



TOWARD A HYBRID MODEL OF CAREER EDUCATION AND GUIDANCE BASED ON WESTERN AND EASTERN (ASIAN) CULTURE PERSPECTIVE: INDONESIAN CONTEXT

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HYBRID MODEL OF CAREER GUIDANCE AND EDUCATION

WESTERN CULTURE
ORIENTATION

EASTERN (ASIAN)
CULTURE
ORIENTATION

INDIVIDUALISTIC,
INTELLECTUALISTIC,
RATIONALISTIC, MATERIALISTIC,

COLLECTIVISTIC, INTUITIVE,
EMOTIONISTIC, FAMILY
VALUES, SOCIAL AND
CULTURAL NORM, RELIGIOUS
FAITH

JAPAN AND INDIA --- REPRESENT EASTERN (ASIA) CULTURE PERSPECTIVE BASED IN CAREER GUIDANCE AND EDUCATION



JAPAN AND INDIA HAVE BEEN SUCCESSFULLY DEVELOPED INTO INDUSTRIALIZED NATIONS THAT CONSISTENTLY ROOTED IN THEIR ORIGINAL CULTURE AND TRADITION.

JAPAN:



- IS A COUNTRY IN ASIA EARLIEST IMPLEMENT EDUCATION AND CAREER GUIDANCE THAT SINCE 1927 (TAKAO MIMURA, 2014)
- CAREER EDUCATION IS BUILT BASED ON THE THE IDEAS OF TWO WORK VALUES: VALUE OF OCCUPATION AND VALUE OF ROLES (TAKAO MIMURA, 2014)
- GUIDANCE TO ENTER THE WORKFORCE USING THE "MEMBERSHIP MODEL", THAT IS DIFFERENT FROM WESTERN MODEL "ON THE JOB MODEL" (Kyomi Banda 2014)



Value of Occupation
value of working on a certain occupation

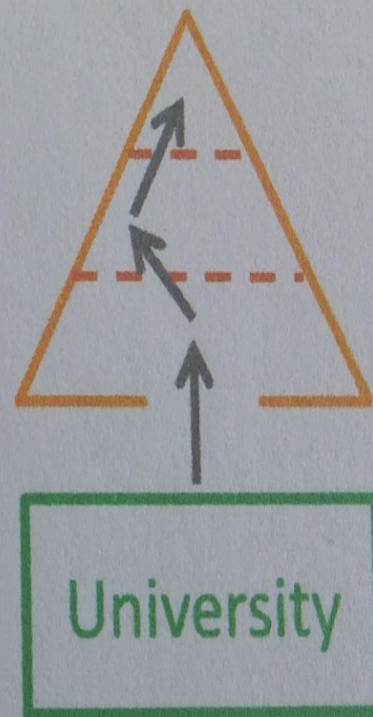
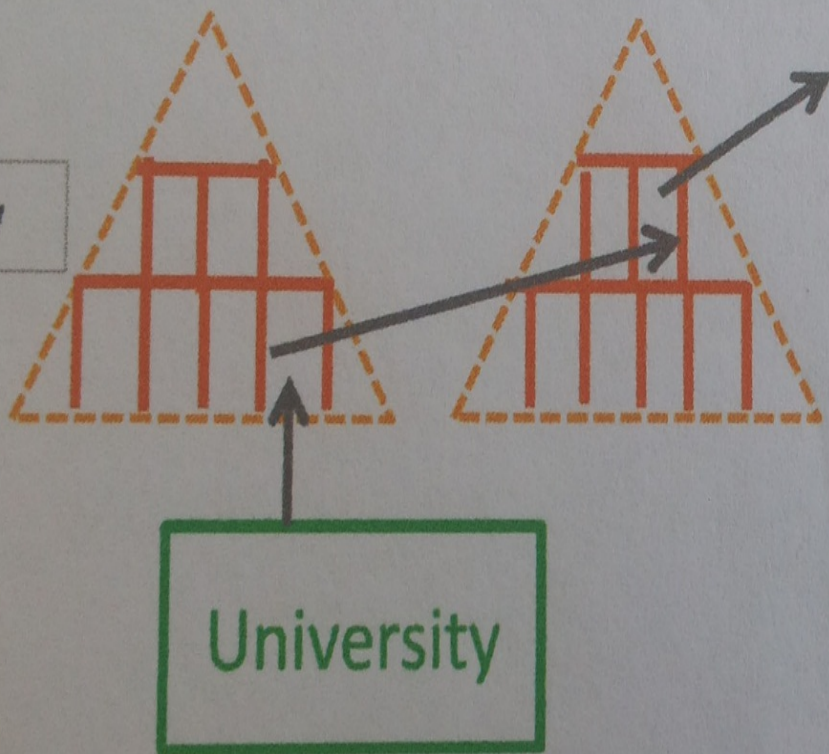
Value of Role
value of playing a role for people in daily
life

