



Guidance and Counseling Challenges in the Millennial Era

Sukman S¹, Fitri Handayani², Ismawati Sakaiganan³, Rofiq Muhaimin⁴, Dewi Indah A Ode Salmin⁵, Sarnia Abdullah⁶
Institut Agama Islam Negeri Sorong¹²³⁴⁵⁶

* Corresponding Author. E-mail: , sukmansorong@gmail.com.

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Abstract

Guidance and Counseling is an integral part of education which has a very important task in the developmental tasks of students. Entering the era of the industrial revolution 4.0 which will be filled by generation Z or what is known as the millennial generation, of course there are many complex challenges that will be faced. Guidance and Counseling is expected to play an important role in helping students to face these challenges. This article will describe how the role of Guidance and Counseling is in helping the millennial generation to face challenges in the era of the industrial revolution 4.0. The purpose of this research is to find out the challenges of guidance and counseling in the millennial era faced by counselors. The research method used is a qualitative literature study. Library research can be interpreted as activities related to methods of collecting library data, reading and storing and processing research materials. The results of this study indicate that the problems that occur in schools with the delinquent behavior of students in the millennial era, namely 1) Delinquency that causes physical victims. 2) Student delinquency which causes material casualties. 3) Delinquency that affects the students themselves, and 4) Delinquency denial of status. Then the factors that cause delinquency in the millennial era can occur due to family problems, the community environment which provides negative examples, the lack of understanding of students' religion, the low economy of peer association, the influence of social media and the failure of students in terms of their education. This is one of the challenges for guidance and counseling teachers when dealing with students in the millennial era.

Keywords: guidance, counseling, millennial

Abstrak

Bimbingan dan Konseling merupakan bagian integral dari pendidikan yang memiliki tugas amat penting dalam tugas perkembangan peserta didik. Memasuki era revolusi industri 4.0 yang akan diisi oleh generasi Z atau yang dikenal dengan generasi milenial tentu banyak tantangan yang begitu kompleks yang akan dihadapi. Bimbingan dan Konseling diharapkan bisa berperan penting dalam membantu peserta didik untuk menghadapi tantangan tersebut. Artikel ini akan menjabarkan bagaimana peran Bimbingan dan Konseling dalam membantu generasi milenial bisa menghadapi tantangan pada era revolusi industri 4.0. Tujuan dari penelitian ini adalah untuk mengetahui tantangan bimbingan dan konseling di era milenial yang dihadapi oleh konselor. Metode penelitian yang digunakan adalah studi kepustakaan kualitatif. Penelitian kepustakaan dapat diartikan sebagai kegiatan yang berkaitan dengan metode pengumpulan data pustaka, pembacaan dan penyimpanan serta pengolahan bahan penelitian. Hasil penelitian ini menunjukkan bahwa permasalahan yang terjadi di sekolah terhadap perilaku kenakalan peserta didik di era milenial, yakni 1) Kenakalan yang menyebabkan korban fisik. 2) Kenakalan peserta didik yang menimbulkan korban materi. 3) Kenakalan yang berpengaruh pada diri peserta didik itu sendiri, dan 4) Kenakalan peningkaran status. Kemudian faktor yang menyebabkan kenakalan di era milenial dapat terjadi akibat permasalahan keluarga, lingkungan masyarakat yang memberikan contoh negative, kurangnya pemahaman agama peserta didik, ekonomi yang rendah pergaulan sebaya, pengaruh media sosial dan kegagalan peserta didik dalam hal pendidikannya. Hal inilah yang menjadi salah satu tantangan guru bimbingan konseling ketika berhadapan dengan peserta didik di era milenial.

