

Anakkon Hi Do Hamoraon Di Au: Fresh Graduate Career Planning for the Batak Toba Tribe

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Abstract

Career planning for fresh graduates in addition to finding and acquiring a job can also be useful to find a job that suits their interests or fields. This study aims to find out the picture of career planning in fresh graduates have tribes Batak Toba during the pandemic. This research is a qualitative research method using descriptive phenomenological. Selection of subjects using purposive sampling techniques. Respondents to the study were two men and one woman. Data collection in this study by conducting interviews. The results of this study showed that respondents had a picture of career planning, but during the pandemic, respondents experienced a challenge and obstacles, namely, the difficulty of finding a job, the number of competitors, and family and cultural factors that became obstacles. Culturally philosophy is being taught "Anakkon Hi Do Hamoraon Di Au". The philosophy taught can motivate you to overcome the obstacles experienced when looking for a job during the Covid-19 pandemic. This philosophy is very useful and meaningful in supporting the career you have.

Keywords

batak toba; career planning;
covid-19 pandemic



I. Introduction

The Covid-19 pandemic is causing unemployment to rise, the International Labor Organization (ILO) estimates that the number of hours unemployed in the 2021 quarter will increase by around 3% where this is equivalent to 90 million full time (FTE). The unemployment rate in Indonesia is increasing, in 2020, the Indonesian Statistics Agency stated that the unemployment rate as of August 2020 was 7.07%, where it increased 1.84% from the previous one in August 2019. There were also 29.12 million people (14.28%) of the working age population affected by Covid-19 consisting of unemployment caused by the impact of the Covid-19 pandemic. Indonesia's statistical data (2020-2021), shows that the unemployment rate for university graduates in Central Java will reach its peak in 2021, where it will increase by 6% from 2020 to 2021 to reach 1,042,626, with a breakdown of data from 2019 reaching 746,354 with an increase of 23.93% to 981,203. This is also in line with what was reported in detik.com (2020) which said that the official statistical news released on November 5, 2020 stated that the threat of job opportunities experienced by fresh graduates, with an open unemployment rate of 20.46%. The increasing number of unemployed with college graduates every year is because these graduates are considered to have less experience in the world of work, values that do not meet company standards and insufficient competence possessed by graduates (Rosliani & Ariati, 2016).

Fresh graduate will continue to the next field, namely looking for work, but in looking for work there are several problems experienced by fresh graduates including, often experiencing anxiety caused by lack of information, lack of experience, and not having technical skills in the field of work being applied for (June 2021). Rachmady & Aprilia, (2018) also revealed that demands regarding work qualifications that require

applicants to have work experience are also one of the causes of the emergence of anxiety in facing the world of work in fresh graduate students who do not have previous work experience. This is also in line with the results of interviews conducted by researchers with one of the fresh graduate subjects who are Batak Toba, RS as the subject revealed that he was taught by his parents with the culture that exists within the Toba Batak tribe, namely (anakkon Hido Hamoraon Di Au) where culture (anakkon Hido Hamoraon Di Au) is a parent's effort to support a child's career through education, by parents try their best to be able to send their children to school by doing any work such as farming, gardening etc. This is supported by Manurung (2019) Generally, Toba Batak people everywhere have a philosophy (anakkon Hi Do Hamoraon Di Au). It means that my son is my treasure. Because almost most of the active roles of Toba Batak parents in sending their children to school seem so strong, that they are willing to "marhoi-hoi tu dolok tu toruan" (struggle hard) for the success of their children's education.

This is also in line with the results of interviews that researchers conducted with one of the subjects who knew about Batak Toba culture with the initials E where E explained that the philosophy of "anakkon Hi Do Hamoraon Di Au" is that parents perceive their children as the most valuable assets so that parents trying as much as possible to provide a good education for children, even though the parents' economic condition is arguably unable, but parents still try their best to provide the best education until the child can have a bachelor's degree. E also explained that the parents' struggle made their children have a good education so they could have a better career and the children became motivated in pursuing the career they wanted to achieve.

