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BASIC CONCEPTS OF MAKING CAREER DECISIONS IN SURAH AR-RA'D

Sabarrudin & Masril
UIN Mahmud Yunus Batusangkar, Indonesia
sabarone399@gmail.com ; masril@iainbatusangkar.ac.id

Abstract

Career guidance and counselling is one aspect of guidance. Career orientation is intended so that a person can work well, willingly and diligently and requires job requirements or positions following the person concerned. There are several stages involved in the implementation of career guidance, one of which is career selection. Of course, when making career decisions, different theories of career choice are needed so that the decisions made by an individual match the individual's abilities, aptitudes, and interests. The purpose of this research is when individuals will begin to study the world of work closely and make the right decisions. This article is an alternative solution to the problem of decision theory so that later a person will not regret choosing a career and entering the world of work. This research is library research conducted by collecting information and data from various sources in the library, which is related to the problem to be solved. The data that has been obtained will be analyzed using content analysis. The results of this study indicate that the basic concept of career decision-making in surah Ar-Ra'd verse 11 is in line with career decision-making according to the Miller-Tiedeman lifecareer theory of career decision-making in the process of career guidance and counselling based on the results of the client's own decisions.

Keywords: Decision-making; Career; Surah Ar-Ra'd

INTRODUCTION

The Qur'an, according to Al-Lihyani, is a fraction of the word qa-ra-a, which means "to read". Lafadz al-Quran refers to something read, namely an object as a masher. And according to Ali bin Muhammad Al-Jurjani, the Qur'an is the Book of Allah revealed to the Prophet Muhammad in the mishap, which is undoubtedly narrated to humanity mutawatir.

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The Qur'an is also the primary basis for Muslims, but even though it is called the basis for Muslims, this revelation of the Qur'an is basically for all Muslims (Aziz et al., 2021; Basir et al., 2022; Hussin & Kamal, 2021).

Various types of problems that exist in this world and the hereafter are discussed in the Al-Qur'an, as well as issues related to the relationship between humans and other human beings and the relationship between humans and Allah; in other words, various aspects are discussed in the Al-Qur'an (Dwi Fajri & Saepudin, 2022).

The Al-Qur'an is the basis for implementing Islamic guidance and counselling activities, including career and counselling. Career guidance is one aspect of guidance and counselling. Career guidance is intended so that a person can work well, happily and diligently. Job requirements or positions are needed according to the person concerned. There are several stages involved in the implementation of career guidance, one of which is career selection. Of course, when making career decisions, different theories of career choice are needed so that decisions made by individuals are under the abilities, talents and interests of the individuals themselves so that they are not mistaken in making career decisions (Dwi Fajri & Saepudin, 2022; Hartono, 2021; Masyithoh, 2020).

Career decision-making is fundamental for a person's career path in making wise and appropriate decisions regarding their career. Decisions are the result of solving the problems they face decisively. This is the an answer to a question about procedures and plant elements. It can also be said that a decision results from a thought process in the form of selecting one of several alternatives that can be used to solve the problem at hand. A spiritual approach to career decision-making may or may not include a religious viewpoint. Many studies take a broad, non-religious view of spirituality. However, some writers integrate their theological beliefs with their thoughts on career choices (Apriansyah et al., 2018; Fitriyanti et al., 2021; Harahap, 2019).

Lifecareer theory states that individuals can process information and make decisions flowingly. Miller-Tiedeman sees each individual as his theorist. This view implies a deep respect for individuals and individual life processes. From this point of view, you are not looking for a career, and you have one. Life is your career. By trusting the inner wisdom that comes from your intellectual abilities, previous experiences, and intuition into past experiences, you can experience your career. Because your life is your career, you can flow

with it, not against it or it. Essentially, you do what you want, not what other people think is best for you (Fikry & Rizal, 2018; Oktafiyan et al., 2019; Sarwandini et al., 2019).

Factors that influence career selection are the lack of awareness of the work in front of the individual. Individuals have misconceptions about work due to a lack of information, which prevents them from choosing a profession. Self-determination is the awareness and belief that one can meet life's needs to survive. A self-determination is a form of intrinsic motivation. Self-determination is the ability to identify and achieve goals based on personal knowledge and judgments about themselves (Fadilla & Abdullah, 2019; Hayuanti, 2019; Pujiastuti, 2018; Sodiq & Hidayat, 2022).

Several previous studies related to career decision-making, namely the influence of family support and self-efficacy on the career decision-making of state vocational high school students (Maslikhah et al., 2022), the relationship between student conformity and career decision-making (Maslikhah et al., 2022), the contribution of psychological tests on the self-efficacy of student career decision making in Islamic boarding schools (Basuki et al., 2020), the relationship between self-determination and career decision-making in high school students (Utari & Rinaldi, 2019), the relationship between emotional regulation and career decision-making in students class IX SMA Negeri 22 Surabaya (Rahman & Khoirunnisa, 2019), cognitive information processing group career counselling to improve student career decision making (Nurrega et al., 2018).

From these various studies,many studies discuss career decision-making; in this study, the researcher examines the basic concepts of career decision-making in surah Ar-Ra'd verse 11.

