

Finding Passion and Life Purpose: Recognize Your Potential for Career Planning

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ABSTRACT

The People Empowerment Program (PRODAMAT) aims to help children of Yatim Putri 'Aisyiyah Yogyakarta Orphanage at the junior and senior high school levels recognize their potential and provide knowledge to the children about career planning. PRODAMAT was held face-to-face (offline) on January 29 and February 4, 2023. PRODAMAT lasted several sessions of activities given to participants, starting from conducting aptitude tests, interests, to knowledge sharing. In the knowledge sharing phase, the material presented was about career planning for orphanage children in the future, and the participants calmly and enthusiastically listened to new knowledge. Based on the post-test score, the children of Yatim Putri 'Aisyiyah Yogyakarta Orphanage at the junior and senior high school level experienced an increase of 5.9 after the knowledge sharing. This shows that there is an increase in children's insights after doing knowledge sharing because children get new insights related to interests that exist in themselves for career planning.

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INTRODUCTION

Passion is a strong desire within a person to do a favored task or activity. Knowledge of one's own desires must be thoroughly understood in order for the person to experience achievement in daily life. When one expresses oneself well, including one's passion, one will find it easier to choose a career and path that will lead to success in the future. As a result, an understanding of passion is essential for all people, especially middle and high school adolescents, who need to advance their careers, from establishing a job to finding a job in the future (Monika & Nathania, 2022).

Passion has a relationship with work and forgetting that the work is for others, as a result, every task assigned to someone will be completed quickly. If there is no passion, a person will not feel comfortable in their work because of dissatisfaction with what is being done now (Liswandi, 2022).

Currently, the problems and challenges faced are growing, especially during adolescence. Adolescent children in middle and high school, such as those in orphanages, often do not have the same access to opportunities and facilities as children in other settings. This can cause them to feel marginalized and unacknowledged by society, hindering them from developing career plans that match their talents and interests. Children in orphanages often do not have enough social support, such as family or close friends, who can help them cope with problems and provide emotional support in developing career plans. This can reinforce children's vulnerability to mental and emotional problems that can hinder the career planning process.

Future career decisions are the result of understanding and exploring potential and interests that begin in early adolescence (Mufrihah, Hasanah, Aisa, & Wahyuningrum, 2021). Li, Ee, & Muhamad (2011) state that individual career planning must begin when children are in school because school is a place to develop talents, abilities, potential and personality. Tests and assessments are very important in assisting the career exploration process, especially in the process of self-understanding, to assess strengths and weaknesses, and to explore student potential. The use of psychological tests makes it possible to gather useful information about students and help in the career development of children especially in making career decisions.

It is difficult to develop talent properly if it does not start with the field to be pursued. Interest has developed into one of the most important factors that can affect a person's health. Art talent, for example, will grow as much as possible if a person has an interest in things related to art. Interest, among other things, is influenced by stimuli (Nastiti & Laili, 2020).

A student is expected to recognize the potential that exists in himself, so that students are able to draw up a road map for further study or work plans that are in accordance with his talent interests. When students already have an idea of their future plans, students will have learning motivation and attitudes that will lead them to achieve their goals (Mahaardhika, Putra, Dewi, & Wirsiasih, 2022).

According to Nur'aeni (2012), the purpose of understanding talent aims to be able to carry out diagnosis and prediction. aims to know a person's potential, then the potential that exists in a person will be understood. As a result, it will be easier to analyze the teste's problems in the future. In addition, the purpose of learning talent is to predict a person's future success or failure in a particular field.

In accordance with this, junior and senior high school students need to prepare themselves as early as possible. One of them is by being given a program or activity that can be a provision for children in the future. The future of the children at the 'Aisiyiah Yogyakarta Orphanage is one of the most important things to be addressed. This is because when the orphanage children have graduated from high school, the children are no longer funded by the orphanage if they do not excel.

According to Wilson (2020), Community Service (PKM) activities are carried out to provide experience, understanding, and deep understanding related to the importance for everyone, especially those from the younger generation, to be able to determine direction.

Solutions that have been carried out on the Yatim Putri 'Aisyiyah Yogyakarta Orphanage by conducting trainings related to skills, such as making wedding gifts, batik, making accessories, sewing, and makeup. In addition, there is also socialization related to ideals and environmental health.

In addition to the above programs, one way to help the children of Yatim Putri 'Aisyiyah Yogyakarta Orphanage to prepare for the future, namely with career planning so that they can compete in the world of work later and can also achieve the desired passion according to the potential possessed by each child. Therefore, it is important to know how the PRODAMAT team can help to change the future of the children at the Yogyakarta Orphanage so that the children can live a better life in the future. This aims to ensure that the children at Panti Asuhan Yatim Putri 'Aisyiyah Yogyakarta can reach their full potential.

