

## **Graduate profile of guidance and counseling department faculty of education universitas negeri semarang**

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### **Abstract**

Faculty of Education Universitas Negeri Semarang, and 3) readiness alumni of Guidance and Counseling Department Education of Faculty Universitas Negeri Semarang to compete in the work world. The method used is a survey-descriptive. The population for this study is the alumni of Guidance and Counseling Department Faculty of Education Universitas Negeri Semarang that graduated in 2013, 2014, 2015, and 2016 in the region of Central Java Province. The sampling used cluster random sampling techniques (cluster random sampling area). Cluster sampling technique procedures implemented by selecting a sample in Central Java Province randomly. An instrument which is used was questionnaire and interview. Quantitative data analysis techniques using descriptive statistical data and qualitative data analysis using interviews. The results showed that 1) the competence of alumni Guidance and Counseling Department Faculty of Education Universitas Negeri Semarang very well in accordance with the Regulation of the Minister of Education and Culture of the Indonesia Republic No. 27 of 2008 on Standards Academic Qualifications and Competencies Counselors Indonesia, 2) the suitability of the field work with the field of graduate studies Study Guidance and Counseling Department Faculty of Education Universitas Negeri Semarang is very appropriate, and 3) the alumni are very ready to compete with the alumni Guidance and Counseling Department from other universities.

**Keywords:** Alumni, Field Work, Competence, Competition

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### **Introduction**

Third Standard in the accreditation forms BAN PT on students and Alumni is one of the reference standard of excellence the quality of students and graduates of guidance and counseling department faculty of education Universitas Negeri Semarang. Guidance and counseling Department of UNNES with A grade of accreditation, need to maintain the grade of the accreditation in 2017. Guidance and counseling department faculty of education of UNNES always run the trust authority in conducting a search of alumni, especially with regard to the general data of academic and curriculum guidance and counseling department.

Guidance and counseling department has positioned students as the main stakeholders as well as plus value in in the implementation of education process in order to actualize the vision, realizing the mission, achieve goals through strategies developed by the guidance and counseling department. Guidance and

counseling department constantly sought to maintain continuity in the quality of the program, to assess performance and establish continuous relationship and cooperation with alumni.

The products of an educational institution is the alumni, the quality of graduates is the quality parameters of the education provider institutions including higher education study guidance counseling department of UNNES. This phenomenon was felt to be important to the recorded the track of their competence in order to maintain the quality of education and its continuity. Study Program Guidance Counseling FIP-UNNES already have alumni about 90 to 100 every year spread all over Indonesia, especially in the province of Central Java. A large number of guidance and counseling alumni will have an impact upon the quality and life througho the nation, especially in education (Bodycott, P. 2009).

One important effort that needs to be done is evaluating the educational institution graduates including needs and satisfaction of students and stakeholders (stakeholders) after graduate from the university. To know the progress guidance and counseling department over the years relating to interest, absorption in the labor market as a result of the competitive world of work are higher. Related to this fact, guidance and counseling department UNNES competence will be studying whether it has met the expectations of various demands of the working world.

Another dimension of alumni searching are providing data for materials through department evaluation adapted to the needs of the labor market. This is consistent with what has been proposed by the former Minister of labor and Transmigration, Muhaimin Iskandar (in [www.Okezone.com](http://www.Okezone.com) Thursday, May 30, 2013) that university graduates can no longer rely solely on a diploma in finding jobs, there is a demand for the bachelor to have competence and skills, so it can be absorbed by the labor market quickly. The quality of educational outcomes of Counseling program can be seen from whether graduates can meet the needs of stakeholders Citing the BAN PT (2008), explained that the quality of graduates has a characteristic mastery of academic competencies include hard skills and soft skills as stated in quality objectives as well as evidenced by the performance of graduates in society in accordance with the profession and science.

Government regulations of the qualifications and competence of guidance and counseling teachers or counselor is Education Minister Regulation No. 27 Years 2008 regarding the standard of academic qualifications and competence of counselors in Indonesia. The policy requires preparing and producing graduates with appropriate qualifications and competence (Raybould, M., & Wilkins, H. 2005; Jackson, D. 2010; Jackson, D. 2009). The latest policy associated with guidance and counseling teacher or counselor is the Regulation of the Minister of Education and Culture No. 111 of 2014 About Guidance and Counseling Unit of Basic Education and Secondary Education Unit, which demanded that guidance and counseling teacher or counselor should be competent in carrying out his profession.

