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**Counselor Era Society 5.0: Career Adaptability  
Instrument For Counselor Prospective**

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**ABSTRACT**

Adaptabilitas karier menjadi elemen kunci bagi calon konselor untuk berhasil menghadapi tantangan dinamika teknologi dan dampak pada individu. Ketidakmampuan konselor dalam beradaptasi dengan perubahan teknologi dan tuntutan baru dalam era Society 5.0 mencerminkan beberapa tantangan serius dalam profesi konseling. Penelitian ini bertujuan untuk mengembangkan instrumen adaptabilitas karier bagi calon konselor. Metodologi yang digunakan adalah kuantitatif non-eksperimental dengan pendekatan psikometrik. Hasil uji reliabilitas dan validitas menunjukkan instrumen adaptabilitas karier merupakan alat ukur yang vali dan reliabel untuk digunakan. Penggunaan instrumen adaptabilitas karier memiliki berbagai manfaat dalam mempersiapkan calon konselor untuk menghadapi era Society 5.0.

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**INTRODUCTION**

The Era of Society 5.0 brings major changes in social and economic structures with advanced technologies such as big data, the Internet of Things (IoT), and artificial intelligence (AI) as its foundation. Changes affect many aspects of life, including work and career. For prospective counselors, the era of Society 5.0 presents new challenges that require an in-depth understanding of the dynamics of technology and its impact on individuals. Today's counselors must have strong psychological knowledge and counseling skills and the ability to integrate technology into their practice to provide relevant and effective services (Fukuyama, 2018).

In addition, the challenges faced by prospective counselors in the era of Society 5.0 are also closely related to the Sustainable Development Goals (SDGs), in particular SDG 4 (Quality Education) and SDG 8 (Decent Work and Economic Growth). The need to continuously update skills and knowledge is in line to ensure inclusive and quality education and encourage lifelong learning. Relevant to efforts to create viable employment opportunities and support

sustainable economic growth through adaptation to new technologies (United Nations, 2015). Career adaptability is key for prospective counselors to face these challenges successfully. Career adaptability is an individual's ability to effectively manage and navigate a career change, which includes flexibility, resilience, and problem-solving skills. Prospective counselors with high career adaptability will better adapt to technological changes and new demands in their profession. They will be better equipped to take on new opportunities and deal with obstacles constructively to continue providing high-quality services to their clients (Savickas, 2013). This increase in career adaptability is also in line with SDG Goal 8, which focuses on creating decent jobs and supporting inclusive economic growth.

The inability of counselors to adapt to technological changes and new demands in the era of Society 5.0 reflects some serious challenges in the counseling profession. For example, some counselors cannot integrate technology into their practice, so the services provided become less relevant and effective for clients already familiar with digital technology. Such counselors may have difficulty using digital tools for virtual counseling sessions or utilizing big data to understand the trends and needs of their clients (Hinkle, 2019). In addition, there are cases of counselors who are unable to deal with mental health problems related to technology, such as digital addiction or cyberbullying. This inability is often due to a lack of knowledge and skills, so counselors cannot provide effective intervention. For example, a counselor may not know how to recognize the signs of online gaming addiction in teens or lack strategies to help clients manage excessive social media use (Smith, 2020). Such counselors may have difficulty using digital tools for virtual counseling sessions or utilizing big data to understand the trends and needs of their clients (Hinkle, 2019). Counselors who are uncomfortable using instant messaging apps or social media may not be able to establish strong relationships with their teen clients who are more comfortable with those means of communication (Jones, 2018). It shows the importance of career adaptability for counselors in facing the challenges of the Society 5.0 era (Brown & Lent, 2016). Therefore, it is important to research career adaptability. The research aims to develop a career adaptability instrument for counselor candidates. The study results are expected to provide new insights that are useful for developing counselor education curricula and training strategies that can improve the career adaptability of prospective counselors (Hall, 2002).

