




Impact and Factor Analysis Influencing BKI UIN DK Palu Alumni in Career Selection

 Moh Riski¹, Askar², Abdul Manab³

Universitas Islam Negeri Datokarama Palu, Indonesia^{1,2,3}

 moh816699@gmail.com

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Abstract

This research aims to analyze the impact and factors that influence the career decision making of alumni who work not according to the department, with a case study of alumni majoring in Islamic Guidance and Counseling (BKI) Datokarama Palu State Islamic University (UIN). The phenomenon of incompatibility between the field of study and the world of work is a major concern because it can have an impact on the psychological, social and professional aspects of alumni. This research uses a descriptive qualitative approach with data collection techniques through in-depth interviews with alumni who work outside the BKI scientific field. Results showed that alumni's career decision-making was influenced by internal factors such as changing personal interests and the need for self-actualization, as well as external factors such as limited employment by major, economic demands, and lack of career information. The impact of this decision includes feelings of lack of self-confidence, social adjustment in a new work environment, and limitations in developing professional skills according to the field of study.

INTRODUCTION

Higher education should ideally be the main provision for students in researching career paths that suit the academic competencies they acquire during college. Graduates are expected to be able to apply the knowledge learned directly in the world of work. However, in reality, not all alumni work according to the scientific field they take at university. This phenomenon also occurs in alumni of the Department of Islamic Guidance and Counseling (BKI) Datokarama Palu State Islamic University (UIN), where a number of graduates work outside the field of counseling, such as in the administrative, banking, entrepreneurial or other services sectors.

This condition indicates that there are various factors that influence the career decision-making process, both internal factors such as interests, personality and life values, as well as external factors such as economic pressure, family influence and limited employment. According to Syamsi (2000), decision making is the process of choosing from various available alternatives, taking into account various possible consequences. Conger (1991) emphasizes that this process also involves personal values and the long-term goals of the individual. Aqmarina

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(2017) added that social environmental factors and limited career information also influence a person's career choices.

In the current era of globalization, getting a job is not an easy challenge. Every individual certainly hopes to get a job that meets his hopes and interests. However, the increasing population in Indonesia makes competition in the world of work increasingly fierce. Apart from that, the large number of graduates from various levels of education, such as vocational schools, high schools and universities from various universities, also increases competition in finding work. This condition requires job seekers, especially new graduates, to have adequate skills and optimal readiness. Therefore, access to job vacancy information is an important need for fresh graduates. This information can be obtained in two ways, one of which is offline, such as through friends, relatives or family members.

Alumni are an important part of an educational institution and cannot be separated from their existence which can determine the existence and quality of the educational institution concerned. Educational institutions that often concentrate on the existence of their alumni are universities. Universities are very dependent on alumni, because alumni can provide feedback on the progress of the university through the public's perception of the existence of alumni in society, especially their presence in the world of work. To understand more about the ins and outs of alumni and their dynamics, it is necessary to explain several interesting things from the discussion about alumni.

In fact, what is happening now is that there are some college alumni who do not get decent jobs or jobs that do not match the skills they get in the majors they take at college. This has also been experienced by several alumni of students who are members of Islamic counseling guidance. Career decision making factors refer to various aspects that influence individuals in determining the direction of the job or profession they will pursue. This process is not only based on instant choice, but is the result of in-depth consideration of personal conditions and external situations. Syamsi (2000) states that the decision-making process includes choosing the best alternative that suits individual needs and goals in life. Alumni who work not according to their major are a phenomenon that often occurs in the world of work. There are various factors that cause alumni to have to work in different fields from the majors they have studied during college. One of the main factors that causes alumni to work not according to their major is the lack of jobs that suit their field of study. This can be caused by the lack of market demand for graduates from certain majors, so that alumni are forced to look for jobs in different fields to meet their economic needs. Even though working outside the major field can be a challenge for alumni, this can also open up career opportunities and new experiences that they might not get if they only stay in a field they have mastered. Having a willingness to study and develop in a new field, alumni who work not according to their major can still achieve success in their careers.