This is also in line with the results of interviews that researchers conducted with the subject with the initials RS explaining that (anakkon Hido Hamoraon Di Au) is a parenting pattern applied by Batak parents to children so that it gives encouragement to children to pursue their careers, but the hospital also revealed that after graduating from university he was required to be able to compete with the careers of his parents at least on par with his parents. On the one hand, during the Covid-19 pandemic, he stated that many companies were laying off employees, resulting in fewer new hires. this causes the hospital to feel anxious because they do not have work experience so they cannot compete with other employees and if they want to apply in other fields, they still lack knowledge of these fields. The hospital also said that what distinguishes Toba Batak fresh graduates from others is in terms of the culture that is taught from each individual. The hospital also says that not all fresh graduates from other cultures are taught the philosophy to pursue the desired career.

Fresh graduatedo not have optimal career planning as stated by Dillard (1985) where he states that career planning is a process of achieving individual career goals which is characterized by clear goals after completing education, clear goals for work, realistic perceptions towards oneself and the environment, the ability to group jobs of interest, give a positive appreciation for work and values, independence in the decision-making process, maturity in the decision-making process and show realistic ways of achieving work. Therefore, it can be said that fresh graduates are said to be able to choose a good career after fresh graduates have a mature career plan.

Winkel (2006) says that the factors that influence career planning are, internal and external factors. Internal factors include life values, intelligence levels, special talents, interests, traits, knowledge, and physical conditions. External factors include society, social status, community status, socio-economic status of the country, socioeconomic status of the family, family and cultural influences, school education, peer relationships, and job demands. Bezuidenhout & Coetzee (2014) explain that there are eight important

aspects that affect job readiness. These aspects are career self-management, cultural competence, self-efficacy, career resilience, sociability, entrepreneurial orientation, proactivity and emotional literacy. Dillard (1985) explains that the purpose of career planning is to gain self-awareness and understanding, achieve personal satisfaction,

The importance of career planning for fresh graduates namely helping pro-active graduates to not only seek and find work, but also to find jobs they believe are a good fit for them (Gould, & Valls 1979). Furthermore, career planning also provides support for their work and directs their job search and provides support for decisions in their job acceptance. Career planning involves setting goals, identifying strategies, and establishing action goals, which are related to time, needed to achieve the intended career objectives successfully (Zikix and Klehe, Jackson, 2017).

Previous research conducted by Yuni (2021) showed that the level of student career planning will have an impact on the high or low anxiety in facing the world of work for fresh graduates. Another study conducted by Zikix and Klehe, Jackson (2017) Career planning involves setting goals, identifying strategies, and establishing action goals, which relate to the time required to achieve career objectives. The results of research conducted by Abdul (2017) also say that there is a positive and significant relationship between student career planning and student work readiness, where it can be concluded that, the better the student career planning, the higher the job readiness.

From the explanation above, most stated that career planning can affect the readiness of students, especially fresh graduates in looking for work. Therefore, researchers want to know the dynamics of career planning for Batak Toba fresh graduate students who are taught the philosophy of "anakkon Hi Do Hamoraon Di Au", not only that this philosophy is also useful as a motivation so that children are enthusiastic to pursue a career, and children are also expected to be able to apply values in culture. So that researchers consider it important for fresh graduates to prepare career planning, especially during the Covid-19 pandemic in order to make it easier to find work and reach the desired career.

II. Research Method

This type of research is descriptive qualitative. Qualitative methods are used to obtain detailed and meaningful data, both real data and visual data (Sugiyono, 2017). This study is proposed to describe the results of researchers on phenomena or events that have occurred (Sukmadinata, 2001). Researchers chose to use descriptive qualitative methods because it can make it easier for researchers to see phenomena or events in the field directly.

III. Result and Discussion

3.1 The dynamics of looking for a job during the Covid-19 pandemic

RS is a research participant who is working at a company in Semarang, RS is one of the fresh graduates who graduated from private universities in 2019 which coincided with the emergence of the Covid-19 pandemic in Indonesia. Hospital activities when looking for work during the Covid-19 pandemic are very difficult because many companies are laying off employees so many companies refuse and cultural factors are an obstacle.

"Due to the pandemic, plus many companies are laying off employees and setting WFH so the challenge I feel while looking for work is that many companies reject me and I am a little constrained in terms of my culture when looking for work".(RS260122, 20 & 26).

To overcome the challenges experienced by the subject, he used a strategy which asked people he knew and asked for help from his uncle so that it was very helpful.

