

Utilization of Riasec Theory to Identify Career Personalities in Deaf Students: A Systematic Review

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KEYWORDS

Deaf Children, RIASEC Theory

ABSTRACT

A career is a process that a person experiences in his life. In the end, a person must have the skills to choose a career as a determinant of life in the future. Deaf people are people who lose the ability to hear, so they inhibit the processing of information through their hearing, whether or not they are wearing hearing aids. In general, deaf children have normal and average intelligence. Effective guidance needs to be based on accurate data. Therefore, before doing therapy, it is necessary to do an assessment first, which is to assess or recognize counselling in depth in various aspects. John Holland's theory helps identify students' career personalities according to types, traits and psychological characteristics (personality). It draws on the principles of Holland's theory, which groups individuals into six personality types and corresponding work environments. This study aims to provide practical guidance for parents, educators, and career counsellors. The aim is to improve the career readiness of deaf children and create a more inclusive and supportive environment for their professional growth.

INTRODUCTION

Career

A career is a process that a person experiences in his life. In the end, a person must have the skills to choose a career as a determinant of life in the future. Someone interested in a certain career occurs because they have talents and abilities that have been practised and realized, especially since someone becomes happy and enjoys the results of his work. This supports the statement that someone interested in a career is influenced by personality and various variables behind it, such as *heredity and* all cultural influences, social friends, parents, and environment that are considered important in determining career choices (Ferguson, 2008; 3). Career does not just refer to a job title or task but also to a person's role in life, life order, and events in life.

Deaf Children

Deaf people lose the ability to hear, so they inhibit the processing of language information through their hearing, whether or not they are wearing hearing aids where the limits of hearing they have are sufficient to allow the success of language information processing through hearing. Deaf children show difficulty hearing, from mild to severe categories, and are classified into hearing loss and deafness. Soewito, in the book *Ortho paedagogic Deaf*, wrote: "A person with severe to total deafness, who cannot catch speech without reading the lips of the interlocutor". Deaf children are also dignified individuals; therefore, they must have human

rights. Limited hearing ability can limit their access to important information, while stereotypes that may be attached to them can affect people's perception of their potential. Mentors need to help develop skills to make career choices that match interests and abilities that tend to match their personality type.

The intelligence of deaf children is no different from that of normal children, namely high, average, and low. In general, deaf children have normal and average intelligence. However, the achievement of deaf children is often lower than that of normal children because it is influenced by their ability to understand verbalized lessons.

Deaf is a term that refers to the malfunction of the organs of hearing or ears of a child. This condition causes them to have distinctive characteristics different from normal children. Characteristics of Deaf Children: 1) *Physical Aspect*: How to walk stiffly and slightly bent, breathing short and irregularly, how to see it is rather violent, 2) *Language Aspect*: The vocabulary possessed is not much, it is difficult to interpret words that contain idiomatic, grammar is less regular / back and forth. 3) *Intellectual*: His intellectual ability is normal, but his academic development is slow due to language limitations. 4) *Social-Emotional*: Often suspicious and prejudiced, Often aggressive.

Theory RIASEC

Effective guidance needs to be based on accurate data. Therefore, before doing therapy, it is necessary to do an assessment first, which is to assess or recognize counselling in depth in various aspects. In this study, the assessment given is an interest aptitude test to determine career interests. Instruments are used to help determine the direction of career choices that suit interests and abilities that tend to match their personality type. John Holland's theory helps direct the skills for students' career choices to those that match the type, traits and psychological characteristics (personality). This character believes that a person's success in the world of career and work tends to be influenced by the type, nature, and character of the particular psychological environment in which the individual is located. Environmental models include: (a realistic environment, intellectual environment, social environment, conventional environment, business environment and artistic environment). The congruence between certain types from the point of view of psychological and environmental models also becomes the basis of capital for individuals in developing their careers. With comprehensive studies like these, the concepts introduced by Holland's career theory have been well-received in various circles. Therefore, these instruments can help students choose careers with guidance teachers' guidance.

