



Career Construction Counseling: Efforts to Deal with the Stress Problems of Batik Online Shop Entrepreneurs

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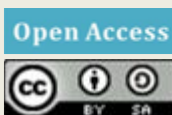
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Abstract

Human resources are the main asset for the world of work. Placement in employment often experiences difficulties such as unsuitable work, unsupportive socio-culture, or immature self-concept. We conducted a case study on a resident named Ghoni, a man who was born 28 years ago. He is an online batik entrepreneur who has successfully built a business independently. This research uses a qualitative approach in order to produce in-depth descriptions of speech, writing, and / or behavior that can be observed from a complete, comprehensive, and holistic point of view. Seeing the problems experienced by Ghoni related to his downturn in his career, researchers provide counseling to Ghoni by emphasizing individuals to be able to become better individuals. Ready to run a career and never give up in the face of the problems you are experiencing. Researchers conducted counseling twice. In this case, the problem solving consists of four stages, namely introduction, exploration, solving and decision making. The result of this counseling is that the counselee is ready to run a career and never gives up in dealing with the problems experienced.

Keywords: Career Construction, Stressed, and Counseling

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INTRODUCTION

Human resources are not like money, machines and materials, which are positive in nature and can be fully managed to support the achievement of company goals. Human resources have thoughts, feelings, desires, status and educational background that their mindset can be brought into a work environment. Humans from time to time are always faced with the various demands of life that must be fulfilled, both external and internal. To get money, people have to work, and get money as a means of exchange to buy all the necessities of life, such as food, clothing, household utensils, shelter, vehicles, and so on (Trisnayadi, 2013).

Human resources are the main asset in the world of work, who becomes planners and active actors in work. When you work in a place, it is not only your skills or background knowledge that plays a role, but also other things such as behavior and work

ethics that form a personal impression. Forming an impression in the eyes of superiors, subordinates or co-workers, be it a positive or negative impression, it can greatly affect how you are accepted in the work environment and even the level of your career advancement. Often times, a seemingly good career path has to stagnate simply because an employee fails to impress his work environment. Positive personal impressions are very influential and should not be underestimated.

We conducted a case study on a resident who lives in Jenggot Village, Buaran Pekalongan Selatan. His name is Ghoni, a man who was born 28 years ago. He is an online batik entrepreneur who has successfully built a business independently. His income is always increasing every month, and his sales have reached overseas. Ghoni is the son of a batik (batik sarong) entrepreneur. The four Ghoni siblings are in the same job as their parents, namely the batik sarong. His expertise in business comes from his experience while working at his parents' place.

Several years later, Ghoni opened an independent business, armed with the knowledge he got when he became an online shop admin. Even though he has opened a business, Ghoni continues to carry out his former job as a delivery man. That is what pioneered Ghoni's successful career. His current job has the full support of his parents even though he does not continue his family business. However, during his career, Ghoni experienced a downturn when he started his online business. Ghoni was deceived by one of his networks in marketing. His friend took Ghoni's behalf in selling goods, so Ghoni suffered a loss which made Ghoni sink and frustrated. All the goods produced did not make a profit, even Ghoni suffered a high loss.

Seeing the problems experienced by Ghoni related to his downturn in his career, the author provides counseling to Ghoni by emphasizing the individual's ability to become a better person. Ready to run a career and never give up in the face of the problems you are experiencing. Researchers conducted counseling twice.

LITERATURE REVIEW

Career is a series of behaviors and attitudes related to working experience and activities during an individual's life span and is a series of continuous work activities. Career is a position, a series of jobs and positions that have been occupied by a person during his tenure. Careers can show the improvement and development of individual employees at a level that is achieved during their tenure in the organization (Ariandi, et al, 2020).

Career Counseling is the process of providing assistance to individuals in understanding and acting on the basis of self-introduction and recognizing job opportunities, being able to make decisions so that those concerned can manage their career development, and help solve career problems that exist in clients. In career counseling, it consists of counselors and clients who work together to help solve existing problems (Manrihu, 1988).

Career construction theory explains the interpersonal processes of individuals choosing jobs. This theory combines three perspectives, namely what, how, and why. Career construction theory of how world careers are carried out through personal constructivism and social construction. This affirms that we construct representations of reality, but we do not construct reality itself. Look at careers from a constructionist contextual perspective and focus attention on interpretive processes, social interactions, and negotiation of meaning. Careers are built as expressions of their self-concepts and reinforce their goals in the reality of work roles (Brown & Lent, 2013).

