

## **ABSTRAK**

### **PENGEMBANGAN INSTRUMEN NONTES BERBASIS DIGITAL EKSPLORASI KARIER BERDASARKAN BAKAT DAN MINAT PESERTA DIDIK SMA NEGERI DI BANDAR LAMPUNG**

**Oleh**

**ASTI PUTRI ZAKIYA**

Kebutuhan akan instrumen eksplorasi karier digital yang mampu mengukur bakat dan minat menjadi penting di tengah keterbatasan alat asesmen yang tersedia di sekolah. Berdasarkan beberapa permasalahan pada peserta didik yang salah satunya masih kesulitan mengkonfirmasi pilihan kariernya serta adanya keterbatasan alat evaluasi atau alat ukur yang dapat membantu mereka dalam permasalahan kariernya, serta dengan memasuki era Society 5.0 menjadi peluang untuk dikembangkannya instrumen ini. Penelitian ini bertujuan untuk mengembangkan instrumen nontes digital eksplorasi karier berdasarkan bakat dan minat bagi peserta didik jenjang SMA. Pengembangan dilakukan berdasarkan analisis potensi dan kondisi bimbingan dan konseling, khususnya dalam perencanaan individual bidang karier. Metode penelitian yang digunakan dalam penelitian ini yaitu *research and development*. Instrumen disajikan dalam bentuk digital berbasis Google Form yang ramah pengguna, dilengkapi hasil asesmen otomatis melalui email yang divisualisasikan secara jelas. Hasil uji validitas konstruk menunjukkan nilai korelasi untuk bakat dan minat sebesar 0,913, yang lebih tinggi dari nilai *r* tabel baik pada taraf signifikan 5% (0,254) maupun 1% (0,330), sehingga instrumen dinyatakan valid. Uji visibilitas menunjukkan bahwa instrumen sangat layak digunakan. Validasi isi oleh tiga ahli meliputi ahli konten (85% dan 92,5%), ahli bahasa (88,75% dan 100%), dan ahli desain (98% dan 92%), yang seluruhnya berada di atas ambang batas kelayakan 80%. Hasil ini menunjukkan bahwa instrumen nontes digital yang dikembangkan memiliki tingkat visibilitas, validitas, dan reliabilitas yang tinggi, sehingga layak untuk digunakan dalam layanan eksplorasi karier di sekolah menengah atas.

**Kata kunci:** *Instrumen nontes digital, eksplorasi karier, bakat, minat.*

## **ABSTRACT**

### **DEVELOPMENT OF DIGITAL BASED NONTES INSTRUMENS OF CAREER EXPLORATION BASED ON TALENTS AND INTERESTS OF PUBLIC HIGH SCHOOL STUDENTS IN BANDAR LAMPUNG**

*by*

**ASTI PUTRI ZAKIYA**

*The need for digital career exploration tools that can measure talents and interests is important amid the limited assessment tools available in schools. Based on several issues faced by students, one of which is the difficulty in confirming their career choices, as well as the limited availability of evaluation tools or measurement instruments that can assist them in addressing their career-related challenges, and with the advent of the Society 5.0 era, this presents an opportunity for the development of such an instrument. This study aims to develop a non-test digital career exploration tool based on talent and interests for high school students. The development is based on an analysis of the potential and conditions of guidance and counseling, particularly in individual career planning. The research method used in this study is research and development. The instrument is presented in a user-friendly digital format based on Google Forms, complete with automatic assessment results via email that are clearly visualized. The results of the construct validity test showed a correlation value for talent and interests of 0.913, which is higher than the  $r$  table value at both the 5% significance level (0.254) and 1% (0.330), thus the instrument is deemed valid. The visibility test showed that the instrument was highly suitable for use. Content validation by three experts included a content expert (85% and 92.5%), a language expert (88.75% and 100%), and a design expert (98% and 92%), all of which were above the 80% threshold for suitability. These results indicate that the developed digital non-test instrument has high levels of visibility, validity, and reliability, making it suitable for use in career exploration services in high schools.*

**Keywords:** digital nontest instruments, career exploration, talents, interests.