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Identification of Career Choice for Vocational High School Students

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ABSTRACT

Career uncertainty and unpreparedness of Vocational High School students in the face of the world of work are often associated with career choice factors (career choice). This causes many students who are not confident in choosing available job opportunities and some even choose not to work or become unemployed. This study aims to identify the factors that influence students' career decisions. This study applied the systematic literature review methodology to articles published in foreign journals. The researchers applied predetermined search parameters to locate ten pertinent articles published between 2019 and 2021. The study concluded that it is essential to recognize the factors that influence career decisions. It is crucial to assist students in concentrating more on the job search process and obtaining their desired positions. Employability, as determined by personal traits such as a proactive personality, self-reported education, personal preferences, performance expectations, days worked, industry experience, and years of study, was the most significant factor, followed by social status and prior work experience. This research also has educational and professional applications. Advisors who develop the personal potential of graduates can assist students and job seekers in adopting and exploring career strategies.

Keywords: *career choice, choosing job opportunity, vocational high school students*

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INTRODUCTION

Career choices for Vocational High School (SMK) students are decisions that determine the type of work that is planned to be chosen in the future and are considered a central and essential aspect of daily life (Bhattacharjeea & Marakb, 2021; Priyadarshini et al., 2021). Career anxieties and a lack of preparedness for vocational school students are often related to

career choice factors. In making a decision, there must be considerations to avoid being wrong. This decision will affect them for the rest of their lives (Duku et al., 2021). In the stages of career development, the individual develops vocationally at a rate determined by his psychological and physiological attributes and environmental conditions, including important people in them (El-Dief & El-Dief, 2019). They stated that career decision-making planning must start in school as a place to develop talents, personalities, and career maturity.

In reality, when choosing their career, vocational high school students often experience

confusion about what it will become (Robison et al., 2021). This causes many students not to be confident in choosing available job opportunities, and some even pick not to work or become unemployed. This is due to a lack of knowledge about preparing to enter the world of work and entrepreneurship. You want to study but lack knowledge about which central to learn or how to choose the right university (Kim & Beier, 2020). In this case, this study aims to uncover characteristics that impact student participation in career selections.

The following three career choices for vocational high school students are presented in the field of career choice: A person's professional intentions are impacted by a range of personal and environmental elements that define that person's social world (El-Dief & El-Dief, 2019). Individuals carry out career choices to prepare themselves to enter work-related stages (Yusuf & Effendi, 2018). Vocational school students are the center of the job market. As a result, the importance of knowing the elements that drive student participation in career choices in a specialty cannot be overstated. Your overall opinion of the industry, attitude toward it, and the significance of personal variables (age, gender, job experience, etc.) in shaping student views and perspectives about the industry (El-Dief & El-Dief, 2019). Each personality type fits a particular job and work environment (Chang, 2020).

A. Factors affecting career choice

Almost everyone faces problems choosing a career from time to time. But students especially face such issues when selecting courses. There is a widespread belief, especially among students,

that the choice of study program is critical in motivating students to pursue their desired careers. By classifying all elements that affect young students' career choices as "influences," this study aimed to investigate the roles of parents, tutors, future incomes, future status, and social inequalities (Sharif, 2019).

The internal and external elements influencing career choice development paths are called "career choice factors." External and internal factors originate from the individual; external factors derive from the individual. Level of intellect, special abilities, interests, traits, life values, knowledge, and physical circumstances are all internal elements that affect professional decisions. At the same time, the following external factors are (1) family socioeconomic standing; (2) student academic success; (3) school education; (4) inherent demands; and (5) the environmental impact of job decisions (Rahma, 2010). These factors will shape the uniqueness of a person's personality.

