

# The Careers Development in Childhood to Support the Nation's Competitiveness in the Global Era

**Hartono**

Guidance and Counseling Department,  
Surabaya PGRI Adi Buana University  
E-mail: hartono140@yahoo.com

**Abstract:** Nation's competitiveness in today's global era is an important part within the framework of the nation's development towards a nation that is independent, sovereign, democratic, humane, prosperous and dignified. To create a resource that has a competitive advantage, structured efforts are needed, among others, in the form of managing the careers development of children. This study aims to develop concepts and theoretical frameworks of individual careers development that takes place in the child phase. The study begins by outlining the nature of the child's careers development, the principles of the careers development of the child, and the child's careers development theory. The careers development contributes to the creation of the golden generation of children who have a competitive advantage in the global era, and ends with conclusions and recommendations.

**Keywords:** *careers development, childhood, nation's competitiveness, and global era*

## 1. Introduction

In the global era, the quality of human resources is very important to deal with competition between nations. As an example: MEA era (Economy Community of ASEAN), which preceded the date of January 1<sup>st</sup>, 2016 (<http://www.bisniskeuangan.kompas.com>) will encourage celebrations in various aspects of life (health, education, economy, social and cultural). The quality of human resources owned by a nation be affected by the quality of education, both informal education, formal and nonformal. Informal education is education provided by parents to children that take place daily in the family environment. Formal education is organized formal education in the educational unit at the level of primary, secondary, and higher education. Nonformal education is organized in community education in the form of courses, training, and other relevant forms.

To prepare human resources who have high competitiveness (competitive advantage), required the implementation of an adequate education system. In essence, education is a conscious and deliberate effort that aims to help learners to achieve optimal development. Optimal development is a process of change that is happening to the individual to a more advanced that take place in every stage of a child's development at school age (Eccles, 2015). According to the theory of psychoanalysis of Sigmund Freud (2015), a period of child development is an important moment, because at that time a process of formation of personality structure and personality development then only a smoothing of structures that have been formed. Aspects of child development includes the development of cognitive, social, emotional, language, and careers.

The development of the child's careers (*career development in childhood*) as achievement mastery of developmental tasks of children about careers is an important aspect in the development of a range of individuals. Today many career development theory focuses attention on the issue of career development of children (Sharf, 2013). For example, the theory of Gottfredson (Sharf, 2013) hypothesized about the relationship between gender roles influence on career choices, and also explains the influence of heredity and the complexity of development on careers decision making. The issue of careers development of children in relation to differences in cultural background is also an important issue in the study of child development careers. Thus, it

can be concluded that the child's careers development is an important factor in the stages of development of the individual, which at least can be explained by two reasons as follows.

**First**, the early phases of the children (1-6 years old) was an important period in the formation of personality structure, personality development is only a further refinement of the structure of personality that has been formed according to the theory of psychoanalysis of Sigmund Freud. The implication is the importance of informal education factor given by parents to children to make the maximum contribution in the formation of the child's personality structure. **Second**, according to the theory of three education centers of Ki Hajar Dewantara, education is a system that has three interrelated components namely informal education, formal education and nonformal education. The implication is that the implementation of informal education that takes place in the family must work together (mutual support) with a formal education that takes place in schools, and nonformal education that takes place in the community. The third component of education is a unified whole that can not be separated right. Based on this theory, it can be explained that the good results of informal education, will provide a strong foundation in the process of formal and non-formal education.

Linkage informal education with the careers development of the child, also studied by Hall et al., Way and Rossmann in online KidSource (<http://www.kidsource.com>), discovered through his research that there is a strong influence between the behavior of parents and family functions to the development of children's careers. On the basis of these findings, suggested parents need to pay attention to his son's careers development, and develop good cooperation with the school and the society that manages the non-formal education. According Way and Rossmann (1996) as the usual family environment conducive for children to learn. Parents serve as interpreter (translator) for children in providing information about the various potentials (abilities) of children and the influence of the outside world. The involvement of parents in their children's education also affects the quality of formal education (Hartono, 2015 a). Based on the description in above, it can be concluded that the careers development of the child is the result of informal education given by parents to children in a family environment. In a family environment, children receive cultural values instilled by parents through living habits; such as religious values, health values, the values of cleanliness, the values of decency, democratic values, and economy values, it will shape the character of children and affect the development of his careers.

