient directives for the child and let the child make his own decision will encourage the status of identity diffusion. Then, the identity of the moratorium is a situation people who do not know what he wants, not exploration and has not made a commitment.

We need to see the results of a study conducted by the Indonesian Carrer Center Network (ICCN), found that about 87% of Indonesian students one subject (in the News One, 08/22/2017). That phenomenon shows that the current possibility of studying in high school, students are not familiar with the inner potential and characteristics of selected department and were confused in the search itself.

Seeing the relationship between development and the needs of the current era and that will come, counseling certainly has many roles in preparing human resources in Indonesia. Joseph & Nurihsan (2010: 15) revealed guidance and konselong own career has several objectives, namely: 1) the self-understanding of the capabilities and interests associated with the job, 2) have a positive attitude towards the world of work, 3) have the ability to establish identity career, by recognizing the characteristics of the job, the ability (requirements) were prosecuted, the environment sosialpsikologis jobs, employment prospects, and workfare, 4) have the ability to plan for the future, 5) can shape patterns of career, ie kecenderugan career direction, 6) recognize the skills, abilities and interests. Seeing these things, career identity of the individual self become one of the important variables in helping individuals establish their career choice. Furthermore, it can be concluded also that BK has a role in the industrial revolution 4.0, especially in making Indonesia 4.0 Indonesia as a long-term plan.

Given the variety of phenomena that have been disclosed previously, in the face of the industrial revolution 4.0 in Indonesia, guidance and counseling on career aspects have a role in optimizing the formation of identity status Z-Generation career. Therefore, this study aims to create a model of intervention on the identity status Z-Generation career.

# methods

This study is planned to use the approach to research and development / R & D. The research approach is a process or steps to develop a new product or improve existing products, which can be accounted for (in Nana Syaodih Sukmadinata, 2013: 164). The model used in the development of this research is the development model of intervention in the formation of identity status of first-year student's career based coating mikrosistem family (parents). Research development by Borg and Gall (2003: 271) as "a process used to develop and validate educational product". Sugiyono (2015: 29) mentions that peneliian R & D is the systematic study of how to make the design of a product, develop / produce the draft,

Researchers will develop intervention model career identity status in their late teens who do not have identity achievement status. This study will be conducted using instruments that have been through the validation phase is the result of research conducted by Kusumawati (2018) with the title "Identity Status Career Based Coatings Freshman Mikrosistem In Yogyakarta State University".

Insturmen these studies will reveal the identity status career late teens. Later, after the identity of the unknown status of individual careers, intervention to improve the status of career identity indicated of the change of status into achievement or change the assessment scores for the better. The development of such interventions tailored to the characteristics of the late teens today that belong to Generation Z.

# result and discussion

Result

From the results of the assessment instruments that have been through the validation phase is the result of research conducted by Kusumawati (2018) with the title "Status Identity Career Based Coatings Mikrosistem In the first year student State University of Yogyakarta, then designed an intervention that sought to help the Z-Generation to optimize status the identity of his career.

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| **Aspect** | **Sub-Aspect** | **Indicator** | **Intervention** |
| Exploration | (Knowledgeability).  Have adequate knowledge about a career-related information. | Knowing the activities to be undertaken with regard to the desired career. | Discuss / ask the opinion of parents about the activity in the desired career |
|  |  | Knowing training related to the subject at this time. | Finding out with his parents on a wide range of training support career dreams |
|  |  | Knowing the factors that will support or hinder a career that lived at this time. | Finding out and discuss various factors that support and hinder career with parents |
|  |  | Knowing the facilities needed to achieve career diinginnkan. | Figuring out a wide range of facilities needed to achieve the desired career with parents |
|  | (Activity directed toward gathering information).  Activities directed to obtain career-related information. | Finding information desired career through various media. | Finding out information on the job you want through social media, you can find out how the profession salary, career level, job challenges and conditions of admission professions that interest you |
|  |  | Finding information desired career through discussions with significant others. | Discuss with parents regarding detailed information about career / work with parents |
|  |  | Following training or activities related to the desired career. | Training or activities such as seminars related to career desires. Can via youtube or seminars and workshops directly |
|  | (Considering alternative potetial identity element).  Consider a potential alternative identity element associated with the career. | Discuss various career possibilities with others | Discuss various alternatives and opportunities work together with parents |
|  |  | Thinking of training or different activities with their career choices that have been taken at this time. | Training or activities such as seminars related to career desires. Can via youtube or seminars and workshops directly |
|  |  | Comparing the different majors with majors who lived at this time. | Compare at least 2 to 3 pieces of work / careers that interest you. Which one is most suitable to you? |
|  | (Desire to Make an early decision).  Having the desire to make early decisions related to career. | Having a desire to choose a career according to the majors today. | Identify a job / career that really would you go and try to reach it |
| Commitment | (Knowledgeability.  Knowing a career that will be undertaken and purpose after selecting the career | Knowing the consequences of majors undertaken at this time. | Find and discuss the consequences of a wide range of subject taken at this time with parents |
|  | (Activity directed toward implementing the chosen identity element).  Doing activities that focused in order to implement career planning. | Following the lectures well. | When the lecture, ask things that are not yet understood at the faculty or you can discuss the mater-course materials are not readily understood by your friend |
|  |  | Participate in activities relevant to the subject who lived at this time. | Training or activities such as seminars related to career desires. Can via youtube or seminars and workshops directly |
|  |  | Utilizing a means to support the studies undertaken at this time. | Use of campus facilities to support the careers of the future, such as libraries, e-books and discussion rooms |
|  | (Emotional tone).  Projecting sense of self in determining career choice. | Have positive feelings while undergoing current career choice. | Try to listen to your heart deed of job / career would you take |
|  | (Identification with others).  Consider others as a model in setting career. | Designing measures for the future in terms of career. | Try to start designing what steps will you travel in the future with your career choice today |
|  |  | Predicting the desired job through discussions with significant others. | Begin to predict the future of work by discussing with your parents |
|  | (Resistance to being swayed). Maintaining a career option that is not shaken | Being able to maintain the desired option although encountered many obstacles. | Keep your career choice in accordance with different considerations and your heart even though it seems to be a lot of obstacles. If you have steady and sure, hold. |
|  |  | Has a principle in choosing employment opportunities. | Find out why you in looking at opportunities job / career you took today. |

Discussion

Based on the findings in previous studies, intervention counseling is done in an effort to optimize identity status on the Z-Generation Karis made based on the actual condition of the individual. In ummumnya, Z-Generation grows in perekembangan fast technology, thus affecting patterns of communication with a variety of things including the significant others in their lives. Z-Generation communication patterns with parents today is like a friendship. Rarely, we will meet the rigid pattern of communication with their parents. Thus, the intervention efforts designed to adjust the pattern of Z-Generation communication with parents.

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# conclusion

4.0 Industrial Revolution becoming a positive benchmark for the life of the Indonesian people, especially the developed countries to make Indonesia. Seningga, Z-Generation as human resources who will have a stake in moving the industrial revolution 4.0 in Indonesia, should be prepared with very mature. The results of this study will be menjad diharpkan a whip in making a real effort to optimize the characteristics of self-Generation Z beginning with the identity status of his career.

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