The Effect of Genogram Technique on Students' Career Decision in MAN 2 Kota Makassar

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Abstract: This study is aimed to (1) describe the implementation of genogram technique in students' career decision, (2) investigate students' career decision, and (3) investigate the effect of genogram technique on students' career decision. This study applied quantitative approach and implemented quasi experimental design as well as Pretest-Posttest Control Group Design to 20 samples. Data collection techniques applied in this research were career decision scale, observation, and interview. This study implemented analytical statistic descriptive non parametric wilcoxon signed ranks test as data analysis technique. This study found that (1) there were low category of genogram technique implementation to affect students' career decision in MAN 2 Kota Makassar before the treatment, while its high category found after the treatment, (2) students' career decision in MAN 2 Kota Makassar was raised after genogram technique, and (3) genogram technique can increase students' career decision in MAN 2 Kota Makassar.

Keywords: Genogram; career decision; family; group guidance

Abstrak: Tujuan penelitian ini untuk (1) mengetahui gambaran penerapan teknik genogram dalam pengambilan keputusan karir siwa (2) mengetahui gambaran keputusan karir siswa (3) mengetahui pengaruh teknik genogram dalam meningkatkan keputusan karir siswa. Pendekatan penelitian ini pendekatan kuantitatif dengan menggunakan *quasi eksperimental design* dengan desain penelitian *Pretest-Posttest Control Grup Design*, terhadap 20 sampel. Teknik pengumpulan data menggunakan skala keputusan karir, observasi, dan wawancara. Analisis *statistik deskriptif non parametric wilcoxon signed ranks tes* sebagai teknik analisis data yang digunakan oleh peneliti. Hasil penelitian adalah (1) gambaran pelaksanaan teknik genogram terhadap keputusan karir sebelum pemberian teknik genogram berada pada kategori rendah dan setelah penggunaan teknik genogram berada pada kategori tinggi MAN 2 Kota Makassar (2) Keputusan karir siswa di MAN 2 Kota Makassar meningkat setelah penggunaan teknik genogram. (3) Teknik genogram dapat meningkatkan pengambilan keputusan karir siswa di MAN 2 Kota Makassar.

Kata Kunci: Genogram ; keputusan karir; keluarga; bimbingan kelompok

INTRODUCTION

When children entering their adolescence period, they will face some problems where they have to choose their future career . (Papalia, Olds, & Feldman, 2015) ; (Papalia & Martorell, 2015); (Yusuf, 2011). According to (Santrock, 2011); Widyastuti & Pratiwi (2013); and Hartina (2010) Adolescence period in their 12-23 years old tend to be full of quite complex problems in deciding something or handling mood swing, especially for high school students in exploring their future career along with confusion and anxiety.

Every individual tends to have certain interest before they have a particular career. It is also preceded by education from the family and community which give a huge impact and understanding in deciding one's career. On the other hand, career decision of high school students will be an effect for competent and competitive workforce resources in 5-10 years later. (Marti'ah, Theodora, & Haryanto, 2018); (Afriani & Setiyani, 2015).

According to Pascual, (2014); Fouad, Kim, Ghosh, Chang, & Figueiredo (2016) particular parenting process in a family tend to have effect on students' career decision which means that family environment have significant effect to one's comprehension of career choice. In conform to that, Santi, Suranata, & Dharsana, (2014); Ratnaningsih, Kustanti, Prasetyo, & Fauziyah, (2017) stated that student's low ability in career decision led to immaturity of career choice and makes them to be easily influenced by others, only focus on one choice, make irrelevant career choice in regards to their interest, and uncertainty in choosing a career.

Students tend to choose certain higher education institution due to parents' will or their friends' influence and they still have difficulties in recognizing their own talent, interest, or own will for the future (Lutiyem, 2016); (Purnamasari, Setyorini, & Padmomartono, 2015). From the field observation, it was known that in deciding their career, students tended to follow their friends and family or even were forced by their parents. Career choice based on one's talent and interest are a precious asset for the students to face their future career.

There are three study programs in MAN 2 Kota Makassar, which are Maths and Science, Social Science, and Islamic Studies. Similar confusion in career choice can also be seen in MAN 2 Kota Makassar. Initial interview with some students explained that they did not know about college to continue their study and were confused about it. An interview with the guidance and counseling teacher of MAN 2 Kota Makassar was also conducted. It was revealed that generally students were still confused about their career decision, especially whether they will follow their own dreams, talent, and interests or listen to their friends and parents. That kind of reality gave depicted that the majority of students had more than one choice about their career and jobs, but they did not have sufficient knowledge to deal with it and achieve it. Other person has an important role for individuals to identify and make their career plan come to realize. The other person mentioned before is the one closest to the individual, such as parents (Supriatna, 2009); (Roach, 2010).