## **2. Nature of the Child's Careers Development**

Essentially, child's careers development is a process of change in the psychological aspects of children who are progressive (toward forward) in the form of mastery achievement of the tasks of careers development in the stage of child development. The tasks of careers development children are a number of tasks that must be performed by children in the developmental stages of children (around the age of 1-12 years old), when children successfully carry out the task of these developments will support the implementation of careers development tasks at this stage of adolescent development, and vice versa when the child fails, then this condition will hamper the implementation of the developmental tasks at this stage of adolescent development. The development of a child's careers is qualitative, meaning that a change in the psychological aspect, these changes can be measured using instruments that are valid and reliable.

Concrete manifestation occurrence careers development of children is the occurrence of progressive changes in children. This may be explained at first, children are not familiar with the ideals or do not have a desire associated with careers or profession/work, for example, later when an adult wants to be what?, but in its development, having children interact with parents or family members, children gradually recognize the concept of a career or profession/occupation, thus achieving career maturity (Patton and Creed, 2001). There is generally a child has the imagination, for example, when an adult wants to become a teacher like his father or mother.

Careers development of the child through a process of change towards more advanced or better condition, from the previous state. This indicates that careers development is a child's mastery achievement careers development tasks, where the achievement was as a result influenced by parents, family members of factors, cultural factors and family. Each family has a relatively

unequal conditions, conditions in the form of a state of physical, emotional, and social which takes place within a family. When the family was formed in good shape, it will provide a good influence also to the careers development of the child. Conversely, a bad family conditions, for example, the parents often quarrel, communication with the child's parents are not conducive, the child is often scolded by parents, the parents can not afford a decent model imitated by children, then it would be detrimental condition careers development of children (Hartono, 2015b; Hartono, 2015a).

In broad terms the nature of a careers is a process the progress one achieves in a profession or occupation throughout life (Hartono, 2008; Hartono, 2015a). whereas in a special sense the nature of careers is a profession or occupation, such as teachers, lecturer, doctors, counselors, psychologist, midwives, lawyers, accountants, social workers, pharmacists, and its kind. According to The National Career Development Association in Sharf (2013) definition of career is the individual's work and leisure that take place over his or her life span. It can be concluded that a career is progress made in executing his profession or job throughout his life. Profession or the work generally requires specific education or training requirements.

### 3. Principles of Child's Careers Development

Careers development of individual children who follow the principles of development (Ajoku, Alhassan, Aina, and Osuji, 2010), namely; (1) The principle of individual differences, (2) the principle of convergence, (3) the principle of tempo and rhythm of development, (4) the principle factor of maturity, (5) the principle of continuity/sustainability, and (6) the principle of necessity. To the six principles of the development of the writer explained as follows.

**The principle of individual differences**, a child is a unique individual, it has a number of differences with the other children. Such a difference include the physical aspects, psychological, and social behavior. Physical differences such as differences in the face, height, weight, and physical abilities. Psychological differences in terms of interest, attention, motivation, talent, general intelligence, multiple intelligences (Gardner, 2006), emotional, and character. Differences in social behavior, such as attitude, communication, interaction, collaboration with playmates, and social sensitivity. So child's careers development took place in a process that is unique to each individual of child.

**The principle of convergence**, career development of children is the result of a combination of influences on internal factors (factors carriage) with the family environmental factors. A blend of these two factors means that mutual benefits are mismatched in the process of child development. If the child has a special ability, then get the relevant influences such as the model of the old, and cultural values that support in the family environment, then special abilities possessed the child will berkembang achieve the expected results. As an illustrative example can be taken from a family of artists, children of parents who work as an artist, in general, their children tend to pursue a career as an artist, he was an adult setela h. This shows the influence of family on career development of children.

