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on New Careers in New Era



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in Surabaya Indonesia on July 5-6, 2013



President of ARACD,

Elena
Dr. Lui Hah Wah Elena



Chairman,

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Drs. H. Sutijono, M.M.

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PROCEEDINGS of THE INTERNATIONAL CONFERENCE



on **NEW CAREERS** in **NEW ERA**



July 5-6th, 2013, Surabaya, Indonesia

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THE INTERNATIONAL CONFERENCE
on New Careers in New Era
(Surabaya Indonesia, July 5-6th, 2013)

Authors:

Lui Hah Wah Elena, et al.

Editors:

Sutijono

(Surabaya PGRI Adi Buana University, Indonesia)

Ramlee bin Mustapha

(Sultan Idris Education University, Tanjong Halim, Perak Darul Ridzuan Malaysia)

Kiyomi Banda

(Tokyo Gakugei University, Japan)

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PREFACE

Thanks God Almighty for His grace overflow, so that the proceedings of the International Conference on New Careers in New Era can be resolved. This Proceedings contains the papers of sources selected by the committee and edited by a team of editors. The papers have been presented at the International Conference on New Careers in New Era held by ARACD (Asian Regional Association for Career Development) in collaboration with the Surabaya PGRI Adi Buana University on July 5-6th, 2013 at Equator Hotel Surabaya Indonesia.

We like to thank sincerely to all participants (organizers, speakers, Guidance and Counselling Association of Indonesia, Garut STKIP leaders, and others), particularly to the president of ARACD that gives confidence to us (Surabaya PGRI Adi Buana University) to joint organizing this International Conference. We also welcome and congratulate him on the election of Prof. Dr. M. Surya as the President of ARACD for the period 2013/2015, he since February 1st, 2006 as a professor at Surabaya PGRI Adi Buana University.

We hope that these proceedings useful as a reference for all participants, especially the academics at the universities in the era of globalization. We realize that this proceedings is not perfect, because it's all constructive criticism from all sides so we hoped.

Surabaya, October 31st, 2013
Chairman of the Committee,




Drs. H. Sutijono, M.M.

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Career Development, Career Orientation and Career Choice of Surabaya City Young Women

Mochamad Nursalim

Email: mochamad_nursalim@yahoo.com

Lecturer of Guidance and Counseling Departement, State University of Surabaya

Abstract

The purpose of this study is to probe and identify the factors that influence career development, career orientation and career choice of young women, as well as explain the pattern of career development, career orientation and career choice of young women. Based on the data analysis result is concluded, first, on career development, career orientation, and the career choices of young women, the most dominant factor is a factor influencing capabilities that include talent, interest and intelligence. Second, high career orientation of young women in the city of Surabaya is to career orientation related to family life and life assurance. Third, the type chosen career or career types considered for selection by the young women in the city of Surabaya include; employee personnel, consulting firms, teachers, tailors, food vendors, beauty expert, nurse, bank teller, singer, lawyers, and factory workers, members of the military, police, designer, chef, hotel manager/store/company, stewardess, social workers, secretaries, nurses, tailor, food vendors. Among the types of careers in the select, the most widely chosen is the manager of the hotel/store/company, and next followed a career as a teacher as well as food vendors.

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Keywords: career development, career orientation, career choices, young women.

1. Introduction

Experts generally concluded that although men and women can share the communalists of career development, career process is more complex in women than in men (Betz & Fitzgerald, 1987; Fitzgerald & Crites, 1980). Further in Zunker (1986) states that: *'The general development pattern of women suggests that a women's life cycle does not follow stage model developed from the study of men'*.

Career development, career orientation, and career choices are what women have generally received less attention in the developing views until now. According to Osipow (1978) this condition is caused due to the development of women's career contains many elements that are difficult to be studied in an integrated manner, such as people's views about the women social role; community perceptions about appropriate or inappropriate for a position held by the woman; society's view of women obligations in sharing attention between coaching position, child education and household arrangements, as well as women's own struggle to gain equal rights in taking office, promotion in rank, and fringe benefits.