B. Students' Interest in Work, Continuation, and Entrepreneurship

Interest is an unconscious attraction to something influenced by internal and external factors. Interest is not born from birth but due to interaction with the environment. Engaging with the environment, and the more you interact with it, the more interest you will develop. Interest in work is a person's desire to carry out an activity to obtain rewards to meet his needs. The willingness to work is based on factors of self-awareness, economy, peers, subjects studied, and field study visits to various agencies (Kim & Beier, 2020). Factors that affect employment opportunities include (1) Childbearing age. (2)

level of education, knowledge, skills, and expertise; (3) Available Employment/Demand and Labor Demand. (4) the number of workers available; (5) the level of gross national demand (effective demand); (6) the Volume of intrusions by individuals and private companies. (7) Government capacity to carry out development; (8) Imports and exports take place; (9) Government tax policy. (10) Cooperation with other countries that can create employment opportunities in other countries (Fery, 2013)

Unemployment and poverty are still the big problems facing the Indonesian nation today. One of the causes is the low entrepreneurial spirit of the community. Interest in entrepreneurship is a person's desire or interest in entrepreneurship who is willing to work hard and dare to take the risks that will occur. Self-regulate all the activities that will be carried out, and the entrepreneur must have the ability, courage, determination, and creativity to start the business (Kim & Beier, 2020). Professionally mature people possess a sense of responsibility, the capacity to realistically assess their abilities, the ability to use their work and educational information appropriately, an understanding of the factors to be taken into account, and the desire to make the best decisions possible (Harahap et al., 2022).

In the global era, education in higher education will produce qualified human beings with a variety of deep expertise. College graduates are expected to be able to become creative human beings and have an entrepreneurial spirit so that they can be used as provisions after graduating from college. The results of the observations showed that the

students' interests varied. The initial appeal of SMK students in the desire to work, pursue entrepreneurship, and continue their studies is more dominant than the desire to continue to work (El-Dief & El-Dief, 2019).

Entrepreneurship is the spirit or attitude of a person in doing business or activity that results in efforts to discover, create, and apply new ways of working, technologies, and products to improve efficiency, provide better services, and generate profit. In entrepreneurship, the provision of experience and knowledge is needed to run a business, so the role of universities with majors related to entrepreneurship is significant for students who have careers in entrepreneurship (Yusmira, Evi, Maharwati, 2018). Entrepreneurial intention is a desire to own or start a business (Aggarwal & Shrivastava, 2021). Intention determines actual behavior (Palazzo & Erickson, 2022). That is, once the intention is formed, entrepreneurial intention behavior is associated with higher entrepreneurial behavior. Therefore, the intention to become an entrepreneur is related to one's ability to recognize existing opportunities. Intention can be a self-regulation strategy aimed at achieving a goal. Thus, the intention to become an entrepreneur is expected to encourage students' ambition and attention, making them understand entrepreneurial opportunities (Asante & Affum-Osei, 2019).

RESEARCH METHOD

When conducting a literature search, authors use a systematic literature review technique. A systematic literature review synthesizes scientific articles to answer particular research questions transparently and reproducibly while

combining all published articles on related topics and assessing the quality of the writing (Lame, 2019). SLR research aims to locate, study, evaluate, and understand all existing research on an intriguing phenomenon while posing specific pertinent research questions (Triandini et al., 2019). The synthesis of papers refers to PRISMA 2020 guidelines (Page et al., 2021). This guide will help researchers create complete and transparent reports on SLR. The choice of this method applies a comprehensive research and analytical framework that reduces bias, combines references from multiple relevant studies, searches extensive databases, and applies defined exclusion criteria. (Asante & Affum-Osei, 2019).

This thorough literature review further clarifies the research challenge by identifying the outcomes of pertinent and completed studies.

A. Searching Strategy

The systematic literature review entails three steps: document collection, analysis, and the writing of the analysis findings into scientific argumentation. Several internet sources serve as literacy sources. Google Scholar and Scopus are two examples of the library databases used. The American Psychological Association, Springer, Taylor & Francis, and ScienceDirect were the publications utilized. Career choice, factors influencing profession choice, vocational high school students, employment, continue, and start-up are all keywords used to search the paper. In addition to keywords, there are particular criteria for narrowing literature searches, including articles from journals and research publications published during the past three years (2019–2022).

