

PERAN GURU BIMBINGAN DAN KONSELING UNTUK PENGEMBANGAN KARIR MURID

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ABSTRAK

Penelitian ini dilatarbelakangi oleh belum optimalnya implementasi layanan perencanaan karier di Sekolah Menengah Kejuruan (SMK), khususnya dalam pelaksanaan kompetensi profesional guru Bimbingan dan Konseling (BK). Layanan karier masih bersifat insidental, belum berbasis asesmen kebutuhan murid secara komprehensif, serta belum terintegrasi secara optimal dalam sistem sekolah. Selain itu, keterbatasan sarana layanan, tingginya rasio guru BK dengan jumlah murid, serta belum optimalnya pemanfaatan teknologi dan kolaborasi layanan karier turut memengaruhi pengembangan karier murid. Penelitian ini bertujuan untuk: (1) mendeskripsikan implementasi kompetensi profesional guru BK dalam perencanaan layanan karier, (2) mengidentifikasi faktor pendukung dan penghambat layanan, (3) menganalisis strategi pengembangan karier murid, (4) mendeskripsikan kolaborasi antara layanan BK dan Bursa Kerja Khusus (BKK) di SMK Al-Huda Sariwangi. Penelitian menggunakan pendekatan kualitatif dengan metode deskriptif dan desain studi kasus. Pengumpulan data dilakukan melalui wawancara, observasi, dan studi dokumentasi dengan informan kepala sekolah, guru BK, pengelola BKK, dan murid. Analisis data dilakukan melalui reduksi data, penyajian data, dan penarikan kesimpulan dengan triangulasi sumber dan teknik. Hasil penelitian menunjukkan bahwa: (1) implementasi layanan karier telah berjalan secara administratif melalui program tahunan dan semesteran, (2) faktor pendukung implementasi layanan meliputi dukungan kelembagaan sekolah, tersedianya program BK, serta kerja sama dengan BKK, (3) Strategi layanan berupa pelatihan CV, simulasi wawancara, dan pembekalan dunia kerja mampu meningkatkan kesiapan kerja murid. (4) Kolaborasi BK dan BKK juga memberikan kontribusi positif, meskipun evaluasi layanan masih berfokus pada aspek penyerapan kerja.

Kata Kunci: Kompetensi Profesional Guru, Pengembangan Karier, Sekolah Menengah Kejuruan, Bursa Kerja Khusus, Bimbingan Konseling

THE ROLE OF GUIDANCE AND COUNSELING TEACHERS IN STUDENT CAREER DEVELOPMENT

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ABSTRACT

This research was motivated by the suboptimal implementation of career planning services in Vocational High Schools (SMK), particularly in the implementation of the professional competencies of Guidance and Counseling (BK) teachers. Career services are still incidental in nature, not yet based on comprehensive student needs assessments, and not yet optimally integrated into the school system. In addition, limited service facilities, the high ratio of BK teachers to students, and the underutilization of technology and collaboration in career services also affect students' career development. This study aims to: (1) describe the implementation of BK teachers' professional competencies in career service planning, (2) identify supporting and inhibiting factors in service implementation, (3) analyze students' career development strategies, and (4) describe the collaboration between BK services and the Special Job Exchange (BKK) at SMK Al-Huda Sariwangi. This research employed a qualitative approach using descriptive methods and a case study design. Data were collected through interviews, observations, and documentation studies involving the principal, BK teachers, BKK managers, and students as informants. Data analysis was conducted through data reduction, data presentation, and conclusion drawing using source and technique triangulation. The results showed that: (1) the implementation of career services has been administratively carried out through annual and semester programs, (2) supporting factors include institutional support from the school, the availability of BK programs, and collaboration with BKK, (3) service strategies such as CV training, interview simulations, and work preparation activities were able to improve students' work readiness, and (4) collaboration between BK and BKK contributed positively, although service evaluation still focused on employment absorption aspects.

Keywords: Teacher Professional Competence, Career Development, Vocational High School, Special Job Placement Unit, Guidance and Counseling.