

## Career guidance of vocational school teacher

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**Abstract:** This paper aims to explain the results of research on teacher career guidance conducted by the principal of vocational school. As for the indicators are 1) providing motivation 2) implementing job rotation 3) opportunity to participate in training/upgrading 4) opportunity to continue education. The study population numbered 75 teachers at Sekolah Menengah Kejuruan 3 Padang. Samples were taken using stratified random sampling technique, so that a sample of 54 respondents were obtained. The research instrument used in the form of a questionnaire compiled in the form of a Likert Scale model and tested for validity using the formula of the hierarchical correlation and reliability test using the alpha formula. The index of validity and reliability is significant at 95% confidence level. Analysis of data research using the average formula. The results of data analysis of the research show that the average teacher career guidance by the principal with a score of 3.50, which means that it is in the category quite good. With this it can be concluded that career guidance by the principal is still not optimal yet. So it needs a more effort from the principal so that the teacher's career guidance takes place as expected.

**Keywords:** Career guidance, Teacher's career, Principal, Vocational school

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## Introduction

The research that has been done is based on the assumption that the school principal is responsible for the career guidance of teachers in schools so that the guidance given to teachers can have a positive impact on teacher careers. (Manasia et al., 2020) said that, teacher professional engagement as a pillar of professional learning required to support career development and teacher professionalism. The main task of the teacher as a professional educator is to educate, teach, guide, direct, train, assess, and evaluate students in the formal education. The main task will be effective if the teacher has a certain level of professionalism that is reflected in competencies and skills that meet certain quality standards and ethical norm.

Teachers who are placed in a particular field need to be fostered in their career development, how to do this career development, according to (Rahman et al., 2011) Training and development can be thought of as processes designed to enhance the professional knowledge, skills, and attitudes of educators so that they might, in turn, improve the learning of students. But in reality, that was happened is often forgotten these career development programs for teachers because the school principal thinks the teachers recruited have met the expected competency qualifications. There is even an assumption that the teacher's career guidance is an individual effort that must be done by each teacher to improve their capacity as professional teachers. It is this narrative that has been a negative doctrine for school principals, so that the lack of implementation of

career guidance for teachers should be the responsibility of a school principal. Based on as other studies have pointed out, novice teachers are suffering from insufficient support for teacher learning, including inadequate peer support, challenging emotional experiences and a lack of teacher development programmes when they are on the job.

Career guidance of teachers by the principal will be able to motivate a teacher to be more professional, dedicated and responsible teachers will be created in carrying out their daily tasks. From several aspects of guidance towards the teacher's career, according to (Siadari, H.M, 2013) on the job techniques (job rotation, assistant to positions, and committee assignments and off the job methods (lecture courses and seminars, simulation exercises and outdoor training. (Handoko, 2016) the guidance provided by the leader is in the form of: (1) Motivating, (2) rotating positions (3) providing training/upgrading (4) Opportunities for continuing education. For this reason, it needs to be further studied in relation to teacher career guidance undertaken by the head of this vocational school. (Caena, 2013) Teachers' continuous professional development is highly relevant both for improving educational performance and effectiveness, and for enhancing teachers' commitment, identity and job satisfaction.

## Methodology

The population in this study were all teachers of Sekolah Menengah Kejuruan 3 Padang, amounting to 75 teachers. With this large population, so this study will use a sample. This sampling was determined using stratified proportionate random sampling technique. The strata considered in this sampling are gender class level taught. Determination of the sample size will be determined using the Cochran formula (Cochran, 2007) The theory of stratified sampling deals with the properties of the estimates from a stratified sample and with the best choice of the sample sizes  $n_h$  to obtain maximum precision. So in this studi we have gOt a sample of 54 people. Collection data in this research using a questionnaire that has been tested for validity and reliability. Then the data are analyzed using the average formula

## Results

To find out the results of the analysis of research data can be described based on the following 4 indicators of teacher guidance by the principal:

**The results of the data analysis are indicators of giving motivation to teachers.**

**Table 1: data analysis of indicators of giving motivation to teachers**

Nu	The aspects studied	Score
1.	Giving encouragement	3,00
2.	Awards	3,43
3.	Giving spirit	3,63
<b>mean</b>		<b>3,36</b>

Based on the table above it can be seen that the average score of motivation giving by the Principal is 3.36. This average score is in the sufficient category. This means that the motivation given by the Principal is good enough. The highest score is obtained on giving a spirit that is 3.63, while the lowest score lies on giving encouragement that is 3.00.

