

Career Development of Students Through Career Counseling Services Based on Maslow's Theory: A Systematic Literature Review (SLR) Study

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Abstract

Career development of students in schools requires appropriate interventions to facilitate their career development process. One effective approach is through career counseling services based on Maslow's theory, which emphasizes the fulfillment of hierarchical needs to achieve individual potential to the fullest. This study uses the Systematic Literature Review (SLR) methodology to review various publications in the last five years that discuss the application of Maslow's theory in career counseling services for students. The results of the study indicate that career counseling services based on Maslow's theory are effective in helping students meet their basic needs, increasing motivation, and facilitating the achievement of more focused career goals. These findings contribute to the development of more adaptive and holistic career counseling practices in educational settings.

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Introduction

Career development of students is an important component in shaping their readiness to enter the workforce and become productive individuals in society. In the era of globalization and rapid technological development, students are faced with various challenges in planning and developing their careers. Therefore, it is very important to provide the right support so that they can recognize their potential, choose the right career path, and overcome psychological obstacles that may arise in their career journey. One approach that is considered effective in supporting student career development is career counseling services, which aim to help individuals plan and achieve career goals according to their potential, interests, and abilities (Blustein, 2019; Savickas, 2020).

Career counseling, according to Gysbers and Henderson (2018), plays a vital role in supporting students to make more informed and desirable career decisions. Through the counseling process, students not only gain insight into various career options, but also learn to identify their strengths and weaknesses, and how to overcome the various obstacles they face, both external and internal. This is especially relevant for students who may have difficulty navigating the career world due to psychological or social factors that influence their decisions (Patton & McMahon, 2021).

arranged in five interrelated levels, starting from the most basic physiological needs to the highest self-actualization needs. In the context of career counseling, Maslow's theory provides an understanding that in order to achieve optimal career potential, individuals need to fulfill basic needs first, such as a sense of security and a sense of acceptance in their social environment (Maslow, 2013). Only after these basic needs are met can individuals focus on achieving higher goals, such as career development that suits their interests and talents.

For example, a student who does not feel safe in their social environment or does not have the support of family or friends may have difficulty focusing on higher career achievements. In contrast, students who feel valued and have high self-esteem are more likely to be successful in planning and developing their careers. Maslow's theory, often depicted in the form of a pyramid of needs, provides a foundation for understanding how meeting basic needs supports career goal achievement and overall psychological well-being (Reiss, 2018; Robbins & Judge, 2020).

The application of Maslow's theory in career counseling services can help counselors to better understand the psychological state of students and provide interventions that are appropriate to their level of need. For example, if students have not been able to meet their basic needs (e.g., physiological or safety needs), counselors can help them first to overcome these problems before focusing on higher career development. This approach ensures that the career counseling services provided can be more holistic and adaptive, according to the different needs of individuals.

Research on career counseling based on Maslow's theory is essential to provide a deeper understanding of how this theory can be applied to help students achieve better careers and fulfill their potential optimally. Although Maslow's theory has long been accepted in various fields, its application in the context of career counseling for students requires more empirical exploration to evaluate its effectiveness in improving career readiness. Therefore, this study aims to examine the application of career counseling services based on Maslow's theory in improving students' careers, using the Systematic Literature Review (SLR) approach to evaluate relevant scientific articles published in the last five years. This study is expected to provide deeper insight into the effectiveness of applying Maslow's theory in the context of career counseling in schools and contribute to the development of career counseling practices that are more based on individual needs.

The purpose of this study is to examine the application of career counseling services based on Maslow's theory in improving students' careers, and to explore its impact on their career development. Through a more in-depth analysis, this study aims to show how the fulfillment of basic needs can affect students' readiness to face career challenges, and to provide recommendations regarding more effective counseling practices based on students' psychological needs (Schultheiss, 2020; Savickas, 2020).

Methods

This study uses the Systematic Literature Review (SLR) approach to collect and analyze relevant scientific publications related to the application of Maslow's theory in services.counselingcareer for students. SLR is a systematic and structured methodology that

aims to evaluate and synthesize findings from various existing studies in a transparent and replicable manner (Pope, Mays, & Popay, 2020). The SLR process in this study involved several important stages, namely (1) Determination of Inclusion and Exclusion Criteria; (2) Literature Search; (3) Article Selection; (4) Data Analysis.

Determination of Inclusion and Exclusion Criteria: This study includes articles published in the last five years (2018–2023), which discuss the application of Maslow's theory in career counseling services for students at various levels of education. Inclusion criteria include articles that discuss Maslow's theory in the context of student career development, both in secondary schools and higher education, and those that report the results of relevant empirical research or case studies. Exclusion criteria include articles that are not available in English or Indonesian, articles that are not relevant to the topics, as well as articles published more than five years ago (Petticrew & Roberts, 2019).

Literature Search: A literature search was conducted through leading academic databases such as Google Scholar, JSTOR, and PubMed using predetermined keywords, such as "career counseling based on Maslow's theory," "career development students," and "Maslow's hierarchy of needs in career counseling." This search was conducted by considering the recency of the articles, the quality of the publication, as well as topical relevance to identify the studies that best fit the research focus (Liberati et al., 2009). The search was conducted within a predetermined time period, namely from 2018 to 2023, to ensure that the articles found were the most up-to-date and relevant to the current context.