## **Literature Review**

### **Era Society 5.0**

Society 5.0, a concept introduced by the Japanese Government, envisions a super-smart society that integrates advanced technologies such as artificial intelligence (AI), the Internet of Things (IoT), and big data to address social challenges and improve the quality of life. Fukuyama (2018) describes Society 5.0 as a human-centered society that combines virtual and physical space to balance economic progress and solve social problems. This era aims to create a society where everyone, regardless of age, can live comfortably and prosper by utilizing technology to offer innovative solutions in various sectors such as health, transportation, education, and industry. The Society 5.0 framework is based on the premise that technological advances can promote sustainable development and inclusiveness, thus addressing global challenges outlined in the United Nations Sustainable Development Goals (SDGs) (United Nations, 2015).

Research on Society 5.0 shows that its application can bring significant progress in various fields. For example, Pradhan, Mallik, and Ragab (2019) highlighted that integrating AI and IoT can increase industry productivity and efficiency while providing new opportunities

for economic growth and job creation. In addition, Hummel and Braun (2020) emphasize that Society 5.0 has the potential to revolutionize the healthcare sector by enabling precision medicine and personalized treatment plans through data analysis and AI. However, this transition to a new societal paradigm also presents challenges, such as ensuring data security, addressing AI-related ethical issues, and preventing the digital divide. Therefore, continuous efforts are needed to develop policies and frameworks that support the fair and ethical application of technology in Society 5.0 (Ahram, Karwowski, & Taiar, 2019).

#### The Challenges Of Entering Society 5.0

The era of Society 5.0 brings various new challenges for aspiring counselors, including adaptation to advanced technologies and changing social dynamics. One of the main challenges is integrating technologies such as artificial intelligence (AI) and big data in everyday counseling practice. This technology can assist counselors in identifying client behavior patterns and offering more targeted interventions. However, many counselors feel poorly prepared or do not have sufficient skills to use this technology effectively (Matsuda, 2020). Lack of training and education in using technology in counseling is a major obstacle in this adaptation effort (Lim, 2021). In addition to the technological challenges, prospective counselors also have to deal with changes in the psychological problems facing their clients. Excessive use of technology, such as social media and digital devices, can lead to issues such as digital addiction, cyberbullying, and other mental health disorders (Günther, 2020). Counselors need to understand the psychological impact of these technologies and develop effective strategies to help clients cope with the problem. In addition, counselors need to develop skills in creating strong therapeutic relationships in the digital age, where virtual communication is increasingly replacing person-to-person interaction (Richards, 2019).

#### Career Adaptability

Career adaptability refers to the readiness to face repetitive tasks and unexpected adjustments resulting from changes in employment and working conditions (Savickas & Porfeli, 2012). Adaptability can be defined as a person's ability to cope with changing situations and transitions in the workplace, such as changes related to the work itself, colleagues, or work team (Ataç et al., 2018). Career adaptability includes coping with various changes in career development tasks, both predictable and unexpected.

Career adaptability consists of four main factors: worry, control, curiosity, and confidence, which are useful in understanding career choices and decisions (Park et al., 2022). Career control refers to subjective feelings regarding self-regulation and assertiveness about the future of work; career curiosity arises when a person explores his environment to find opportunities and needs; career confidence is an individual's belief in their ability to solve career problems and achieve success; and career concern is an individual's interest in his or her future career development (Savickas & Porfeli, 2012; Song et al., 2023).

Some variables related to career adaptation include psychological resilience, which contributes significantly to students' career adaptability (Ndlovu & Ferreira, 2019); self-concept associated with social roles (Hirschi et al., 2015); helping to understand career choices and decisions (Park et al., 2022); individual characteristics such as self-esteem and contextual factors such as social support (Ataç et al., 2018); as well as student life satisfaction (Akkermans et al., 2018).