RESEARCH METHODS

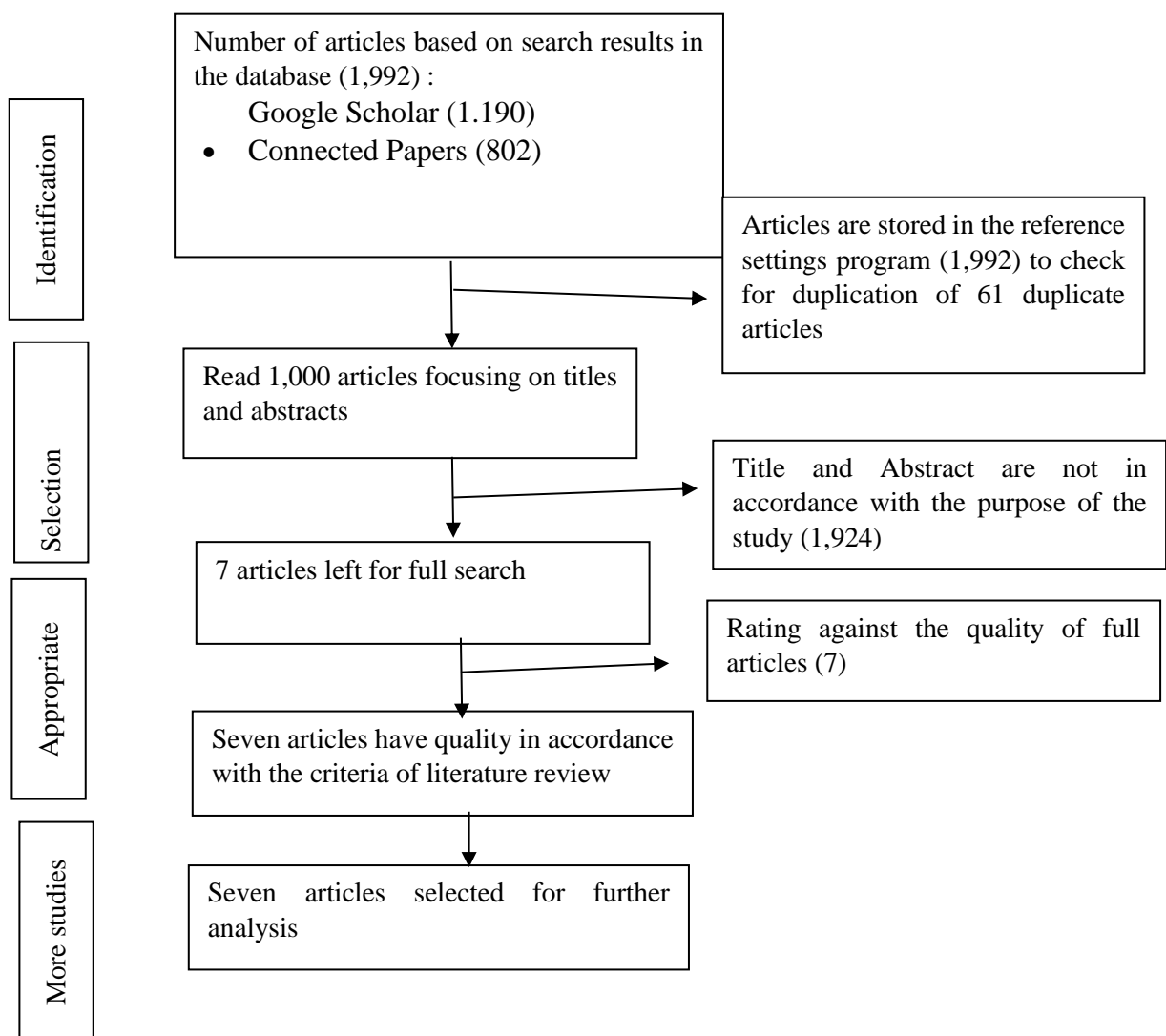
Researchers searched for articles on the Utilization of RIASEC Theory to identify career personalities in deaf students. The selected database is *connected to paper and Google Scholar* because both bases are easily accessible to get complete articles so that articles can be analyzed in depth and detail. To drill down into related articles, we used keywords including The career needs of deaf children and John Holland's theory for deaf children.

Researchers determine three main criteria in article selection. The first criterion is that the article was published within the last 10 years (2013-2023). In that time frame, it is expected that the article's content will still be relevant, and the reported empirical data will show the utilization of the RIASEC Theory to identify the career personality of deaf students. The second criterion is the research design using a qualitative approach, and the study participants are deaf children. The third criterion is that researchers do not include articles that do not explore the experience of using the RIASEC Theory to identify the career personality of deaf students in this systematic analysis.