In order to see the effect of parents and family to one's career decision, genogram can be used(Supriatna, 2009); (Yulianti, Fitri, & Herdi, 2014). Etymologically, genogram refers to hereditary properties of counselee in three generations(Supriatna, 2011). McGoldrick & Gerson, (2008) explained that genogram is information accumulated in a family for three generation which can be reconstructed following the tree diagram. According to (Pease, 2018) therapists are suggested to use genogram in their work to investigate systemic problems across generations, cycle of life, and culture as well as to directly explore questions related to the function of one's family. For the readers, genogram can also give abundant and relevant historical information regarding with their current work for the client.

Based on statements from various scholars, it can be concluded that genogram is a graphic design containing information about certain family for three generations. There were some aspects used as materials to examine in the process of interview toward the

students, which are 1) partner, friends, relatives, mother, and father's success, (2) family career 's ups and downs (3) opportunity and financial capital of the family, (4) individual's integration with the others in regards to one's different role (Alfionita & Naqiyah, 2014).

Genogram presented in graphic design is an effective media to assess the effect of family members from three generations. Therefore, this study is titled as "the effect of genogram technique on students' career decision in MAN 2 Kota Makassar". Previous study had been conducted by Fathonah (2019) regarding the use of genogram in improving

student's ability in planning their career, but this study did not give initial condition about students understanding of career decision. Thus, this study provided initial data about MAN 2 Kota Makassar students understanding of career decision and presented detailed changes after treatment phase.

RESEARCH METHOD

Quantitative approach was used in this research with Quasi Experiment design applied. This research also used pretest-posttest control group design described as follows.

Table 1. Research Approach and Design

Group	Pretest	Treatment	Post-test
Experiment (E)	Y_1	X	Y_1
Control (C)	Y_2	-	Y_2

Source: (Pandang & Anas, 2019)

where:

Y_1 and Y_2 : Pretest of students' career decision

Y_1 and Y_2 : Posttest of students' career decision

Y1 : Students' career decision treated with genogram technique

Y2 : Students' career decision treated with other technique (lecture) without any genogram technique.

Y1 and Y1 : Experiment group

Y2 and Y2 : Control group

X : Treatment (genogram technique)

In determining research population, an interview to the teacher and students was conducted to gain information about students'

career decision. From the interview, it is known that there are a lot of students who cannot decide what will they do next in regard to their education, especially the college major they will apply after graduated from high school. There was lack of information, especially from the teachers and guidance and counseling teacher since they did not have enough time to interact outside of the class.

Population of this study is 11th grade students of MAN 2 Kota Makassar in Math and Science Program in the academic year of 2018/2019. Based ont the initial interview and career decision assessment, there were 40 students who were identified to have problem in deciding their future career. It can be seen on the Table 2 below.

Table 2. Research Population Distribution

No.	Class	Number of Students	Identified Students
1	XI MIPA 1	43	5
2	XI MIPA 2	41	5
3	XI MIPA 3	41	6
4	XI MIPA 4	41	11
5	XI MIPA 5	40	6
6	XI MIPA 6	42	7
Total		248	40

Simple random sampling was applied to get the sample. As much as 20 students became the sample and were classified into two groups, experiment and control group, with each group consisted of 10 students. The first step was systematic sampling conducted

by random sampling. After that, a list (from 1 to 20) was prepared and the students got odd or even number. The subject with odd number was put into control group while the one with even number was put into experiment group. The data presented in Table 3 below.

Table 3. Sampling

No.	Group	Number of Students
1.	Experiment - even number	10
2.	Control - odd number	10
	Total	20

There was career decision scale interview guide used in this research. The career decision scale did not have any right or wrong answer and did not affect students score of school subject. The purpose of this scale is to know students ability making career decision. Nonparametric Wilcoxon Signed Ranks Test (Z) was applied as technique of data analysis. It is implemented on the results of pretest and posttest.

RESULTS AND DISCUSSION

1. Experiment Group's Career Decision Level

Results of genogram technique implementation in students' career decision for the 11th grade students of MAN 2 Kota Makassar which classified the students into 4 categories are showed in frequency distribution table below.

Table 4. Data of students' career decision level treated with genogram technique in MAN 2 Kota Makassar before (pretest) and after (posttest) treatment in experiment group.

Interval	Category	Pretest Experiment		Posttest Experiment	
		Frequency	Percentage	Frequency	Percentage
		f	P (%)	f	P (%)
112 – 137	High	0	0	6	60
86 – 111	Moderate	0	0	4	40
60 – 85	Low	10	100	0	0
34 – 59	Very low	0	0	0	0
	Total	10	100	10	100

Statistical descriptive data in Table 4 showed that students' career decision was categorized based on ones' ability to decide their career, effort to find information about career choice, and optimistic mindset in facing the future.

It is strengthened by the results from previous study from Wahyudi, (2017) which showed the career genogram analysis in DIY. It mentioned batik business as hereditary business of one's family. Recognizing talent and interest as well as good relationship with parents or other person influence one's career

choices. The researched batik business was started by subject's grandfather, later passed on to one's father, and then was managed by the subject. The batik business was able to withstand through generations due to accumulated knowledge in the family.

2. Level of students' career decision in Control Group

Students' career decision level measurement was also conducted to 10 students of MAN 2 Kota Makassar in control group. The students in control group did not get any genogram technique treatment but they

got career information services about introduction to higher education, college majors, and world of work.