## **METHODS**

The research method used is non-experimental quantitative with a psychometric approach. Non-experimental quantitative research with a psychometric approach is a method used in developing and evaluating psychological instruments, the main focus of which is to measure the validity and reliability of such instruments. The adapted instrument is the career adaptability instrument by Savickas (Savickas and Porfeli, 2012), with very inconsistent answer choices (1) and very consistent answers (5). The career adaptability instrument has four dimensions: concern, control, curiosity, and self-confidence. The methodology involves several systematic steps, including translation, content validation, and statistical analysis, to ensure that the instruments can be used effectively in the desired context.

### **1. Translation and Back-Translation**

The adaptation process begins with translating the original instrument into the target language. Two or more independent translators proficient in both languages perform the translation. After that, a back-translation is performed by a different translator who was not involved in the initial translation. This process helps to identify differences and ensure congruence of meanings (Brislin, 1970).

### **2. Expert Panel**

An expert panel of psychologists, linguists, and individuals familiar with the target culture reviewed the results of translation and back-translation. They evaluate whether the instrument is culturally relevant and retains its original meaning. Adjustments are made based on input from this panel of experts (Hambleton, Crochet, & Spielberger, 2005). The instrument was assessed by expert judgment, psychologist Muthia Dwi Santika, M.Psi., Psychologist. Input from the expert is used as a foundation for instrument refinement.

### **3. Pilot Testing**

Pilot testing was conducted with a small sample of the target population to evaluate respondents' understanding and interpretation of items. During trials, respondents may be asked to provide feedback about the instrument, including items that are confusing or culturally irrelevant (Beaton et al., 2000). The trial was conducted on eighty-nine students of the sixth semester of Islamic counseling guidance as an overview of counselor candidates.

### **4. Psychometric Analysis**

After the pilot testing, a psychometric analysis was performed to assess the validity and reliability of the instrument in the new context. This analysis includes tests of content validity, construct validity, criterion validity, and internal reliability (such as Cronbach's Alpha coefficient).

### **5. Adjustments and refinements**

Adjustments to the instruments are made based on the psychometric analysis results. Invalid or unreliable items may be revised or deleted. Additional trials may be required to confirm improvements (Van de Vijver & Leung, 1997).

## **RESULTS**

The process of translation and back-translation using the services of linguists at the Charity Translation Team and instruments assessed by expert judgment (expert consideration) is a psychologist, Muthia Dwi Santika, M.Psi., Psychologist. Input from the expert is used as a

foundation for instrument refinement. The expert explains the dimensions of leading to a career and the universal items. Here's an example of instrument adaptation:

Table 1. Example of instrument adaptation

| Original                                  | Translation  | Back Translation                          | After Revision   |
|---|--|---|--|
| I think about what my future will be like | Saya memikirkan tentang seperti apa masa depan saya nantinya | I think about what my future will be like | Saya memikirkan tentang seperti apa masa depan saya nantinya |
| I Prepare for the future                  | Saya memepersiapkan diri untuk masa depan                    | I Prepare for the future                  | Saya memepersiapkan diri untuk masa depan                    |

Measuring instruments that have been translated and considered experts can be deployed to determine the validity and reliability of the instrument to eighty-nine students of the sixth semester of Islamic counseling guidance as a picture of prospective counselors. Validity is a tool to measure what should be measured (Sugiyono, 2013). The career adaptability variable has 12 statements. Based on the SPSS Statistic Version 21 test results, 12 valid statement items were obtained. All statements are valid, so they can be used to develop further instruments or other research related to career adaptability. The table shows the results of comparing  $r$  count and  $r$  table. Reliability of the instrument to see if the instrument can be trusted.