B. Article Selection

Selected scientific papers associated with the chosen study will be published in journals included in the ScienceDirect (6,020) and Google Scholar (299,000) databases. The terms "career choice," "vocational high school students," "entrepreneurship," and "factors of career choice" were used in the bibliographic study. 2019 to 2022 saw the search of these journals. Twenty-two papers were found using the search method and added to citation management tools like Mendeley. Twelve identical items are deleted using a duplicate elimination process. There are ultimately ten items remaining.

C. Inclusion/Exclusion Criteria

To choose the relevant article, there should be a notability criterion. By using inclusion and exclusion standards, the papers were screened. Articles that fulfill the requirements are chosen based on the exclusion criteria, but those in the categories of books, chapters, theses, brief reports, investigations, and non-empirical articles will be removed. The method for choosing articles is to keep track of titles and abstracts according to how closely they connect to the subject of linked articles. At this point, irrelevant postings have been removed.

Table 1. Eligibility criteria

Inclusion criteria	Exclusion criteria
Year range: 2019-2021	Before 2019
International conferences on career choice disseminate empirical research.	Types of non-empirical articles, theses, brief reports, research, and book chapters

All disciplines
related to Career
Choice

RESULTS AND DISCUSSION

A. Study Author, Title, Journal Type, Objectives, Methods, Research Subjects, and Research Results

Article Code	Study (Author, Title, Journal)	Research Objectives	Research Method	Subject / Object of Study	Research Results
JS 1	Romanova, Evgenya S. Bershedova, Ludmila I. Tolstikova, Svetlana N. Rychikhina, Elina N. Morozova, Tatiana Yu Fulfillment of personal potential by high school graduates in time of career choice <i>Journal of Educational Sciences</i>	Presenting The analysis results in the table on the current state of individual potential problems from a psychological perspective.	Conducting Surveys	High school students	The data obtained demonstrate the need for psychological and educational support to develop the individual potential of graduates. In the same vein, one of the main tasks is to provide graduates with competent and comprehensive support to overcome the difficulties encountered in the career selection process and develop their potential.
JS 2	Lo Presti, Alessandro De Rosa, Assunta Zaharie, Monica The Route to Employability: a longitudinal study on a Sample of Italian job seekers	The study aimed to examine critical predictors of employability based on the latest conceptual model of employability developed	Survey-based data	on sample of 263 Italian job seekers through a longitudinal study	The results show that the ability to work is determined more by personal inclinations than by extrinsic factors, such as life circumstances, and the most influential variables are initiative, personality, and self-efficacy. Baseline assessment and educational attainment, rather than a culture of employability. Support for household

JS 3	El-Dief, Mohammed El-Dief, Ghada Factors affecting undergraduates' commitment to career choice in the hospitality sector: Evidence from Saudi Arabia <i>Journal of Human Resources in Hospitality and Tourism</i>	Discover the driving forces behind the commitment of students studying hospitality in Saudi Arabia	Case studies and surveys	Valid sample of 227 students	It was found that "self- interest," "expectation for results," "nature of the work environment," "nature of the work day," "nepotism (wasta)," "experience in the industry," and "years of study" were the strongest predictors of students' commitment to career choice; conversely, "social status" and location (Saudization) of the job were not important determinants The implications of the results and avenues for future research are also discussed.
JS 4	Duku, John Archison Bosu, Leticia Ansah, Dominic Ekow Agyapong, Abigail Achiaa	Investigate the effects of job opportunities, personal preferences, family influences, social status, peer influences, salary expectations, math weaknesses, time to become an accountant, and stress related to the accounting	Using SPSS to analyze data collected from four randomly selected high schools in the central region of Ghana through a questionnaire.	Business students in accounting	High salary expectations and job opportunities are the factors that most influence a business student's decision to choose an accounting career. These results can be used as a

