

The Existence of Career Guidance and Counseling In The Era Of The Fourth Industrial Revolution 4.0

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Abstrack

This article examines the existence of career guidance and counseling in the era of the Fourth Industrial Revolution. The significant growth of science and technology has made guidance and counseling an integral component of education. Using the method of critical appraisal and literature review, this study explores career guidance and counseling in the era of the Fourth Industrial Revolution. The results show that the existence of career guidance and counseling in the Fourth Industrial Revolution has significant implications for the increasing need for career guidance and counseling services, utilizing electronic information and communication technology devices, such as career e-counseling and career coaching. It can be concluded that individuals who participate in career guidance and counseling will be better prepared to face challenges and navigate their careers adaptively in response to future career changes.

Keywords: career guidance and counseling, the era of the industrial revolution 4.0, adolescent

Abstrak

Artikel ini mengkaji eksistensi bimbingan dan konseling karir di era revolusi industri 4.0. Kemajuan ilmu pengetahuan dan teknologi bertumbuh signifikan, bimbingan dan konseling dianggap sebagai bagian integral dari komponen pendidikan. Menunggunakan metode critical appraisal, literature review yang mengkaji bimbingan dan konseling karir di era revolusi industri 4.0. Hasilnya dapat dilihat bahwa eksistensi bimbingan dan konseling karir di revolusi industri 4.0, terdapat implikasi signifikan terhadap peningkatan kebutuhan layanan bimbingan dan konseling karir, dengan memanfaatkan perangkat elektronik teknologi informasi dan komunikasi, seperti career e-counseling dan career coaching. Dapat disimpulkan individu yang mengikuti bimbingan dan konseling karir akan lebih siap menghadapi tantangan dan mampu menavigasi karir dengan adaptif akan perubahan karir dimasa depan.

Keywords: bimbingan dan konseling karir, era revolusi industri 4.0, remaja

Article info

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INTRODUCTION

In the era of the Fourth Industrial Revolution, technology, cyber systems, and the internet have become integral in all aspects of human life. As explained by (Alamsyah & Bashori, 2021), the Fourth Industrial Revolution marks significant technological advancements, and in this context, guidance and counseling are considered integral components of education. According Ningsih (2023) the Fourth Industrial Revolution has not only brought changes in technology but has also altered the psychological structure of humans in terms of thinking, beliefs, and actions. In the era of the Fourth Industrial Revolution, the progress of science and technology experiences rapid growth without spatial and temporal limitations for individuals to access information and communicate (Donal & Munawir, 2020).

The rapid advancement in science and technology undoubtedly has a significant impact on the global challenges and competition faced by every country, including Indonesia (Montanesa & Karneli, 2021). Human resources play a crucial role in determining the direction and progress of an organization. It is known that the human resources in Indonesia still need to improve their skills to face career challenges. Quality and creative human resources are highly needed (Nasution, 2020). In the present time, the presence of high-quality human resources is essential. The quality of human resources can be obtained through the educational process, as education is considered a means to maximally stimulate students' potential as creative, critical, logical, and innovative future human resources (Wahyuti, 2015). Education is believed to help students face and solve any problems they encounter optimally.

Currently, the world is entering the era of the Fourth Industrial Revolution, where information technology has become the primary foundation in human life. The widespread internet and digital technology are the main elements in the movement and connectivity between humans and machines (Noviyanti, 2020). The phenomenon of career decision-making in the Fourth Industrial Revolution era also has the potential to disrupt various human activities, and issues related to human resources become a crucial element in future organizational or work environments (Nursalim, 2020). With the development of sophisticated technology, every individual is expected to optimize all human resources they possess. This is necessary to support our performance, making a significant impact on the daily tasks' implementation. Even the infrastructure and facilities in organizations can continue to evolve and improve over time, allowing an organization to develop according to the available human resources' potential (Diaty et al., 2022).