Osipow (1983) conducted a review of the research conducted in the United States concerning the career development of women, showed that there are differences and similarities between the career development of women and men. Differences appear quite relevant, so it takes its own conception of the career development of women. One of those who took a special interest in women's career development is Ginzberg (1986) distinguished three lifestyle or three patterns of life that is traditional, transitional and new orientation. In the traditional pattern of pressure is applied to the task of fostering households, the transitional pattern more attention give to the management of the household of the career coaching; oriented in new patterns of household arrangements and coaching career in the same pressure. According to Ginzberg (1986), it would be difficult for women to choose a new orientation for fear of losing the traditional social roles expected by society, especially for women who went further by giving priority coaching career. Zytowski (1989) distinguished three patterns of career progression, that is a bit focused on a career, quite focused on building a career, and very focused on building a career. According Zytowski, basic lifestyle for women is domestic setting (homemaker). Women who work outside will make changes to the basic lifestyle.

According to Zunker (1986) shows the career orientation one's perspective on a career that will be developed which is closely related to lifestyle aspired. Festinger (1993) argued that career orientation closely related to career aspirations. Furthermore, according to Kristi Purwandari (1995) is the integration of career aspirations dreams, hopes, desires, ambitions, goals regarding careers, especially life in the future.

Roe (in Sukardi, 1995) argued that past experience has a particularly important role in developing the basic attitudes, interests, potentials will be reflected in career orientation. According Fessinger (1993) women's career orientation is influenced by the capabilities, achievements oriented and feminism oriented. Holland (in Sukardi, 1995) states every person has a sequence of different orientations, and it is this which is why everyone has a life style different. On the other hand Poerwandari (1995) stated that career orientation can not be separated from two things: the desire to develop and the desire to fulfill responsibilities in accordance with what is environment need.

Zunker (1986) identified the orientation of a person's career that includes 11 dimensions: financial orientation, orientation to social services, orientation to family, leadership and orientation to the working environment, orientation to education, orientation towards regularity in the execution of the task, orientation to the use of leisure time, orientation on mobility, orientation to life assurance, orientation to outdoor activities

Stabilization of identity in women required more time than the process of strengthening self-image in men (Zunker, 1986). This was due to prejudices and rigid view of the role of women in society (gender-role stereotyping). The difficulties experienced by women in defining and establishing career options outside the family environment was closely related to the blurring of the picture of their role in society

Career choices by Holland (1985) were part of the overall pattern of someone's life. Career choice is personality reflection and an effort to implement a personality into the working world. According Fesinger (1993) a person's career choice is a decision to the selected job. According to Holland career choices are influenced by personality type and environment. While Williamson (1965) stated that career choice was based primarily on the identification of individual ability through testing. Roe (1980) stated that career choices were influenced by the mode of interaction between the parents during childhood and education patterns that was implemented by parents of their children. Meanwhile, according to Super (1984) that career choice was a combination of factors to the individual's own needs, personality traits, as well as intellectual ability, and the individual outside factors, such as socio-economic level of the family, cultural environmental demands and opportunities-opportunities available. However, the emphasis lies on the individual factors alone.

In theory, Donald Super (1962) considered that career choice was an implementation of the self concept. Each job requires a characteristic pattern of skills and personal traits; although self-concept and social circumstances change, career selection process persists with career development. According to the socioeconomic approach, the characters are Miller and Form (in Manrihu, 1992), socioeconomic background greatly influenced the selection of a person's career. Factors influencing career choices such as type of work, the opinions of parents, parental education, gender, type of race, ethnic group, religion, place of residence, family stability, family size, birth order, the values of the peer group, the school environment and society. In addition to the above factors in occupational choice is also influenced by economic factors, namely supply and demand for labor, the knowledge about the various opportunities, job opportunities in the future, a person's ability to obtain the necessary training and education.

According to Ginzberg (1983) chosed positions not just happen once, but experienced a process of development that included a period of time between 6 to 15 years. In the process of child development distinguished three phases, namely the fantasy phase from birth to 11 years, tentative phase from ages 11 to 17, and realistic phases from approximately age 17 to age 25 years. Further Ginzberg (1972) added that the electoral process is a lifelong career and open. The main cause of changes in career choice was the feedback from the satisfactions associated with changes in responsibilities, and pressures or choices in the individual job now.

Winkel (2001) stated that society's view of social roles to be one of the decisive factors in the career development of a young woman. People's views can be very different between people in rural areas and communities in the big cities. Public views in big city may vary between groups of people who live in the villages and are living in an area that belonged to the upper middle socioeconomic. Further Winkel (2001) stated that for Indonesia at the present there are many things about career development, career orientation and career choice of young women who have not been clear. Therefore it is necessary to study the efforts of career development, career orientation and career choice of

young women, so the results of this study can be used as consideration and the treatment to the Indonesian women.