Based on the results of informal interviews and initial searches of several alumni of the UIN Datokarama Palu Islamic Guidance and Counseling Department, it is known that some of them are currently working in fields that are not directly related to counseling science. Some alumni work as administrative staff for government offices, bank employees, honorary teachers, and some even run independent businesses. The reasons they put forward vary, ranging from the absence of job vacancies in the counseling sector, the pressure of economic needs, to personal interests that change over time.

RESEARCH METHODS

This research uses a descriptive qualitative approach that aims to describe and analyze phenomena in depth. The research location was carried out at UIN Datokarama Palu with a focus on alumni majoring in Islamic Counseling Guidance. Research informants are two BKI alumni class of 2014 who work not according to their major. Data collection techniques are carried out through: (1) Observation to observe the condition and behavior of informants; (2) In-depth interviews (in-depth interviews) to obtain information regarding experiences, perceptions and reasons behind informant career decisions; (3) Documentation in the form of academic data and alumni profiles. Data analysis techniques use the Miles and Huberman model which includes: (1) Data reduction to select and summarize relevant data; (2) Presentation of data in narrative and tabular form; (3) Drawing conclusions based on research findings. The validity of the data is ensured through the triangulation of sources by comparing information from different informants and data sources.

DISCUSSION

Research Results

This research involved two main informants, namely Syahril (30 years) who worked as a journalist at Radar Palu for 4 years, and Wandu (30 years) who worked as administrative staff at a foundation. Both of them are BKI alumni class of 2014 who graduated in 2020.

The interview results show that alumni's perceptions of the relevance of the BKI department to the world of work are very diverse. Syahril stated that BKI science actually supports his work as a journalist, especially in the aspect of individual counseling which teaches the ability to build communication, approach and trust with sources. He considers counseling science to be a universal science that can be applied in various fields of work.

On the other hand, both informants admitted that there were challenges in getting a job according to their major. Syahril even rejected the offer as a BK teacher because she was doubtful about her ability to apply counseling knowledge and considered her tough character unsuitable for guiding students. This reflects a lack of confidence in the professional competencies at hand.

Aspects of the Relevance of College Science to the World of Work

The relevance of college science to the world of work is the level of conformity between the knowledge, skills and competencies obtained during lectures and the needs, demands and realities faced in the world of work. As informant Sh said as follows:

"In fact, it is relevant that the knowledge at BKI supports my work as a journalist, one of which is individual counseling, individual counseling teaches me to build communication with people, build approaches, trust, it starts with individual counseling. So the science of counseling is not only used in the world of counseling but can also be used in other worlds of work. So I think it's a universal science, not only in the world of counseling... So counseling science is a very good science to use in the world of journalists.."

Sh said that the knowledge obtained from the Islamic Guidance and Counseling (BKI) department is not only useful in the field of counseling, but can also be applied in various other professions. In practice, the abilities taught in individual counseling, such as establishing good communication, building trust, and understanding a person's emotional condition, become important provisions in carrying out the journalist profession.

Aspects of Domination of Economic Factors and Living Needs

Domination of Economic Factors and Life Needs is a condition in which the decisions, behavior and lifestyle of individuals or groups of people are greatly influenced, even controlled, by economic considerations and basic needs for survival, the following is a statement from informant Wd as follows:

“The first thing is need, yes in economic factors, such as daily life, if students say it's pocket money, and living costs, savings, those are all factors that encourage it, so missing it is not suitable for your career, and not suitable for your major.”

“Then secondly there are economic factors, that is economic pressure because there is a lack of jobs that suit the departments in particular in Central Sulawesi... if, for example, we don't work, even though it doesn't suit the department but can still produce results, that is actually one of the factors.”