If we look more closely at the practice of guidance and counseling in the community, especially in school's settings, then revealed some facts showed that guidance and counseling teacher were deemed to be not competent (Mind, 2009). It was triggered by the incompetence of guidance and counseling teacher competence in school. Empirical evidence from studies evaluating the service quality of guidance and counseling in Cilacap area indicates that guidance and counseling services in schools have not been satisfactory. ([Http://mm.unsoed.net/content.php? Cat = thesis & id = 367](http://mm.unsoed.net/content.php?Cat=thesis&id=367)). In line with this, Sugiyo (2010) suggests that people still consider that the performance of guidance and counseling teacher or counselor is irrelevant to the standard of professional services of guidance and counseling.

The above description suggests how real conditions of guidance and counseling associated with graduates. If there is no improvement in the situation, that will have a great impact of the lack of trust and interest of stakeholders to guidance and counseling graduates. Furthermore, this situation will cause lack of interesting to guidance and counseling graduates in the community because considered disappointing and far from professional degrees. This situation showed the importance of alumni quality investigation. So it requires deeper study of the guidance and counseling teacher alumni.

Alumni searching on this year was very important to get more accurate data about the condition of Guidance and Counseling Department alumni and for accreditation of Guidance and Counseling depart Fiment preparation in 2017 . Based on background research above, the purpose of this study was to determine graduate employability of graduate's Guidance Counseling Program and specifically to identify the level of competence of graduates in the working world, as well as be used as input for the management

study program on counseling FIP UNNES in improving and managing prime service that will be given to stakeholders.

## Method

The method used for this study is a survey-descriptive (Brown, J. D. 2008; Burns, A. C., & Bush, R. F. 2006). It is accordance to the definition of the survey revealed that descriptive research was more focused on determining the position on the population to a variable (Ary, et al., 1990; De Vaus, D. A., & de Vaus, D. 2001). Through survey, this research will be directed to collect data and solicit information about guidance and counseling alumni in terms of the quality of graduates based on the aspects that have been defined. Survey-descriptive is a technique that focuses on the population status. The population for this study is a graduate from guidance and counseling study program faculty of education UNNES graduated in 2013, 2014, 2015, and 2016 in the region of Central Java Province. The populations have the following characteristics: (1) graduates from guidance and counseling department Unne's year of graduation from 2013 to 2016, (2) gender male and female, (3) has worked both in educational institutions and non education, (4) domiciled in Central Java. The sampling used was a cluster random sampling techniques. Through the use of cluster sampling technique samples selected from regions in Central Java Province. The areas that were sampled based upon the division of residency Central Java, namely: (1) pekealongan residency, (2) semarang residency, (3) pati residency, (4) surakarta, (5) kedu residency, and (6) residency of Banyumas.

This study used instruments: (1) The questionnaire and (2) interviews (Ary, et al, 1990; Hadi, 2004). The questionnaire used to collect the data based upon certain criteria related with the quality and the presence of graduates. This structured questionnaire is "Angket Pelacakan Lulusan Bimbingan dan Kounseling (APL-BK). The questionnaire contains a number of questions that must be filled by the respondent (Alumni) in accordance with the actual circumstances. Testing the validity of the content was done by an expert who understands the theory to be measured and the development of measurement tools (Suryabrata, 2000). Testing the validity of the content is performed by all members of the researcher. In addition to using questionnaires, then used the instrument also guide the interview guidance is structured interviews to gather additional data such as process or experience the performance of graduates in the community. In addition, data were collected from policy makers associated to the presence of graduates.

Data analysis techniques for quantitative data used descriptive data analysis techniques (Agresti, A., & Kateri, M. 2011; Raudenbush, S. W., & Bryk, A. S. 2002; Ott, R. L., & Longnecker, M. T. 2015). Descriptive data analysis functions to determine the degree or frequencies and percentages for the variables studied (Ary, et al., 1990). This technique analyzes the data on the form with the number and percentage of each component in a variable graduate. In addition, an analysis of qualitative data generated from interview techniques.

## Results and Discussion

Results of the study showed competence of graduates, the suitability of the field work and readiness to compete. Competence of alumni Guidance and Counseling Program faculty of education UNNES as follows:



Figure 1 Competency of guidance and counseling department alumni UNNES

Based on the diagram in Figure 1 shows that the competence of graduates majoring in guidance and Counseling 50% is in good category, 37% is in excellent category, and 13% is in enough category. 13% competency of guidance and counseling department alumni need for improvement on student preparation and curriculum development .