Kata Kunci: bimbingan, konseling, milenial

Introduction

Counseling is a dynamic profession that adapts to changes and developments in society and social dynamics. Performance requirements and service efficiency continue to be emphasized. In addition, the problems faced by students are increasingly diverse. All require the skills and strengths of a counselor in various roles. The changes of the Millennium 4.0 era demand changes in the educational environment, which adopts specific behaviors of using digital technology and cyber systems in the educational process. The ability of counseling teachers/school counselors to monitor technological developments and develop students' human resources who are able to manage the negative impacts and take advantage of opportunities for technological and information developments in the Millennium 4.0 era is needed.

Adolescence is said to be full of surprises and unexpected changes, both physically and psychologically. Physical changes in adolescents are characterized by changes in body shape and organ function. Meanwhile, psychological changes are characterized by changes in attitude, feelings towards the opposite sex, and changes in temperament. Along with these changes, their different needs to show existence and identity also change. Teenage relationships are of great concern as they follow lifestyles from movies or even social networks many of which are not educational but exemplary. In this short age group, young people should be able to perform these developmental tasks. If developmental tasks are not implemented properly, problems arise that become obstacles in their development.

The latest generation to dominate the Indonesian population is Generation Y, known as the Millennial Generation. This generation is the technical generation. They obtain information freely from various sources and make their opinions unlimited. The task of school

counselors is to build the maturity of students by analyzing and understanding the information available on the internet. The use of these social networks is not limited by space, time, age, nationality, culture or religion. The fact that students are an integral part of the development of human civilization, making technology an everyday companion, has a two-way effect.

On the other hand, everything becomes easy when the latest information is readily available. Problems such as nomophobia (gadget addiction), smacking (indifference to the environment due to focus on gadgets), cyberbullying, moral decline due to the easy availability of pornography overshadow and hinder the achievement of educational goals held in schools. Guidance and counseling which is an integral part of the education system in schools should take practical steps to prevent, assist and mitigate the negative impact of these technologies.

Teachers face such conditions as a challenge to teach and instill resilience in students, which is the ability of humans to adapt flexibly to internal and external challenges or adapt to the problems they face. The professionalism of the director is at stake. Therefore, service to this millennial generation requires great responsibility, knowledge management and ethics, and is currently implemented through up-to-date social media.

Method

The research method used is a qualitative literature study. Library research can be defined as activities related to methods of collecting library data, reading and storing and processing research materials. Library research has at least four main characteristics that must be considered by the author, including: First, that the author or researcher is directly dealing with text or numerical data, not direct knowledge from the field. Second, library materials can be used,

i.e. researchers do not go directly to the field, because researchers are directly dealing with library information sources. Third, library data is usually a secondary source in the sense that researchers get material or data from second-hand rather than primary data from the first notes in the field. Fourth, that the state of library data is not limited by space and time. Based on the above, data collection in the study was carried out through research and/or research on several magazines, books and documents (both printed and electronic) and other sources of information and/or information related to the study.

Result and Discussion

Guidance and Counseling

Guidance is a process of assisting a person in making important choices that affect his life. guidance can be seen in the form of activities to help students make decisions about the education they will take or the honesty they expect. The meaning of Counseling according to The American Counseling Association (ACA). Counseling is the application of the principles of mental health, psychological or human development through cognitive, affective, behavioral, or systemic interventions, as well as pathology. This definition was put forward to try and meet the needs of the various types and styles of counseling practiced by ACA members. The elements of the definition are very important to understand.

According to Tambuwal (2010), Guidance is the process of helping someone who is carried out directly, managing, directing, and focusing on development; while counseling can be seen as handling individual problems that are assisted by a professional, namely the counselor voluntarily to change his behavior, clarify his attitudes, ideas and goals so that his problems may be solved. According to Dorcas (2015) guidance is a combination of services, while counseling is one of the services under guidance. According to Durojaiye (1974) guidance services including counseling services aim to increase one's self-understanding in the fields of

education, social, emotional, physical, honesty and moral integrity.

From the definition put forward by experts, a definition of guidance and counseling in educational settings can be made that guidance efforts do not always have to be followed by counseling but when counseling services are carried out, they must be in the perception of guidance as a pedagogical effort, after the service, counseling must continue with guidance services because counselees, clearly students, are in a learning and development environment where guidance services are continuously implemented. Guidance and counseling is a pedagogical effort to create optimum conditions for individual development.