The statement submitted by Wd stated that one of the main factors influencing alumni's decision to work outside their scientific field is economic encouragement and daily living needs. Pressure to earn an immediate income after college encourages alumni to accept any available job, even if it does not match the major they are taking. Needs such as living expenses, savings, and other financial responsibilities are strong reasons for determining career direction. Factors and impacts of BKI alumni's career decisions that do not match their major:

The results of the analysis identified several main factors that influence BKI alumni's career decisions:

1.) Economic Factors and Life Needs

Economic factors are the main drivers in career decision making. Wandi stated that daily needs, living costs and savings encourage alumni to immediately work even if they do not fit the major. The pressure to earn an income makes them accept any available job. This makes them more flexible in accepting whatever jobs are available, without taking too much account of compatibility with the educational background. As stated by informant Sh as follows;

“One of them is due to economic factors, because our demand after college is to have to work, we are embarrassed that after college we already have a degree but we don't work, we are just unemployed so we are embarrassed too, right. The driving factor is to get a job quickly so that whatever job people offer, we take it... coincidentally, at that time the opportunity existed, I had the skill and was then offered, I registered and was accepted.”

Based on Sh's statement, it can be concluded that economic factors are one of the main drivers in making alumni career decisions. After completing education, there are social pressures and personal demands for immediate employment. Alumni feel that not working after graduation despite holding an academic degree creates embarrassment, both internally and in the eyes of the surrounding environment.

2.) Employment Limitations

The lack of job vacancies in accordance with the BKI department, especially in the Central Sulawesi region, is the main obstacle. Despite the opening of formations through the CPNS, the quota is very limited and the level of competition is high. Wandi admitted that he had failed three times in the CPNS selection. This limitation can have the effect of lowering the application of knowledge acquired during college, as well as decreasing motivation or job satisfaction because it does not match the initial interest or goal of education. As stated by informant Sh as follows:

“...why do we move to a place that doesn't suit the major, one of which is

job vacancies, one of which is “, because at that time the existing job vacancies were what I got.”

“so the challenge is just one: there are minimal jobs and minimal space to continue, we have degrees to suit the major we have, so if, for example, there is a quota to accept that, maybe I'm not currently in the world of politics, maybe I work according to my major,”

“ .. lack of jobs, especially in the BKI department, then secondly there are economic factors, that is economic pressure because there is a lack of jobs that suit the existing department, especially in Central Sulawesi...”

Sh's statement highlights that the employment limitations are relevant to their scientific background. Alumni revealed that the lack of job vacancies that match the competencies of BKI graduates is their main driving factor in choosing jobs outside their major, such as becoming a journalist or entering the world of politics. This condition is exacerbated by the lack of scientific actualization space available in agencies that require professional counselors, especially in areas such as Central Sulawesi.

1.) Influence of the Social Environment

The social environment and friends play a significant role in shaping career direction. Wandu was influenced by an environment dominated by political activities, while Syahril was inspired by seniors at the Student Press Institute (LPM) who were successful journalists. Therefore, the social environment and friends are important elements that influence a person's decision-making process and career development. As the informant Wd stated as follows;

“If I have a lot of influence, because in the environment around me, in my field, there are many political categories, yes the world of politics, yes then I am also at the bottom of the flow, about work like that, according to the advantages I have, then there are also friends who invite us, so we enter the world of politics, the environment is also very influential so most of my friends in my environment have joined the world of politics.”

Wd's informant statement states The influence of the social environment has a significant role in shaping a person's career direction, including in the case of alumni who work outside their scientific field. In this context, the individual states that his surroundings, dominated by political activity, have encouraged him to take part in this field. An environment filled with political tendencies creates social pressures and opportunities that shape career tendencies.

2.) Personal Interests and Compatibilities

Personal interest becomes an important factor in career decisions. Syahril has had an interest in writing since high school and feels more suited to developing these skills than becoming a BK teacher. Wandu felt that his character was more suitable for the world of politics based on the organization's experience during college. Therefore, considering personal interests and compatibility is crucial in building a sustainable and fulfilling career. As informant Sh stated as follows:

“...I have other skills outside of being a counseling teacher, well my skills happen to be writing, I like writing and reading from high school, so I want to apply my writing skills in the media, that's the reason why I chose to become a journalist instead of being a BK teacher.”

"...so I was interested and motivated by your steps, and that became my own personal interest."

"...I don't think it suits me in that field, I also understand that it is counseling science but guiding students and being a good example for those students I doubt..."