Structure of Work Value in Japan
(Takao Mimura, 2004)

Western

Japanese

Company



Japan “Membership Model” and Western “O the Job Model” (Kyomi Banda 2014)

**< 3 Competencies / 12 Competency Factors > defined by
Ministry of Economy, Trade and Industry of Japan**

Stepping forward (action)

—Ability to step forward and act persistently even if you fail—



Initiative

Ability to initiate things proactively

Influential

Ability to influence and involve others

Execution skill

Ability to set goals and execute with conviction

Thinking through

—Ability to question and think through—



Detecting issues

Ability to analyze status quo and clarify issues

Planning skill

Ability to clarify procedures to solve issues and prepare

Creativity

Ability to create new values

Working in a team (teamwork)

—Ability to collaborate with various people to achieve goals—



Delivering messages

Ability to deliver own opinions clearly

Listening closely and carefully

Ability to listen to other peoples' opinions carefully

Flexibility

Ability to appreciate different opinions and perspectives

Grasping situations

Ability to comprehend relationship between yourself and other people as well as things surrounding you

Applying rules and regulations

Ability to comply with social rules and keep promises with others

Controlling stress

Ability to deal with the original cause of stress

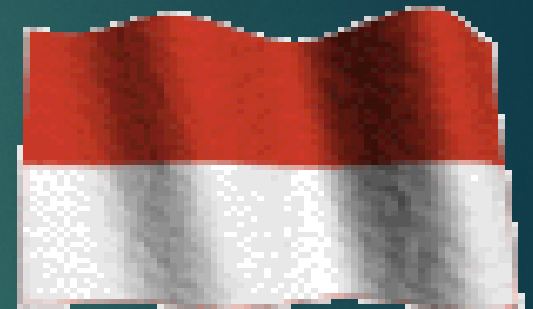
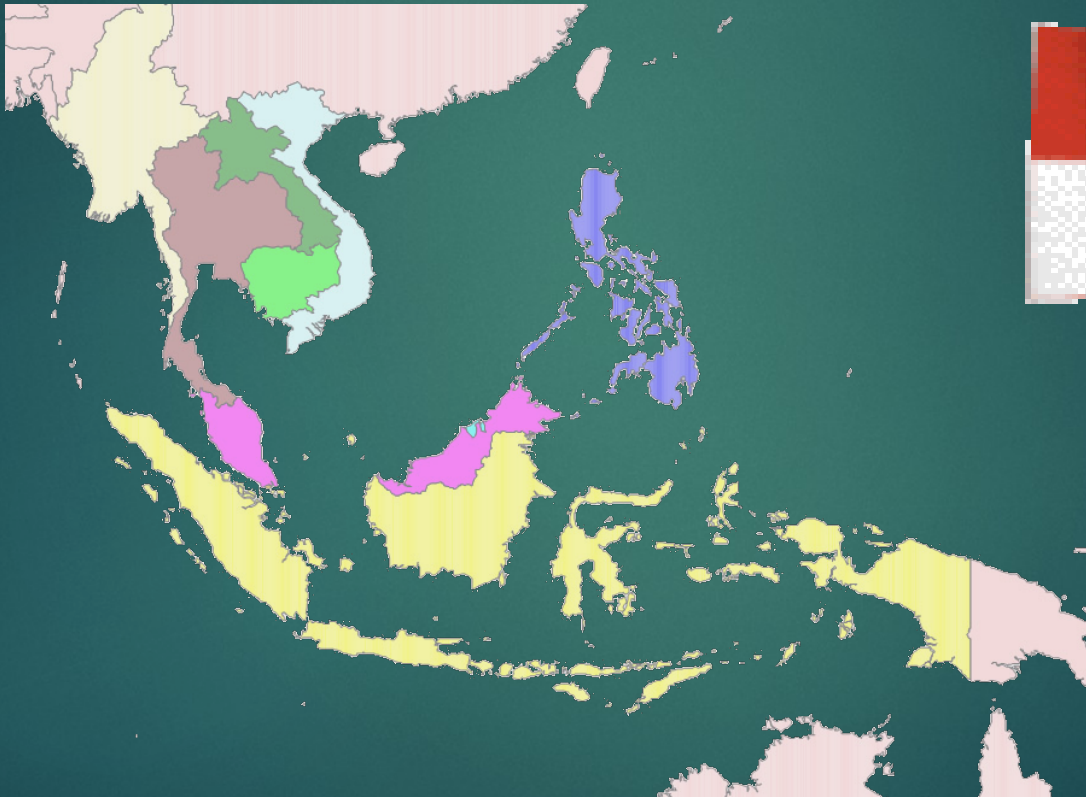
**Figure 2. Fundamental Competencies for Working Persons (METI, 2006).
Career Education (Kyomi Banda, 2014)**