The children at Yatim Putri 'Aisyiyah Yogyakarta Orphanage are in elementary school to Muhammadiyah University. The idea to be proposed is to recognize self-potential with talent and interest tests and knowledge sharing related to career planning for children at the Yatim Putri 'Aisyiyah Yogyakarta Orphanage at the junior and senior high school levels so that children can prepare good career planning. The Umat Empowerment Program (PRODAMAT) that is implemented is expected to be able to help with career planning and can help recognize the potential of the children of the Yatim Putri 'Aisyiyah Orphanage at the junior and senior high school levels in the future.

METHOD

PRODAMAT activities at the Yatim Putri 'Aisyiyah Yogyakarta Orphanage were held face-to-face (offline). The PRODAMAT activity was carried out by the entire team along with the orphanage children on January 29 and February 4, 2023.

During the implementation of PRODAMAT, each team member in charge carried out and ensured that each stage of the process ran systematically, efficiently, and effectively from start to finish. Of course, achieving the maximum goal in a social activity is one of the main priorities. (Flowchart is in the Appendix) Details of the stages of community service activities are as follows:

- Establishing communication with several stakeholders in the Yogyakarta Orphanage of Yatim Putri 'Aisyiyah.
- Conducting the first visit to collect the initial data needed and to see what problems and obstacles are being experienced by the children of the Orphanage at the junior and senior high school levels.
- The organizing team conducted an assessment of the most priority needs for the Orphanage. The assessment carried out by the organizing team in this activity was in the form of interviews with the management of the Orphanage. The interviews conducted were semi-structured interviews, so that several problems were found related to the career planning of the Orphanage children at the junior and senior high school levels. The results of the interview will be used as material to develop knowledge sharing materials and activities;
- this stage is the implementation of PRODAMAT activities carried out in accordance with the program implementation plan and in the form of knowledge sharing activities;
- evaluation and reporting of activities, where the evaluation process is a tool that can measure the extent to which the activities carried out by the group organizing team are running well or not. As a form of accountability for the implementation of activities, the organizing team will make a written report to the Ahmad Dahlan University Master of Psychology Study Program.

RESULTS

The People Empowerment Program (PRODAMAT) entitled "Finding Passion and Life Purpose: Recognize Your Potential for Career Planning" was held on January 29 and February 4, 2023. The target participants in the activity were children from Yatim Putri 'Aisyiyah Yogyakarta Orphanage at the junior

and senior high school levels. This PRODAMAT was conducted face-to-face (offline) with knowledge sharing with the PRODAMAT team, and the implementation of aptitude and interest tests also from the PRODAMAT team.

The PRODAMAT activity began with an introduction session of the entire organizing team to build a comfortable atmosphere between the orphanage children and the organizers. Then the activity continued by giving the Employee Aptitude Survey (EAS) aptitude test and John Holland (Holland) interest test to the children.

After the test, the next activity was knowledge sharing, where the organizing team held a discussion with the children related to career planning and whether the children already knew the potential that existed in themselves, ideals, experience of activities at school, tips for knowing passion, and also what tasks were done and what had been achieved. In this activity, there are still many children who do not know the potential that exists in themselves and only know the shortcomings that exist in themselves without knowing their strengths. In addition, children also still do not know exactly what kind of career desire and in what field the child hopes to have later. The PRODAMAT team explained the importance of knowing what career planning is, tips on exploring one's potential, whether the career choice is in accordance with one's potential, and making further action plans to achieve one's goals.

Finding passion in life is important to determine the direction of the orphanage children's careers and lives. When children find their passion, they will feel more motivated to learn to develop their skills in their field of interest. In the context of knowledge sharing, finding passion means that children can share knowledge and experience about their field of interest and are motivated to share knowledge and skills with other friends, so that they can provide benefits and inspiration for other friends.

Based on the test results, it shows that knowledge sharing can increase the insight of the children of Yatim Putri 'Aisyiyah Yogyakarta Orphanage related to the interests that exist in themselves. This can be seen from the comparison of the children's pre-test and post-test results which are described in the table below.

The post-test score after being given treatment by providing knowledge sharing increased. This shows that there is an increase in children's insight after doing knowledge sharing because children get new insights related to their interests for future career planning. The average increase from the pre-test and post-test results shows that the children of Yatim Putri 'Aisyiyah Yogyakarta Orphanage at the junior and senior high school levels experienced an increase of 5.9 with an average pre-test of 121.05 to 126.95 on the average post-test.

The discussion of the aptitude and interest test results involves identifying children's key abilities and interests and how children can use this information to make informed career decisions. It also involves identifying children's lack of abilities and interests and how they can improve them to strengthen their career potential, as the test helps children find their passion or field that matches their interests and talents. This makes it easier for children to determine the direction of their career and life, so that they can achieve success in their field of interest.