"...so I see that I am suitable or not, I am a BK teacher, I am hehehehe... so the guide is this person with my tough attitude, so I don't think it's suitable or doubtful..."

Sh's statement: Personal interests and compatibility are important factors in making career decisions for Islamic Counseling Guidance (BKI) alumni. The informant revealed that he has skills and interest in the field of writing that have grown since high school. His love for the world of literacy encouraged him to pursue a profession as a journalist, instead of choosing an educational path as a BK teacher. This decision is based on the desire to apply one's potential in a field that one feels is appropriate and provides space for expression of one's personal interests.

Impact of Career Decisions

The impacts of work decisions that do not match the major include:

1. Psychological Impact Both informants experience social pressure from the family in the form of questions and light ridicule about job incompatibility with the major. However, they showed good psychological resilience and were not significantly impaired.

2. Social Impact There is public expectation that BKI graduates should work in the counseling or religious fields. When alumni choose different paths, they must face social judgment and stereotypes.

3. Professional Impact Professionally, some alumni actually develop well in the new field they are pursuing. They develop additional skills and find satisfaction in areas that better suit personal interests.

Psychological impacts are influences or consequences that a person feels mentally and emotionally in response to a particular experience, decision or condition. In career contexts that do not match the major, psychological impact refers to changes or turmoil in the feelings, motivation, self-confidence and mental well-being of alumni due to differences between educational background and work undertaken. As informant Wd said as follows:

"The impact is not there, but there is also but not too, meaning there is time for us in the village, in the family environment it says something like this, 'whatever Wandu is studying religion, eeh, he's running into politics, ee, is this there is no entry,' but what does it mean is that ridicule is like that, the impact is often ridiculed in the family environment, meaning in the form of jokes, but my psychological impact will not be shaken, it's like if people joke like that, usually they immediately keep to themselves, don't want to fight with reprimands or anything, meaning that the impact problem for me doesn't exist."

The statement made by Wd stated that in the process of making career decisions that are not in accordance with the major, individuals often face social pressures that come from the immediate environment, including the family. This is reflected in the experience of informants who admitted that they often received joking taunts from their families for choosing a career path in the world of politics, even though their educational background came from the religious

department (BKI). Comments like “have studied religion but working in politics” creates an indirect form of social pressure. Nevertheless, individuals claim that the teasing does not significantly affect their psychological state. He feels emotionally stable and does not feel inferior, aloof, or avoid social interactions as may occur with other individuals in similar situations.

Discussion

The research results show that alumni majoring in Islamic Guidance and Counseling (BKI) have varying perceptions of the relevance between their college major and the work they are currently doing. Some alumni consider that BKI science is flexible and applicable in various fields, such as journalism, politics and social entrepreneurship. This suggests a process of transferability of competences, in which basic skills such as interpersonal communication, empathy and problem-solving abilities can be applied across professions (Bridgstock, 2009). This finding is in line with Conger's view that career decisions are formed from individuals' subjective perception of the match between competence and the social reality they experience. However, there are also alumni who feel insecure about entering the professional field according to their major, such as BK teachers, because they feel they are not ready mentally and professionally. This phenomenon shows a low level of career readiness, which, according to Aqmarina (2020), is largely determined by the individual's perception of ability and suitability for job demands. Peterson, Sampson, and Reardon's (2002) Cognitive Information Processing Theory explains that individuals with low career readiness tend to have difficulty making effective career decisions due to limitations in self-information processing and job opportunities. The alumni's decision to work outside the scientific field is also heavily influenced by external factors, especially economics. Pressure to earn an immediate income leads alumni to accept any available work, even if it is irrelevant to the academic background. In this context, Syamsi emphasized that economic needs and limited employment are the two dominant factors that shape the direction of career decision making.