Based on the above description continue to the following issue, What factors that influence career development, career orientation and career choice of young women in the city of Surabaya? How do patterns and career development, career orientation and career choice of young women in the city of Surabaya?

2. Career development

Shertzer and Stone (1981) cited a definition of career development that had ever been formulated by the National Vocational Guidance Association: career development is a combination of psychological factors, sociological, physical education, economic, and opportunities, which to form one's position together.

Career development related to various psychological factor, social, cultural, economical, which passed range of time, build self career identity, ability of making career decision and career maturity (Herr and of Cramer, 1984). Meanwhile, Winkel (2001) explained that career development was process of someone position within in certain period.

According to the Super in Zunker (1981) that the developmental stage of one's career can last a lifetime and can be divided into five phases as follows: a. **growth stage** (from birth until the age of 14-15 years) was characterized by the development of skills, attitudes, interests, and needs related to self-concept, b. **exploration stage** (age 15-24 years), characterized by tentative phase, where individual choice was narrowed but not the final choice, c. **stabilization stage** (age 25-44 years), marked by trial and stabilization through work experience, d. **development stage** (age 45-64 years), characterized the process of continuous adjustment to increase job positions and job situation, and e. **stages of deterioration** (age 65 and above), marked consideration before stopped working.

In line with the above opinion, Ginzberg et al. (In Winkel, 2001), also shared the stage of career development is associated with the development of the individual. According to Ginzberg that the development of one's career can be divided into three phases, namely: a. **fantasy phase**, this phase lasts from birth to age 11 years, b. **tentative phase**, which takes place during early adolescence, from age 11 to 17 years, and c. **realistic phase**, which occurred during late adolescence and young adulthood, from age 17 to 25 years.

According to Winkel (2001), the factors that influenced the career development include internal factors and external factors. Internal factors may include: the values of life, level of intelligence, special talents, interests, traits, knowledge, and physical state. Meanwhile, external factors included the social conditions of the community, the state of the country or regional socio-economic, socio-economic status of the family, the influence of family members and nuclear family, school, relationships with peers, the demands that attached in someone's position.

According to Winkel (2001) a person's career development process can not be separated from what happened, what was experienced, and what was done during the years prior to a person holding a particular office. This process is individualized and a combination of psychological factors, sociological, cultural,

geographical, educational, physical, economic, and open opportunities that form one's position simultaneously.

This is characterized by a change of career development. There are two kinds of change, a change that occurs within the individual due to increased age, developments in the various aspects of personality and experience, as well as the changes that occur outside the individual, such as changes in opportunities due to economic conditions, social, and cultural change. All these changes influence the direction of development interests, attitudes, expectations, and abilities, as well as play a role in the decisions taken and choices made concerning the position. Career development process is very complex because it contains combination of many factors and characterized by change, as well as an important life planning.

3. Career Orientation

A lot of empirical evidence has supported the career orientation and career choice of women. Astin (1984) proposed to predict career choice and work behavior that was expected to women need of social psychology model of work motivation, socialization of gender roles and structures of opportunity. Meanwhile, Former (1985) developed a model of women's career development and the test based on the theory of Bandura's social learning. In testing this model with a sample of men and women in high school, the result i.e. background factors are more dominant than the environment factors and personal factors in predicting women's career aspirations. Women with high career commitment have low scores on measures of commitment to taking care of the household. In other hand women who are interested in having a family and having a baby is negatively related to career commitment.

Former (1985) also suggested that young women with a high commitment taking care of the household, there is a continuous effect on the motivation of her career, but the young man with such a commitment that still has a high career motivation. Thereby obtaining a way to test career and family commitments simultaneously in young women is for the purpose of understanding the balance between family and work responsibilities.

Based on the results of the study with a sample of female students in a College, Festinger (1985) found that women's career choice was influenced by the family orientation and career; career orientation can be predicted through capability, orientation of achievement and orientation of feminism. Further research by Festinger (1990) with a larger sample indicated that the variable capacity and agentic characteristics affect career choices. Agentic traits and sex role attitudes affect career orientation. Between career choice and career orientation of has reciprocal influence.