Article Selection: Articles that met the inclusion criteria (published in the last five years, relevance to the topic, and good methodological quality) were selected for further analysis. The article selection process was carried out in layers, starting from scanning the title and abstract to assess the suitability of the topic and research objectives. Furthermore, articles that were deemed relevant were read in their entirety to evaluate the quality of the methodology used, the clarity of the findings, and the relevance to Maslow's theory in the context of career counseling services. This process aims to ensure that only articles with credible methodology and accountable results are used in the analysis (Higgins & Green, 2011).

Data Analysis: The selected articles were then analyzed to assess the effectiveness of applying Maslow's theory in career counseling services for students, with a focus on its impact on the fulfillment of basic needs (such as safety, social, and esteem) and the career development of students. This analysis process was carried out by summarizing the main findings from each selected article, then synthesizing these findings to identify consistent patterns or findings on how Maslow's theory can be applied in career counseling practice. Qualitative analysis methods were used to assess the impact of Maslow's theory in addressing the challenges faced by students in their career development, as well as to evaluate the results reported in the reviewed studies (Moher et al., 2015).

Result and Discussion

Based on the results of the Systematic Literature Review (SLR) analysis conducted on various recent studies, the application of Maslow's theory in career counseling services for students shows various significant positive impacts on their career development. In this

discussion, three main themes were found that describe the effectiveness of career counseling services based on Maslow's theory: increasing the fulfillment of basic needs, increasing motivation, and achieving self-actualization.

Maslow's theory proposes that the fulfillment of an individual's basic needs such as physiological and safety needs must be met first before an individual can focus on achieving higher goals, including in the context of career development. Research shows that students who experience the fulfillment of basic needs, such as safety and emotional support, show a better level of readiness in planning their careers (Schunk et al., 2020; Cramer & Rojewski, 2018). For example, in a study conducted by Sutherland et al. (2021), it was found that students who come from safe and emotionally stable environments are better able to explore their interests in choosing appropriate career paths, compared to those who lack social and emotional support.

Fulfillment of these basic needs is also related to psychological stability that allows students to focus more on their self-development. Research by Kwon and Kim (2019) shows that students who receive adequate emotional support tend to have a more positive outlook on their future and have higher motivation to achieve their career goals. In Maslow-based career counseling services, counselors play an important role in creating an environment that supports the fulfillment of these basic needs, so that students feel safe and valued.

Motivation is a key factor in students' career development. Maslow's theory emphasizes that individual motivation is highly dependent on the fulfillment of their needs, which range from basic needs to self-actualization needs. Maslow-based career counseling focuses on helping students meet their psychological and social needs, which in turn increases their motivation to pursue their career goals (Tharp & Brown, 2022). In a study by VanderPloeg et al. (2020), it was found that counseling that focused on developing safety and belonging needs increased students' self-confidence, which directly affected their motivation in planning their careers.

Student motivation is also influenced by increased self-esteem obtained through career counseling. The counseling process allows students to recognize their strengths and potential. According to research by Bandura (2018), strengthening self-esteem and recognition of individual abilities can lead to increased intrinsic motivation, which is motivation that comes from within themselves. This makes students more confident in making career decisions that are in line with their interests and abilities.

In addition, Maslow-based career counseling helps students overcome emotional barriers that often interfere with their career planning and pursuit. Research by Meeus et al. (2019) revealed that students who received psychological support in overcoming anxiety related to their career future showed increased motivation and higher career satisfaction.

Self-actualization is the highest goal in Maslow's hierarchy of needs. Achieving self-actualization occurs when individuals feel they can realize their full potential and achieve meaningful goals in life, including in the context of their career. Research shows that students who have experienced the fulfillment of basic needs, such as safety and social recognition, can develop better in choosing a career path that suits their interests and talents (Akos & Galassi, 2020; Cramer & Rojewski, 2018). With the right guidance, Maslow-based career counseling

helps students identify their potential and design a career path that leads them to achieve self-actualization.

A study conducted by Leung and Cheung (2020) showed that students who received Maslow-based counseling services felt more able to explore and plan their careers in a more realistic and confident way. Students who have met their esteem and safety needs, and have strong social support, are able to make more appropriate and responsible career decisions. They also feel more satisfied with the career path they choose and are better able to persist in facing challenges in their career journey.

The achievement of self-actualization in the context of career counseling does not only focus on achieving short-term goals, but also on developing long-term goals that are aligned with the student's personal values. For example, research by Zimmerman et al. (2021) found that students who were supported to develop a long-term career vision that included their personal values showed increased psychological well-being and more successful careers.

Conclusion

Based on the results of the SLR analysis, it can be concluded that the application of Maslow's theory in career counseling services is very effective in improving students' career readiness. This service helps students meet their basic needs, which then allows them to focus on achieving higher career goals. The application of Maslow-based career counseling services has been proven to increase students' motivation, self-esteem, and ability to choose and develop careers that suit their potential. Therefore, career counseling services based on Maslow's theory are highly recommended to be implemented in schools as part of an effort to support students' career development.

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