INDIA:

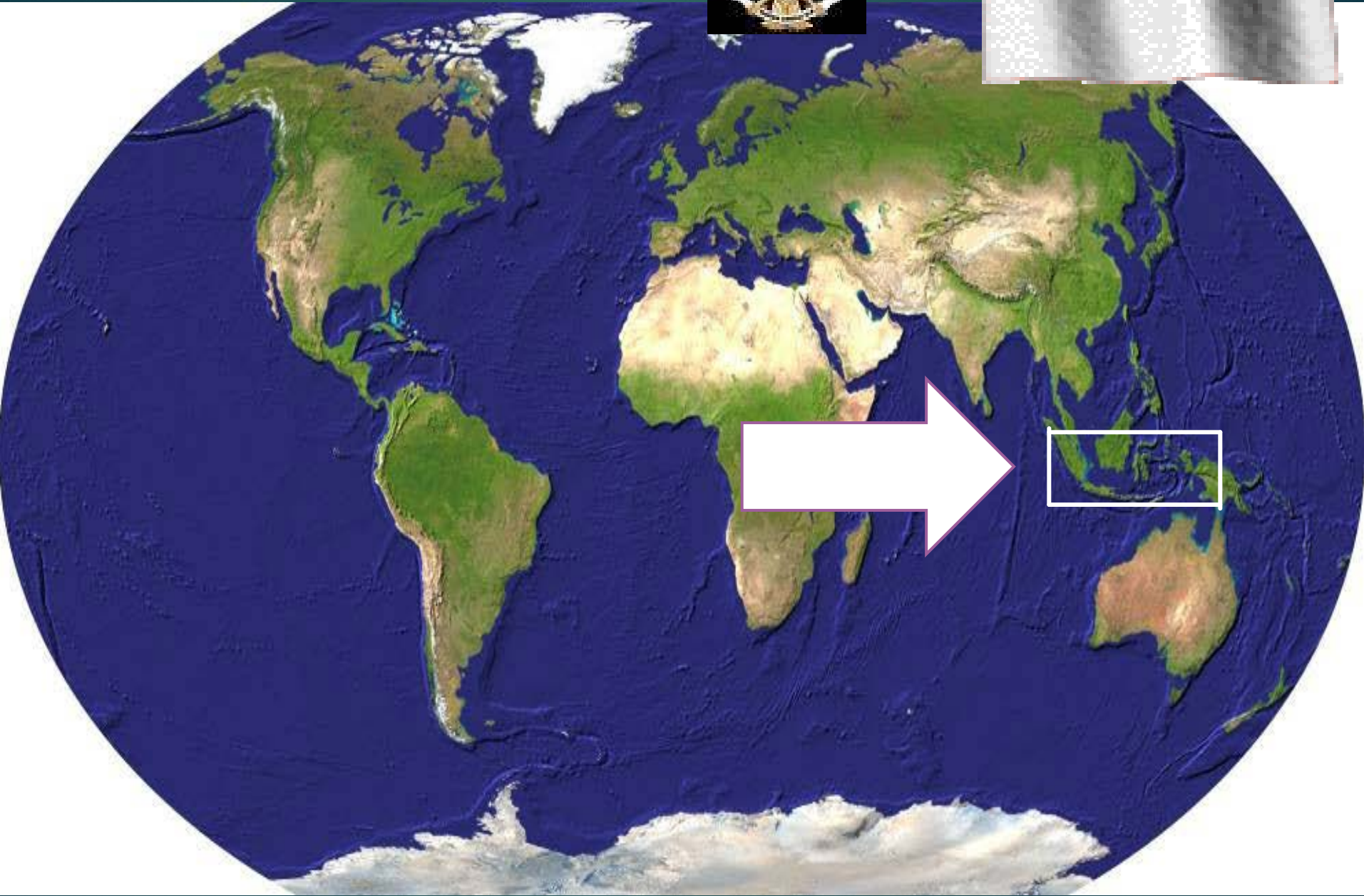
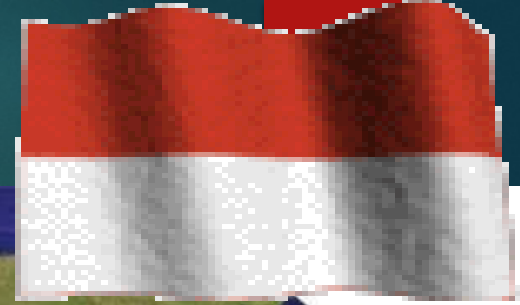