The Employee Aptitude Survey (EAS) test according to Ekawati, Kinayung, & Widiana (2020) consists of 10 subtests, with a presentation time of 5 minutes between each subtest. The test can be applied equally or can only be applied to some subtests required for the current job. The subtests in the EAS test are: verbal comprehension test, numerical ability test, visual pursuit test, visual speed and accuracy test, space visualization test, numerical reasoning test, verbal reasoning test, word fluency test, manual speed and accuracy test, and symbolic reasoning test.

Interest tests become a comprehensive study like the concept offered by Holland's career, accepted in many circles (Afandi, 2011). The form of interest test is forced choice using Holland's theory (Jati, Kusriani, & Fatta, 2018). Holland's interest test, the RIASEC test, is a description of the personality type used in career exploration. Holland realized that the best way to identify work environments that may be suitable for a person is to analyze past jobs related to a person's personal characteristics and combine them with

other types of work environments. Holland put forward 6 types of RIASEC skills, namely: R (Realistic), I (Investigative), A (Artistic), S (Social), E (Enterprising), C (Conventional) (Muqaffi, Rahmah, & Asis, 2022). Roebianto, Guntur, & Lie (2021) stated that the Holland personality-based interest test can be used for mapping majors for junior and senior high school students.

Knowledge sharing activities are well implemented and the response from orphanage children who are motivated to share experiences related to an activity with other friends, sharing this information is carried out by several children in knowledge sharing, so that it can provide benefits and can inspire other friends. Children are able to express things that children like and share them during knowledge sharing.

One of the theories that explains knowledge sharing is exchange theory. This theory explains that a person who has a tendency to be able to make mutually beneficial social exchanges to maximize the benefits that can be obtained from a social interaction. Therefore, with knowledge sharing, social exchange is carried out by sharing knowledge and information that is beneficial to both parties (Chang & Chuang, 2020). Overall, finding passion and interest and aptitude tests have a close relationship with knowledge sharing, because both can help orphanage children in determining careers or fields of interest.

Proper career planning can also help orphanage children to achieve their desired career goals. In the career planning process, not only can they learn about their desired careers, but they can also acquire the skills and requirements needed to achieve their career goals. By preparing themselves well, orphanage children can increase their chances of achieving their goals.

Prasetyo (2021) states that career planning is a process in which a person can recognize himself and use various strategies to achieve career goals. It is similar to understanding one's own potential, one's goals, and the ongoing evolution of the world. Therefore, it is necessary to have a strong understanding and a lot of perseverance to achieve the stated goals. Students are encouraged to have a purpose for their lives, recognize their potentials, and plan ways to make their goals a reality.

According to Fauzana, Yusuf, & Afdal (2021), career planning is needed for students as a process of choosing a career direction, taking into account opportunities, constraints, and choices to achieve the desired career goals in accordance with student potential such as talents, interests, intelligence with consultation. In this case, directing junior high school students in career planning, and there is nothing wrong with choosing a career for their future.

One of the relevant studies is research conducted by Nurlaelli et al (2023) on Improve English Language skills through Meeting Training Vocabulary (MTV), the article discusses the importance of having self-potential in terms of developing English language skills as a second language. The article also explains that the training provided an opportunity for students to improve their ability to communicate in English, which is an important skill in the current era.

This activity is expected to provide benefits and insights to children regarding their future career planning. As for the mapping process, tools can be used, such as interest and talent tests, to help identify the potential that exists within. The results of aptitude and interest tests can help orphanage children to understand more about their interests, talents and skills. This can help them to choose a career that suits their potential. Finding one's passion and purpose in life is an important process in career planning. When orphanage children find their passion, there is a sense of fulfillment and happiness in their lives, so they will feel motivated and energized in living their lives.

CONCLUSIONS and RECOMMENDATIONS

The people empowerment program (PRODAMAT) activity at the Yatim Putri `Aisyiyah Yogyakarta Orphanage has been carried out well according to the procedures in the proposal. During the activity there were several sessions of activities given to participants ranging from conducting talent tests, interests, to knowledge sharing. In the knowledge sharing phase, the material presented was about career planning for orphanage children in the future, and the participants calmly and enthusiastically listened to

new knowledge. Based on the post-test score, the children of Yatim Putri 'Aisyiyah Yogyakarta Orphanage at the junior and senior high school level experienced an increase of 5.9 after the knowledge sharing. This shows that there is an increase in children's insights after doing knowledge sharing because children get new insights related to interests that exist in themselves for career planning.

