



## **Ann Roe's Career Theory and its Implementation in Career Guidance and Counseling**

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**Abstract.** Talking about Anne Roe's career choice theory is talking about career choices that are influenced by genetic factors or inheritance, parenting patterns, the environment and individual needs according to Maslow. The purpose of this literature study research is to comprehensively find out the basic concepts of Anne Roe's theory, factors that influence career choices, classification of career choices according to Roe, advantages and disadvantages and implementation in career guidance services in schools. The method used is a literature study conducted by collecting, selecting, reading reading sources from literature books, journals, articles as material for analysis to obtain results and conclusions. The results showed that Anne Roe's career choice theory is heavily influenced by Maslow's 8 human hierarchical needs, patterns of acceptance in children, and certain parenting that parents and teachers are not aware of. Because this theory is under the humanistic umbrella and speaks to the influence of parents and children's personalities. It is important for children to be nurtured from an early age as it will affect their career choices in the future.

**Keywords:** career choice; family; career classification; human hierarchy.



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### **Introduction**

As children transition into adulthood, individuals are often faced with various career decisions for the future. During senior high school (SMA) or junior high school (SMP), we are directed by teachers to plan a career. For example, from junior high school to choose senior high school (SMA) or vocational high school (SMK), or when they are in high school to choose to continue their academic career, work or have a family. Various career choices in SMA / SMK students are strongly influenced by their level of understanding of their future career choices (Herlovina, 2023).

The role of parents is very important in directing their children to have a career. Children's career choices will reflect their parents' career choices. Parents become the first learning home for children, whether the child is good or bad, how the form of guidance or parenting, the child's ability, will be reflected in their parenting at home (Yurita et al., 2021). Apart from being influenced by parenting criteria, students' career choices are strongly influenced by the provision of consideration, advice, guidance or direction to them by parents or teachers in the classroom (Permadin et al., 2021).

One example of the phenomenon of Anne Roe's theory seen in general society is that parents who educate their children too hard and curb their children's every desire, the children will later choose careers that tend to be anti-social jobs, which have little direct contact with other people. Another example is, children tend to continue the work legacy left by their parents.

Parents have inherited oil palm plantations, so children tend to want to continue what their parents inherited. Parents or family are not the main source of information in career information seeking. The role of family or parents is more about social support that leads to emotional support. This is supported by research conducted by Sarirah in Hertanti & Sugiharto (2022). Hertanti & Sugiharto (2022) where the results showed that social support has a small contribution of (0.06%) to career maturity with significant others who have a role in career maturity with a mean of 15.37 and the rest of the family and friends. Along with technological developments, the search for career information for students is no longer through

family, teachers, or the surrounding environment, but is more dominated through the use of information technology.

According to Anne Roe, career choices throughout a child's life will be directly influenced by parents. Career choices are based on personality theories that emphasize heredity or derivative factors and parenting is a major factor in determining children's career choices. Anne Roe also argues that the pattern of development in the direction of occupational choice is largely determined by his first impression of seeing parents in the form of an impression of satisfaction or dissatisfaction. Another influence in determining children's career choices is the economic status of parents, for example children who are raised in families with low socio-economic status will have less influence from parents to determine their careers (Permadin et al., 2021).

## Method

The method used is a type of literature study research. This research is a qualitative descriptive research using a literature study approach, by exploring theoretical studies and expert opinions and looking for literature studies from various media such as books, research journals and so on, the data obtained is then presented as material for analysis to obtain conclusions and answers to problems in the research (Rahmah & Aly, 2023).

According to Syaibani in Azizah & Purwoko (2019) It is explained that literature study is how a researcher collects various information relevant to the topic of discussion obtained from scientific books, journals, research reports, articles, essays, theses and dissertations, regulations, statutes, encyclopedias and other sources both written and electronic.

There are steps in literature research according to Zed in Awalina & Purwoko (2018) which are carried out in research, including: Determine the general idea of the research topic, Search for information that supports the topic, Affirmation of focus in research, Search and find the required reading materials and classify the reading materials, Reading and making research notes, Review and enrich reading materials and, Reclassify reading materials and start writing.

Sources of data obtained by researchers are obtained from various journals and research articles, books, other electronic readings that contain information in accordance with the focus of the study. The data collection technique in this study is documentation, namely by looking for data on notes, books, papers or articles, journals and so on (A. Azizah & Purwoko, 2019).

The data analysis technique used by researchers is content analysis technique. Content analysis technique is how researchers use a set of steps to get valid conclusions with sources from books or documents. Or in another sense, it is a useful tool as a way of obtaining conclusions through the discovery of message characteristics with a factual and orderly analysis process. (Sabarrudin et al., 2022).