According Sanguilino (1978) for the establishment of a young woman "who I was and what I want relating with participation in the work?" Asking for more time because he had a conflict between the expected things, the things that one conflicts with others. Therefore, career orientation and career choice of young women showed greater variations among the women with other women. Spencer (1982) supported the Sanguilino idea and specifically referred to the period of transition during adolescence young adulthood when women search for identity,

while she was reviewing the traditions concerning the role of women. During the period young woman may experience ambiguity about the shape a reasonable balance between building family life and developing a career outside the home.

Chusmir (1983) showed a number of characteristics that appear in women entering non traditional occupations for them such as civil engineering, machinery engineering, physics, biology, and medicine. They prefer to act independently, active, dominant, individualistic, and full consideration of the women entering the fields of traditional positions such as social workers, nurses, educators, and administrators. Chusmir found indications that the motivational force that leads to a non-traditional positions were formed when they were teenagers as motivation for achievement, seek social status, and pride.

According to Zunker (1986) career orientation and career choice of young women took longer than men. This was caused by prejudice and rigid view of the role of women in society (gender-role stereotyping). Difficulties experienced by young women in defining and establishing her career choice in family environment is closely related to the escape of their descriptions of their role in society, the lack of female aspirations models.

Winkel (1999) stated that society's view of social roles be a decisive factor in the orientation and career choices a young woman. People's views can be very different between people in rural areas and communities in the big cities. In the big city public views may vary between groups of people who lived in the low socio economic and people lived in an area that belonged to the upper middle socioeconomic. Further Winkel (1999) stated that for Indonesia at the present there are many vague things about the orientation and career choice of young women.

4. Career Options

Career choice by Holland (1985) was part of the overall pattern of life. Career choice describes personality and an effort to implement a personality into the working world. Experts had attempted to identify factors that affect a person's career choice among Holland (1985), Williamson (1965), Roe (1980), Super (1984), Miller and From (in Manrihu, 1992). Each expert reviewed of factors influencing career choices from different reviews.

According to Holland (1985) career choices are influenced by personality type and environment. Holland personality types are; realistic, intellectual, social, conventional, enterprising and artistic. Each type has a definition of conceptual, empirical objective, empirical summary, activities desired and not desired, self-concept, special talents and abilities as well as personal development. Holland further stated in addition to the type of personality, a person's career choice was also determined by the one's environment, the realistic environment, intellectual environment, social environment, conventional environment, enterprising environment and artistic environment.

One of the experts of the trait and factor theory called Williamson (1965) stated that career choice is based primarily on the identification of individual ability through testing. According to Williamson, a career choice was an attempt to match the character of the individual with a specific position.

Roe (1980) stated that career choices were influenced by the first impression, the impression on feeling satisfied and not satisfied that was acquired in infancy and early childhood, the next will continue to develop into a power in the form of psychic energy.

Career choice was a combination of factors such as the individual's own needs, personality traits, as well as intellectual ability, and factors outside the individual, such as socio-economic level of the family, demands of culture, environment and the opportunities available. However, the emphasis lied on the individual factors alone (Super, 1984).

According to the socioeconomic approach, the experts were Miller and Form (in Manrihu, 1992), socioeconomic background greatly influenced the selection of a person's career. Influencing Factors career choices such as type of work, the opinions of parents, parental education, gender, type of race, ethnic group, religion, place of residence, family stability, family size, birth order, the values of the peer group, the school environment and society. In addition to the above factors in occupational choice was also influenced by economic factors, namely supply and demand for labor, the knowledge about the various opportunities, job opportunities in the future, a person's ability to obtain the necessary training and education.

5. Career development and the Young Women's Career Choices

Career development of young women by Zunker (1981) was at the exploration stage and consolidation stage. At the exploration stage of the young woman began to narrow the range of alternative careers that will be selected and practiced, but this effort was not the final choice. This phase will be continued in the consolidation phase that is characterized by experiment and observation through work experience. Meanwhile, according to Ginzberg (in Winkel, 2001) explained that the career development of young women were at realistic phase. At this phase was characterized by the desire of young people to consider two or three alternative positions, but does not take a decision, which followed a particular desire to take certain position, and made a decision about a particular position.

