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GENERATION Z CAREER OPTIONS IN THE GOVERNMENT SECTOR IN THE TOURISM SECTOR WITH THE PRESENCE OF THE GENERATION X MINISTER AS A MODERATING VARIABLE

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ABSTRACT

This study aims to see whether there is a change in the phenomenon with the presence of the Minister of Tourism from Generation X who has the closest age gap to Generation Z, it aims to see if the election of this millennial minister can increase Generation Z's interest in choosing a career in the tourism sector government, to optimize the demographic bonus in the future. This is a descriptive approach method research. The results of this study indicates that the presence of the Minister of Tourism from Generation X is able to strengthen the relationship between Generation Z Career Options to be State Civil Service in the Tourism Sector, and there are also another findings, which can strengthen and weaken Generation Z's desire to have a career in government

Keywords: *Career Options, Government Career, and Generation Gap*

ABSTRAK

Penelitian ini bertujuan untuk melihat ada tidaknya perubahan fenomena dengan hadirnya Menteri Pariwisata dari Generasi X yang memiliki gap usia terdekat dengan Generasi Z, hal ini bertujuan untuk melihat apakah terpilihnya menteri milenial ini dapat meningkatkan minat Generasi Z dalam memilih karir di pemerintahan sektor pariwisata, guna optimalisasi bonus demografi di masa depan. Ini adalah penelitian dengan metode pendekatan deskriptif. Hasil penelitian ini menunjukkan bahwa kehadiran Menteri Pariwisata Generasi X mampu mempererat hubungan antara Pilihan Karir Generasi Z menjadi Pegawai Negeri Sipil Negara di Sektor Pariwisata, serta terdapat pula temuan lain yang dapat memperkuat dan melemahkan. Keinginan Generasi Z untuk berkarir di pemerintahan

Kata Kunci: *Pilihan Karir, Karir Pemerintahan, dan Kesenjangan Generasi*

INTRODUCTION

Data of Indonesia's Central Bureau of Statistics in 2018 states that the number of millennials aged 20-35 years reaches 24 percent or the equivalent of 63.4 million out of 179.1 million people who are of productive age (14-64 years). Certainly, youth is the determinant of Indonesia's future. Rahman (2019) stated this as demographic bonus.

This Demographic Bonus certainly needs to be addressed very well, considering that Indonesia's current demographic bonus will

end in 2036. After the demographic bonus, there is a new challenge where the number of elderly people will increase by 19 percent until 2045 (Karang, 2018).

This demographic bonus will certainly be a blessing if the abundant Human Resources are Human Resources who have skills and expertise. One place to get Human Resources who have skills and expertise are from graduates of universities. Because with this demographic bonus, of course, competition for jobs is getting tighter due to the large number of workers available. Unskilled Human

Resources will certainly create a burden and do not make this a bonus.

The industries involved in tourism activities are of course very many, the components of stakeholders for the smooth running of the tourism industry also cover various aspects both aspects held by the private sector such as various attractions and supporting facilities and those held by the government.

The government that specifically handles the tourism sector, namely under the Ministry of Tourism with various other descendants of the ranks to the level of tourist attractions under the Regional Government, of course, requires professional workforce.

The President of the Republic of Indonesia 2019-2024 has chosen several Millennial Ministers to enter the 2019-2024 Cabinet, one of which is the Minister of Tourism, namely Wishnutama Kusubandio who is believed to be Young, Millennial and Qualified. Seeing this phenomenon, researchers are interested in examining whether the presence of the Millennial Minister is able to increase the interest of the Millennial Generation, more precisely the Minister from Generation X is able to increase the interest in the career choices of Generation Z in the Government of tourism sector. A Case Study on Generation Z of the Tourism Study Program at one Private University in DKI Jakarta. As well as knowing other career selection factors which able to increase interest in career selection in the Government tourism sector

THEORETICAL OVERVIEW

Human Resources

On a Macro level, Human Resources are all human beings who are residents or citizens of a country within certain territorial boundaries who have entered the age of the workforce, whether they have or have not obtained a job (employment). On a micro level, Human Resources are humans or people who work or become members of an organization called personnel, employees, labor workers, etc (Nawawi, 2003).

Human Resource Management means the preparation and implementation of a coordinated plan to ensure that existing human

resources can be used properly to achieve the goals of the organization. (Sayuti, 2000)

Table 1. Generation Gap

Tahun Kelahiran	Nama Generasi
1925 – 1946	<i>Veteran generation</i>
1946 – 1960	<i>Baby boom generation</i>
1960 – 1980	<i>X generation</i>
1980 – 1995	<i>Y generation</i>
1995 – 2010	<i>Z generation</i>
2010 +	<i>Alfa generation</i>

Source: Bencsik, Csikos, dan Juhez (2016) Career Planning

According to Corey & Corey (2006), career planning is a process that includes exploring options and preparing oneself for a career. The factors that determine when entering a job according to Peter M. Blau (Sukardi, 1987: 88) consist of eight types, including:

- (1) The demands of new members to get an earlier and longer vacation or leave.
- (2) Functional requirements, such as qualification techniques.
- (3) Non-functional requirement factors, namely a selection based on irrelevant criteria.
- (4) Rewards, such as salary (income), prestige, energy, and others.
- (5) Complete information factor that influences job entry.
- (6) Job technical skills in a wide variety.
- (7) Social characteristics of workers that influence decision making.
- (8) The relative value orientation factor of society determines the significance of the difference in reward that will be received.