- CAREER WORLD MUST LOCATE IN THE "HYBRID" WORLD GUIDED BY HUMANISM, SOCIAL EQUITY, AND RESPECT FOR DIVERSITY OF OCCUPATION AND CULTURAL PRODUCT (ARULMANI, 2011)
- INDIAN WAY OF LIFE: (1) RELIGIOUS AND SPIRITUALITY, (2) DHARMA, (3) KARMA AND SAMSARA, (4) ASHRAMAS
- CAREER GUIDANCE AND COUNSELING USED "THE JIVA" APPROACH: (1) CAREER AS SPIRAL, (2) DISPASSIONATE OF DECISION MAKING, (3) SENSITIVITY TO THE OTHER, (4) THE CHANGING AND THE UNCHANGED, (5) GIVE IN ORDER TO RECEIVE.
- THE CULTURAL ACCOMODATION MODEL (CAM) IN EDUCATIONAL PROGRAM AND CAREER GUIDANCE (ANITA RATNAM, 2011)

INDONESIAN CONTEXT:



Where is Indonesia ?





NOW WE ARE HERE

INDONESIA



Facts on Indonesia

Islands : 17,508 (with 5 major Islands and 6,000 inhabitant islands)

Population : 240 million

Growth rate : 1.14 %

Ethnic groups : 300

Languages : 742 (with one national language: Indonesian Language)

Facts on Education

- Nine years free basic education

Number of students:

- Elementary : 26,500,000
- Junior High School : 8,600,000
- Senior High School : 3,500,000