## Results and Discussions

### *Short Biography of Anne Roe*

Anne Roe was born (1904-1991) into a financially deprived family since her father went bankrupt in the 1920s. Roe was a bright girl. She entered college when she was 16 years old. During her undergraduate program, she thought about becoming an English teacher because she felt it was the most likely job for women at that time. That was until she met psychologist and professor Thomas Garth who encouraged her to pursue psychology.

After earning her BA from the University of Denver, she went on to earn her master's degree in psychology and education and became Garth's student. Roe was particularly interested in the personality structure and cognitive functioning of scientists. In 1953, he published a study on why scientists choose their profession. Research was conducted on the intelligence of 64 male scientists who were divided into three categories, namely biological, social and physical (Hidayat et al., 2019).

### *Anne Roe's Career Theory Focus*

In the same period, Roe (1956) proposed his theory based on Maslow's needs theory and personality theory, underlining how the childhood environment influences children to choose certain occupational groups. He presented a classification of occupations in terms of areas of interest by occupational level. A few years later, Holland (1959) identified professional personalities based on vocational interests, highlighting the importance of the degree of congruence between an individual's personality and interests and six types of work environments: Realistic, Investigative, Artistic, Social, Enterprising, Conventional (Fabio, 2019).

Roe's theory is called "a need theory approach to career choice". In his theory Roe views that a person's career choice is influenced by three fundamental components in life. First, that career choices in

individuals are influenced by genetic influences such as traits, interests talents and temperaments inherited from father and mother genes. Second is childhood experience, in addition to the family atmosphere and climate factors have a significant impact on children's career choices, for example an atmosphere of love, attention, mutual respect, mutual appreciation; experiences from the environment also influence a person's career choice (Zakki et al., 2023).

And third, human needs can influence a person's career choice according to Maslow's needs theory, namely physiological needs; security needs; the need to belong and love; the need to be considered important, respect, self-esteem and independence; the need for information; the need to be able to understand and be understood; the need for beauty; and the need for self-actualization.

So the theory of career choice according to Anne Roe is how the initial relationship established by the individual together with the family becomes a major factor in career selection and decision making (in addition to personality, talent, intelligence, and family background). Roe's major contributions are 2 job classifications and theories on how personality development affects career choices (Suwidagdh & Purwanta, 2022).

In the end, the potential of the parental environment has a great influence on a person's life, especially in the recovery of the career that will be passed in the future. A child who is born into a family that works in the service sector tends to also work in the service sector when he grows up, as well as other fields of work. Individual traits, interests, talents and temperaments are inherited from parents (N. Azizah & Naqiyah, 2017).

#### *Three Factors Influencing Career Choice According to Anne Roe*

##### *a. Genetic or Inherited Influences*

In career decision-making, Roe has a view that basically individuals have various innate abilities in individuals that lead to the determination of traits, interests, talents and temperaments that are regulated and passed down from their parents. For example, a child is born into an authoritarian family, everything must be in accordance with the wishes and parents so that the child will become a child who whatever he does makes him have to listen to what his parents say (Yurita et al., 2021).

One example of the phenomenon of Anne Roe's theory seen in general society is that parents who educate their children too hard and curb their children's every desire, then the children will later choose careers that tend to be anti-social jobs, which have little direct contact with other people. Another example is, children tend to continue the work legacy left by their parents. Parents have an inheritance of oil palm plantations, so children tend to want to continue what their parents inherited

