

The Use of Media in Career Guidance to Enhance Career Readiness Among Senior High School Students : A Systematic Literature Review (SLR)

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Abstract: *Career readiness for senior high school students is crucial because it helps them move smoothly into university or the job market. Schools are trying harder to help students plan their careers, and one way they're doing this is by using media in career guidance. This study looks at existing research on the use of media in career guidance in senior high schools and how effective it is in making students more career-ready. The study uses a systematic method to collect and review research published between 2015 and 2025. The work was done carefully using a straightforward approach, and the data came from scientific articles found in databases like Google Scholar, ScienceDirect, ERIC, and national journals that are officially recognized. To find the right articles, a mix of keywords in both Indonesian and English was used, including terms like "media bimbingan karier", "career guidance media", "career readiness in senior high school", and "career counseling". Boolean operators "AND" and "OR" were used to make sure the search was accurate and relevant. The findings show that different types of media, such as websites, apps, videos, interactive platforms, and social media, are useful for providing career information, helping students understand themselves better, and making decisions about their future. These media tools also make career guidance more engaging, easier to access, and tailored to individual needs. The study concludes that using media in career guidance in senior high schools can greatly help students learn more about possible career paths and feel better prepared for their future jobs.*

Keywords: *Career readiness, Career guidance, Digital career tools, Student engagement*

INTRODUCTION

Career readiness is one of the essential aspects that senior high school students (SMA) must possess to face future challenges, whether continuing their education to higher levels or entering the workforce (Paat, 2023). However, many students still experience difficulties in recognizing their interests, talents, and appropriate career choices, thus requiring effective career guidance (Smith & Jones, 2021). In today's digital era, media plays a strategic role as a supportive tool in career guidance services. Digital media, such as interactive applications, educational videos, and online platforms, can provide engaging and easily accessible information and learning experiences for students (Brown et al., 2022). The use of media not only enhances material delivery but also helps students develop soft skills and psychological readiness that are crucial for their careers (Clark & Wilson, 2020).

Nevertheless, research that systematically examines the role of media in improving career readiness, especially for senior high school students, remains limited. Previous studies have mainly focused on vocational education or higher education, making it necessary to conduct a literature review that integrates various types of media and their effects on the career readiness of senior high school students (Davis, 2019; Lee, 2021). This study aims to conduct a systematic literature review (SLR) on various studies discussing the use of media in career guidance to enhance career readiness among senior high school students. The results of this review are expected to provide a comprehensive overview for educators, counselors, and policymakers to optimize the use of media as an effective career guidance tool tailored to students' needs.

Career readiness refers to an individual's ability and preparedness to face the workforce and determine a career path that aligns with their interests, talents, and potential (Jones et al., 2022). For senior high school students, career readiness is crucial because they are at a transitional stage between formal education and life after school, whether continuing to higher education or entering the workforce (Smith & Lee, 2023). This readiness includes recognizing interests, talents, and understanding relevant career options to help students make appropriate decisions and reduce the

risk of dropping out or unemployment (Garcia & Martinez, 2021).

Despite its importance, research focusing on the utilization of media in career guidance services, particularly for senior high school students, remains limited. Many studies emphasize vocational or higher education, while the senior high school context receives less attention (Anderson & Chen, 2022). Media such as digital platforms, mobile applications, educational videos, and interactive media can assist students in understanding career options and improve their readiness in making career decisions (Brown & Wilson, 2024). However, challenges such as limited access to technology and the readiness of educators also need to be addressed during implementation (Nguyen et al., 2023).

Systematic research can provide a comprehensive picture for educators and policymakers to optimize the use of media in career guidance services for senior high school students (Davis, 2019). Therefore, this study conducts a systematic literature review to collect, analyze, and synthesize previous research findings on the use of media in career guidance to enhance career readiness among senior high school students. This study is important as it provides a thorough overview for educators, counselors, and policymakers on the effective use of media in career guidance at the senior high school level.