"I use the strategy by being assisted by my uncle and family, the strategy I have is very helpful for me when looking for work".(RS260122, 22 & 24).

Akong is one of the research participants who has worked but was laid off, Akong is a fresh graduate graduated from a private university in 2019, where activities when looking for work are very difficult and feel a little frustrated and less enthusiastic in carrying out activities due to many regulations applied by the government. government and these regulations make it difficult for subjects to find work.

"During the current pandemic, I find it very difficult where there are many rules implemented by the government to prevent the spread of Covid so that these rules make it difficult for the community and including me. To find work in this mass of people, honestly, I find it very difficult because of government policies that require vaccines as a condition for applying to companies, so this is an obstacle."(A140222, 8 & 10).

According to Akong, the toughest challenge during the pandemic was when looking for a job where the subject explained that the challenge was the many competitors from various parties and policies from the government and the subject also said that to overcome these challenges, one had to prepare physically and mentally as well as the obstacles experienced when looking for a job. work is from the family and from external and cultural.

"As we know, every company must have a lot of applicants, so it can also depend on whether you can make it a challenge or motivation. In looking for a job at this time or during the pandemic, I usually do various activities that are useful or that make our immune strong, one of which is sports such as jogging, I experience many obstacles, one of which can be from my family or from my own external culture, you could say there are obstacles."(A140222, 14, 22 & 24).

Karin is a research participant who is working in a company, Karin is one of the fresh graduates who graduated from private universities in 2019. The conditions experienced by participants when looking for work during the pandemic are very difficult because many companies are transferring their employees and this makes the subject feeling tired when looking for a job during the pandemic.

"The conditions that I experienced were very difficult where I graduated to coincide with the emergence of the Covid-19 virus and many companies were mutating employees, making it difficult for me to apply for jobs because I was still fresh graduates". (K260222, 8).

Karin said that the toughest challenge during the pandemic when looking for work could occur from companies that did not accept new employees and participants explained that the obstacles experienced when looking for work were the many competitors from employees who had previously worked but were laid off and cultural constraints that required participants to have a career above their parents so that this makes the subject become depressed and desperate for the obstacles they experience.

"The challenge during a pandemic like this in finding a job can be because the company does not accept new employees. The most difficult obstacle is that we

have to compete with employees who have been laid off due to Covid-19, who are more professional and have a lot of experience compared to me, who is still a fresh graduate. From the culture that becomes an obstacle where in the Batak tribe, children are required to have a higher degree than parents".(K260222, 12, 18 & 20).

Karin too explained to overcome the challenges experienced by using a strategy by participating in a job fair activity and it made participants feel better in terms of looking for work and using strategies by utilizing social media and also the internet to find job vacancies.

"I often look for job vacancies on Instagram or Facebook that match my field. And also I took part in an online job fair. The strategy I used had a big impact on my job search. Because from the job fair I finally got a job."(260222, 14 & 16).

3.2 Knowledge and role of the philosophy of Anakkon Hi Do Hamoraon Di Au

RS is a research participant who is taught about the philosophy of "Anakkon Hi Do Hamoraon Di Au". This philosophy is taught by parents from generation to generation to their children so that this philosophy has a meaningful role and meaning for children, especially in the career field. The hospital admitted that the philosophy of "anakkon Hi Do Hamoraon Di Au" has very deep meanings and benefits and the hospital's knowledge of the philosophy of "anakkon Hi Do Hamoraon Di Au", the hospital said that parents must work hard to make their children have a high education.

"What I know about Anakkon Hi Do Hamoraon has a very deep meaning. Like parents, they have to work hard to make their children have a high education and hope their children's careers are above their parents. I think Anakkon Hi Do Hamoraon Di Au is very useful and even meaningful, because this philosophy is taught that children are very valuable to parents. For this reason, it is used as motivation for children."(RS260122, 36 & 38)

Akong is a research participant who is taught about the philosophy of "anakkon Hi Do Hamoraon Di Au". Akong said that "anakkon Hi Do Hamoraon Di Au" is a philosophy held by Batak parents who want their children to have a good education so that they can guarantee their future career. Akong explained that the philosophy of "anakkon Hi Do Hamoraon Di Au" has its own benefits in his career because this philosophy makes Akong's passion and the philosophy of "anakkon Hi Do Hamoraon Di Au" has meaning for Akong so Akong said he would not turn away from the philosophy "Anakkon Hi Do Hamoraon Di Au".