Stress is a pressure experienced by individuals in an effort to achieve targets for the standards of meeting the needs of human life. Stress refers to events that are perceived as endangering the individual, so the individual will react to both

physiologically and psychologically. Stress is a symptom that arises from a gap between reality and ideal, between desire and reality, between challenges and abilities between opportunities and potentials. Stress can also be interpreted as a situation where individuals must change and adjust to an event that occurs (Arumwardhani, 2011).

Stress can happen to every individual and at any time, because stress is a part of human life that cannot be avoided. Humans will tend to experience stress if they are not able to adjust their desires to reality. All kinds of stress are basically caused by humans' lack of understanding of their own limitations. The inability to fight against these limitations will cause frustration, conflict, anxiety, and guilt (Astianto & Suprihadi, 2014).

Stress is caused by frustration experienced by individuals. Frustration is an emotional state that arises when there are obstacles in an effort to fulfill wants, needs, life goals and hopes. Physical, personal, and social obstacles can also frustrate individuals. Stress comes from frustration and conflict experienced by individuals who can be formed from various areas of human life (Rahayu, 2009).

METHODS

Research design

The qualitative approach is a research procedure that produces descriptive data in the form of words or writings and the behavior of the people being observed. This approach is expected to be able to produce in-depth descriptions of speech, writing, or observable behavior of certain individuals, groups, communities and / or organizations in a particular context setting that is studied from a comprehensive and holistic point of view. A qualitative approach includes research based on the post-positivism philosophy, which is used to examine the condition of objects that are natural (Sugiyono, 2008).

Data collection

The data collection technique used in this study was interviews, namely data collection by question and answer. It is also interpreted as the process of digging for information in depth through direct conversations between the interviewer and the interviewee using tools in the form of interview guidelines that the researcher has previously prepared, and the problem is directed at the research problem (Sugiyono, 2008).

Analysis data

Data analysis using content analysis method, which is an effort to obtain theories or concepts and research results that are able to answer research problems.

RESULTS AND DISCUSSION

There is currently a growing emphasis on workers doing better. This emphasis causes various changes in one's career. There is someone who can overcome existing problems, and there is also someone who is unable to overcome and cause adversity. As experienced by Ghoni, he was so badly faced with his problems. So that he was stressed, and frustrated to start his job. This situation began with problems in terms of product marketing, where Ghoni was tricked by an empty demand deposit. So that the work lost a lot and went bankrupt. The problem that needs to be resolved is to get Ghoni back motivated to go forward and try to pioneer from scratch. All mistakes and regrets experienced are a risk in trading.

Judging from the work they do, the researcher concludes that the work is chosen according to the desires of his conscience without coercion from other parties. This is in

accordance with the theory of career construction. Seeing the problems experienced by Ghoni related to his downturn in his career, researchers provide counseling to Ghoni by emphasizing the individual's ability to become a better person. Ready to run a career and never give up in the face of the problems you are experiencing.

After the client gets comfortable, the counseling process enters the problem exploration stage. This is done by exploring the problems experienced by Ghoni. It was revealed that clients who experienced frustration in their careers were caused by bankruptcy because of the fraud they experienced. This comes from a narrow human thinking and perspective. The counselor creates a picture for the counselee in the form of a family image using symbols.

The implementation was continued by using constructivism steps, namely by activating existing knowledge by questions and answers. The counselee must believe in his own abilities. Ghoni must think positively and optimistically about his life. This can counteract the negative effects of stress, tension and anxiety. In addition to thinking positively and optimistically, Ghoni must also be grateful. With gratitude, individuals always remember that everything we get is a gift from Allah SWT and should be accepted and done with sincerity.

Creating and building a career involves lifelong projects that evolve in complex phases and multi-layered processes (McAdams & Olson, 2010). Individuals organize themselves and careers by reflecting on experiences, using the unique capacities of humans to become conscious of consciousness. This self-conscious reflection uses language to construct and shape social reality (Neuman & Nave, 2009).

Social processes and interpersonal relationships, emerged by adapting the model of personality theory designed by McAdams (1995), each layer of the self as an object, subject, or project offers a different and useful way of thinking about vocational behavior and career construction. Career development is influenced by their own values. We may note that the rules of the societies in which individuals live to tend to be the basis of their personal values. Values can also influence the rationalization of the goals we set for ourselves, including career goals (Gibson & Mitchell, 2011).

CONCLUSION

Career construction theory combines the three perspectives of what, how, and why a career is. Individuals act and take decisions that are influenced by their own values, including in terms of careers. Seeing the problems experienced by Ghoni related to his downturn in his career, researchers provide counseling to Ghoni by emphasizing the individual's ability to become a better person. Ready to run a career and never give up in the face of the problems you are experiencing. The author conducts counseling twice. In this case, the problem solving consists of four stages, namely introduction, exploration, solving and decision making.

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