

**PENGEMBANGAN PANDUAN LAYANAN BIMBINGAN KARIER
BERBASIS TEORI JOHN L. HOLLAND UNTUK MENINGKATKAN
KEMAMPUAN PERENCANAAN KARIER SISWA
SEKOLAH MENENGAH ATAS**

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ABSTRAK

Penelitian ini bertujuan untuk: (1) mendeskripsikan rancang bangun panduan layanan bimbingan karier berbasis teori John L. Holland untuk meningkatkan kemampuan perencanaan karier siswa Sekolah Menengah Atas; (2) menganalisis validitas isi panduan; (3) menilai tingkat kepraktisan panduan; dan (4) menguji efektivitas panduan yang dikembangkan. Penelitian ini merupakan penelitian pengembangan (*Research and Development*) dengan menggunakan model 4D yang meliputi tahap *define*, *design*, *develop*, dan *disseminate*. Subjek penelitian pengembangan adalah panduan layanan bimbingan karier berbasis teori John L. Holland, sedangkan subjek uji efektivitas adalah siswa kelas X SMA Laboratorium Undiksha. Data dikumpulkan dengan metode kuesioner, observasi, dan wawancara. Instrumen penelitian meliputi lembar validitas isi panduan, lembar kepraktisan panduan, dan kuesioner kemampuan perencanaan karier. Data dianalisis menggunakan uji validitas isi dengan formula Content Validity Ratio (CVR) dan Content Validity Index (CVI), analisis deskriptif kuantitatif untuk uji kepraktisan, serta uji Independent Samples t-test, *effect size*, dan N-Gain untuk uji efektivitas. Hasil penelitian menunjukkan bahwa: (1) panduan layanan bimbingan karier berbasis teori John L. Holland berhasil dikembangkan melalui tahapan model 4D secara sistematis; (2) hasil uji validitas isi menunjukkan seluruh butir memperoleh nilai CVR = 1 dan nilai CVI = 1, sehingga panduan berada pada kategori sangat valid; (3) hasil uji kepraktisan memperoleh persentase sebesar 85,61%, sehingga panduan berada pada kategori praktis; dan (4) hasil uji efektivitas menunjukkan nilai signifikansi $0,000 < 0,05$, rata-rata skor *posttest* kelompok eksperimen sebesar 85,5263 lebih tinggi dibandingkan kelompok kontrol sebesar 78,8421, nilai *effect size* sebesar 2,31 termasuk kategori sangat besar, serta nilai N-Gain kelompok eksperimen sebesar 0,27 yang menunjukkan adanya peningkatan kemampuan perencanaan karier siswa. Berdasarkan hasil tersebut, dapat disimpulkan bahwa panduan layanan bimbingan karier berbasis teori John L.

Holland dinyatakan valid, praktis, dan efektif untuk meningkatkan kemampuan perencanaan karier siswa Sekolah Menengah Atas.

Kata kunci: panduan layanan bimbingan karier, John L. Holland, perencanaan karier, RIASEC, penelitian pengembangan.



**DEVELOPMENT OF A CAREER GUIDANCE SERVICE MANUAL BASED
ON JOHN L. HOLLAND'S THEORY TO IMPROVE SENIOR HIGH
SCHOOL STUDENT'S CAREER PLANNING ABILITY**

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ABSTRACT

This study aimed to: (1) describe the design of a career guidance service manual based on John L. Holland's theory to improve senior high school students' career planning ability; (2) analyze the content validity of the manual; (3) assess the practicality of the manual; and (4) examine the effectiveness of the developed manual. This study employed a Research and Development approach using the 4D model, consisting of the stages of define, design, develop, and disseminate. The development subject of this study was a career guidance service manual based on John L. Holland's theory, while the subjects for the effectiveness test were tenth-grade students of SMA Laboratorium Undiksha. Data were collected through questionnaires, observation, and interviews. The research instruments included a content validity sheet, a practicality sheet, and a career planning ability questionnaire. The data were analyzed using the Content Validity Ratio (CVR) and Content Validity Index (CVI) for content validity testing, quantitative descriptive analysis for practicality testing, and the Independent Samples t-test, effect size, and N-Gain for effectiveness testing. The results of the study showed that: (1) the career guidance service manual based on John L. Holland's theory was successfully developed systematically through the stages of the 4D model; (2) the content validity test showed that all items obtained a CVR value of 1 and a CVI value of 1, indicating that the manual was in the highly valid category; (3) the practicality test yielded a percentage of 85.61%, indicating that the manual was in the practical category; and (4) the effectiveness test showed a significance value of $0.000 < 0.05$, with the posttest mean score of the experimental group being 85.5263, which was higher than that of the control group at 78.8421. In addition, the effect size value of 2.31 was categorized as very large, and the experimental group's N-Gain value of 0.27 indicated an improvement in students' career planning ability. Based on these findings, it can be concluded that the career guidance service manual based on John L. Holland's theory is valid, practical, and effective in improving senior high school students' career planning ability.

Keywords: career guidance service manual, John L. Holland, career planning, RIASEC, research and development.