Table 2. Instrument validity

| Item     | $r_{xy}$ | $r$ table | description |
|----------|----------|-----------|-------------|
| VAR00001 | .228     | 0.207     | Valid       |
| VAR00002 | .633     | 0.207     | Valid       |
| VAR00003 | .515     | 0.207     | Valid       |
| VAR00004 | .548     | 0.207     | Valid       |
| VAR00005 | .599     | 0.207     | Valid       |
| VAR00006 | .516     | 0.207     | Valid       |
| VAR00007 | .742     | 0.207     | Valid       |
| VAR00008 | .622     | 0.207     | Valid       |
| VAR00009 | .417     | 0.207     | Valid       |
| VAR00010 | .560     | 0.207     | Valid       |
| VAR00011 | .688     | 0.207     | Valid       |
| VAR00012 | .597     | 0.207     | Valid       |

Table 3. Categories of reliability coefficients (Guilford, 1956)

| Scala        | Criteria  |
|--------------|-----------|
| 0.80 – 1.00  | Very High |
| 0.60 – 0.80  | High      |
| 0.40 – 0.60  | Medium    |
| 0.20 – 0.40  | Low       |
| -1.00 - 0.20 | Very Low  |

The following are the results of the calculation of variable reliability test calculation of career adaptability with the SPSS Statistic Version 21 application.

Table 4. Instrument Reliability

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .840             | 12         |

The statistical calculations show that the variable career adaptability is 0, 840. Based on the reference values in the table, the career adaptability instrument has a very high correlation coefficient.

## DISCUSSION

The research aims to adapt the career adaptability instrument and test its validity and reliability to be used for research on prospective counselors or other research related to career adaptability. The career adaptability instrument describes the career adaptability of prospective counselors with four dimensions: concern, curiosity, control, and confidence. The reliability and validity test results showed that the career adaptability instrument is a valid and reliable measuring instrument. There is a strong and significant correlation between the score of each element and the total score. The results of this study also reinforce the statement of Savickas and Porfeli (2012) that the constructs of career adaptability are strong because each dimension correlates with the other. The career adaptability instrument is a fairly short measuring instrument that is efficient in processing time. Five alternative options are also an ideal number. Experts suggest alternative answer number 5 to 7 are the ideal choice (Furr, 2011; Preston & Colman, 2000)

Career adaptability instruments have various benefits in preparing prospective counselors to face the era of Society 5.0. First, these instruments can help prospective counselors identify and evaluate their level of career adaptability to understand their strengths and areas that need improvement (Savickas & Porfeli, 2012). Second, the instrument provides a systematic framework for developing core competencies such as curiosity, concern, control, and confidence, which are critical to dealing with technological change and job market dynamics (Savickas, 2013). In addition, career adaptability instruments can facilitate the development of skills relevant to the needs of the times, such as the utilization of digital technologies and data analysis, which are becoming increasingly important in modern counseling practice (Hirschi, 2018). Instruments can also be used to design specific training and development programs, allowing prospective counselors to proactively prepare for the challenges faced by their clients (Koen, Klehe, & Van Vianen, 2013). Thus, career adaptability instruments can increase the effectiveness and relevance of counseling services and help prospective counselors maintain competitiveness and professional relevance in the era of Society 5.0 (Savickas & Porfeli, 2012).

## CONCLUSION

The career adaptability instrument has been adapted for prospective counselors. The results of psychometric tests in the study showed that the career adaptability instrument is valid and reliable to be used in assessing the career adaptability of prospective counselors, namely the psychological power that allows individuals to face and mobilize psychological

energy when faced with responsibilities, problems, and career changes, as well as career crisis events during the career growth process.

Career adaptability is essential for aspiring counselors in the era of Society 5.0, as they must face challenges involving technological developments such as artificial intelligence and big data, rapid social and economic changes due to globalization, and the need to manage career uncertainties and crises. In this increasingly complex and dynamic environment, the ability to continue learning, take control of your career, and have confidence in the face of change is crucial. By developing core competencies such as curiosity, concern, control, and confidence, as well as leveraging technology and professional training, prospective counselors can provide effective and relevant services to their clients while maintaining competitiveness in a changing world of work.

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