The procurement of PRODAMAT activities this time gave some special notes to the organizing team, including the need for educational institutions to hold knowledge sharing activities in the environment of the Yogyakarta Orphanage and talent and interest tests to see talents and interests in certain fields. It is also hoped that the PRODAMAT team who chose to implement the program in this place can develop the form of activities, so that the orphanage children can determine their future career planning.

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AUTHORS' NOTE

The authors declare that there is no conflict of interest regarding the publication of this article. Authors confirmed that the paper was free of plagiarism.

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APPENDIX

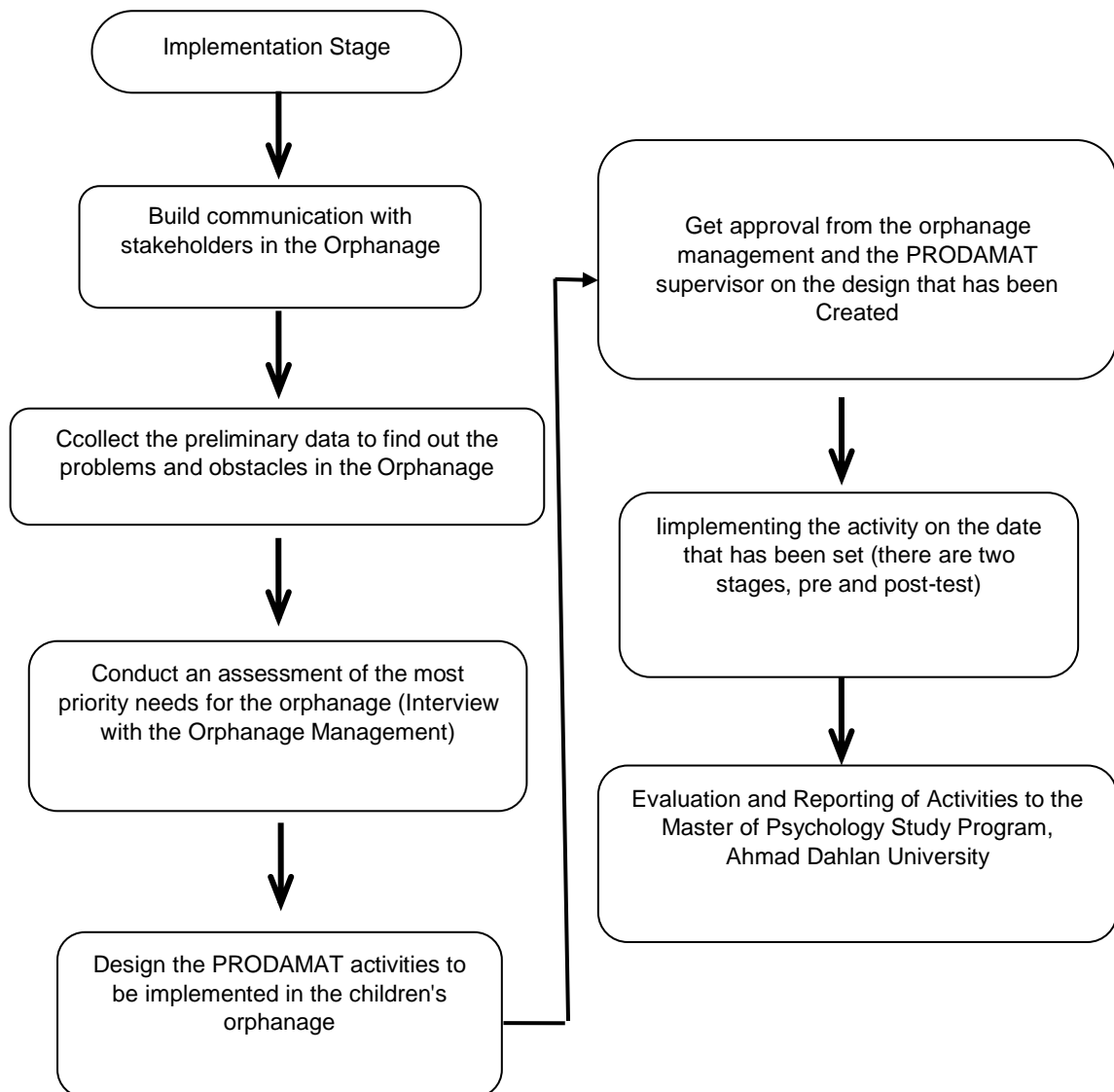


FIGURE 1. Flowchart Implementation



FIGURE 2. Knowledge Sharing Activity



FIGURE 3. photo with the orphanage children after the activity

TABLE 1. Data Pre-test and Post-test

Component	<i>Pre-test</i>	<i>Post-test</i>
Number of Children (n)	19	19
Number of points	2300	2412
Highest Score	155	159
Lowsest Score	104	108
Avarage	121.05	126.95