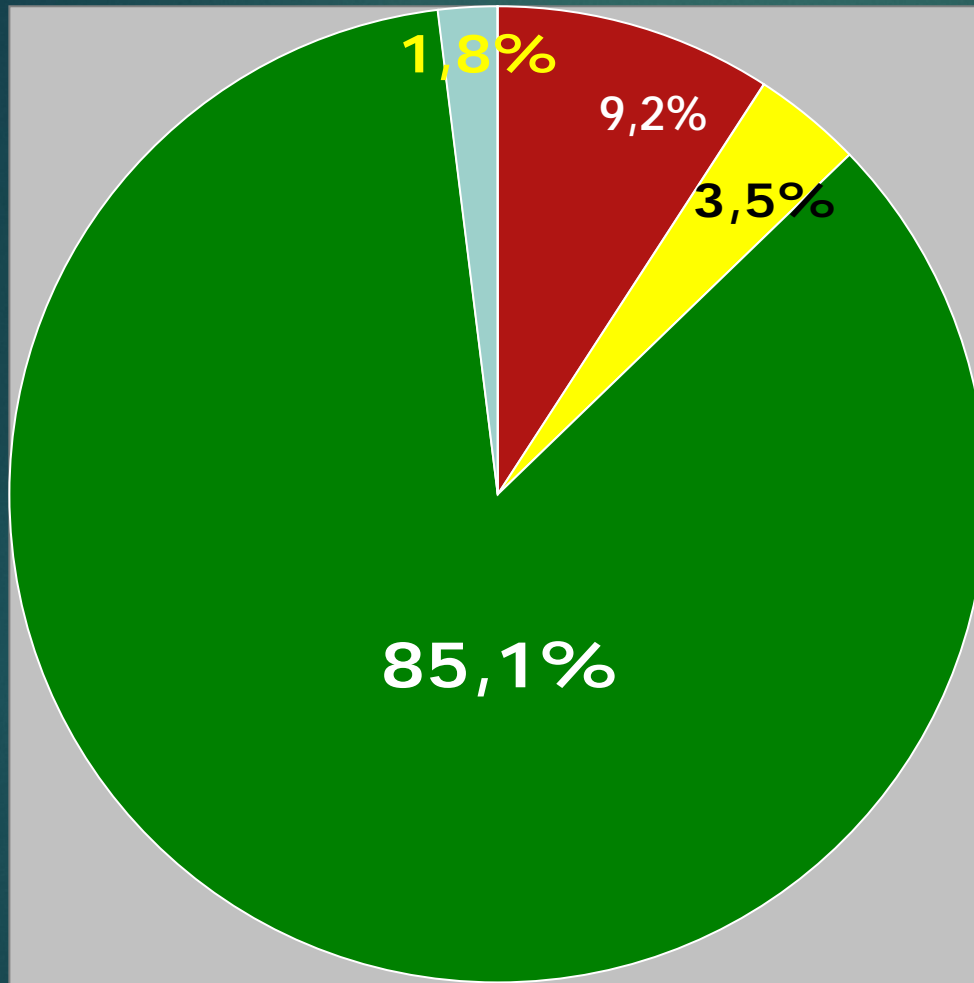
Transition rate:

- Elementary to Junior High : 3.26 % do not continue
- Junior High to Senior High : 15.28 % do not continue
- Senior High to Tertiary Institutions : 38.71 % do not continue