Problems that Occur in Schools Against the Delinquent Behavior of Learners in the Millennial Era

1.Types of Learner Delinquency in the Millennial Era

It is said that the delinquency of Learners is when the behavior of Learners deviates from religious norms, customs, laws and nature. Jensen in Arini Ahmad's writing groups the delinquency of Learners into several types, namely:

a. Delinquency that causes physical casualties such as hitting friends, persecuting others or causing fights. The attitude of Learners with high egoism often triggers conflicts between friends and their environment. The importance of self-control and emotions in Learners can reduce the potential for fights in Learners.

b. Learner delinquency that causes material victims such as destroying public facilities, committing theft, committing fraud and crimes to eliminate other people's material. Learners who have not been equipped with the experience of meeting their own economic needs often experience conflicts in the material field.

Learner material conflicts can result in criminal law offences.

c. Delinquency that does not affect others but affects the Learner himself, such as watching pornographic films, misuse of drugs, cigarettes, alcohol and free sex. The rampant use of alcohol and narcotics in Learners has a big impact on their environment, some cases of murder and robbery are triggered by alcohol. Not only that, the misuse of this dangerous addictive substance has an impact on the physicality of Learners so that it can cause death.

d. Status denial delinquency, such as denying the status of children and students so that it creates conflict with parents, teachers and the surrounding community.

Every human being is given the nature of having goodness, but Learners often commit delinquency against others which is triggered by unstable emotional outbursts. Conflicts with other people around them often occur because they have not been able to control their personal emotions. It is not uncommon for this emotional instability to cause physical and material casualties for others. If Learners are unable to show their emotions to others, Learners will turn to self-destruction by starting to be interested in dangerous addictive substances, such as cigarettes, liquor and narcotics. Learners who have not been able to express their wishes well often get rejection from their families and surroundings so that conflicts often occur and the label of Learners is synonymous with delinquency.

The types of delinquency of Learners that are carried out are very diverse, Kartini Kartono explains the form of delinquency of Learners as follows:

- a. Disrupting traffic safety by driving over the speed limit which endangers themselves and others.
- b. Fights or brawls between groups which sometimes result in casualties.
- c. Skipping school and congregating in one place during school hours.

d. Committing acts of intimidation such as blackmailing, stealing and other acts of violence.

e. Consuming alcohol and having sex freely.

f. Addiction to narcotics and drugs.

g. Committing acts that are contrary to the norms of society.

h. Gambling or betting between friends.

i. Miscarriage of foetus due to free sex.

Juvenile Delinquency comes from the Latin "Juvenilis", meaning children, young people, characteristics of youth, typical characteristics of the period of Learners. Delinquent comes from the Latin "*delinquere*", which means neglected. According to some experts, Learner delinquency can be interpreted as a form of explanation of self-expression that feels neglected, has personal conflicts and a lack of self-control which causes deviations in Learner behaviors. The emotional instability of Learners sometimes causes confusion in themselves, the desire to be recognized as the same as their environment causes personal conflicts that are difficult for Learners to resolve so that Learners need incentive guidance to gain peace in their lives.

The form of delinquency of Learners is very diverse, there are types of serious delinquency that result in physical, material, mental victims both for the Learners themselves and others. Such as violence, vandalism, theft and drug abuse. Other Learner delinquency that is often carried out in the school environment is usually classified as minor delinquency such as lack of manners, disturbing the students.

Learner delinquency such as skipping class, being undisciplined during prayer time, lack of manners, bullying or teasing friends, dating, permission without a date, smoking and trying alcohol, will have an impact on themselves. Undiscipline will produce learners without a sense of responsibility both in terms of carrying out worship, assignments and school order. Smoking and alcohol have a huge impact on the health of Learners, healthy Learners will grow into the next generation of a brilliant nation, therefore any form of delinquency of

Learners at school must be completely overcome with the seriousness of all parties. Self-destruction by Learners is a result of the weak self-control of Learners in expressing their emotions and desires.