Experts argue that high-quality human resources determine the success of an organization with competence in each member. Creating this requires time and a continuous effort process. Education becomes the critical initial step in achieving a person's career success in the Industry 4.0 era (Amalianita & Putri, 2019). The decision regarding a person's job or career choice is closely related to the completeness and graduation of their studies. Education plays a crucial role in the career planning of students in the Industry 4.0 era, where they are confronted with the rapid development of technology. This is relevant for both students planning to continue their education and those directly entering the workforce (Pautina, 2017). The Fourth Industrial Revolution refers to the paradigm of innovation in industries, such as Cyber-Physical Systems (CPS), Internet of Things (IoT), Internet of Services (IoS), Robotics, Big Data, Cloud Manufacturing, and Augmented Reality (Arjanto, 2022). The implementation of this technology involves the development of smarter industrial operations, including



equipment, machines, production modules, and products that can independently share information, control, and create intelligent working environments. The fourth industrial revolution changes many aspects of work and brings opportunities and challenges, especially for students. Therefore, according to (Harryadi P. S, Yosefa Grace, 1967), education can be focused on preparing and developing students according to their talents and skills, considering the rapid technological advancements in the Industry 4.0 era involving the use of advanced technology in daily life.

Guidance and counseling teacher play a crucial role in helping students plan their careers by providing counseling services both individually and in groups, as well as targeted career counseling to address issues related to students' career choices (Aryani & Rais, 2017). This is especially true for students making decisions about their identity and future career direction. The success in someone's career is influenced by the skills of career planning and the ability to make wise decisions. Individuals with career planning skills tend to have a better understanding of themselves, enabling them to make choices that are more suitable for their situations (Dewi, 2021). BK counselors use an approach suitable for the career development level and decision-making maturity of individuals, so career counseling is often conducted in groups to help each individual choose their desired career path for the future. Career guidance and counseling (CGC) play a crucial role in facilitating career development so that career decisions align with individual abilities (Ahmad, 2019).

Insights from research in developing countries indicate that recent graduates from higher education institutions require self-awareness, guidance, decision-making skills, information and guidance, emotional management, as well as job search skills. Various needs for career guidance and counseling services have increased in the last two decades, including awareness and personal development skills (Cojocariu & Puiu, 2014; Crişan et al., 2015; Sun & Yuen, 2012), professional and career skills (Cojocariu & Puiu, 2014; Crişan et al., 2015), career planning (Chircu, 2014), career information (Cojocariu & Puiu, 2014; Crişan et al., 2015), academic information (Sultana, 2012), job search, job search skills (Chircu, 2014; Litoiu & Oproiu, 2012), and labor market information (Chircu, 2014). The need for career guidance and counseling also includes services related to careers such as CV writing, stress management (Sultana, 2004; Szilagyi, 2008), job guidance, and information about placements and internships (Sultana, 2004). Therefore, individuals greatly need career guidance and counseling services to assist them in choosing a career, making decisions, developing themselves, and achieving career-related growth.

Career is considered a vital need in every individual's life (Usman, 2020). The definition of a career includes the concept of the main job pursued throughout life. A career is also interpreted as an individual's manifestation in living life and achieving personal goals (Maria et al., 2022), requiring effective self-management and specialized skills in the field pursued. Typically, within the school setting, career planning is commonly facilitated by guidance and counseling teachers, offering assistance in the shape of information, career advice, and strategizing for subsequent career endeavors. Guidance and counseling teachers have a responsibility to help students develop skills to reduce the risk of career failure due to inadequate career decisions (Sulistiana, 2018). Career guidance involves identifying individual potential, providing information related to professional life, job placements, and information related to further education options (Kintan et al., 2021). The improvement of students' ability in making career decisions is indicated as a sign that they are ready to enter the workforce according to the career



choices they have determined. This can enhance students' motivation in pursuing jobs aligned with the career choices they planned from the beginning. The skills acquired by students can guide them towards further education or entering the workforce (Lasweny, 2015). As part of their role, guidance and counseling teachers can utilize various services, including group guidance involving various methods and techniques.