##### *b. Childhood Acceptance (Role of Parents and Environment)*

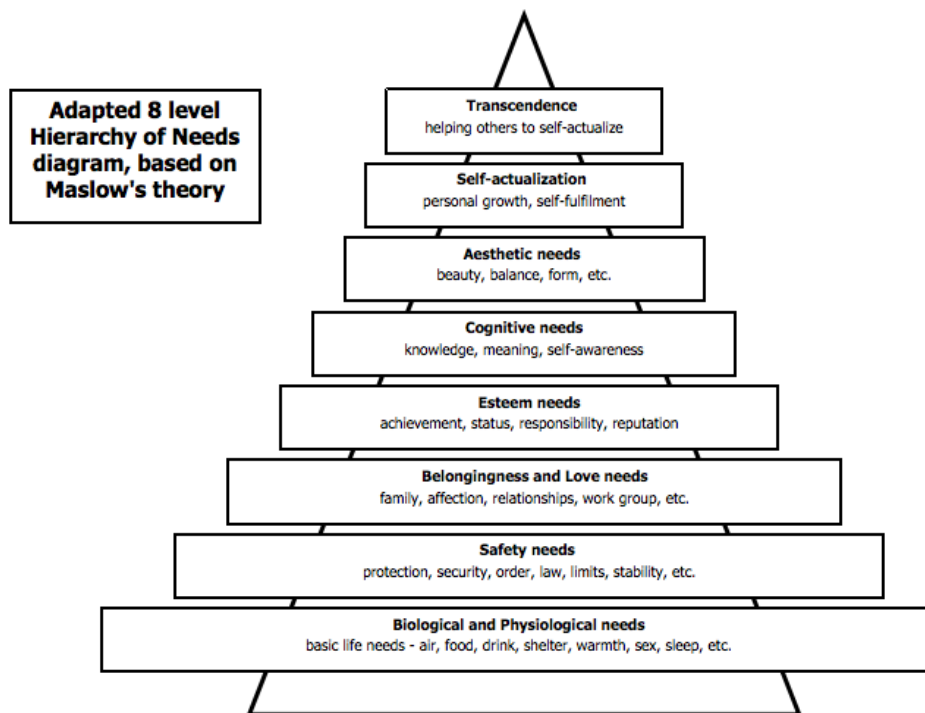
Parenting / childhood experience, childhood experience is one of the factors that influence a person's career choice (Zakki et al., 2023). Roe in Nwawube (2021) suggests three categories of how parenting and its accompanying orientation will influence future career choices, namely:

- 1) Emotional approach to children, this relates to how parents are close to children in the form of over-protection or over-demanding. For example, parents overprotect their children or feel that their children cannot do well, then children will not have independence and initiative. Children are raised with many do's and don'ts or authoritarian, on the other hand also demanding too much. Another example is parents who prevent their children from participating in some activities for fear of getting hurt.
- 2) Avoidance / avoidance of children, avoidance is done by parents without realizing it, for example pointing out shortcomings, ignoring children's choices or opinions, emotional rejection. A situation where the child is constantly rejected and ignored both physically and emotionally. Children will tend to choose limited objects or contacts to fulfill their needs.
- 3) Acceptance of the child, this type of parenting is a parent who accepts casually and prefers children who get along well. Parents are committed to raising the child well and consequently the child becomes open-minded (Harahap, 2019).

Influential in determining career choice according to Roe is parenting style. She includes the following six parenting styles in her model: "over-protection," "over-demanding," "emotional rejection," "ignoring the child," "relaxed acceptance," and "loving acceptance". A parent's parenting style towards a child determines the type of work the child will choose. For example, children who are m will have dependence on others and their creative power will be weak. Whereas children who are lovingly raised will develop themselves well (Permadin et al., 2021).

Negative environments, such as harsh treatment, violence, indifference, and family strife. Experiences like these will shape the personality and career decisions that an individual will choose, whether it is non-person oriented, or person oriented (Zakki et al., 2023).

##### *c. Human Needs According to Maslow Theory*



**Figure 1 Human Hierarchy based on Maslow’s Theory**

Permission © Maslow Theory

Individual needs can influence the individual's career choice. In this case Roe relies on the theory of needs put forward by Maslow. In the hierarchy Maslow mentions the motives of individual needs, namely: (1) Physiological and biological needs; is a need for how to survive physically such as eating drinking sleeping places to live (clothing food shelter); (2) Security needs; are needs that can be seen from a sense of physical security, personal balance, conditions that affect, protection and freedom from threatening forces (natural or artificial); (3) The need to belong and love; forms of fulfillment such as having friends, the desire to have children, being close to family, giving each other love; (4) The need for importance, respect, esteem and independence; is the need to value others, the need for social status, honor, self-esteem, dignity and even dominance; (5) The need to understand and be understood; related to the need for knowledge, meaning of life and self-awareness; (6) The need for beauty; the need for personal appearance, balance and so on; (7) The need for self-actualization; is a desired need and expectation that his abilities can be developed properly; (8) Transcendence; a need where individuals have been motivated to become human beings who have full function to help others without expecting something (Usmawati, 2019).

*Classification of Occupational Choice According to Ann Roe*

*a. Person Oriented*

Work that is oriented towards contact with others. People who like to work with others, for example, are considered to be so inclined because they live a strong need to be accepted by others. All these people were brought up by parents who showed an accepting and loving attitude. The occupational groups or classifications that belong to this group are:

- 1) Service (SE), this type of work prioritizes service to others. The service in question is attention to the needs and welfare of others. These occupations include social workers, counselors, consulting services and so on.
- 2) Business Contact (BC), This type of work deals with face-to-face activities between two or more people discussing profits, investments, real estate and so on. The relationship between two people is necessary, but it is limited to persuasive activities rather than providing assistance.
- 3) Organization (OR), This type of work is closely related to managerial activities in either a company or government or private institutions. This type of work prioritizes the efficiency and productivity of an institution, so there are very formal interpersonal relationships.
- 4) Culture (GC), this type of work prioritizes preserving and transmitting culture. This type of work is concerned with human activity as a group rather than an individual. These occupations include education, journalism and the language field. Teachers are often grouped under this occupation.

