

BAB V

CONCLUSIONS AND RECOMMENDATIONS

5.1 Conclusion

Based on the results of the research carried out, the following conclusions can be drawn:

1. A positive and significant relationship was found between Career Maturity and Career Adaptability among jobseekers who are graduates of SMK PGRI Wlingi. This indicates that the higher an individual's level of career maturity, the greater their ability to adapt to changes and the demands of the workplace. In practice, individuals with career readiness are able to understand their own potential, set career goals, and have confidence in the career path they choose to pursue. This enables them to be better prepared to face changes in the work environment, workplace competition, and career uncertainty after leaving school.
2. A positive and significant influence was found between Career Decision Making and Career Adaptability among jobseekers who are graduates of SMK PGRI Wlingi. This indicates that the better an individual's ability to make career decisions, the greater their ability to adapt to changes and the demands of the workplace. In practice, individuals who are able to understand their own abilities to seek job information and make appropriate career choices tend to be better

prepared to face workplace challenges and changes in the working environment. Career decision-making skills help individuals determine a more realistic career path in line with their potential and the available job opportunities.

5.2 Recommendation

Based on the results of the research conducted, the following recommendations can be made to the school and to jobseekers who are graduates of SMK PGRI Wlingi:

1. Enhancing Career Maturity by developing Career Decisiveness

Vocational schools are recommended to transition from traditional career counseling to interactive digital portfolio profiling and personal branding workshops. Schools should implement structured programs where students map their specific skills such as advanced cosmetology techniques, creative styling, or beauty service management into digital portfolios. This hands-on, reflective process fosters greater autonomy and self-certainty, directly empowering graduates to make decisive, committed career choices and confidently navigate the transition into the professional beauty industry.

2. Enhancing Career Decision Making by developing Occupational Information

SMK PGRI Wlingi is recommended to establish a "Beauty Industry Hub & Digital Alumni Network" rather than relying solely on

conventional job boards. This initiative should feature regular, virtual masterclasses and interactive Q&A sessions led by successful alumni working across diverse sectors. By providing students with direct, unvarnished insights into current industry standards, specific regional labor market demands, and real-world workplace dynamics, the school provides actionable, highly relevant occupational data.

3. Fostering the Ability to Adapt to Changes in the World of Work

The increasingly dynamic and shifting nature of the beauty and wellness sector demands that individuals possess robust psychological and technical flexibility. Therefore, future beauty professionals and graduates are expected to cultivate multidisciplinary micro-credentials and adaptive digital skills to remain resilient against industry disruptions.

4. It is hoped that this study will serve as a reference for future researchers in developing research on career adaptability. Future researchers are advised to include additional variables such as self-efficacy, social support, work experience and the work environment, so that the research findings can provide a broader picture of the factors influencing an individual's career adaptability.