Previous studies have highlighted the importance of career guidance in helping students understand the world of work and prepare mentally as well as develop necessary skills. However, most studies have focused more on vocational or higher education contexts, with limited focus on senior high school students. Additionally, research examining the use of media as an aid in career guidance services specifically in senior high schools is still scarce and has yet to provide a comprehensive overview regarding the types of media used, their effectiveness, and the challenges faced in their implementation (Lee, 2021; Anderson & Chen, 2022).

As a solution to overcome these limitations, media such as digital platforms, mobile applications, educational videos, and interactive media have increasingly been applied in career guidance services. These media are considered capable of making the guidance process more engaging, easily accessible, and tailored to individual student needs, thereby improving their career readiness more optimally (Brown et al., 2022; Clark & Wilson, 2020). This study aims to conduct a systematic literature review on various types of media used in career guidance services for senior high school students and to examine the benefits and challenges arising from their implementation. The importance of this study lies in its effort to provide a comprehensive and up-to-date overview that can serve as a reference for educators, counselors, and policymakers in developing more effective career guidance services in the future.

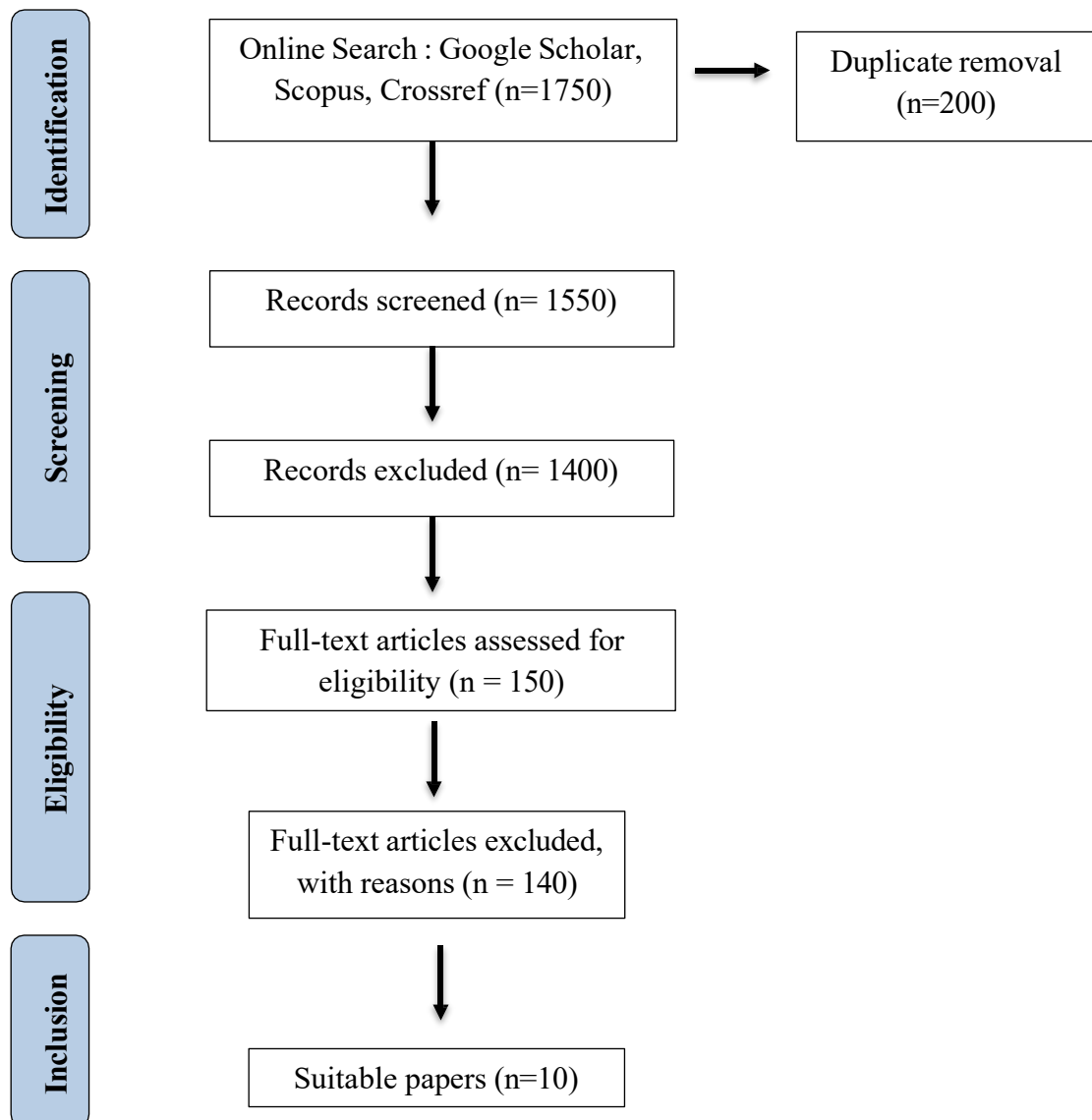
The benefits of this study to science are enriching the literature on media utilization in career guidance, particularly in the context of senior secondary education. For society, the results of this study are expected to help improve the quality of career guidance services in senior high schools so that students are better prepared to face the workforce and further education with appropriate career decisions.