RESEARCH METHODS

The approach method used in this research is descriptive approach method. The definition of the descriptive approach method proposed by Sugiyono (2012) is a method used to find answers to problem formulations with regard to questions on the truth of independent variables, whether only in one or more variables. While the related variables in this study are Career Decision Making (Y), the independent variables are the factors that determine when entering a job (X1) and the presence of the Minister of Generation X (X2).

Data collection technique on this study is literature studies, both close-ended and open-ended questionnaires divided into 67 samples that met the criteria. Before calculating the data

analysis, first the assumption test is carried out which includes the normality and linearity tests. Then Hypothesis Test using Moderating Variable Regression Analysis.

Assumption Test Results

Table 1. Normality Test

		One-Sample Kolmogorov-Smirnov Test		
		Faktor-faktor yang menentukan dalam memasuki pekerjaan	Kehadiran Menteri dari Generasi Y	Pengambilan Keputusan Karir
N		67	67	67
Normal Parameters ^{a,b}	Mean	42.39	32.00	23.01
	Std. Deviation	8.540	13.646	8.164
Most Extreme Differences	Absolute	.099	.178	.241
	Positive	.099	.178	.241
	Negative	-.097	-.136	-.231
Test Statistic		.099	.178	.241
Asymp. Sig. (2-tailed)		.099 ^c	.000 ^c	.000 ^c

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

The results of the normality test in table 4.1 show the normal distribution of the determining factors in entering a job, this is indicated by a significance value that is greater than 0.05. However, in the Variable Presence of the Minister of Generation Y and career decision making, it can be seen that the distribution is not normal even though the outliers have been disposed of, but refers to the assumption of the central limit theory which states that for large samples, especially more than 30 ($n > 30$), the sample distribution is considered normal. In this case, the classical assumption test shows the data is not normally distributed, but because the observation is more than 30, the data is considered normal.

Linearity Test XI dan Y

Based on the significance value of the output above, the Deviation from linearity sig value is 0.900, greater than 0.05. So it can be concluded that there is a significant linear relationship between factors that determine in career decision making. Based on the significance value of the output above, the Deviation from linearity sig is 0.384, greater than 0.05. So it can be concluded that there is a significant linear relationship between presences of ministers from generation X towards career decision making.

Table 2. Linearity Test X2 and Y

		Sum of Squares	df	Mean Square	F	Sig.
Between Groups	(Combined)	6043.673	17	355.510	2.789	.003
	Linearity	3806.438	1	3806.438	29.860	.000
	Deviation from Linearity	2237.235	16	139.827	1.097	.384
Within Groups		6246.327	49	127.476		
Total		12290.000	66			

Hypothesis testing

Hypothesis testing in this study using Regression Analysis with Moderating Variables in SPSS. Basically, the moderator variable is the independent variable which can strengthen or weaken the relationship between the independent variable and the dependent variable.

Table 3. First Regression Output

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.505 ^a	.255	.243	5.55282

Table 4. Second Regression Output

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.991 ^a	.983	.982	.85982

The R2 value in the first regression is 0.255 or 25.5%, while after the second regression equation, the R2 value increases to 0.983% or 98.3%. By looking at the values above, it can be concluded that the presence of the Minister of Tourism from Generation X (Moderating Variable) will be able to strengthen the relationship between Generation Z Career Options in the Government Tourism sector.

Other things which are not included in the questionnaire statement regarding other things that can increase the respondent's interest in becoming the State Civil Service in the Tourism Sector:

1. Appropriate salaries and benefits and a clear guarantee of work safety
2. Privileges on retirement (monthly pension).
3. Passion and communicative skills and the desire to do more for the country
4. Competency development and protection
5. Becoming a civil servant can support and introduce Indonesian tourism as well as improve and maintain the quality of Indonesian tourism.

Other things that are not listed on the questionnaire statement regarding other things that can reduce the respondent's interest in

becoming the State Civil Service in the Tourism Sector

1. Assignment to other areas outside the area of origin that makes respondents far from family.
2. It is difficult to achieve financial freedom and cannot retire at a young age.
3. In promoting tourism in Indonesia, it is not necessary to become the State Civil Service in the field of Tourism, there are many inspirational figures who promote Indonesian tourism in this era of globalization who do not even have a Bachelor of Tourism degree or work as a State Civil Service in Tourism sector.
4. There is still a stigma of difficulties to become a State Civil Apparatus in the field of Tourism still have the inside deception who are more concerned with themselves and their families.

CONCLUSIONS

1. With the presence of the Minister of Tourism from Generation X (Variable Moderating) will be able to strengthen the relationship between Generation Z Career Options to be State Civil Service in the Tourism Sector.
2. Various advantages that can increase the desire to become a State Civil Service in the field of Tourism are job security, retirement security, competency development and more capabilities to increase tourism destinations
3. Various stigmas regarding the difficulty and transparency of entering into the State Civil Service in the field of Tourism still exist, as well as generation Z has the ideal of financial freedom and shorter working hours because they want a faster retirement. The rotation to various regions that must be done when becoming the State Civil Service in the field of Tourism is also a factor in reducing Generation Z's interest in working in the Government of Tourism Sector.

SUGGESTIONS

The government can also conduct a socialization road show on "Career Path and its various refreshments within the Government of Tourism Sector ". This is to improve the performance of the Government sector in the tourism sector, where in the future surely the

millennial generation will lead Human Resources, especially in the government tourism sector. When the image of working in the Government and the interest of the millennial generation to work in the government tourism sector is still low, the turnover of Human Resources working in that sector will not be optimal. Moreover, it is not yet known in the future whether the Tourism Government Leaders will be able to increase Generation Alfa career options for having a career in Government Tourism sector.

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