**The results of the data Analysis of indicator data on job rotation**

Career guidance with rotation of this position is an activity which includes adding experience, eliminating boredom, increasing expertise

**Table 2: data analysis of indicators of data on job rotation**

Nu	The aspects studied	Score
1.	Adding experience	3,78
2.	Eliminate boredom	3,60
3.	Improve expertise	3,36
<b>mean</b>		<b>3,36</b>

Based on the table above, it can be seen that the average score of aspects of teacher rotation by the Principal is 3, 58. The average score is already in the sufficient category. This means that the perception of teacher rotation by the Principal is quite good.

#### The results of the data Analysis for Teacher Training or Upgrading Indicators

In the training or upgrading indicators includes activities to improve operational skills, change the attitudes of teachers, increasing service. The following is a description of the results of research on improving teacher skills:

**Table 3: data analysis of indicators of Teacher Training or Upgrading Indicators**

Nu	The aspects studied	Score
1.	Skills Increasing	3,44
2.	Change the teacher's attitude	3,49
3.	Service improvement	3,54
<b>mean</b>		<b>3,36</b>

On the table above it can be seen that the average score of aspects of training or upgrading to teachers is 3, 49. The average score is already in the quite good category. From the data research it was also obtained the highest score of 3.54 on the indicator of service improvement by the teacher, while the lowest score was seen on the indicator of increasing teacher skills with a score of 3.44.

#### The results of data analysis about providing opportunities for continuing education indicator

The results of data processing regarding career guidance by providing opportunities to continue education include activities to increase of knowledge, support of careers and raise of job ranks as below:

**Table 4: Data Analysis Of Indicators Of Providing Opportunities for Continuing Education Indicator**

Nu	The aspects studied	Score
1.	Knowledge increase	3,36
2.	Careers support	3,71
3.	Raise of job ranks	3,62
<b>mean</b>		<b>3,36</b>

Based one table above it can be seen that the average score of teacher opportunities to continue education provided by the Principal is 3, 57. This average score is already in the quite good category.

The results of data analysis about career guidance generally it can be seen in the following recapitulation table below:

**Table 5: Recapitulation of data analysis of career guidance**

Nu	The aspects studied	Score
1.	Giving motivation to teachers	3,35
2.	Job rotation	3,58
3.	Teacher Training or Upgrading	3,49
4.	Providing opportunities for continuing education	3,57
<b>mean</b>		<b>3,50</b>

On the table above illustrates the overall average career guidance by the Principal score of 3.50, which is in the quite good category. The highest score is about the rotation of the office that is 3.58, then about continuing education stated by a score of 3.57, then following the upgrading / training with the acquisition of a score of 3.49, and providing motivation with the acquisition of a score of 3.35

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Thus, it can be concluded that the guidance of the teacher's career by the Principal in Sekolah Menengah Kejuruan 3 Padang is good enough. This means that the Principal has carried out the fostering function as one of the leadership functions of the School Principal.

## Discussion

In this section a discussion of the research results described in the previous section will cover: 1) motivating, 2) rotation of positions, 3) training / upgrading, 4) opportunities to continue education.

### Giving motivation to teachers

Motivation by the Principal is quite good, with an average score of 3.36, therefore giving motivation by the principal needs to be further improved because as expressed. (Han & Yin, 2016) said that the teacher would be motivated to develop when the reform input was consistent with their future-oriented possible language teacher selves, and the awareness of a dissonance between teachers' actual and ideal selves would facilitate teachers learning process ".

Based on the opinions of the experts above, it can be concluded that the giving of motivation by the principal to the teacher aims to provide encouragement to work harder, more passionate and more enthusiastic. So it is clear that providing motivation to teachers by the principal is very necessary and must be had in order to work more optimally to achieve goals with maximum results and satisfying.

One thing that needs to be considered in providing motivation is giving encouragement by the school principal. As the results of the data analysis illustrate that the principal is not intensive in providing encouragement to teachers to carry out their duties. The average score of the item is 2.59. This is certainly not in accordance with the theory put forward by (Kotherja, 2013) training program has to be designed in order to be completed the service needs before and after the service. In this way the teachers can increase their motivation and diminish the Burnout effect

Therefore, it should be the attention and responsibility of the principal regarding providing encouragement. Apart from that, what should be a concern, is the motivation given by the school principal to be further improved in order to improve teacher work performance.

However, if we look at each item, there are three items, namely: The principal gives intensive to the teachers who get achievements, the principal rewards the teacher on the anniversary of the Republic of Indonesia's independence day and national teacher's day, and the motivation given by the head schools can change the way to teach more enthusiastic teachers ", which are in the good category with an average score of 3.68, 3.66, and 3.93, respectively. So regarding the awarding, giving incentives to teachers needs to be improved so that teachers are more eager in carrying out their duties so as to generate high motivation.