"Fine, I think it's a very, very good philosophy that Batak parents always hold to their children, which is a philosophy that I think is a very good guideline for me, that is, basically, parents want their children to have a good education. so that it guarantees that in his future career, from there, parents can willingly let their children go abroad for the sake of having a good education. or holding firmly to the philosophy, then indirectly, yes, we can realize the dream of our parents, which is to have an education and be influential or have a good impact for our future careers too".(A140222, 36).

Karin in her culture is taught about the philosophy of "anakkon Hi Do Hamoraon Di Au", she said that the philosophy of "anakkon Hi Do Hamoraon Di Au" means "my children are my greatest treasure" which is usually always upheld by Batak parents to

support their children in the field of Education so that they are expected to have a good career. Karin explained that the philosophy of "Anakkon Hi Do Hamoraon Di Au" has its own benefits in a career, because this philosophy increases motivation for himself to be more active at work and the meaning of this philosophy is that this philosophy will someday be applied to children his future son.

"When it comes to uh... this Batak philosophy eh... that means, bro, "my child is the greatest treasure for me." Well, usually this principle is very highly respected by Batak parents, especially uh... my parents, bro. My parents are fighting for their children, whatever they are fighting for, eh.. for the sake of their children, especially education so that their children also get a good job that can make their parents proud. And this really supports my career planning. it's very useful bro. Because my parents who really uphold this principle hm .. They were trying to work as hard as possible for me to get a higher education and get a better job from them. Mak eh.. So from that, because this principle has the benefit of increasing my motivation to work even harder for uh... it can make my parents happy, bro. This principle has its own meaning for me. Where later this principle I will apply to my children later. So that the children will know how happy the parents are if the child's success is the main thing, and that's their success, thanks to the hard work of their own parents like that, bro."(K260222, 28, 30 & 32)

3.3 Career Planning

a. Knowledge about career planning (Perception of self, environment)

RS said that after graduating from college he chose his next destination to work. RS also said that in planning his career, he considered that he still lacked a lot and still had a lot to improve, especially in pursuing a career. RS also admitted that knowledge about career planning in a career must have steps to get to the desired career. Meanwhile, the hospital's perception of the environment during the Covid-19 pandemic is that it makes the economy very difficult, making it very difficult to find work.

"When I graduated, I immediately looked for a job because I felt my age had passed. My perception of myself is that I feel that there are still many things that are lacking in me, there are still many things that I need to improve, especially to pursue my future career. Well, from my own perception in achieving a career, I have to have steps or steps to get to a career and I also have to have a target like that. I think the knowledge that I have really helps me to achieve a career, where when we make a strategy it will be more structured in living a career for ourselves and in my opinion, (RS260122, 16, 42, 44 & 48).

Akong revealed that in planning his career, he sees himself as a hardworking and responsible person, no matter how difficult the career obstacles are, he will definitely do it. In terms of career planning knowledge, Akong said that career planning knowledge is very useful as the knowledge gained during college is useful in career planning. Meanwhile, Akong's perception of the environment during the Covid-19 pandemic is that it is difficult to find work and feels that the Covid-19 pandemic is an obstacle when looking for work.

"Speaking of uh... my perception is eh... I'm uh... the typical person is eh... people who work hard, no matter how difficult it is, no matter how difficult the obstacle is eh... I will definitely do it, OK? talking about career planning or

knowledge, yes of course this knowledge eh.... very useful, especially during yesterday's lecture or in the past, of course the knowledge that we get from the lecturer or during college is useful in career planning. If we talk about the environment in looking for a career, yes, in this mass, of course, eh... yes, you could say it's difficult, yes, yes, as I said earlier, the current environment actually creates its own obstacles in eh... looking for a job".(A140222, 42, 44 & 50).

Karinin planning his career, he considers that he is a perfectionist and also considers that he is very accepting of criticism given by others. In terms of knowledge about career planning, Karin's knowledge is that career planning can make it easier to find work and reduce feelings of anxiety or negative thoughts about the world of work, while Karin's perception of the environment that the Covid-19 pandemic is happening is quite difficult because she has to change return to career planning that had previously been made.