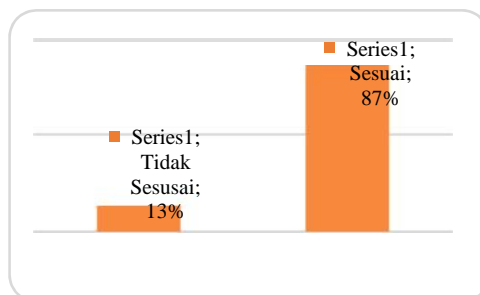


Figure 2 Suitability of field work and field study

From the bar chart above we can conclude that 87% of guidance and counseling alumni work in accordance with the subject studied, namely a teacher of guidance and counseling. They became guidance and counseling teacher within elementary school, junior high school, senior high school, both in public or private schools. While there are 13% of alumni working in the field that do not correspond to the field of study that students learn, some of them working as private employees, bank employees, as well as independent entrepreneurship.

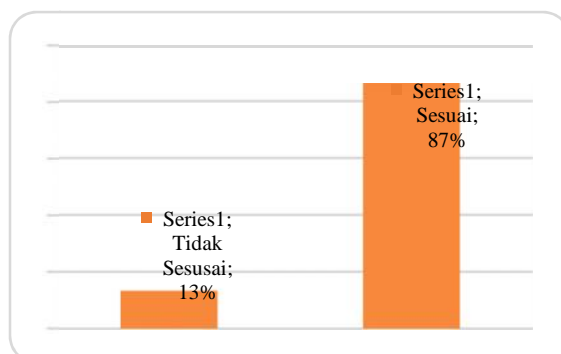


Figure 3 Alumni readiness to compete showed in chart below

The diagram above showed that counseling department alumni ready and confidence to compete with other alumni from another university. The parameter of Competence Guidance and Counseling department faculty of education refers to Competency Standards counselor Indonesia as explain in Permendiknas 27, 2008 as follows 1) Have Attitude, Values and personality that support in the form of competence; faithful and devoted to God Almighty, respect and uphold the values of humanity, individuality and freedom to choose, demonstrate integrity and stability of a strong personality, b) Understand in detail the counselee to be served include: understanding the development of physiological and psychological and behavioral counselee, master the concepts and practice of assessment to understand the conditions, problems and needs of the counselee, c) mastering Platform and the theoretical framework of guidance and counseling as follows: master the theory and praxis of education, master the framework of theoretical and practical guidance and counseling, mastering the essential guidance and counseling services in track, level and type of education unit, d) Conducting autonomy counseling services as follows: designing program guidance and counseling, implementing programs Guidance and counseling comprehensive, assessing the process and results of operations of Guidance and counseling, and e) Developing sustainability Professionalism include: awareness and commitment to professional ethics, an

active role in the organization and activities of professional guidance and counseling, master the concepts and practical research in guidance and counseling.

The results from the research showed that the competence of Guidance and Counseling alumni is in good to excellent category. A small percentage is in enough categories. Referring to Indonesia's counselor competency standards there need some further improvement so that all alumni have a good competence even very good. Alumni who are in enough category have various causes of the background, most of them graduate longer from her or his friends. Longer student finish their study more hard they adjust with work environment. In particular, they have to lack competence in selecting method and approach, implementing, assessing, and evaluating guidance and counseling program.

In aspect of suitability of field work with graduate study area's Guidance and Counseling study program's FIP-UNNES, 13% profession of alumni do not match with their study background. They choose another path of career such as an entrepreneur, bank employee or another profession. Based on residency, alumni from Semarang, Pekalongan and Banyumas have the tendency to working outside guidance and counseling teacher or counselor. This residency has lot of industrial area. This means that the alumni coming from these residencies have a career orientation outside as a teacher of guidance and counseling. Looking at that fact, guidance and counseling program needs to improve mastery.

## Conclusion

Competence graduate Study Program Guidance and Counseling department faculty of education UNNES alumni are excellent accordance with ministerial regulations of Education and Culture of the Republic Indonesian No. 27 of 2008 on academic qualification Standards and competency's counselors Indonesia. Suitability of field work with graduate study area's Study Program Guidance and Counseling FIP UNNES is very appropriate. Alumni are very ready to compete with alumni from other universities.

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