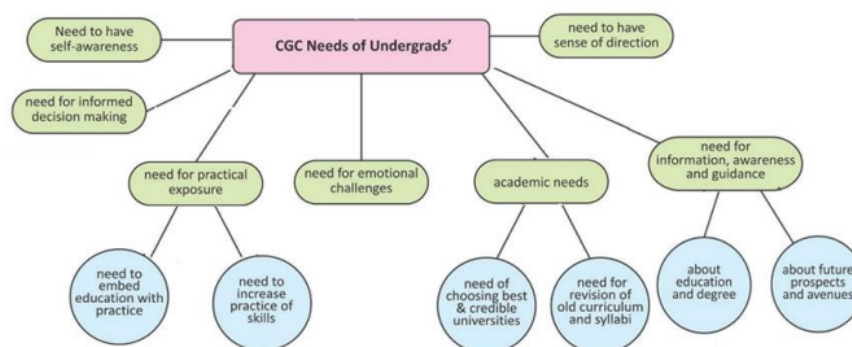
In the current technological era, constraints in maintaining an ideal relationship between guidance and counseling teachers during the assessment process are no longer a critical issue, considering the widespread use of smartphones that support devices for various needs (Hamzah, 2015). Students' independence in career planning develops well when they actively engage in searching for career information. One crucial aspect is students' ability to interpret the information they receive and actively respond to career guidance services (Setiowati & Dwiningrum, 2020). It is hoped that students can use technology to seek information related to their desired careers and to explore their genuine interests and talents.

METHOD

This research employs the literature review method regarding career guidance, the era of Industry 4.0, and adolescents. The search was conducted across various academic journal databases, including theses, dissertations, journals, and theories from various books discussing career guidance in the context of Industry 4.0 relevant to adolescents from 2012 to 2024. Critical appraisal is used to evaluate the quality of the articles. Each source is combined and synthesized from the selected articles to compose scientific writing. Then, it is systematically evaluated to ensure the validity and reliability of the scientific content.

RESULT AND DISCUSSION

While certain career guidance and counseling services, like in-person consultations, job fairs, and career seminars, are available, they are seldom utilized by recent graduates. Derived from research examining the possible consequences for students and career service providers regarding the utilization, evaluation, planning, and execution of career services in developing nations, various needs for career guidance and counseling services were identified, as depicted in Figure 1 (Keshf & Khanum, 2021).



Source: (Keshf & Khanum, 2021)

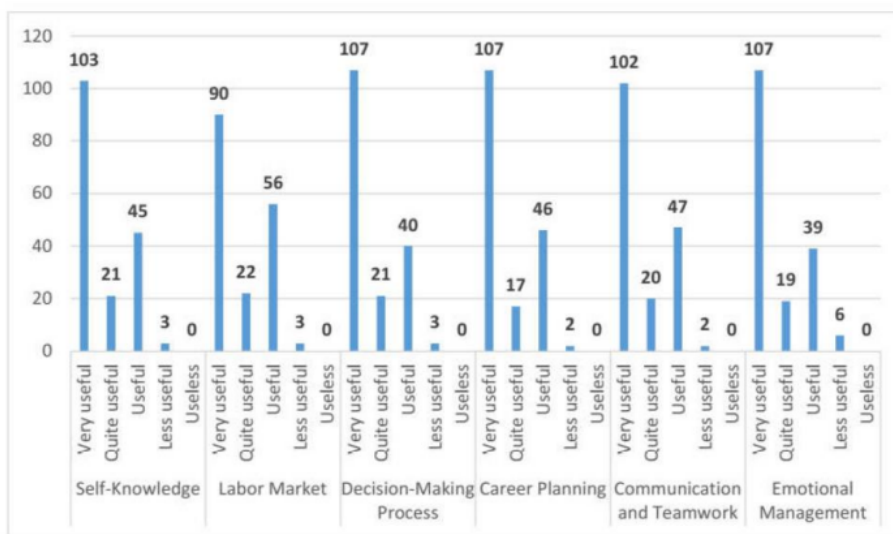
Figure 1. Career Guidance and Counseling Needs in Developing Countries



In facing the era of industrial revolution, counselors are confronted with significant challenges. One of the main challenges is the awareness that the advancement of time opens the door for every individual to understand and become familiar with technology, which can enhance the counselor's ability to provide services (M. Andi Setiawan, 2016). Given the various professional challenges faced by counselors, a counselor needs to be aware that the goal of working is not only to earn income but is also expected to maintain work ethics and reputation, thereby avoiding the impression of unemployment. Therefore, the awareness to work productively, inspired by spirit and responsibility, becomes one of the personality traits and characters that must be implemented in the daily life of a professional counselor (Zeni, 2016).