METHODS

This study uses a literature review approach to collect, analyze, and synthesize various research findings and scientific publications relevant to the use of media in career guidance services in senior high schools (SMA). The narrative approach was chosen for its flexibility in accommodating various types and sources of literature and its ability to explore conceptual and practical understanding in depth (Bryce et al., 2023; Adriani et al., 2020). This review presents previous research findings and examines common patterns, key issues, and existing research gaps.

The data sources for this review include scientific journal articles, national and international conference proceedings, and research reports published in the past ten years, particularly between 2015 and 2025. These sources were obtained from various academic databases such as Google Scholar, Scopus, ScienceDirect, Crossref, keywords such as “media bimbingan karier,” “career guidance media,” “career readiness in senior high school,” and “career counseling” in both Indonesian and English.

In the literature selection process, several inclusion and exclusion criteria were applied to ensure the relevance and quality of the reviewed sources. The inclusion criteria are as follows: (1) Articles or publications discuss the use of media in career guidance services, including tools, technology, and digital platforms; (2) literature focused on upper secondary education (high school); (3) articles based on empirical research or theoretical studies using qualitative, quantitative, or mixed methods related to media and career readiness of high school students; (4) publications discussing aspects of career readiness or in the context of career counseling; and (5) full-text publications accessible in Indonesian or English.



All articles that met the inclusion criteria were then analyzed by grouping them based on theme. This analysis aimed to identify the types of media used, how the media was developed, its benefits in improving students' career readiness, and the challenges faced when implementing it in career

guidance services in senior high schools (SMA). The analysis was conducted narratively to present findings in a descriptive, critical, and reflective manner, thereby fostering a comprehensive understanding of the role of media in career guidance at SMA.

RESULTS AND DISCUSSION

Results and discussion are combined in one part. It contains: The results of the findings to answer the research objectives, Figure and table should be clear and the description must be concise and clear, Discussion must reveal the in depth analysis of the obtained results it is critically and in-depth synthesis accompanied by proof of evidence related latest references, Explain the novelty of your research, The benefits and contribution of research for the science/ society.