**The principle of tempo and rhythm of development**, career development of children takes place in time and rhythm is different between children with other children. Children can have a certain sensitivity, and the sensitivity it appeared at a particular moment in its development stage, whereas the sensitivity of the other children have a new, visible berkembang on time not the same. In addition to the principle of tempo, the child's careers development also takes place in different rhythms. It shows that every child is unique creatures, so that in the education process requires a different approach.

**Maturity factor principle**, this principle points out that the career development of the child will achieve maximum results when accompanied by maturity factor that someday where children easier and capable perform the duties of career development. This principle is based on the theory of Maria Montessori is a doctor who came from Italy (2015), which states that every child has a sensitivity in different tempos, when children are taught something at the time of the sensitivity n yes, then the result will be maximal. Parents need to apply this principle in guiding their children, so the children were obtained career development can meet expectations.

**Sustainability principle**, the development of a child's careers continues over time in the life span of individuals. The continuity or sustainability is an important principle that needs to be understood by parents and sispa with an interest in children. The results of the careers development of children is the totality of achievement mastery of developmental tasks of individuals throughout life. Family life is an important aspect in helping the careers development of children. Research result of Ozerem and Kavaz (2015) with a sample of parents of children kindergarten shows that the average participation of parents on the application of the Montessori approach in kindergartens reaches 67%, which means that the majority of parents give attention on the development of children.

**Needs principle**, career development of children is driven by the needs of the child to exist and the need to grow. The need exists is a requirement that is essential as living things to survive, while the need to develop is the need for a child develop the skills, so that they can achieve maximum self-actualization. Both the child needs that needs to exist and needs to develop be driving (drive) of the attitudes and behavior of children in the process of development of the individual.

#### **4. Children's Theory of Careers Development**

Some experts have conducted a study on the development of children, for example the study of the stages of child development by Montessori (Ozerem and Kavaz, 2015), and studies on career development of children by Donald E. Super (Sharf, 2013). Montessori formulated the stages of child development into three phases, the first phase of children aged 0-6 years, the second phase of children aged 6-12 years, and the third phase of 12-18 year olds. In the first phase, the child builds itself through the development of instinct and internalization (ages 0-3 years), then move the child's development of knowledge in the subconscious toward the conscious knowledge, the child is ready to obtain information about the universe (3-6 years). In the second phase, the child makes an effort to meet the intellectual needs, and learn to understand its role in society. In the third phase, the child himself and his adaptation to the social environment, and develop ways to solve problems in a rational and fair.

Super's models of careers development of children. Sharf (2013) describes a child's careers development theory by Donald E. Super called Super's the model of development of children, that the careers development of the child begins with the introduction of the child on the basis of potential in him, called curiosity. Curiosity by Super in Sharf (2013) is an effort to meet the needs of children through exploration satisfaction, it is as important in career development activities that may never stop. To meet those needs, children require source information that parents figure as a model worth emulating. Further development, children develop a variety of interests by using information on the results of exploration as an impression gained from a model parent. During the maturing process of the self, the child developed a way to control himself and others (internal control-external control). According Super, maturity of self is a condition in which children are able to cope with the situation and difficulties during development tasks. To make career decisions, the child needs to develop itself in the perspective of time, in an effort to achieve his wish in the future. This is in line with the development of self-concept that focused on a planned career decision making. According to the theory of Super in Sharf (2013) concept of the child obtained from exploratory behavior which causes the child to obtain information about career or job, mimicking key figures and develop interest.

Based on the description above, it can be concluded of careers development of children according to Super's model, namely: (1) the child begins to know about potential through ongoing exploration activities; (2) the child requires resources of a parent figure, (3) the child begins to develop his interest as exploration results obtained from the two parents, (4) through a maturation process themselves, children learn how to control themselves and others, (5 ) children learn to understand the concept of self or self-concept (who he is, how he was, what he had, so that children know about him), and (6) in line with the development of self-concept, children learn to take career decisions.