Young women's career development process was very complex because it contains combination of many factors and is characterized by change, as well as an important part of life planning. One's career development process cannot be separated from what happened, what was experienced, and what was done in years before person holding particular position. This process was individual and combination of psychological factors, sociological, cultural, geographical, educational, physical, economic, and open opportunities that form one's position together.

Career development of young women is characterized by change. There are two kinds of change, a change that occurs within the individual due to increased age, developments in the various aspects of personality and experience, as well as the changes that occur outside the individual, such as changes in opportunities due to economic conditions, social, and cultural change. All these changes influence the direction of development interests, attitudes, expectations, and abilities, as

well as play a role in the decisions taken and choices made concerning the position.

A lot of empirical evidence supports the development of women's careers and career choices. Astin (1984) proposed to predict career choice and work behavior that women expected concerning with social psychology model of work motivation, socialization of gender roles and structures of opportunity. Meanwhile, Former (1985) developed a model of women's career development and the test based on the theory of Bandura's social learning. In testing this model with a sample of men and women in high school, the result that background factors are more dominant than the environment factors and personal factors in predicting women's career aspirations. Women with high career commitment, showed low scores on measures of commitment to taking care of the household. On the other hand women who were interested in having a family and having a baby is negatively related to career commitment.

Former (1985) also suggested that young women with a high commitment to marriage, there is a continuous effect on the motivation of his career, but the young man with such a commitment that still has a high career motivation. Thereby obtaining a way to test career and family commitments simultaneously at the young woman is for the purpose of understanding the balance between family and work responsibilities.

O'Brien and Fasinger (1993), stated that the variables that influence the career development of women include lack of jobs and opportunities, woman's low ability, focusing on the development of career and family responsibilities. Career decision-making process in women include outside components the consideration of women include: how to choose a career that will support their work and success in various roles as parents, spouse and as workers. Young women's career choice is a young woman decision to a job that is transmitting its personality.

Many factors affected career choices of young women. According to Holland (1985) Young women's career choice was influenced by the type of personality and environment. While Williamson (1965) stated that young women's career choice was mainly based on the identification of individual ability through testing. Roe (1980) stated that the career choices of young women affected by the mode of interaction between the parents during childhood and education patterns that were applied by parents to their children. Similarly, Super (1984) that the career choice for young women was more influenced by the concept itself. Based on the theory of Super (1984) to determine the pattern of women's career into seven categories; housewife career pattern, a conventional career path, stable career path, a pattern two career paths, not stable areer patterns, unstable career patterns, repeated experiments career patterns.

According to Miller and Form (in Manrihu, 1992), socioeconomic background greatly influences a person's career choice of young women. Factors influencing career choices such as type of work, the opinions of parents, parental education, gender, type of race, ethnic group, religion, place of residence, family stability, family size, birth order, the values of the peer group, the school environment and society. In addition to the above factors in occupational choice is

also influenced by economic factors, namely supply and demand for labor, the knowledge about the various opportunities, job opportunities in the future, a person's ability to obtain the necessary training and education.

Process of career options for young women not just happen once, but suffered a developmental process that includes a period of between 6 to 15 years (Ginzberg, 1983). Further Ginzberg, added that the electoral process throughout life and career is open. The main causes of changes in career choice are the feedback from the satisfactions associated with changes in responsibilities, and pressures or choices in the individual job now.

Based on the results of the study with a sample of female students in a College, Festinger (1985) found that women's career choice was influenced by the family orientation and career orientation; career progression can be predicted through capability, achievement and orientation of feminism. Further research by Festinger (1990) with a larger sample indicated that the variable capacity and agentic characteristics affect career choices. Agentic traits and sex role attitudes affect career orientation. Between career choice and career development influence reciprocally.

According Sanguilino (1978) for the establishment of a young woman "who I am and what I wish concerning participation in the workforce?" Asking for more time because she had a conflict between the expected things, the things that one conflict with others. Therefore, career development and career choices of young women showed greater variations among the women. Spencer (1982) supported the idea Sanguilino and specifically referred to the transition period during young woman when searching for identity, while she was reviewing the traditions concerning the role of women. During the period that the young woman may experience ambiguity about the reasonable balance shape between nurturing family and developing outside home career.

Chusmir (1983) showed a number of characteristics that appear in women entering nontraditional occupations for them such as civil engineering, machinery engineering, physics, biology, and medicine. They prefer to act independently, active, dominant, individualistic, and full consideration of than women entering the fields of traditional positions such as social workers, nurses, educators, and administrators. Chusmir found indications that the motivational force that leads to a non-traditional positions were formed when they were teenagers as motivation for achievement, seek social status, and pride.

