

## Research Article

# Grit Description in High/Vocational School Student of Bandung City

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**Abstract.**

According to student development tasks for high/vocational school students, selecting and preparing a career is an essential aspect of their development. Therefore, these students must engage in career planning, and one of the factors that significantly influences career planning and maturity is their individual personality or level of Grit. Several components related to career development include career maturity, personality effectiveness, career decision-making, and goal setting. One specific personality factor that aligns with the positive psychology approach is Grit, which encompasses effort, diligence, consistency of interest, and adaptability to various situations. In this research, fifty high/vocational school students from Bandung City were selected as the sample for the study. The researchers used the Grit Scale developed by Duckworth as a measuring instrument to assess the students' level of Grit. The research method employed in this study is descriptive quantitative to provide an overview and description of the Grit personality among the students. The findings of the research indicate that the overall level of Grit in high/vocational school students from Bandung City is low.

**Keywords:** grit, career development, high/vocational school student

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## 1. INTRODUCTION

Today, some experts categorize the millennial generation as the generation that born in 1980-1990 or who was born in the early of 2000 and so on [1]. There is different characteristic in millennial generation when we compare to other generations. As stated by [2], millennial generation characteristic are confident, optimism, expressive, free, and exciting to challenge. While millennial generation characteristic is different to other generations, this generation has different challenge in term of competition. Competition that faced on millennial generation will become more challenging because this generation is triggered by technology development or industrial revolution, or known as Fourth Industrial Revolution. This condition drives

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this generation to gain adaptability in according to the current situation development. The competition is not only related to academic achievement competition and educational status, but the competition is also related to future job or millennial generation next career. Industrial revolution has impacted to future job vacancy availability and career selection for millennial generation. According to McKinsey Global Institute research result [3], about 30% of two-third job category is predicted will exchanged replaced by technology, such as robotic or artificial intelligence. This situation will loss 3-14% profession in the year of 2030. In addition of profession and job replacement, new job position is predicted will raise from 27 to 46 million in Indonesia on 2030. This new job field prediction is a new job that never exist today or previously.

Development of future occupation condition, while increasing on various new job vacancy category that never exist before or today, is become a challenge that require individual preparation for against employment atmosphere or career. According to Mapiare [4] adolescence is a period between 12 to 21 years old. One of adolescent development task is selecting and preparing their future career. According to Havighurst [5], career problematical that raise in adolescence is usually related to educational category selection, that lead to future job category selection. This is important problem that required attention and related to adolescence disoriented while deciding their career development. Career development is long life journey that involve a series of complex task, such as active career planning [6], vocational exploration, vocational identity development [6], and effective transition from school to employment [6]. This research shows a far-ranging personality characteristic, such as optimism, accuracy, extraversion, and acceptance to new experience, is related to planning level and higher productive career exploration [6]. Personality in this research applied positive psychology theory approach, which is Grit. Grit shows spirit and diligence to achieve long-term goal [7] and consists of two dimensions. First dimension is sustainability effort, including ability to survive and experiencing a failure to achieve long-term goal. Second dimension is interests consistency, refers to capacity sustainability to focus on tasks or interest that would support in specific goal achievement.

Career development components are career maturity, self effectiveness, career decision making, and goal setting. There is a reason to clarify that grit probably related to career function that dreamed by adolescence. Grit requires passion, diligence, and adaptive ability that related on long-term goal [8]. Therefore, grit has a function as a path to achieve important milestone career development. Life span theory [9] shows

if career decision making is development process that indicates by systemic transition and normative expectation fulfills in five development phases, which are birth growth to 14 years old, exploration for 15 to 24 years old, establishment for 25 to 44 years old, maintenance for 45 to years old, and decline phase for more than 65 years old. For adolescence who face first-time exploration phase on career development, their important development involves (a) crystallization of career selection (creating and planning their temporary final career goal), (b) specify their career selection (translating extensive career interest to become more specific choice), and (c) performing their career choice. Those problems require career development in student.

## 2. METHODOLOGY

Research design in this research is descriptive analysis method, a research fundamental that will answer and propose characteristic from specific thing [10]. Objective of descriptive analysis research is to describe a characteristic accurately from a problem or symptom of the research object [10].

Population of this research is XII grade of High School Students in Bandung City. There are 30 districts in Bandung City ([ppid.bandung.go.id](http://ppid.bandung.go.id)). According to Ministry of Education and Culture of Republic of Indonesia, Bandung City has 27 State High Schools in 2021. The cluster is random sampling technique.

Sampling technique in this research is convenience sampling, a sampling process that practice specific method where the population defines as mutual and having free opportunity to become as a sample.

Data collection is acquiring by on line with Google Form, questionnaire that distributed to some High/Vocational School students in Bandung City. However, during data collecting process not all respondents return the questionnaire and returned questionnaires are 50 questionnaires. Then, research respondents number in this research is 50 people.

Descriptive study is applied in this research because descriptive result will explore means scores in order to gain Mean (M) and Standard Deviation (SD) for descriptive data analysis. Research measuring instrument is grit, a measuring tool for personality grit that developed by Duckworth [7], where academic grits are consists of 16 items and general grits are consist of 8 items.

### 3. RESULT AND DISCUSSION

#### 3.1. Research Subject Description

TABLE 1: Description of Research Subject Based on School.