## 5. Careers development of the Child, the Golden Generation, and Competitive Advantage in the Global Era

Global era, the quality of human resources is very important. All the nations of the world wanted him to have a competitive advantage in many areas of life. To achieve the competitive advantage necessary implementation of a quality education system. According to Ki Hajar Devantoro, with his theory of three education centers, there are three inter-related education centers, namely informal education, formal education and nonformal education. Informal education is education that takes place in the family environment. In informal education, the first child to get the influence of parents, in the form of values (religious values, moral values, health values, social values, and cultural values) through a process of internalization. According to psychoanalytic theory of Sigmund Freud, the formation of the child's personality structure took place in the age of 1-5 years, further development of the child's personality is only a refinement of the structure that has been formed. This shows that the importance of the role of informal education in creating a golden generation that will come with a competitive advantage.

Golden generation is the generation of the future is described as a generation that has the ability to excel in the field of science and technology and art, so as to bring the name of the nation to the world civilization. Golden generation that has a competitive advantage, it can not happen by itself, it means to be prepared through a regeneration process which involves the role of the parents in a family environment, through the implementation of adequate informal education, so as to support the career development of the child. In other words, the maximum child's career development will contribute to the birth of the golden generation that has a competitive advantage.

Competitive advantage is a nation's ability to master science, technology, and art in various areas of the manifestations may include products and services and technology products or goods needed by the people of the world. A nation that has competitive advantage in the global era, has broad opportunities to compete positively by many nations in the world. The characteristics of a nation that has a competitive advantage, among others, the following: (1) devoted to God Almighty, morality, character, and cultured; (2) has a high level of mastery of the science, technology, and art; (3) able to produce services or goods with engineering science and technology useful for life; (4) able to maintain the honor of the nation and the state in the eyes of the international community; (5) is able to seek out and take advantage of opportunities for the development of science, technology, and art, so it is not left behind by the ability of a nation and a state-negara else in the world; and (6) capable of fostering cooperation with other countries in the world to realizing a peaceful life order, sovereign, dignified, independent, and prosperous. The competitive advantage of a nation is the result of a process of quality education, including education takes place within the family.

Careers development of children in this study is defined as a child's mastery achievement in implementing the tasks of career development that takes place in the child's stage of development. According to the theory of Super, careers development of children is influenced by the involvement of parents through the process interaction between children and parents that take place within the family. Parents are leaders or model imitated by children through the process of assimilation. According to Hartono (2008) the influence of the parents of the child is done by planting cultural values such as religion, belief, art, morals, norms, and customs. The family environment the child began to learn to understand themselves, understand others, to establish social contacts, hone their intellectual and emotionally stimulating. Therefore, the atmosphere in the family influenced the career development of the child, the parents are obliged to create conditions of families as a model of informal education is commendable.

Based on the above, can be formulated diagram of linkage between the careers development of the child towards golden generation with a competitive advantage, as follows.

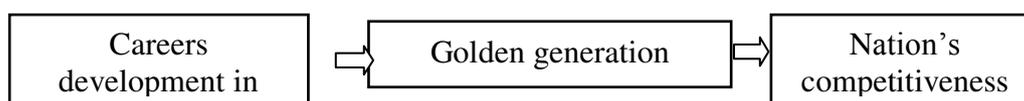


Figure 1: Diagram of career development relationship with the child's golden generation, and excellence competitive

According to Figure 1, it can be illustrated that when a child's careers development is progressing well, will contribute to the future birth of the golden generation that has a competitive advantage. For example, era MEA (Economy Community of A SEAN) opens wide opportunities to countries A SEAN to be competitive in a positive way, so that ASEAN member countries could each sell its products and technology services.