These findings support the Super theory (1980) in Life-Span, Life-Space Theory which states that careers develop in the context of social systems that limit individual choices, including economic factors, opportunities, and government policies. Limited employment opportunities for BKI graduates in the Central Sulawesi region strengthen this structural assumption. Field data shows that the formation of CPNS for the field of religious and educational counseling is very limited, so alumni must adapt to competitive job market conditions. This is similar to the results of research by Yulianti (2021) which found that mismatch between fields of study and work occurs due to an imbalance between labor supply and job market demand. In addition to economic and structural factors, the influence of the social environment also plays an important role. Many alumni who are active in campus organizations such as LPM and HMJ are inspired by seniors or peers who are successful in other fields. Bandura (1986) through Social Learning Theory asserts that individuals often imitate the behavior of social models that are considered successful, especially in the context of a supportive and motivational environment. Similar findings were put forward by Lent, Brown, and Hackett (2002) in Social Cognitive Career Theory (SCCT) which highlights the importance of self-efficacy, social support, and vicarious experiences in shaping the direction of career decisions.

Career decision making is also influenced by personal interests and compatibility. Some alumni choose career paths that are not linear because they feel they are more suited to their personality and potential. For example, alumni who have a strong interest in writing prefer to become journalists rather than BK teachers. This is in line with Holland's theory (1997) that compatibility between personality type and work environment (person-environment fit) will

increase individual satisfaction and performance. Wardiyah's research (2023) also supports this by showing that the match between personal interests and work areas is positively correlated with career satisfaction. From a psychological perspective, several alumni admitted that they experienced social pressure because they worked outside the field of religion. However, most are able to show good resilience. Santrock (2011) states that individuals with high self-efficacy remain emotionally stable despite facing social pressure, because they have confidence in their abilities. Rahmawati's research (2022) found that self-efficacy acts as an important mediator between work stress and career satisfaction in young workers in Indonesia.

Public expectations of BKI graduates who tend to be limited to religious professions are also a challenge in themselves. In this context, Erikson's theory of identity crisis explains that individuals who face a conflict between social expectations and personal values will try to find a balance to build a stable professional identity. This condition can be seen in alumni who renegotiate their identity as workers in non-religious fields but still carry BKI values in work practices. Professionally, many alumni actually develop in new fields they are pursuing, such as public communication, community empowerment, and education management. This supports Savickas's (2013) view in Career Construction Theory that careers are the result of an individual's narrative construction that continues to develop according to their living context and social environment. All of these findings illustrate that BKI alumni's career decisions are not solely caused by disinterest in the department, but are a form of adaptation to complex economic, social and psychological realities. The Planned Happenstance theory from Krumboltz (2009) explains that career opportunities often arise from unexpected events that are strategically utilized by individuals who have openness and readiness for change. Alwi's (2020) research also confirms that cognitive flexibility and adaptive skills are key factors in career success in the current era of job uncertainty. Thus, the phenomenon of BKI alumni working inappropriate majors is the result of interactions between individual, social and structural factors that form non-linear career patterns. This phenomenon cannot be seen as an educational failure, but rather as a form of adaptive career transformation relevant to the dynamics of the contemporary job market.

CONCLUSION

Alumni perceptions of the relevance of the department to the world of work they live in are very diverse. Some alumni feel that the knowledge gained while studying at the BKI department cannot be fully implemented in the world of work they are in. Many of them consider that although academic provision is important, the realities of the world of work demand practical skills and flexibility that are not always in line with the department's curriculum. However, there are also those who feel that BKI's basic values such as interpersonal communication, empathy and counseling skills are still useful even though they work outside the counseling field.

Factors that influence the career decision making of BKI alumni who work not according to their major include internal and external factors. Internal factors include changing personal interests, the need to develop in other areas, as well as a lack of interest in the counseling field after graduation. Meanwhile, external factors include economic pressure, limited employment in the BKI sector, family influence, and the urgent need to work immediately after graduation. The impact of this decision is varied, both from psychological, social and professional aspects. Psychologically, some alumni experience identity dilemmas and dissatisfaction because they work outside the scientific field. Socially, they face the demands of societal and family expectations. Professionally, some alumni feel less developed because they do not have sufficient basic expertise in their current field of work. However, there are also alumni who have managed to adapt and feel more productive and find new meaning in their chosen career. In the

future, researchers can use practical advice on this research so that they can include more alumni subjects so that the results can become a benchmark for study programs and universities in preparing their students.

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