	Bafowaah, Abigail Afia Drokow, Ebenezer Kobina Arboh, Francisca	profession. Then reveal the impact of these influencing factors.			benchmark for educational and vocational reform.
	Factors Affecting Career Choice of Business Students in the Senior				
	High Schools: A Study of Selected Schools in the Cape Coast Metropolis				
	<i>Naše gospodarstvo/Our economy</i>				
JS 5	Cîrțișă-Buzoianu, Cristina Cojocariu, Venera-Mihaela Mareș, Gabriel	Our research provides an analysis of how motivational essays can prove to be a useful tool in career counseling practices, as well as how they can be incorporated into methodologies. Advising youth with economic difficulties to choose a path of academic development.	Uses a mixed research approach that complements the peer-reviewed approach with qualitative analysis of a series of motivational trials	11th and 12th graders	Determine the level of development of the ability to analyze, self-recognize and self-assess the motivating factors that can be decisive in choosing a future career.
	Motivational Essay - A Useful Tool in Career Choice				
	Postmodern Openings				

JS 6	<p>Asante, Eric Adom Affum-Osei, Emmanuel</p> <p>Entrepreneurship as a career choice: The impact of locus of control on aspiring entrepreneurs' opportunity recognition</p> <p><i>Journal of Business Research Journal of Business Research</i></p>	<p>The purpose of this study is to investigate the role of the locus of control on the recognition of opportunities (OR) among aspiring entrepreneurs.</p>	<p>With two-wave survey data</p>	<p>270 aspiring entrepreneurs</p>	<p>Our results show that internal and external control scores have a positive and negative relationship with the OR of aspiring entrepreneur, respectively. The results also suggest that business intention mediates the positive and negative relationships of internal and external control bases in the OR. Self-efficacy in entrepreneurship research (ESSE) provides an interesting moderation effect.</p>
JS 7	<p>Kim, Michelle H & Beier, Margaret E</p> <p>The college-to-career transition in STEM: An eleven-year longitudinal study of perceived and objective vocational interest fit</p>	<p>To study the impact of college-measured career interest fit on college-to-career trajectories.</p>	<p>Case studies and surveys</p>	<p>A group of students (N = 159) from 2007 to 2018</p>	<p>The results show that career preferences corresponding to majors have a significant influence on major retention and first job choice, and that relationship is mediated by the subjective value of the task (value completion value, value in use and relative cost). Occupational preferences that are relevant to the job have a significant influence on occupational attitudes, and this is related to</p>

JS 8	Sharif, N factors influencing career choices Journal of Business Studies	attempts to explore the roles of mothers, fathers, guardians, future income, future status, and social differences by labeling all factors as "people with influence" on the career choice of young students.	through developed questionnaires and through non-probability convenience sampling.	university students based in Karachi	The results emphasize the relative importance of different occupational choice effects and the mean value of statistically different influencing variables $F(4, 215.699, 727) = 27,405, p < 0.05$. These results can be used to inspire students to choose the right career path and excel in their desired field.
JS 9	Priyadarshini, Chetna Banerjee, Pratyush Chhetri, Prerna Identifying dimensions of job search strategy: A validation of measurement scale Current Psychology	Validating the Scales of Crossley and High House's Job Search Strategy in the Indian Context.	Assertions are made on the answers obtained from the sample	Sample of 504 students who graduated in a major business school in India	Provides evidence that, with few exceptions, breadth of job search strategy is a valid and reliable measure of entry-level job seekers in India.
JS 10	Murisal, Murisal Career Choice Maturity of High School Students	See how influential personality factors are in determining career choices.	Survey	Vocational high school students,	Of the seventy-eight respondents there were more than fifty different professions. The fact that students apply to a wide variety of professions, makes researchers believe that students are exploring career options.