"My perception of myself, eh.. I'm a perfectionist. I'm a person who really accepts criticism from other people, for example, eh. received a single criticism from them. My knowledge about this career planning, bro? Hmmm, career planning is a very important thing for us, eh.. in applying for a job, bro, because when we have made a career plan for ourselves, uh... of course this will make it easier for us to find work, reduce uh.. what worries or negative thoughts are on our minds about the world of work. It's quite difficult, bro, it's difficult because I have to change again the career planning that I previously made,(K260222, 34, 36 & 40).

b. Attitude (clear ideals towards work, values and decision making)

RSsaid that in planning his career, he aspires to have a high position. As well as the hospital's attitude towards values in career planning and values in culture, he admits that values in a career planning are very important to achieve a desired career and values in culture are very important because hospitals have been taught about cultural values such as

"anaknon Hi Do Hamoraon Di Au" thus making him more motivated to reach a career, but if career planning and cultural values cannot be applied in the career he has with what he wants then he will feel disappointed, give up and fail in his career. RS's own attitude when making a decision regarding his career planning said he would think carefully and thoroughly.

"I have a desire or desire to have a high position. I think the assessment of career planning is very important so that we can achieve a career so we need to have a plan. I think cultural values are very important, because I explained earlier that I was given a philosophy from my parents so that it made me more motivated to achieve career planning in my life. Well, if you talk about nature, well for sure when we fail, in reaching our careers we will definitely feel disappointed, give up and others. but since I was given a philosophy when I failed, I'm sure I will definitely look for something else or try to be better, my personal opinion is when I can't apply my cultural values in my career,(RS260122, 56, 58, 60, 64 & 68).

Akong has aspirations in planning his career, he aspires to occupy the highest seat in a job and have his own company. Akong said that the value in career planning is very

important in the career that we have and is useful as an evaluation material. Akong also said that cultural values are very important in career planning in order to achieve the desired career, but if career planning and cultural values are not in accordance with what is expected and cannot be applied in the career they have, they feel disappointed and become a problem. so that it can affect their future career and become less enthusiastic about working.

“Of course, in the future I want to occupy the highest seat or you could say that's the director or the owner of the company or owner. How important is the assessment of a career or career planning, yes, it's very important to me because of what, eh.... from those assessments we can evaluate. Regarding values, yes, cultural values are very important, eh. in career planning, if my career planning is not in line with my expectations, I am disappointed because I can't achieve my career goals, which is a problem in itself or affects my future career. When the cultural values in the company are different from the cultural values that I apply, I become less enthusiastic in carrying out daily work activities. (A140222, 59, 61, 63, 69, 71 & 73).

Karin has desired goals in career planning, she aspires to be promoted or have a better position than the current one, she also said that the value in a career planning is very important because in the assessment of career planning it can be seen how long it will take The goals to be achieved and the values in the culture for Karin are very important for career planning in order to achieve a higher career and the value of a culture can provide motivation to work harder in order to achieve the goals contained in career planning. Meanwhile, Karin's attitude when her career planning fails, she will feel sad but do not want to be sad and take it as a lesson to improve her career planning better.

"I want to get promoted. Or for example there is a better position than my current job position, maybe I will apply to that company. Assessment on the career planning that we have, we uh... yes, we know more about how many achievements we have got, we can also find out how much longer eh.... Goals or uh... what do we want to achieve in our career planning. It's very important, bro, because with the cultural values that we have or that I have, uh... we become more aware of the targets that we have to achieve and uh... this will also support the motivation within us to be even more active in achieving goals -goals uh... that are in our career planning. If it doesn't live up to expectations, well at first I might feel sad, bro, but well, I don't want to be sad for a long time, well, I have to keep getting up, I'll make it hm... this failure is a lesson to improve and make good career plans. even better eh ... for myself like that in the future. I'm disappointed, for sure, I'm disappointed in myself, in my heart "how come, how come I can't apply it, what's really wrong?" Well, uh... because. so to fight for me, how come I uh .. like this. When I want to make a decision for planning my career, hmmm, of course I am uh.. I have to be in a calm state, I can't be in an emotional state, just don't be in a hurry".(K260222, 48, 50, 52, 58, 60 & 62).