No	Articles	Research Methods	Results
1.	Arfiana, S., Sinring, A., & Buchori, S. (2024). Development of Media Website Based Mading as an Information Service Career in High School. <i>Pinisi Journal of Education</i> , 4(3), 176-191.	R&D	The website's bulletin board media helps students interestingly obtain career information.
2.	Devis, N. W. D. W., Dantes, N., & Lestari, L. P. S. (2023). Buku Panduan Bimbingan Kelompok Berlandaskan Teori Ginzberg dengan Teknik Permainan Simulasi untuk Meningkatkan Eksplorasi Karir Siswa. <i>Jurnal Bimbingan dan Konseling Indonesia</i> , 8(1).	R&D	Ginzberg's theory-based guidebook and simulation games enhance career exploration.
3.	Arsyad, A. (2015). Effectiveness of Career Guidance Information Service on the Educational Aspiration Level of the Students. <i>Jurnal Dakwah Risalah</i> , 26(4), 166-173.	Quasi Experiment	Career information services enhance students' educational aspirations.
4.	Badafi, M. I. (2024). Studi Literatur Penggunaan Genogram dalam Bimbingan Karier. <i>Jurnal BK UNESA</i> , 14(6), 53-59.	Literature Study	Genograms are effective in revealing family patterns that influence career choices.
5.	Muhammad, R. (2024). Technology's Effectiveness in Improving Educational Counseling Services: A Systematic Literature Review. <i>Journal of Teaching and Learning</i> , 18(2), 111–127.	Systematic Literature Review	Review Educational counseling technology expands access and effectiveness of services.
6.	Nong, S. A., & Osman, S. Z. (2024). Needs of 21st Century Artistic Skills for Students' Career Readiness. <i>International Journal of Modern Education (IJMOE)</i> , 6(20), 271–282.	Quantitative	Students lack essential 21st century soft skills. Employers look for a variety of soft skills for career readiness.

7.	Rochat, S., & Armengol, J. (2018). Career Counseling Interventions for Video Game Players. <i>Journal of Career Development</i> , 47(2), 207-219.	Quantitative	Video games are becoming ubiquitous in Western societies. However, this virtual leisure has received little attention from researchers in career counseling, leaving career counselors relatively unprepared to work with.
8.	Saputro, P. D., Suhendri, S., & Indraswati, V. (2023). Penggunaan media digital Canva pada bimbingan karir dalam meningkatkan pemahaman studi lanjut. <i>Jurnal Pendidikan dan Bimbingan</i> , 8(1), 45–58.	Quantitative	The use of the digital media Canva in career guidance significantly improved students' understanding of further studies.
9.	Fluhr, S.A., Choi, N., Herd, A., Woo, H., & Alagaraja, M. (2017). Gender, Career and Technical Education (CTE) Nontraditional Coursetaking, and Wage Gap. <i>The High School Journal</i> 100(3), 166-182.	Quantitative	The two main objectives of this study These findings collectively suggest that although gender pattern in CTE course taking still exists, gender wage gap may be decreasing. Implications of these findings as they relate to educational policy and occupational gender segregation perspective are discussed.
10.	Fabroyir, hadziq, Fahriza, A., Rakhim, M. R. F., Chabiburrohman, A., Muzakki, A. R., Al-Jawi, F. A., Arifiani, S., & Yuniarti, A. (2024). Konseling Karir Siswa Sekolah Menengah Atas Menggunakan Teknologi Realitas Virtual. <i>Jurnal Widya Laksmi: Jurnal Pengabdian Kepada Masyarakat</i> , 4(1), 18–22.	Quantitative	This process provides a deeper understanding of student profiles in terms of their interests, talents, and academic potential, reinforcing a comprehensive approach to supporting career counseling at the high school level.

CONCLUSION

This systematic literature review reveals that the use of media in career guidance services plays an important role in improving the career readiness of senior high school students. Various types of media, such as digital platforms, mobile applications, educational videos, and interactive media, have been proven to help students understand career options, recognize their interests and talents, and prepare the psychological aspects and skills needed in the world of work. However, challenges such as limited access to technology and the readiness of educators remain obstacles to the optimal implementation of media. This study emphasizes the importance of integrating varied and relevant media into career guidance services to maximize their impact on the career readiness of high school students. Therefore, the development and utilization of adaptive media, as well as training for educators, are essential considerations in efforts to enhance the effectiveness of career guidance services in the future.

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