No.	High/Vocational School	Frequency	Percentage
1.	SMKN X	6	12 %
2.	SMA E	1	2 %
3.	SMA B	31	62 %
4.	SMA I	12	24 %
	Total	50	100 %

According to Table 1, description of research subject based on school, there are 50 students of High/Vocational School in Bandung City as the research subject. Most of students are from SMA B, which are 31 students (62 %). There are 12 students or 24% from SMA I, 6 students or 12% from SMKN X, and 1 student or 2 % from SMA E.

TABLE 2: Description of Research Subject Based on Grade.

No.	Grade	Frequency	Percentage
1.	11	5	10 %
2.	12	45	90 %
	Total	50	100 %

According to Table 2, research subject description based on Grade, there are 50 students of High/Vocational School in Bandung as research subject. Most of subjects are from 12th grade, which are 45 students (90 %) and 5 students (10%) from 11th grade.

TABLE 3: Description of Research Subject Based on Department.

No.	Department	Frequency	Percentage
1.	Design Modeling and Building Information	6	12 %
2.	Science	13	26 %
3.	Social	29	58 %
4.	Sport	1	2 %
5.	Visual Communication Design	1	2 %
	Total	50	100 %

According to Table 3, description of research subject based on department, there are 50 students of High/Vocational School in Bandung City as the research subject. Most of subject are from Social department or 29 students (58 %). Then, Science

department is 13 students (26 %), Design Modeling and Building Information department is 6 students or 12 %. Sport and Visual Communication Design department is 1 student (2%), respectively.

### 3.2. Descriptive Data

TABLE 4: Description of General Grit.

Interval	Category	Frequency	Percentage
17-26	Low Grit General	37	74 %
27-35	High Grit General	13	26 %
Total		50	100 %

According to Table 4, research subject description based on general grit, there are 50 students of High/Vocational School in Bandung as research subject. Majority of subjects has low general grit description, which are 37 students (74 %) and high general grit number is 13 students (26 %) from 11th grade.

TABLE 5: Description of Academic Grit.

Interval	Category	Frequency	Percentage
39 -59	Low Academic Grit	18	36%
60 - 80	High Academic Grit	32	64%
Total		50	100%

According to Table 5, research subject description based on general academic, there are 50 students of High/Vocational School in Bandung as research subject. Majority of the subjects has high academic grit description, which are 32 students (64 %) and low general grit number is 18 students (36 %).

### 3.3. Discussion

Grit is a condition of psychology that discuss in positive psychology. Grit is individual personality factor that describe an interest consistency and diligence in order to achieve long-term goal [7]. Grit is self individual effort that practice consistently, thoughtful, diligence, persistence, resilient, and having a full awareness in order to accomplish an achievement or realizing their will. In other word, grit is a consistent spirit motivation that owned by each person for maintaining the focus during achieving the long-term goal. A person with high grit is called as gritty, individual that remain powerful and consistently performing their effort even encountering the obstacle and problem, and keep focus to

achieve the goal. A gritty shows a consistent attitude in interest, not to yield an inch, persistence, and focus on realizing short term or long-term goal.

According to research finding, the result describes most of grit (74%) on High/ Vocational School Students in Bandung City is low. It means, most of the students are not significantly persistence and diligence when encountering a situation, their focus is easy to shift, their interest is often to change, that create inconsistent when setting up their goal. If the student against the obstacles and problem when realizing their will, they are frequently easy to surrender, and shifting their motivation into another motivation that certainly not perform consistently yet. This description explains if the students has no firm foundation yet to achieve their expectation and goal.

If this description is related to development of psychology, High/Vocational School students with 15-18 years old, this student is in the late adolescent development stage or early adulthood stage. Moreover, according to Super for career development, this period is exploration period, phase where the individual still finding and exploring their career, will, aspiration, and life goal. Most of the students do not have a full and consistent motivation and lack of principle and foundation. This student is steadily depending on their parental choice or friends that create dependent personality when encountering their problem on this period. This condition explains a low grit description. However, for the next development phase stage, this student will ask to determine their career choice and taking their choice consistently, either for their next education or determine their job as their self decision. Moreover, grit is certainly required for the student to ensure their decision is constant, consistent, not easy to give up, down hearted, and regularly chase their goal outstandingly. This characteristic will deliver the student to gain energy and spirit while performing their development tasks for the next phase. For a gritty, achievement is an object that must be achieve, spirit and motivation must maintain steadily to create consistency in realizing the achievement. Grit is also would predict a success or long-term successful.

For that reasons, we can conclude that grit covers two items. The first item is related to consistent on interest and choice. Secondly are effort, persistence, diligence, and spirit in realizing achievement goal. According to the research result, only 36% of High/Vocational School students with high grit and the other students are described as a low grid characteristic.

In other words, grit still determine by external factor of individual. High/Vocational School students still continuously provide an opportunity to develop their inner grit in order to develop their general grit. In fact, this student is not only face academic problem only in the future but they will confront various problems during their life, especially their

career development problem. As a result, grit is highly required for raising the fighting spirit and struggling to achieve life goal.

#### 4. CONCLUSION AND SUGGESTION

According to the results of this research, it may conclude that most of grit on High/Vocational School students in Bandung City is low but most of academic grit in High/Vocational student in Bandung City is high.

According to the result, this research suggests to improve and develop grit for High/Vocational School students in Bandung City. According to grit factor that become an important personality grit, this factor should direct, motivate, and showing a continuous effort to achieve long-term goal. This grit should consistent and continuously keep alive. Moreover, grit is also maintaining and develop the interest more steadily. One of method is intervention in grit development that presented to High/Vocational School student in Bandung. This intervention would be in form of grit training that organize to nurture and develop general grit.

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