Table 5. Level of students' career decision in MAN 2 Kota Makassar before (pretest) and after (posttest) in control group.

Interval	Category	Pretest Experiment Frequency Percentage		Posttest Experiment Frequency Percentage	
		f	$P\ (\%)$	f	$P\ (\%)$
112 – 137	High	0	0	0	0
86 – 111	Moderate	0	0	2	20
60 – 85	Low	10	100	8	80
34 – 59	Very low	0	0	0	0
Total		10	100	10	100

There were 10 respondents (100%) in control group which have low ability in career decision after pretest. Students was scored low and incapable in deciding their career since they were still confused in choosing their career, have lack of information regarding their future career, and were afraid of failure in choosing their career. There were not any significant changes that can be seen after the posttest in which only two students (20%) fell in moderate category. It was seen from the students who were still confused in deciding their career, afraid of failure, and lack of career information.

This research tested the hypothesis in which there is a positive effect of genogram technique to students' career decision in MAN 2 Kota Makassar. Hypothesis H_1 is that the implementation of genogram technique has positive effect on students' career decision and H_0 is that genogram technique does not have any positive effect on students' career decision. Results of Wilcoxon pretest and posttest regarding students' career decision in MAN 2 Kota Makassar were presented in Table 6 below.

Table 6. Data analysis of students' career decision in experiment group

Group	N	Average	Gain Score	Z	*Asyimp.Sig*
Prestest		74.4			
	10		37.5	-2.807	0.002
Posttest		111.9			

The analysis obtained from SPSS 25.0 for windows through Wilcoxon Signed Rank Test (Z) showed that there was a difference of average score in before and after treatment, in which the average score after the treatment is low and it can be seen from gain score of experiment group which fell in 37.5 so it can be concluded that null hypothesis (H_0) was rejected and working hypothesis (H_1), in which there was a difference of students' career in before and after genogram technique treatment in MAN 2 Makassar, was accepted. Based on the results, its Asyimp, Sig was lower than assigned failure treshold which was 0.05.

Table 7. Genogram Technique Implementation Percentages

Percentage	Criteria	Meeting					
		I	II	III	IV	V	VI
80%-100%	Very High	2	1	6	7	4	9
60%-79%	High	3		2	1	1	1
40%-59%	Moderate	2	3	2	2	5	-
20%-39%	Low	3	-	-	-	-	-
0%-19%	Very Low	-	-	-	-	-	-
Total		10	10	10	10	10	10

The results showed that students' career decision before the treatment is low, but there was an increase after the genogram technique treatment in which the average score became high. It proved that genogram technique has an impact in students' career decision in MAN 2 Kota Makassar. This finding is in line with the theory from various scholars. Family gives a significant effect on career orientation. Roe (1956) stated that family has a big role for children in achieving their success in career.

Moreover, previous research also stated that parents' expectation and background have a correlation with problems faced by adolescence regarding with one's career decision in which parents have a role in one's career development and understanding (Leung, Hou, Gati, & Li, 2011); (Olaosebican, 2014). Difference of social status and support with moderator aspect of job identity influence the career path (Li, Xhou & Jia 2015); (Vertsberger & Gati, 2015). Roe (1956) stated that field of work choices are influenced by one's will, but one's achievement is influenced by one's ability and financial factor. Children's main strength, including interest and attitude comes from their good relationship with the parents.

However, adolescents' career decision is influenced by the others, such as the closest family member. Therefore, genogram is seen as a good and interesting technique to know how the parents or relatives background influence students' career development. Above statements are strengthened by the research conducted by Irmayanti, (2017); Lestari & Siswanto, (2015) which stated that students'

career decision is influenced by their environment, especially family, as students' first education facilitator before they take a step on the wider world.

Based on the research results, it is showed that genogram is an effective technique to make them easier in deciding their future career path. In this genogram technique, students wipe off their doubt, uncertainty, confusion, regarding wheter their choice is their own aspiration or others' will. Thus, it is important for the school to implement genogram technique in solving students' confusion in choosing their aspirations and expectatio, especially their career decision, so that they can have a welfare from their full potential.

CONCLUSSION AND SUGGESTION

From the use of genogram technique to affect students' career decision in this study, it can be concluded that (1) the level of students' career decision in control and experiment group was in low category. Ater the use of genogram technique in experiment group, there was a change of students' career decision from low to high category. On the other hand, there was not any change of students' career decision in control group which did not get any genogram technique treatment, (2) implementation of genogram technique for students of MAN 2 Kota Makassar was conducted on six meetings plus two test which were pretest and posttest. An observation was carried out in each meeting to see students' activities by filling observation sheet, and (3) the results showed that there is a significant

effect of genogram technique on students' career decision in MAN 2 Kota Makassar.

Based on those conclusions, there are some suggestions proposed. Implementation of genogram technique in developing students' career decision in high school level is still rarely done in spite of its proven positive results. Therefore, guidance and couseling teacher may use it in their work. Students may also take its benefit as a reference in deciding their future career.

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