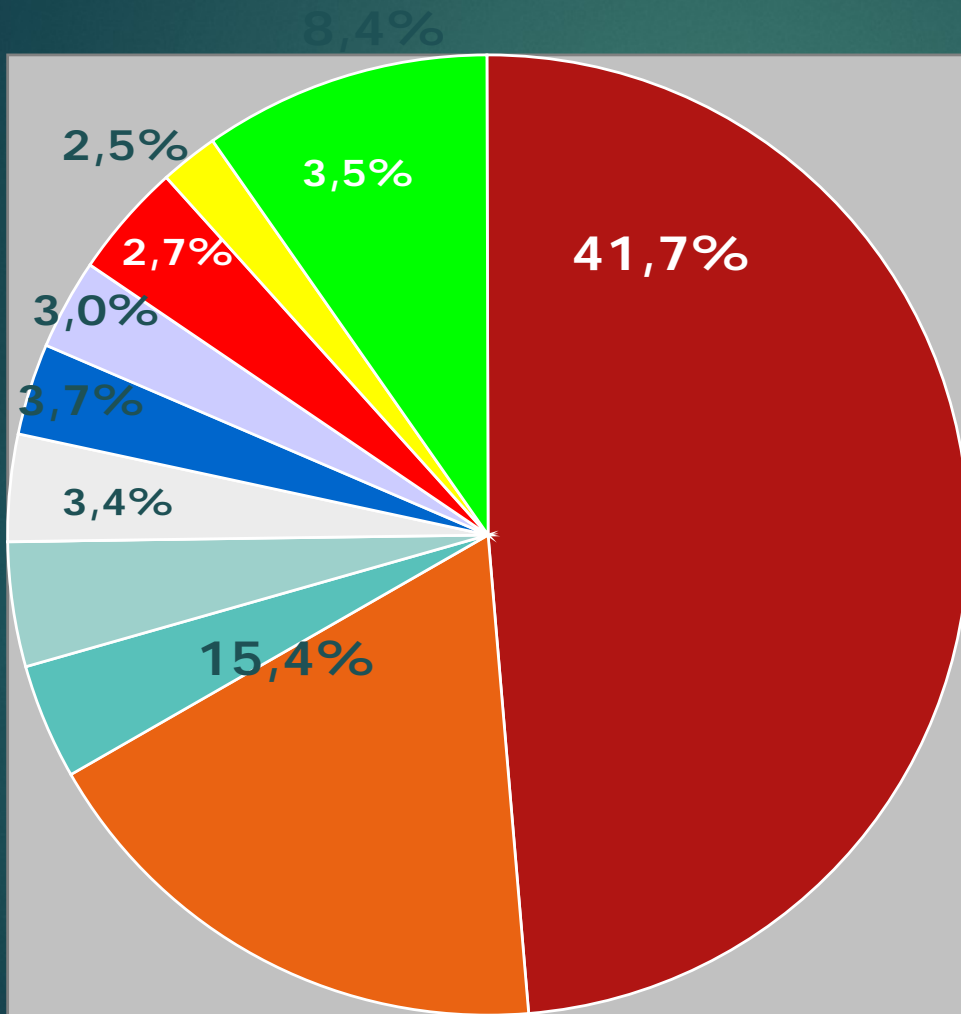
Source: Indonesian Ministry of National Education, 2008



MAJOR RELIGION IN INDONESIA



VARIOUS ETHNIC IN INDONESIA



- JAWA
- SUNDA
- MELAYU
- CHINA
- MADURA
- BATAK
- MINANG
- BETAWI
- BUGIS/MAKASAR
- BALI
- OTHERS

Some characteristics of three major influential ethnic in Indonesia:

Javanese ethnic: have a strong religious and believe system toward the higher power, have good reletationship among society member, avoid conflict, respect to others, harmony with environment, have a good values and mentality, family as a basic for developing social and personality, good care pattern and family interaction, men as leader in the family and women as a domestic manager.

Sundanese ethnic are a religious people and focus on family life, strong solidarity and have a collective behaviour based on philosophy “**love each other, learn each other), care each other** ,and achieving the good personality namely “**healthy pically and mentally, good character, right, smart**”

Minang ethnic is based on value of “Bunda Kanduang” (mtherhood) culture, which are courage, truth, honesty, consistency, optimism, devotion, liveliness, adjustment, self-reliance, friendship, entrepreneur, and responsibility.