### Job Rotation

Job rotation from the Principal of Sekolah Menengah Negeri 3 Padang was quite good, with an average score of 3.58. This is in accordance with the opinion put forward (Dagomie, 2018) It is necessary to implement job rotation in academic institutions/offices and any other place in order to relieve staff of some of the monotony associated with routine work as it reduces boredom and increases motivation through the diversification of employees' activities. Overall rotation of positions by the principal is good enough, but if we examine further based on the previous data analysis the indicators increase knowledge by the principal and eliminate boredom by the principal obtained an average score of 3.78 and 3,60 This means it is in the good category.

Therefore, the headmaster further increased his attention towards the rotation of the teaching position so that it would be better. With the rotation of this position is an effort to refresh the teacher in carrying out the task, because if that's all the work for the teacher in carrying out the task, is likely to reduce the enthusiasm at work and ultimately can lead to boredom. For this reason, it is expected that principals should rotate positions in each school's affairs by paying attention to the requirements and procedures. With this rotation the teacher will try various types of classes and characteristics of students, giving rise to new challenges so that they can better understand, master and improve their skills.

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Position rotation or job rotation if not carried out under the existing provisions will be detrimental to the school. One such provision is experience. as Principal in rotating the position of teacher should consider the experience of the teacher. From this experience people do and work more steadily and skillfully. So the above explanation can be concluded that job rotation is activities that are not as important as other activities in the series of teacher career guidance by the school principal.

### **Opportunities to attend training or upgrading**

Providing opportunities for teachers to attend training or upgrading by the Principal of Sekolah Menengah Negeri 3 Padang is quite good, with an average score of 3.49. Giving training/upgrading by the Principal must be increased even more and should get more attention from the principal. Based on (Zulkifli, 2014) training is a professional and personal educational activity for teachers to improve their efficiency, their ability, knowledge and motivation in their professional work.

In the context of the development of upgrading or training by school principals there needs to be an improvement in the field of upgrading itself, both in terms of quantitative and quality. For this reason, principals should not only focus on motivating and rotating positions, but also care about or pay attention to upgrading or training of teachers, because as stated by (Guzman, JL, 2013) Ideally, teacher training policies are expected to generate conditions and establish requirements to enhance teacher performance and, hence, to benefit student learning at the school level .Training is the process of teaching skills and providing the necessary knowledge, and attitudes so they can carry out their responsibilities according to standards. Correspondingly, (Rahman et al., 2011) argues that Teachers may be provided opportunities for professional development. The quality of pre service education and training should be improved. In-service education may be provided to teachers for improving the effectiveness of teaching. Training is an activity of an organization that intends to improve and develop the attitudes, behavior, skills and knowledge of its employees in accordance with the desires of the organization concerned. So all the teacher's activities are aimed at increasing the efficiency and effectiveness of the work itself.

### **Providing Opportunities to Teachers to Continue Education**

Providing Opportunities for teachers to continue education by the Principal of Sekolah Menengah Negeri 3 Padang is quite good, with an average score of 3.57. This shows that providing opportunities to continue education is in accordance with the opinions expressed (Boudersa, 2016) Teachers' training and professional development go beyond workshops because teaching and professional growth require continuing education.

Overall Provision of Teacher Opportunities for Continuing Education by the Principal is still in the quite good category, but if we review the results of data analysis that has been described previously, it will be found that there is an item that states the teacher is given the opportunity to continue education to improve his career, teachers are given the opportunity to continue their education in order to increase their confidence to be more enthusiastic, further study opportunities provide opportunities for teachers to increase teacher salaries and benefits, with an average score of each item being 3.66, 3.68, 3.80, and 3.76. This means it is in the good category. So it can be concluded, although the opportunity to continue education is already good, but this should not be used as a benchmark but make this as input for the Principal to further enhance teacher career development with his mindset will have an impact on improving teacher performance.

Furthermore, the research results obtained have been linked to the phenomenon of the problem raised in the background of the research problem, there are differences that need to be discussed in further research. That difference could have been caused by respondents' fear of revealing the weaknesses of their school principals, another possibility could have been caused by the weakness of the instruments used being unable to collect data objectively.

## **Conclusion**

The research conclusions that can be disclosed are as follows:

1. Principal career guidance for teachers will be able to motivate a teacher, so that professional, dedicated and responsible teachers will be created in carrying out their daily tasks.
2. Guidance given by the Principal in the form of: (1) Providing motivation, (2) Position rotation (3) Training or upgrading, (4) Opportunity to Continue Education.

3. Providing motivation to teachers conducted by the principal is very necessary and must be had so that the efforts of teachers to work more optimally to achieve goals with maximum results and satisfying
4. With the rotation of the position is an effort to refresh the teacher in the face of the task, because if the work and monotonous atmosphere in the face of the task, is likely to reduce the morale of work and ultimately can lead to teacher boredom.
5. Through training the teacher will be taught expertise and given the necessary knowledge, and attitudes so that they can carry out their responsibilities in accordance with their professional standards.

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