Based on the article search results, 1992 articles were found on two bases: Google Scholar had 1,190 articles, and Connected Papers had 802 articles. Furthermore, the articles are stored

in a program/file to be checked for duplication of article data. The application used to check the duplication of article data was Medeley, which produced 1,924 articles because the title and abstract were not relevant to the purpose of the study. Of the seven articles, four articles use a literature review. Researchers are lecturers and students conducting literature reviews.

Deaf children must be helped to understand themselves, recognize talents, skills, and abilities and obtain sufficient information. Deaf Children can be assisted through career direction based on personality type and individual comprehension techniques. RIASEC theory to recognize personality types that are influential in a career. A career choice instrument that solidifies the direction of career choices based on types, traits and psychological characteristics (personality) with an environmental model that includes six personality types, namely using Holland's theory, among others: *realistic environment*, *intellectual environment*, *social environment*, *conventional environment*, *business environment* and *artistic environment*. The results of the instrument test show that the instrument used effectively determines the direction of career choices that are in accordance with interests and abilities that tend to be in accordance with the type of personality.



Systematic Literature Review

HEADING	Researc hers	Research Methods	Researc h Sites	Types of research	Purpose of the study	Research Results
Increased Career Maturity of Students with Holland Theory	Robbi Asri 1*), A Muri Yusuf 2, Afdal Afdal3	Literature review		Researchers collect, review, and synthesize findings from a variety of literature sources to understand and evaluate existing knowledge about Holland's theory and students' career maturity.	discuss about 1.) basic concepts of Holland's theory. 2.) characteristics of Holland's theory. 3.) advantages and disadvantages of Holland's theory. 4.) career maturity	Holland's theory discusses how to choose a career based on personality type. Holland's type theory establishes the relationship between personality and environment by categorizing between interests and personal characteristics in a combination of six types of work: RIASEC
IMPLEME NTATION OF CAREER GUIDANC E FOR THE INDEPEND ENCE OF DEAF STUDENT S AT SMALB-B	Senja Aisah Dharma dan Wagino	Descripti ve method with qualitativ e approach. Informati on Collectio n	SMALB -B Karya Mulia Surabay a	Qualitative Discriptive	The purpose of this study is to describe the implementation, constraint factors, and solutions in overcoming career guidance obstacles for the independence of deaf students at SMALB-B Karya Mulia Surabaya.	The result that the implementation of career guidance has been carried out well, this is evidenced by the availability of systematic career guidance implementation guidelines. The implementation of this short career guidance includes supervision approaches, individual understanding techniques, ways of approaching and approaching, and evaluation techniques. The school provides the best solution to

					<p>overcome these obstacles.</p> <ul style="list-style-type: none"> The school has made service improvements in optimizing the implementation of career guidance, as evidenced by the new program that will be implemented called the "Add Honey Plan", which is a visit to a more complete place according to the majors of expertise taken.
RIBADIAN TYPES AND DEEP ENVIRONMENT MODELS JOHN HOLLAND'S CAREER GUIDANCE PERSPECTIVE	Muslim Afandi	Teori John Hollad	Literatur Review	Supporting the concepts offered by Holland's career	<p>A person's success in the career world is influenced by the type, nature, and character of the particular psychological environment in which the individual is located.</p> <ul style="list-style-type: none"> The congruence between certain types from the point of view of psychological and environmental models also becomes the basis of capital for individuals to develop a career.
Types of Personality in Making Career Decisions Based on John Holland's Theory	Nadia Azmi Harahap 1*), Restu Amalian Lingsih 2, Dede Rahmat	Library Studies.	The type of data used by the authors in this study is data obtained from literature studies.	This study aims to determine the role of personality type in career decision making of vocational high school students based on John L. Holland's theory	The results of this study show that Holland's theory pays attention to behavioral characteristics or personality types as the main cause in the selection and development of individual careers. According to Holland, a

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	Hidayat 3					person's personality is the result of inheritance and environmental influences.
Career Development Program for Children with Special Needs in SLB Negeri Surakarta	Itsna Safira	The research method used is a library research that focuses on literature review, utilizing data sources from books and digital journals as well as manuals related to career guidance and counseling theory for people with disabilities.	SLB Negeri Surakarta	Library Research that focuses on literature review	This study aims to summarize and analyze literature related to the implementation of career development programs, especially in directing career planning for children with special needs.	<ul style="list-style-type: none"> The importance of developing Career Guidance and Counseling services based on concepts that are sensitive to the special needs of people with disabilities, which can then be implemented in guidance and counseling practices.