**BHINEKA TUNGGAL IKA
(UNITY IN DIVERSITY)**

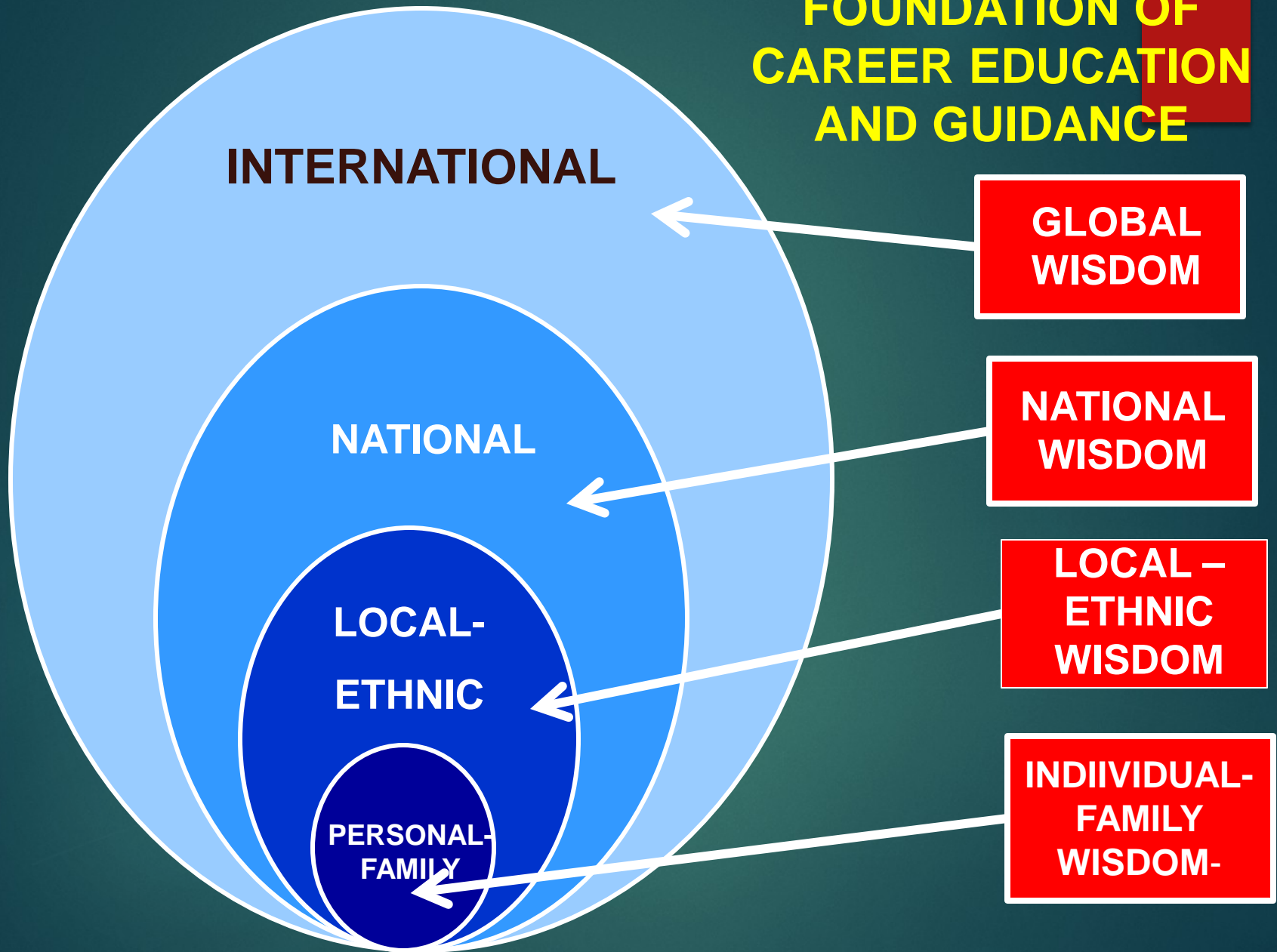
BASIC PHILOSOPHY OF LIFE

PANCASILA (FIVE PRINCIPLES):

1. BELIEVE IN THE ONE SUPREME GOD
2. JUSTICE AND CIVILIZED HUMANITY
3. THE UNITY OF INDONESIA
4. THE DEMOCRACY LED BY UNDERSTANDING WISDOM AMONG HONORABLE REPRESENTATIVE FROM THE PARLIAMENT HOUSE
5. SOCIAL JUSTICE FOR ALL OF THE PEOPLE OF INDONESIA



FOUNDATION OF CAREER EDUCATION AND GUIDANCE





THANK YOU

DOMO ARIGATOU
GOZAIMASU