Chart 2.

The Benefits of Career Guidance and Counseling Programs or Services



Source: (Serbanescu & Ciuchi, 2021)

The results of the study indicate that career guidance and counseling services have the following uses from highest to lowest: career decision-making processes, career planning, emotional management, self-awareness, communication and teamwork, and the job market.

In the research findings by Asmita (2022) on the Analysis of Challenges and Responsibilities of Career Counselors in the Era of the Industrial Revolution 4.0, the discussion solution regarding career guidance in the Industry 4.0 era suggests that guidance and counseling teachers or professional counselors can utilize 'career coaching' when clients have established clear career goals. Career coaching is a form of career guidance service aimed at assisting individuals in managing and developing their careers. In the context of career guidance and counseling, career coaching focuses on providing support, guidance, and strategies to help individuals achieve their career goals (Amirullah & Supriatna, 2019).

Here are some key elements in career coaching, (Laras et al., 2020; Muhyidin et al., 2023):

1. Career Goal Setting: Career coaching helps individuals determine and formulate clear career goals. This involves the process of identifying desires, values, talents, and individual aspirations.



2. Career Planning: Career coaching assists in developing concrete and implementable career plans. This includes identifying the steps necessary to achieve career goals, such as further education, training, or the development of specific skills.
3. Skill Development: Career coaching may include advice and guidance to develop skills required in the job market. This could involve improving leadership skills, communication skills, or developing specific technical skills.
4. Change Management: Career coaching helps individuals manage changes in their careers. This could involve transitions between jobs, changes in industries, or other significant career changes.
5. Job Satisfaction Improvement: Career coaching assists individuals in enhancing satisfaction and happiness in their jobs. This may involve adjusting to the work environment, stress management, or exploring more satisfying career alternatives.

Overall, career coaching focuses on guiding individuals towards achieving their career goals by providing guidance, support, and strategies tailored to the unique needs and aspirations of each individual.

Table 1.
 Trends in Career Guidance and Counseling Research

Source Information	Research Objective	Problem Or Gap Addressed	Findings And Conclusions
S.A. Lilly Nurrillah (2017) - http://journal.umt.as.ac.id/index.php/innovative_counseling/article/view/27	The movement of change continues to rise and has an impact on changing patterns of increasingly complex individual career needs and issues.	Becoming a challenge because the rapid advancements in science and information technology open globally competitive opportunities that can provide massive advantages.	Career maturity is characterized by six things: (1) involvement in activities related to career planning; (2) an interest in exploring and acquiring career information; (3) possessing the knowledge necessary for making sound decisions; (4) having awareness of diverse job information and the professional world; (5) delving into preferred occupations; and (6) being realistic in making career decisions.



Source Information	Research Objective	Problem Or Gap Addressed	Findings And Conclusions
Anaway Irianti Mansyur dkk (2019) - https://pdfs.semanticscholar.org/ee7c/b5c0e92136f1b76d9c6667973e2f943abe56.pdf	Another study found that some students entering college in America desire guidance in career planning or career choices.	Students entering college have chosen their study programs or majors based on knowledge, interests, talents, and the type of work they will pursue after completing their education.	In terms of socio-economic class, there is a linear relationship between family income and the presence of children in college; as family income increases, the opportunities for children to enter higher education also increase.
Chandra Budiman (2020) - https://ejournal.un-diksha.ac.id/index.php/JIBK/article/view/27383	To elaborate on matters related to career guidance services, Donald E. Super's theory is used to enhance career maturity in students in Vocational High Schools (SMK).	The gap between the ideal conditions and the reality that involves a series of sequential activities.	The conclusion of this research is that career guidance services can help vocational high school (SMK) students make appropriate career decisions and enhance their ability to plan for their careers..
Ita Juwitaningrum (2013) - http://download.garuda.kemdikbud.go.id/article.php?article=1177511&val=7242&title=Program%20Bimbingan%20Karir%20untuk%20Meningkatkan%20Kemampuan%20Karir%20Siswa%20SMK	The purpose of this study is to examine the effectiveness of a career guidance program in enhancing the career maturity of SMK students.	The issue addressed in this research is the lack of career maturity among vocational high school (SMK) students in making their future career decisions. The career guidance program is expected to help students better understand themselves and make better career decisions.	This research found that career guidance programs are effective in improving the career maturity of SMK students. The results show that students who participate in career guidance programs have a significant improvement in their career maturity compared to students who do