According to Zunker (1986) career development and career choices of young women took longer than men. This was caused by prejudice and rigid view of the role of women in society (gender-role stereotyping). Difficulties experienced by young women in defining and establishing her career choice in family was closely related to bad descriptions of their role in society, lack of female models on aspirations.

6. Methods

The research included in the survey category. The population study was all the young women in the city of Surabaya. The definition of a young woman is a woman aged between 18 to 30 years, either single or married. Sample was 250

people chosen by Multi Stage Area Sampling techniques. Variables to be examined in this study were the factors that influence the development, orientation, and career preferences, as well as development patterns, orientation, and career options. Data collection instrument used was a questionnaire career development and career choice adapted from Festinger (1993) The analytical method used was a descriptive statistical analysis techniques, namely by use the percentage of central tendency (mean and standard deviation).

7. Results and Discussion

Based on the data analysis found that career development associated with the determination of career options for young women in the Surabaya city was low, which proved to be only 24% claimed to have set a career choice, the reason has not set a career choice for young women was mainly due to have no information about career options related with the her conditions.

Other findings indicated that the number of alternative career options like occupied most of the young women said two or more career choices. The findings support the Super finding in Zunker (1981) and Ginzberg in Winkel (2001) which stated that the young woman belonged to a tentative phase in career development, women 's alternative career choices were usually more than two, then will gradually become an one alternative choice.

Based on the analysis in the major study subjects stated that employment opportunities for women are very limited. Things that cause limited job opportunities for women to lack of knowledge and a readiness to have the position. Subjects of the study found that wide opportunities employment, from the government needed to provide an opportunity for women to pursue the highest education, training and skills, as well as the provision of capital for entrepreneurship.

In addition the study subjects also argue that women have the same ability as men in completing tasks/jobs, and they assume that the family problems, marriage, and having children was a minor obstacle in developing a career.

From the analysis of the data and the career development career choice, it was found that the factors that influence the career development of young women was the treatment and care of parents, capabilities, performance development, the development of feminism, level of intelligence, self-assessment, the desire to develop themselves. These findings supported Roe (in Sukardi, 1995), Holland (in Sukardi, 1995); Poerwandari (1995). It was also found that among the factors in the most dominant influence on the career development of young women in the Surabaya city was factor that covered the ability of the talents, interests and intelligence. These findings supported the results of previous studies that was conducted by Festinger (1993), Holland (in Sukardi, 1995) which found that women's career development was strongly influenced by the capabilities.

Influential factor of young women's career options in the Surabaya city include the opinions of parents/parent motivation , parental education, occupation, gender, ethnic group/tribe, religion, home living, the values of the peer group, demand and labor supply , job opportunities in the future, capabilities, personality, and interests. The findings were in accordance with the Holland opinion i.e. career

choices were influenced by personality type and environment; Roe (1980) stated that career choices were influenced by the mode of interaction between the parents during childhood and education patterns that parents implemented to their children, Super (1984) stated career choice was a combination of factors needs, personality traits, as well as intellectual ability, socio-economic level of the family, cultural and environmental demands of the opportunities available; Miller and Form (in Manrihu, 1992), the factors influence career choices such as type of work, the opinions of parents, parental education, gender, type of race, ethnic group, religion, place of residence, family stability, family size, birth order, the values of the peer group, school and community environments.

Among most influential factor were the capabilities. The finding was consistent with previous studies that concluded that decisions about careers or jobs can be based on the awareness of personal characteristics, including strengths and limitations of self (Peorwandari, 1995). Similarly, these findings supported the results of Festinger research (1990) who found that the ability variable and agentic characteristics affect career choices.

The next results analysis showed First, the career development of young women in the Surabaya city was high i.e.: concerning family life and life assurance. Second, young women career development was classified moderate concerning with social services, career development, leadership and work environment, education. Third, young women career development was classified low concerning financial development, regularity in doing job, spending leisure time, mobility, outdoor activities.

Results of the analysis was rather different with Former research (1985) which found that in women with high career commitment, showed low scores on measures of commitment to take care of the household. In other hand women who were interested in having a family and having a baby has negative correlation to career commitment.

