



Abstract

Trainer has an important role in facilitating experience learning carried out by trainees. Doing careers as an independent may be a career choice for people who want to work as self-employed. Various underlying reasons people chose an independent career as a professional trainer, even though they have to face various challenges. The purpose of this study was to reveal the meaning of independent career in professional trainers. This study used a qualitative approach with phenomenological method to capture the phenomena that occurred in the problem. This study used four respondents who has criteria as professional trainer in the field of corporate training, who has built independent career, and applied knowledge of psychology in the field of training. Data were analyzed using the phenomenological interpretation procedures, that is epoche, phenomenological reduction, variation imaginations, and synthesis of meaning and essence. The credibility used in this research were triangulation method and member checking. The results showed that the meaning of independent career in professional trainer were learning, spirituality, and innovation. The career meaning contributed to the success of independent career as a professional trainer.

Keywords: career, trainer, learning, training, self-employed, spirituality

Abstrak

*Trainer memiliki peran yang penting dalam memfasilitasi pembelajaran secara *experience learning* yang dilakukan oleh *trainee*. Berkarir secara *independent* menjadi salah satu pilihan karir bagi orang-orang yang menginginkan bekerja secara *self-employed*. Beragam alasan mendasari orang-orang memilih berkarir secara *independent* sebagai *professional trainer*, meskipun mereka harus menghadapi berbagai tantangan. Tujuan dari penelitian ini adalah mengungkap makna karir *independent* yang dimiliki *professional trainer*. Penelitian ini menggunakan pendekatan kualitatif dengan metode fenomenologi untuk menangkap fenomena yang terjadi di dalam sebuah permasalahan. Penelitian ini menggunakan empat responden, dengan kriteria yaitu *professional trainer* dalam bidang *corporate training*, yang berkarir secara *independent*, dan mengaplikasikan ilmu psikologi pada bidang pelatihannya. Data dianalisis menggunakan prosedur interpretasi fenomenologi, yaitu *epoche*, reduksi fenomenologi, variasi imajinasi, dan sistesis makna dan esensi. Kredibilitas hasil penelitian dilakukan dengan menggunakan triangulasi metode dan *member check*. Hasil penelitian menunjukkan bahwa makna karir *independent* yang dimiliki *professional trainer* adalah pembelajaran, spiritualitas, dan inovasi. Makna karir tersebut memberikan kontribusi terhadap kesuksesan karir secara *independent* sebagai *professional trainer*.*

Kata kunci: karir, pelatih, pembelajaran, pelatihan, wirausaha, spiritualitas