## 6. Conclusions and Recommendations

**Conclusions.** Based on the above explanation, it can be concluded the following matters: (1) Careers development of the child as an important part in the effort to prepare the golden generation that has a competitive advantage in the global era, requires attention and involvement of parents adequately; (2) The effect of parental involvement in a child's careers development is through a process of internalization of good-value and habituation in her daily behavior that provides opportunities for children to learn to understand themselves (self-knowledge), understand others, hone intellectual, and develop emotions as individuals who can reach out and develop a career in the life of society; (3) Parents and family members need to create and develop a conducive environment within the family, so the family environment can act as a source of learning required by a child; and (4) environment conducive family as a form of informal education, is an essential part of formal education that takes place in schools, and nonformal education in the community. Third educational environment that work together to produce a golden generation that has a competitive advantage in the future.

**Recommendations.** The importance of the role of the family in a child's careers development, the authors advised several things to parents, as follows: (1) Usually the parents care for informal education that takes place in the family, because it affects the careers development of its children; (2) As a rule the parents create and develop a conducive family environment as a source of learning for the children, to encourage children's careers development over the maximum; and (3) Normally the parents to work together with the school, to develop children's communication patterns as facilitating the development process.

## References

- Ajoku, M.U., Alhassan, A., Aina, and Osuji. (2010). *Developmental Psychology*. Logos: National Open University of Nigeria.
- Bjorklund, D.F., and Pellegrini, A.D. (2000). Child development and evolutionary psychology. *Child Development*, 71(6), 1687–1708.
- Eccles, J.S. (2015). *Developmental Psychology*. Tersedia di <http://www.apa.org/pubs/journals/dev>, diakses tanggal 23 April 2015 pukul 10.00 WIB.
- Freud, S. (2015). *General Introduction to Psychoanalysis: Intruductory Guide to Critical Theory*. Tersedia di <http://www.purdue.edu/guidetotheory/psychoanalysis/psychintroframes>, diakses tanggal 23 April 2015 pukul 10.30 WIB.
- Garder, H. (2006). *Multiple Intellegences: New Horizons*. New York: Basic-Books.

- Hartono. (2008). Pilihan karier dalam perspektif budaya dan implikasinya pada bimbingan karier di sekolah. *Jurnal Psikologi Pendidikan dan Bimbingan Fakultas Ilmu Pendidikan Universitas Negeri Surabaya*, 9(2), 123–130.
- Hartono. (2015a). Pola pemilihan karier siswa SMA. *Jurnal Bimbingan dan Konseling Asosiasi Bimbingan dan Konseling Indonesia Pengurus Daerah Provinsi Jawa Timur*, 1(1), 1–10.
- Hartono. (2015b). Revolusi mental dalam bimbingan dan konseling: Berpikir, bersikap, dan bertindak produktif. *Prosiding Seminar Nasional Bimbingan dan Konseling PD ABKIN Jawa Timur, 8 Februari 2015*. Surabaya: Adi Buana University Press.
- KiidSource Online. (2009). *Parenting and career development*. Tersedia di <http://www.kidsource.com>, diakses tanggal 23 April 2015 pukul 20.49 WIB.
- Motessori, M. (2015). *Theorists and What We Learned from Them: Maria Montessori*. Tersedia di <http://www.ipsuwa.org.au>, diakses tanggal 25 April 2015 pukul 07.28 WIB).
- Ozerem, A., and Kavaz, R. (2015). Montessori approach in pre-school education and its effects, *The Online Journal of New Horizons in Education*, 3(3), 1–14. Tersedia di <http://www.toined.net>, diakses tanggal 25 April 2015 pukul 07.49 WIB.
- Patton, W., and Creed, P.A. (2001). Developmental issues in career maturity and career decision status. *The Carerr Development Quarterly*, 49, 335–351.
- Presiden Jokowi: Jangan taku MEA. *Harian Kompas*, 27 April 2015, tersedia di <http://www.bisniskuangan.kompas.com>, diakses tanggal 27 April 2015.
- Sharf, R.S. (2013). *Applying Career Development Theory to Counseling (6<sup>th</sup> ed.)*. United Kingdom: Brooks/Cole.
- Way, W.L., and Rossmann, M.M. (1996). *Lessons from Life's First Teacher: The Role of Family in Adolescent and Adult Readiness for School to Work Transition*. Berkeley, CA: National Center for Research in Vocational Education.