2. Factors Causing Delinquency in the Millennial Era

Factors are the trigger or cause of a problem; many things can trigger the delinquency of Learners. According to several studies, the delinquency of Learners can occur as a result of family problems, a community environment that sets a negative example, a lack of religious understanding of Learners, a low economy, peer relationships, the influence of social media and the failure of Learners in terms of their education.

Another opinion divides the factors of Learner delinquency into two, namely: internal factors from within the individual himself and external factors outside factors that influence Learners. Internal factors are innate human nature has two sides, good and bad. Learners continue to experience biological and sociological changes which sometimes cause an identity crisis. The Learner period is a period of identity search. Learners who have good knowledge about the nature of human creation to worship Allah swt. tend to be easy to get through this identity crisis phase. This is the importance of Learners understanding religious education well. External factors that influence the delinquency of Learners are divided into several points, the first is family factors, the family is the first place of education for a human being, children who are born learn first from their parents and closest family as well as Learners. Rasulullah saw. explained in a hadith which means: "Every child is born in a state of fitrah, so it is his parents who make him a Jew, Christian or Majusi" (H.R. Bukhari).

This Hadith explains that every child is born in a state of good fitrah, a baby who is born knowing nothing until later his family continues to teach him from childhood. It is the family that

determines the initial foundation in the Learner's thinking. Learners who grow up in a conflict family have the potential to commit Learner delinquency because Learners feel they do not get a normal life like other families. In line with this statement Ingram, Patchin, Huebner, Mc Cluskey, and Bynum state that parental behaviors have a direct effect on the development of Learners. Likewise, the delinquency of Learners can occur due to the influence of education from parents. Islam has explained that parents are the first role model for their children, in the story of Luqman Allah explains how parents should be able to teach tawhid and worship to their children from an early age.

Families who pay attention to religion well are very influential on the growth and development of their children. Learners who from a young age are taught the correct understanding of worship will pray with discipline and full awareness. This discipline in prayer affects the mindset and educational responsibilities of Learners. Second, the factor of group friends, many delinquencies of Learners are carried out in groups. This is why everyone should pay attention to who he gathers with and takes knowledge. In a hadith the Prophet said that: "A person depends on the religion of his friend. Therefore, one of you should pay attention to whom he makes friends" (HR Abu Dâwud no. 4833 and at-Tirmidzi no. 2378).

This hadith clearly emphasizes the importance of paying attention to who someone will be friends with, in psychology it is also explained what friends do that we often meet without directly affecting our behaviour.

The third factor is the school environment, school-age learners will spend their daily time at school. Schools that pay attention to the quality of teaching and learning well are expected to be able to work with the parents of Learners in order to guide Learners. Learners tend to need attention from other people around them, teachers as educators are able to become parents of Learners in the school environment who contribute to making Learners aware of the

importance of Islamic Religious Education in their lives. The comfort of the school environment also has an effect on Learners. Solid learning should be packaged in a fun learning method, this can make students feel at home at school and can prevent the delinquency of Learners skipping school learning hours.

The fourth factor is the development factor in society. Economic development, technology and life models greatly affect Learners. Economic disparity often triggers Learner delinquency such as stealing, blackmailing and other violence to fulfil their economy. Technology that continues to develop makes it easier for Learners to know many things in their lives, social media often gives negative examples to Learners. Many cases of violence have occurred in Learners due to the influence of the media. The importance of supervision and instilling awareness of using technology in Learners must be increased both in the family and educational environment. The influence of western culture can also trigger the delinquency of Learners if not addressed properly, promiscuity and alcohol are very dangerous for the development of Learners' lives.