On the results of this study indicated that the career development of young women in Surabaya related to family life was high, but the career development classified as moderate. One of the reasons was the young woman in the city of Surabaya wanted balance between work and family at home (93.6%). This was consistent with the results of the study Poerwandari (1995) that women looked at other aspects of life, both domestic aspects and work aspects equally important, and therefore they wanted a balance. Although the term used was balance, but was a condition of 'balanced' seems relatively, depends on subjective appreciation of each individual.

Influential factor young women's career orientation was the treatment and care of parents, ability, achievement orientation, feminist orientation, level of intelligence, self-assessment, the desire to develop themselves. These findings support the Roe (in Sukardi, 1995), Holland (in Sukardi, 1995); Poerwandari (1995). It was also found that the the most dominant factors influenced the career orientation of young women in the city of Surabaya was ability of the talents, interests and intelligence. These findings supported the results of previous studies conducted by Festinger (1993), Holland (in Sukardi, 1995) which found that women's career orientation was strongly influenced by the capabilities.

Later results analysis showed that the type chosen career or career types considered to be selected by the young woman in the Surabaya city included; employee personnel, consulting firms, teachers, tailors, food vendors, beauty expert nurse, bank teller, singer, lawyers, and factory workers, military personnel, police, designer, chef, hotel manager/store/company, flight attendants, social workers, secretaries, nurses, seamstresses, food vendors. Among the types of careers, the most widely chosen was the manager of the hotel/store/company, and next followed a career as a teacher as well as food vendors.

Classification according to the American College Testing Program (1984), the career choices of young women in the Surabaya city more oriented on collaborating work with people. Meanwhile, analyzing his opinions Chusmir (1983), divided the option positions as traditional and non-traditional positions, indicating that the career choice of young women in the Surabaya city most dominant was the nontraditional position.

Last findings indicated that, most of the subjects have opinion that career choice was something that can be changed. This caused by the following matters, doubts about the ability, want to work there future prospects, do not know the the future condition, will have a lot of experience, adaptation, demands progress and opportunity, future employment, condition. While few arguments found career choice was something that constant, for the reason that career had been in accordance with the field study that was learned, has been established as a choice, according ideals, optimism, according to the wishes.

8. Conclusions and Suggestions

Based on the data analysis can be concluded, **First**, the factors that influence career development and career orientation of young women in the Surabaya city is the treatment and care of parents, ability, achievement orientation, feminist orientation, level of intelligence, self-assessment, the desire to develop themselves. Factor influenced young women career choices in the city of Surabaya included the parents opinion/direction from parent, parental education, occupation, gender, ethnic group/tribe, religion, place of residence, the values of the peer group, demand and labor supply, job opportunities in the future, capabilities, personality, and interests. **Second**, the career choices of young women in the Surabaya city most dominant influential factor were capabilities that included talent, enthusiasm and intelligence. **Third**, career orientation of young women in the city of Surabaya has relation to career orientation was family life and life assurance. While that was classified as moderate related to career orientation social services, career development, leadership and work environment, education, and career-oriented young woman which low categorized was a financial orientation, regularity in running works, leisure time, mobility, outdoor activities. On the results of this study indicating that young women's career orientation in Surabaya related to family life is high, but the career development classified as moderate. One reason is that the young woman in the Surabaya city calls for a balance between work and family at home (93.6%). **Fourth**, the type chosen career or career types considered to be selected by the young women in the Surabaya city included; employee personnel, firms consultant, teachers, tailors,

food vendors, beauty expert nurse, bank teller, singer, lawyers, and factory workers, members of the military, police, designer, chef, hotel manager/store/company, flight attendants, social workers, secretaries, nurses, tailor, food vendors. Among the types of careers in the select, the most widely chosen is the manager of the hotel/store/company, and next followed a career as a teacher as well as food vendors. **Fifth**, most of the subjects have opinion that career choice was something that can be changed.

Based recommended conclusion **Firstly**, women's empowerment program organized by both government and LSM need to make priority on career development, career orientation and career choice of young women in order to good empowerment. **Secondly**, one of the influential factors to the development, career orientation and career choice of young women is the ability, therefore the need for efforts to improve the ability of women. **Thirdly**, further research needs to be performed to reveal more about career development and career choices of young women in order to formulate a causal model of development, career orientation and career choice of young women.

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