5) Art and Entertainment (AE), This type of work requires people who have skills in the field of arts and entertainment (Usmawati, 2019).

*b. Non-Person Oriented*

Object-oriented work. These non-person oriented jobs are usually people who prefer to work by handling goods or objects without seeking contact with individuals around them. They are considered to have this tendency because they live a strong need to feel safe and protected from danger. Groups or classifications of jobs that are classified as non-person oriented are:

Technology (IT), this type of work is closely related to the production of goods, maintenance and transportation to support services. Interpersonal relationships are lacking, as they tend to deal with tools. Outdoor (OU), This type of work is related to activities such as seeding and planting forest plants, drilling for minerals and natural gas, collecting forest products, marine-related activities, wild animal breeding and so on. This type of work implies minimal human contact.

Science (SE), This type of work deals with the development of a scientific theory and how to apply it. The relationship between people is seen from what type of science is being developed. If it is related to natural science, then the relationship between humans is less, but if it is related to social science, then the relationship between humans can be large (Usmawati, 2019).

*Pros and Cons*

Roe's theory has made the first major contribution to the world of parent-environment influenced career decision making. Roe also contributed to career counseling by directing a lot of attention to the developmental period of childhood (Usmawati, 2019). Roe's theory prioritizes career selection with needs; Early parent-child combinations, environmental experiences, genetic factors, developmental need structures are the main determinants that motivate individuals to reach higher hierarchical levels in an occupational structure; Major contributions to the developmental period of childhood; The compatibility of the choice of position with the parents' treatment of the child will make the counselor have no difficulty in directing the child's career.

Roe's career choice theory states that counseling needs to assist individuals in identifying their basic needs, overcoming inhibiting factors and developing techniques to meet their needs, but this theory still does not explain much and suggest any procedures for career counseling. Little support for theory; Differences in parent-child interaction result in differences in occupational choice; Parent-child interactions influence later occupational choice is difficult to validate; If there is a difference between the wishes of the parents and the incompatibility with the interests and talents of the child, with the view of Roe's theory, the counselor will experience difficulties and need time to adjust these conditions (Usmawati, 2019).

*Implementation in Career Guidance and Counseling*

In making career decisions, counselors must look at various alternatives related to the work the counselee wants. Decision making must also look at influencing factors such as the influence of genetics or heredity, childhood experiences and environmental conditions and the hierarchy of human needs. There are several steps that can be taken in the process of applying career guidance in Anne Roe's theory including: Counselor acceptance; Exploring various backgrounds of the counselee; Recognition of the various needs of the counselee's self-needs; Rechecking various data extracted; Taking career-defining or problem-solving steps towards existing problems; Make career decisions and choose the right solution with the counselee; Evaluation of the various decisions and solutions that have been taken (Harahap, 2019).

*a. Cooperation and Role of Parents*

One of the applications of Roe's theory in career guidance in schools is by involving the role of parents in career implementation. The role of parents in career guidance for example by organizing seminars or discussions involving parents, counselors, and children or students concerned to discuss ways that allow them to help their children plan and prepare for work and life after school. Parents can use information from schools about talents, interests, intelligence, personality, learning achievements, failures, successes and so on. The role of parents is very important considering that the education that children receive for the first time is a family that greatly influences the growth and formation of character, character and individual personality (Pratama et al., 2022).

*b. Group Guidance Service*

Group guidance services can be used to provide problem-solving techniques related to career selection. The provision of group guidance services needs the involvement of various parties to work together and pay attention to the following aspects such as self-understanding related to general intelligence, specialty, achievement, ideals; understanding of the social family environment of the school

community; formulation of goals to be achieved; and conducting activities and educational plans that support career choices (Herlovina, 2023).

## Conclusions

Anne Roe's career choice theory is a theory based on the humanistic umbrella or Maslow's personality theory. Roe argues that children's career choices are determined by three things; first is genetic or inherited factors, second is parental care factors and third is the factor of Maslow's eight hierarchies of individual needs. The implementation of Roe's career choice theory in student career guidance can be done by cooperation between counselors and parents to see and explore the needs which then formulate career goals and choices.

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