Factor is the cause of a problem. There are two factors that trigger Learner delinquency, namely internal factors or weak self-control and external factors, namely from outside the Learner such as family factors, friendships, school environment and developments in society. Internal factors or identity crises experienced by the Learners themselves and external factors influenced by family, environment and peers. Identity crises are often experienced by Learners who are going through a phase of self-discovery in human life. At this stage Learners must be made aware of the purpose of their life. The role of planting Islamic Religious Education.

School is very important in supporting Learners through this period because with good religious knowledge it is hoped that students will understand the purpose of their life to worship God so that they can give birth to good self-

control in responding to the influence of juvenile delinquency in their lives.

The next factor behind the occurrence of Learner delinquency such as smoking and drinking is the family and friend factor. The family is the first example in the life of a Learner. Departing from the biological theory of Learner delinquency put forward by Kartini Kartono, it is known that Learner delinquency can occur because of the inheritance of hereditary traits and the combination of parents' genes, so the role of the family is very important in efforts to build the character of Learners. The family is also the first madrasa for the development of Learners, the lack of religious understanding and attention to Learners causes the weak self-control of Learners in responding to the rampant delinquency of Learners.

The friend factor is also very influential on Learners in Islam, each individual must pay attention to who he is friends with. Learners are identical to groups, they like to gather and want to look the same as their peers. Based on the interview above, it is known that alcohol behaviour occurs due to following the friends of Learners who have dropped out of school. So it can be understood that the factor in the occurrence of Learner delinquency is the background of the Learner's own identity crisis and the influence of family examples and friends around the Learner.

B. Guidance and Counselling in Preventing Learner Delinquency at School Through Islamic Religious Education

Learning Islamic Religious Education in the learning process at school goes through two stages, namely understanding through the learning process and instilling worship through habituation of worship, the Prophet also taught that every educator must be a good role model for his students, besides that good communication methods also help Learners better understand the purpose of learning Islamic Religion.

1. Affirmation of Tawhid in Learners

Tawhid education is the main thing that must be instilled in Learners since they are children. Regarding the problem of juvenile delinquency, this Tawhid learning must continue to be taught in his life, teenagers with an unstable mindset already know that Allah SWT. is the God he must believe in, but external factors often affect the faith of Learners, therefore Tawhid is part of Islamic religious learning that must continue to be instilled in students' lives. The story of the youth of the noble companion of the Prophet Ali bin Abi Talib can be a good lesson in the effort to instil Tauhid in Learners. At the age of 11, Ali had converted to Islam and helped start preaching with the Prophet, his obedience in terms of worship was also unquestionable so that Ali was one of the ten people who had received good news as residents of heaven.

2. Emphasis on Discipline of Worship

Every human being is created to worship Allah swt. children who are taught and accustomed to doing worship with discipline will grow into learners who obey their religion. The influence of worship discipline on the growth and development of Learners is very important, awareness of worship will make Learners obey the commands and stay away from the prohibitions of Allah swt. when Learners can control their behaviors then the delinquency of Learners will certainly be avoided independently.

This attitude of discipline is directly related to the delinquency of students because this discipline is included in obeying the rules and staying away from prohibitions in their lives. Albert Bandura who explains the basic principles of human learning, humans learn through two processes, namely: 1) discipline which means how a student learns to change his own behaviour through a certain stimulus. This is where the importance of instilling a good understanding of Islam through teaching and learning activities at school. 2) modelling, which means that students can adapt their behaviour through observing the behaviour of others. The discipline of worship is also the Prophet

Muhammad saw. has explained in a hadith as follows:

From 'Amr bin Shu'aib from his father, from his grandfather, he said: Rosulloh saw. said "Command your children who are seven years old. And spank them for abandoning them when they are ten years old. And separate them in their beds. (Hadith hasan. Narrated by Abu Dawud with Hasan's sanad). So important is the discipline of worship in life that it is allowed to take firm action in education, namely spanking, spanking in this educational case does not hurt and does not cause trauma to the child. When they are 10 years old it is permissible to take firm action in educating, this explains that children who are growing up to become Learners can already think realistically to carry out worship so that they should have done worship independently.