Source Information	Research Objective	Problem Or Gap Addressed	Findings And Conclusions
			not participate in career guidance programs.
Devi Nurul Fikriyani dkk (2021) - https://jurnal.ar-raniry.ac.id/index.php/cobaBK/article/view/7563/6005	The goal of this research is to evaluate the effectiveness of a career guidance program in improving the career exploration of students.	The problem addressed in this research is the students' lack of awareness of available career opportunities and a lack of understanding of the alignment between interests, talents, and skills with desired jobs.	This research indicates that career guidance programs are effective in enhancing students' career exploration. The results show that career guidance programs focusing on career exploration can increase students' self-awareness and help them choose suitable career paths.
Deasy Yunika Khairun (2016) - https://jurnal.untirta.ac.id/index.php/JPBK/article/view/1860/1433	To evaluate the effectiveness of career guidance services in enhancing students' career exploration maturity.	The low level of career exploration maturity among students in school and how career guidance services can help improve that maturity. This research also seeks to understand the factors that influence students' career exploration maturity.	The study found that factors such as career interest, knowledge about jobs, and decision-making skills influence students' career exploration maturity.
Eli Trisnowati (2016) - https://journal.ikipgripta.ac.id/index.php/sosial/article/view/265	This research aims to identify the impact of a career guidance program on the career orientation of adolescents.	This research focuses on adolescent career orientation, which is an early stage in career decision-making. The problem is that adolescents tend to lack a clear understanding of their career choices and sometimes struggle to	The research found that career guidance programs are effective in improving the career orientation of adolescents. Participants in the program reported significant changes



Source Information	Research Objective	Problem Or Gap Addressed	Findings And Conclusions
		choose a career that aligns with their interests and abilities.	in their perceptions of careers and an increased understanding of their abilities and needs in choosing a career.
Teraselta dan Yuli (2015) - https://karyailmia.h.unisba.ac.id/index.php/psikologi/article/view/1553/pdf	To determine the level of career maturity among final-year students of the Faculty of Psychology, Unisba, and to evaluate the influence of the Holland Career Guidance Program on students' career decision-making.	Career maturity here is defined as an individual's ability to understand themselves and the potential work environment, enabling them to make appropriate career.	Career maturity here is defined as an individual's ability to understand themselves and the potential work environment, enabling them to make appropriate career decisions.

The Existence of Career Guidance and Counseling in Indonesia

The existence of career guidance and counseling in Indonesia is based on scientific principles involving the fields of psychology, education, and human resources policy (Arjanto, 2022). The presence of career guidance and counseling in Indonesia is mandated by the Minister of Education and Culture of the Republic of Indonesia Regulation Number 111 of 2014 regarding Guidance and Counseling in Primary and Secondary Education. Article 2 states, 'Guidance and counseling services for counselees in educational units have functions, one of which is the channeling of choices for education, occupation, and career'; Article 3 states, "The objective of guidance and counseling services is to support individuals in attaining optimal development and full independence in personal, educational, social, and career dimensions"; and Article 6, paragraph 2 states, 'The field of guidance and counseling services includes, among other things, the career guidance field.

According to UNESCO (2000), career guidance can be interpreted as a process in which individuals receive assistance in discovering, accepting, and appropriately using their abilities, skills, and personal interests in line with their aspirations and values (Crisan et al, 2015). Another definition aligned with this concept states that career counseling is the interaction between an individual and a career counselor that occurs in an individual or group setting, with the goal of recognizing and understanding each individual and identifying directions in their life or career that can provide satisfaction and meaning (Brown & Lent, 2013). Once this direction is identified, life becomes crucial in decision-making related to learning, employment, transitions, and also in managing responses to



changes in the work and learning environment throughout one's life (Serbănescu & Ciuchi, 2021).