3.4 Discussion

The rising unemployment rate in Indonesia is due to the Covid-19 pandemic, making fresh graduates have to compete with people who have been laid off. This is in line with the results of research conducted by Kasnelly (2020) that the large number of unemployed in Indonesia is caused by the number of companies whose operations are closed, thus encouraging the company to reduce the number of existing employees. Participants use these obstacles and challenges as motivation and entertain themselves for a moment.

The overall culture of the participants, namely "anakkon Hi Do Hamoraon Di Au", becomes a motivation for participants in achieving career planning, the motivation that arises is the struggle of parents, especially mothers in terms of sending their children to school (Tinambunan, 2015) starting from the spirit of the ideology of "anakkon". Hi Do Hamoraon Di Au" motivates many Toba Batak tribes for the progress of their children even though they do not have an adequate economy, hard efforts will never be broken to achieve high goals to send their children to school. Where this is in line with what was stated by Panjaitan (2016) The cultural value of hamoraon forges the community into a hard-working and tenacious society. Weiner (1990) reveals that motivation is an internal condition that can arouse individuals to act, encourage to achieve certain goals and make individuals interested in certain activities. This philosophy has a meaning that "my child is my greatest treasure". Panjaitan (2016) The cultural values of anakkon hi do hamoraon in au provide motivation to work hard and honestly, so that this can motivate children to be able to work hard to achieve the desired career. From the results of the interview that all participants in terms of the philosophy of "anakkon Hi Do Hamoraon Di Au" are able to provide motivation in terms of career planning so that it has an impact on them to give their best at work even though there are obstacles and challenges in the participants' careers make these obstacles and challenges as motivation because it has remembered the struggle of parents.

Description career planning owned by all participants in line with the existing theory in the study of the researcher's theory proposed by Dillard (1985) states that career planning is a process of achieving individual career goals which are characterized by clear goals after completing education, clear goals for work, realistic perceptions of self and the environment, ability to group jobs of interest, giving rewards positive attitude towards work and values, Independence in the decision-making process, Maturity in the decision-making process and Demonstrate realistic ways of achieving work. As well as career planning factors owned by all participants are in line with what is stated by Winkel (2007) that one of the career planning factors is influenced by the culture they have, where the overall career planning of the participants is influenced by the philosophy of "anakkon Hi Do Hamoraon Di Au".

Based on the results of the study, it can be seen that the philosophy of "anakkon Hi Do Hamoraon Di Au" impact on career planning owned by fresh graduates, the impact given by this philosophy includes providing motivation to fresh graduates when they are experiencing an obstacle in their career planning, where the obstacle in career planning experienced by fresh graduates is during the Covid-19 pandemic. 19 which requires repeating career plans that have been made previously, based on the results of the study, it can also be seen that fresh graduates experience disappointment and lack of enthusiasm when they have to repeat career plans that have been previously designed. Fresh graduates who have career planning and get encouragement from the philosophy taught in their culture will have an impact on a career and provide motivation in achieving the desired goals.

This study has several limitations, including the subjectivity of the researcher, where this research is very dependent on the researcher's interpretation of the meaning implied in the interview results obtained by the researcher so that this can lead to bias. In addition, environmental conditions during the Covid-19 pandemic are an obstacle in the process of building report cards with participants because the living conditions of participants in the study limit the schedule of visits from outsiders.

IV. Conclusion

Culturally there is a philosophy that is taught in which the philosophy is "anakkon Hi Do Hamoraon Di Au". The philosophy taught can be a motivation for yourself in overcoming the obstacles experienced when looking for work during the Covid-19 pandemic. And this philosophy is very useful and meaningful in supporting their career. However, if the career planning that has been made is not in accordance with the wishes it will cause feelings of failure and disappointment with yourself. In terms of desires or aspirations that are desired by fresh graduates during the Covid-19 pandemic regarding their career planning, they want a high position. In making a decision regarding the desired career planning, fresh graduates will think carefully, responsible for the decisions that have been taken and at the time of making a decision must be in a calm condition. During the Covid-19 pandemic, the picture of career planning that is owned by fresh graduates is slightly disturbed so that the career planning that has been made must be changed because it follows the existing environmental conditions.

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