3. Setting a Good Example for Learners

Good role models have a big impact on the psychology of Learners. Learners need examples in undergoing their development process. This is in line with the characteristics of the development of Learners, namely imitating and following who is felt to be in accordance with the desires of the hearts of Learners who are undergoing a process of self-discovery. Role models can be given directly to Learners in the learning process of Islamic Religious Education through the attitude of the teacher. The stories of the previous prophets, the Prophet and his companions must also continue to be taught, so that Learners understand that they have great potential that they must maximise properly.

4. Dialoguing and Teaching Responsibility to Learners

The Qur'anic method that can touch feelings includes the conversation method, every human being needs a friend to share their problems as well as Learners who are in search of their identity, Learners really need friends to discuss to find out the steps to take in their problems both in the family environment and society. This conversation method is also called the hiwar (dialogue) method, hiwar is carried out to invite

interlocutors to discuss a problem or topic to be resolved. Learners who often dialogue more easily express their thoughts and desires so that others can understand and learners can understand the consequences of things they will do later.

Responsibility is doing your obligations happily and giving your best. A sense of responsibility reinforces a person's efforts in carrying out their duties, while the delinquency of Learners can occur as a result of the behaviour of Learners who leave their responsibilities. Every individual has the responsibility to make the best use of their age. Learners who feel responsible for the mandate of Allah swt. will do His command seriously. No one will bear the consequences of another person's actions. Learners must understand the consequences of what they will do and must have a sense of responsibility, with this sense of responsibility, Learners will be careful in carrying out their lives.

Conclusion

Based on the discussion of the challenges of guidance and counseling in the millennial era, it can be concluded that guidance and counseling is a process of helping a person in making important choices that affect his life. Guidance can be seen in the form of activities to help students make decisions about the education they will take or the honesty they expect. The problems that occur in schools against the delinquent behavior of students in the millennial era, namely 1) Delinquency that causes physical victims. 2) Delinquency of students who cause material victims. 3) Delinquency that affects the students themselves, and 4) Delinquency of status denial. Then the factors that cause delinquency in the millennial era can occur due to family problems, a community environment that provides negative examples, a lack of understanding of the religion of students, a low economy of peer association, the influence of social media and the failure of students in terms

of their education. Prevention of student delinquency through Islamic guidance and counseling, namely 1) Affirmation of tawhid in students. 2) Emphasizing the discipline of worship. 3) Provide a good example for students. 4) Dialogue and teach responsibility to students. learning friends, being late, being untidy at school and lack of discipline in doing assignments. Whatever form of delinquency a Learner commits has a huge impact on himself and others around him, therefore prevention of Learner delinquency must continue to be carried out.

This form of minor Learner delinquency cannot be ignored either, just imagine that when we let this minor delinquency go, it will affect other learning activities. Undiscipline will hinder time, good manners also have a big impact on the student's personality, polite students will understand how they should respect others outside of school. Smoking also harms the health of students even though they do not smoke at school but smoking at the age of students is also classified as delinquency, students are not yet able to fulfil their own needs, so if they are addicted to cigarettes, it is feared that students will do other negative things to fulfil their desires. The association between the opposite sex at the age of Learners also needs to be considered, when we do not instill religious knowledge about the limits of association between the opposite sex and due to the influence of media that cannot be limited, Learners will do negative things outside of school.

If learners' behavioral deviations occur outside of school, the approach and resolution should be done in a family manner. This case is a lesson together at school now children must really get special attention in religious education so that they are aware independently that alcohol is haram and very dangerous for themselves. This is what we must pay attention to no matter how well we see the behaviors of Learners at school,

we must continue to try to keep them away from the delinquency of Learners. When Learners realize the importance of practicing Islamic Religious Education, the family pays attention, it is hoped that they can independently fortify themselves from the delinquency of Learners.

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