B. Design, Location, and Subject of Research

Ten publications in all were examined utilizing various study designs. It goes through the investigation's subject and goal through various techniques. By distributing surveys, you may learn what influences students' career decisions (Asante & Affum-Osei, 2019).

C. Research Objectives and Findings

Career development takes place in a specific setting, and it is becoming increasingly important in people's lives, particularly for vocational high school students. This suggests that each person has the freedom to choose how to develop his or her work and incorporate it into their own life. In this situation, professional advancement calls for consulting tactics to ensure you have the necessary information to enter the job market and make significant contributions. A postmodern approach can help one overcome their career and society by allowing them to be formed, included, nurtured, and continuously educated in the community to express their roles and interpersonal relationships through their work, contributing, and cooperation. Experiential, reflective, and introspective storytelling techniques stand out above the others because they enable self-awareness and the investigation of one's best personal fit for the workforce.

The contemporary environment simply highlights and confirms that a particular postmodernist perspective can solve the problems as mentioned earlier with the idea of competence. The degree to which students exhibit self-efficacy in connection to their talents when making career choices. The domains of task planning, information collection relating to

the workplace, goal selection, issue solving, and learning are used to gauge one's self-efficacy in making professional decisions. Self-control and self-reflection, which include considering one's own experiences and ideas, are another option. Self-reflection process People keep an eye on themselves, view the past, and decide what to do next. Self-efficacy for professional development highlights the importance of mindfulness and prior career decisions, its independent influence on the selection of study programs, and primary and alternative career choices (Cîrțiță-Buzoianu et al., 2021).

D. Discussion

A vital resource for autonomous, reliable career opportunities linked to individual potential. The potential of an individual contains both internal and extrasensory components. Internal factors include disapproval of privileged conditions and a lack of the skills necessary to create subjective processes. Lack of faith, low self-esteem, conflict within, and little involvement in society make adults' primary influence frequently an external barrier. The findings indicate that graduates need psychological and intellectual support to realize their full potential. It's essential to provide graduates with educated counsel so they can navigate the hurdles of choosing a career and realize their full potential (Romanova et al., 2020).

Therefore, training the virtues of perseverance and good traditions and converting them into labor is the main basis for preparing children to choose a career (Duku et al., 2021). In order not to get lost in choosing a profession, the child should be helped first by the family.

The career choices of school students should be carried out continuously and consistently through collaborative educational technology.

Identifying influential factors in career choice is important (Matsumoto et al., 2020). Learning efficient job search techniques can help students succeed in the job market since they will feel more prepared and organized in their last year of school. Furthermore, it will be simpler for education and career counseling experts to advise students and job seekers on how to employ strategies or make discoveries while seeking a job (Priyadarshini et al., 2021).

Employability is a very influential factor in career decision-making, which is determined more by personal predisposition than extrinsic factors such as life circumstances and relevant variables. The most significant were proactive personality, self-assessment, and education, rather than support for the ability to work at home and previous work experience (Lo Presti et al., 2022). Sufficient income is also the most critical driver for career choice. El-Dief (2019) also implied from his research that personal preferences, outcome expectations, work environment, work days, industry experience, and years of schooling were the strongest predictors of student engagement. On the contrary, social status and place of work are neither the determining factor nor the main factor. Psychological and educational counseling is therefore necessary to maximize graduates' potential as individuals. Similarly, one of the primary responsibilities is to give graduates competent and thorough support to get past the challenges they face during the career selection

process and maximize their personal potential (Romanova et al., 2020).

CONCLUSION

The study concluded that recognizing factors influencing career choices is essential. It is critical to assist students in focusing more on the job search process and achieving jobs of their choice. Employability, as determined by personal predispositions such as proactive personality, self-reported education, personal preferences, performance expectations, days worked, industry experience, and years of study, was the most important factor, followed by social status and previous work experience. This research is also valuable for the educational and career environment. Advisors who develop graduates' potential can be more efficient and help students and job seekers adopt and explore strategies in their career choices.

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