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<p>IMPLEMENTATION OF CAREER GUIDANCE SERVICES FOR CHILDREN WITH SPEECH IMPAIRMENT AT SMPLB YPAC PALEMBA NG</p>	<p>Syeilla Amrina Rosyada 1, Azis Muslim 1.</p>	<p>This study aims to determine the concept of career development for children with speech disorders, as well as understand the concept of implementation of development and development strategies for career guidance services for children with speech disorders</p>	<p>Qualitative research</p>	<p>This study used qualitative research with data analysis techniques using the Miles and Huberman model, data collection techniques through primary data, and secondary data through observation, in-depth interviews, and documentation.</p>	<p>The results of this study show that Career Guidance has been programmed in guidance and counseling services. However, the implementation is not optimal because there are several obstacles both in terms of learning and needs, where the learning obstacles here are not optimal planning and preparation of career guidance programs.</p> <ul style="list-style-type: none"> • Career guidance services are necessary for children with special needs or children with disabilities where each process is the same as career guidance for students in regular schools, but there are slight differences in the stages of implementation, services, development strategies, and outcomes of career guidance programs obtained for children with special needs or children with speech disorders.
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Career Decision Making: A Literature Review	Fajriani, dkk	<ul style="list-style-type: none"> • Analysis of articles from the Scopus databas e betwee n 2019 and 2022 with the search keywor d "career decisio n-making". 	<i>Studi Literatur</i>	<i>Kuantitative</i>	analyze and identify key factors related to career decision making based on current literature	<ul style="list-style-type: none"> • It is hoped that the results of this review will contribute to future researchers in understanding the latest research trends around career decision making and help direct future research directions.
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FINDINGS

Career

For the right life decisions, a person in a career needs to recognize the career personality type. Deaf children must be helped to understand themselves, recognize talents, skills, and abilities and obtain sufficient information. Recognizing careers based on personality type is very helpful in introducing the world of work, work ethic, and types of work so that from the information obtained, it is expected to solidify choices and make decisions according to his situation.

Deaf Children can be assisted through career direction based on personality type and individual comprehension techniques. The individual understanding technique used in this study is Assessment using Holland's Theory to recognize personality types that are influential in careers and introduce Deaf Children to the world of work (factory/workshop) so that students can observe directly and even practice it.

Deaf Children

Deaf children are dignified individuals; therefore, they must have human rights. Limited hearing ability can limit their access to important information, while stereotypes that may be attached to them can affect people's perception of their potential. It is important for counsellors to understand that the skills to choose a career are not only a guide to choosing a job but also an important bridge to encourage the independence of deaf children, strengthen their beliefs, and open doors of opportunity that may have previously felt closed. After graduating from school, a fundamental need is the right to get a job to fight for their lives. The reality is that most graduates need jobs, and few continue to study. Preparation or guidance is needed so deaf children are ready to work and have certain skills to open a small business. Such a method that

fosters enthusiasm to work and fight for life certainly cannot be separated from mentoring. Mentors must introduce and train students in various skills and types of work and, if possible, give them opportunities to practice / experience so that they can better resonate with students.

RIASEC Theory

The appropriate career choice assessment instrument for deaf children solidifies the direction of career choices based on types, traits and psychological characteristics (personality) with an environmental model that includes six personality types using Holland's theory, including *realistic environment, intellectual environment, social environment, conventional environment, business environment and artistic environment*. This character believes that a person's success in the world of career and work tends to be influenced by the individual's type, nature, character and psychological state. The fit between certain types from the point of view of psychological models also becomes the basis of capital for individuals in deciding their careers. The concepts introduced by Holland's career theory have been well-received in various circles. The results of the instrument test show that the instrument used effectively determines the direction of career choices that are in accordance with interests and abilities that tend to be in accordance with the type of personality.

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