METHODS

In this study, researchers used library research. Library research is a method that uses data collection from library sources, which can be books, magazines and other print media, or can be obtained from photos and videos (Ardiansyah et al., 2022; Khairiah &Silvianetri, 2022; Roza et al., 2022). The data collection method used in this study is a documentation method that collects data from various types of literature into one document to answer the problem formulation (Purwoko & Imah, 2018). Collection of similar research results through Google Scholar. This research uses data analysis techniques, namely content analysis techniques (Safitri & Naqiyah, 2021).

RESULT AND DISCUSSION

The concept of Islamic counselling guidance is to help clients learn to develop fitrah and return to nature, using ways to empower faith, reason and desires that Allah has given them in studying the guidance of Allah and His Messenger so that the character in the client develops correctly and firmly, according to the requirements of Allah SWT. Therefore, to create the client's personality, guidelines are needed in its implementation, namely the Al-Qur'an, one of which is making career decisions. In this case, surah Ar-Ra'd verse 11 becomes one of the references in which the basic theory or concept of making career decisions is guidance in career guidance and counselling.

Surah Ar-Ra'd Verse 11

لَهُۥ مُعَقِّبَٰتٌ مِّنۢ بَيۡنِ يَدَيۡهِ وَمِنۡ خَلۡفِهِۦ يَحۡفَظُونَهُۥ مِنۡ أَمۡرِ ٱللَّهِۗ إِنَّ ٱللَّهَ لَا يُغَيِّرُ مَا بِقَوۡمٍ حَتَّىٰ يُغَيِّرُواْ مَا بِأَنفُسِهِمۡۗ وَإِذَآ أَرَادَ ٱللَّهُ بِقَوۡمٖ سُوٓءٗا فَلَا مَرَدَّ لَهُۥۚ وَمَا لَهُم مِّن دُونِهِۦ مِن وَالٖ ١١

Translation :

"For humans, there are angels who always follow him in turn, in front of him and behind him; they guard him at the command of Allah. Indeed, Allah does not change the condition of a people until they change what is in themselves. And if Allah wills bad for a people, then no one can refuse it; and there is no protector for them besides Him" (QS Ar-Ra'd: 11).

Interpretation:

Jalalay's interpretation in this verse is "(For him) humans have angels who follow them alternately in front of and behind them. Angels protect humans from interference by other creatures based on God's orders. Indeed Allah does not change the condition of a people, meaning that Allah does not revoke His favour from a people (to change their situation) from a good shape by committing disobedience. When Allah intends to persecute a people, that is to punish them, then no one can stop them from the punishment He has ordained. And there will never be anything terrible for those whom Allah wills. No one can help you other than God (Masyithoh, 2020).

Ahmad Mundir, in his writing entitled "Tafsir Ar-Ra'd Verse 11: Motivation to Change Fate?" On NU's online page, he argues that composing the Ar-Ra'du letter is a positive step to motivate people to do their best and do their best. Suffice it to say that the struggle in the context of the verse is not to turn evil into good but to ensure that God's good gifts are not turned bad through our behaviour. In this case, it is essential to

do a job optimally because each process is a picture of an output formed. If the process is not optimal, the results will be poor quality. On the contrary, if the process is carried out correctly and optimally, achieving good results is no longer just a dream (Dwi Fajri & Saepudin, 2022; Masyithoh, 2020).

It can be concluded that according to commentators, this verse states that Allah will not change the condition of a people until he changes his situation. What is meant by circumstances here refers to the state of their hearts or minds, such as changing gratitude into disbelief, obedience into disobedience, and believers into polytheists. Allah turns favours into misery, guidance into misguidance, and happiness intopain.

The research results found the relevance between the content of surah Ar-Ra'd verse 11 and the concept of career guidance and counselling. Among them:

Career decision-making, namely the final result agreed upon between the client and the counsellor from a series of guidance and counselling process activities regarding the career that the client will live or be occupied with. This can be seen from Surah Ar-Ra'd verse 11, which reads:

إِنَّ اللهَ لا يُغَيِّرُ مَا بِقَوْمٍ حَتَّى يُغَيِّرُوا مَا بِأَنْفُسِهِمْwhich means: "Surely Allah will not change the condition of a people until they change the condition that is in themselves."

This verse has the meaning that Allah wants his servant to have the courage to take action in terms of changing himself; when his servant makes a change, then Allah's help will accompany him to the final destination to be achieved; of course, this is in line with career decision making according to Miller's life-career theory. Tiedeman makes career decisions in the process of career guidance and counselling based on the results of the client's own choices. Making his own decisions about the career he will pursue, the client has changed himself, not the other way around; every decision he makes is based on a decision someone else orders. This make the client not feel that he is experiencing a change because the career he is pursuing is not following his own decision but the wishes or decisions of other people (Harahap, 2019).

CONCLUSION

From the research conducted, it can be concluded that we can find out the basic concept of career decision-making in surah Ar-Ra'd verse 11, namely, "Indeed, Allah will not change the condition of a people so that they change the situation that is in

themselves." This verse has the meaning that Allah wants his servant to have the courage to take action in terms of changing himself; when his servant makes a change, then Allah's help will accompany him to the final destination to be achieved; of course, this is in line with career decision making according to Miller's life-career theory. Tiedeman makes career decisions in the process of career guidance and counselling based on the results of the client's own choices. With him making his own decisions about the career he will pursue, the client has changed himself, not the other way around; every decision he makes is based on a decision someone else orders. To him, this makes the client not feel that he is experiencing a change because the career he is pursuing is not following his own decision but the wishes or decisions of other people.

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