The existence of career guidance and counseling in Indonesia involves the application of these scientific concepts to support the development and enhancement of individual potential, guiding them towards career choices that align with their interests, talents, and values (Arjanto, 2022). This existence is closely related to efforts to improve the quality of human resources and their contribution to national development. This process is carried out rationally and realistically, based on information about self-potential and opportunities available in their living environment, with the goal of achieving success in life, in accordance with the provisions of the Ministry of Education and Culture Regulation of 2014. Thus, the existence of career guidance and counseling can be explained as a process in which counselors or guidance and counseling teachers provide assistance to students or counselees to experience growth, development, exploration, aspirations, and career decision-making throughout their lifespan.

The Benefits of Career Guidance and Counseling in the Era of the Fourth Industrial Revolution (Industry 4.0)

Career guidance and counseling hold significant benefits in the era of the Fourth Industrial Revolution, where technology, automation, and digital transformation play a key role in the world of work (Nursalim, 2020). Career guidance and counseling have a mission involving assisting students in making career choices and providing individuals from various backgrounds with the skills and insights needed to initiate the process of building their 'life projects' (Valverde et al., 2020). In the broader vision of this guidance and counseling, there is an emphasis on understanding and developing individual creativity. Creativity is defined as the ability to produce something new and original while considering the constraints of the situation or field of expression. Since Guilford's concept in 1950, creativity has been regarded as a universal aspect within human beings at various levels and susceptible to development.

At a broader scope, creativity significantly contributes to self-discovery and the process of making career decisions. As per Guichard and Huteau, our self-concept is an ongoing amalgamation of references to past, present, and future experiences, and the temporal aspect of this self-image becomes the central focus in looking ahead. In the context of career guidance and counseling, professionals regard details about professions as a means of gaining insight into the future self that aligns with the current self-image. Hence, self-representation and envisioning the future, along with the educational or career actions needed to attain it, emerge as crucial components in the journey of self-discovery and career decision-making.

In the context of the Fourth Industrial Revolution, where technologies such as artificial intelligence, robotics, and automation are increasingly dominating various economic sectors, career guidance and counseling become highly relevant. Some of its benefits may include:

1. **Adaptation to Technological Changes:** Career guidance can help individuals understand the changes in the workplace caused by advanced technologies. Career counselors can provide information on industry trends, required skills, and assist individuals in planning their careers in line with technological evolution.
2. **Development of Relevant Skills:** In a rapidly changing work environment, career guidance can assist individuals in identifying the most relevant and needed skills in



- the Industry 4.0 era. This may involve improving digital skills, understanding data analytics, and adapting to the latest software and technologies.
3. Understanding Career Options: Career guidance helps individuals understand the various career options available, considering changes in job structures brought about by the Fourth Industrial Revolution. Career counselors can assist in discovering career paths that align with individuals' interests, values, and abilities.
 4. Change and Stress Management: Rapid changes and disruptions in the workplace can create stress. Career guidance can help individuals manage change, cope with stress, and develop resilience to challenges that may arise in their careers.
 5. Development of Sustainable Career Plans: Career guidance is not only about choosing a current job but also about planning for the long term. Career counselors can help individuals design sustainable career plans, considering technological developments and the dynamics of the job market (Lestari, 2017).

CONCLUSION

The existence of career guidance and counseling in the era of the fourth industrial revolution 4.0 provides tangible benefits in guiding individuals toward intelligent, relevant, and satisfying career choices. In the era of the fourth industrial revolution 4.0, adjusting career guidance and counseling services becomes crucial by integrating electronic formats or adopting digital services such as career e-counseling and career coaching. To become a guidance and counseling teacher or career counselor, we must be ready to face all the challenges that will arise, especially in the era of the Fourth Industrial Revolution 4.0. The responsibility of a Career Counselor is to provide optimal services to clients so that they can resolve all their career issues and achieve a brilliant career.

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