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Terengganu International Business and Economics Conference 2021

**E-PROCEEDINGS
TERENGGANU INTERNATIONAL BUSINESS AND
ECONOMICS CONFERENCE 2021 (TiBÉC VII)**

Universiti Teknologi MARA Cawangan Terengganu
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Millennials' Career Satisfaction from Islamic Perspective

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Abstract

This study aims to analyze and explore expected career satisfaction among millennial candidates from an Islamic perspective. Career satisfaction describes the development of the career path and individual performance achievement. Research using the millennial object is interesting because the characters of work values, work motivation, and career expectations of the millennial generation are different from the previous generation. This research is a qualitative research involving 20 Islamic students in Semarang. Data analysis uses thematic analysis which has implications for finding the meaning of millennial generation career satisfaction from an Islamic perspective. The results of this exploration are used as a measure to determine the expectations of career satisfaction that are felt by the millennial generation based on Islamic values.

Keywords: *Millennial Generation, Career Satisfaction, Work Motivation, Islamic Values.*

1. INTRODUCTION

Generation Y (millennial generation) is a generation born in the 80-90s era. Many popular terms about this generation; connected or digital generation or gene why which is synonymous with bold, innovative, creative, and modern characters (Erkutlu, 2011). Millennials are the modern generation who actively work, research, and think innovatively about organizations, have a sense of optimism and a willingness to work competitively, openly and flexibly. On the other hand, the Baby Boomers / generation X (generation born in the 65-89s era) were raised in an organization with a hierarchical organizational structure and a flat management structure so that the system of cooperation that arises in the organization is based on the demands of work (teamwork- based job roles) (Egbert & Pérez-Mercader, 2016).

This study attempts to link the increasing number of millennials (Generation Y) who enter the world of work with features that tend to be different from previous generations, which is one of the new challenges for the world of work. Millennials are often referred to as the generation who likes freedom and flexibility such as the freedom to work, study and do business. This research focuses on the millennial perspective in interpreting career satisfaction from an Islamic perspective. According to Seibert, Kraimer and Crant (2001) career satisfaction describes the results of career development, performance achievement, and problem solving related to one's goals and ideals with job satisfaction. Not only is the Y generation tech savvy, but they are also selfish and have multitasking skills. This technology allows generation Y to work flexibly. These young employees were also found to be working long hours and saw this as important for their job and for advancing (Kelan, Gratton, Mah and Walker, 2009).

2. REVIEW LITERATURE

2.1 Career satisfaction

According to Herzberg's performance increases when someone is satisfied because if someone achieves something (achievement) will increase motivation that creates satisfaction. Satisfaction related to advancement and growth is an indication of career satisfaction. According to Seibert, Kraimer&Crant (2001) career satisfaction explains the results of career

development, performance achievement, and problem solving related to one's goals and ideals with job satisfaction. Career satisfaction is an important factor in improving one's performance in the organization. Career satisfaction describes the results of career progression and achievement of performance. The level of one's career satisfaction can be associated with the quality of their performance so that good career satisfaction will affect one's performance improvement. Several studies have shown that job satisfaction can improve performance (Thamrin, 2012; Springer, 2011; Payakachatet al., 2011). Therefore, career satisfaction is also an important factor in increasing job satisfaction.

2.2 Perceptions of career satisfaction

Work motivation is the willingness to make high efforts for organizational goals conditioned by the ability to meet several individual needs. Motivation is a factor that encourages a person to do certain activities, therefore motivation is often interpreted as a factor driving behavior. Every activity that someone does must have a factor that drives these activities. Therefore, the driving factor for a person to do certain activities in general is that person's needs and wants. Work motivation described in the literature is motivation that can arise from various activities carried out by a company or a person, some of which will be discussed in this study, namely compensation, recognition, experience, and openness (Robbins, 2003)

Hope Millennials want everything they want now in terms of good wages and benefits, rapid progress, an attractive and challenging work-life balance, and contributing to society. In this article, the literature looks at persistent stereotypes about millennials, and uses a large survey sample to document career-related goals, hopes, and priorities they lead to their career choices.

2.3 Islamic values and career satisfaction

Islamic ethics is the principle of right and wrong which points to show what humans should do, which is taught by the Koran and demonstrated in the great life of the Prophet Muhammad (Hashi, 2011). It views work as a way to promote self-interest economically, socially and psychologically to maintain social prestige, to improve social welfare and reaffirm faith (Ali and Al-Owaihan, 2008). Islam is a way of life that never separates any human activity from religion. Islamic law is based on four sources, of which the two main sources are the Koran and the Sunnah. Analogy is a derivative of a new situation decision based on an analogy with a similar situation discussed in the Koran or hadith (Beekun and Badawi, 2005). Meanwhile, the sunnah is a way of life shown by the Prophet Muhammad, which can be used as a model and icon for well-known humans and businesses. Ali and Al-Kazemi (2007) listed four issues that the Prophet had previously emphasized; work as the highest form of worship to Allah, work that is not done with the best ability is not a sanction, work must be for the benefit of others as well as part of the social dimension, and society can obtain wealth and a decent standard of living by trading and business.

Many verses of the Qur'an and the Prophet's sunnah are said to command virtues and qualities such as cleanliness, piety, virtue, cooperation, consistency, consultation, equality, forgiveness, gratitude, justice, simplicity, patience, transparency, trust and strength. Based on Ali (2005); Abu-Saad (1998); Alhabshi (1994); AlAmmardkk. (2012) and Ra fi ki and Wahab (2014) Some values, such as perfectionism, justice, keeping promises, responsibility, accountability, trustworthiness, virtue, competence, capability, honesty, transparency, cleanliness, piety, cooperation, timeliness, punctuality and consultation are also found to have been directly stated in the Prophet's tradition.

3. METHODOLOGY

This study uses a qualitative approach to investigate the perceived meaning of career satisfaction for millennials from an Islamic perspective. This study used 20 final year students from a university with an Islamic background. They are being prepared are prospective

millennial workers in the organization. Data search was conducted by interview. Informants were asked to answer questions by perceiving what the future career hopes were, so that what was wanted in career satisfaction was for him in an Islamic perspective. Interviews were conducted by asking 10 questions and carried out approximately 40 minutes per informant.

Table1. Interview guidance

No.	Theme	Question
1.	What does career satisfaction mean for the millennial generation	<ul style="list-style-type: none"> a. If were you have a work, what field do you want? Why do you choosethat field? b. What do you know about career is? c. What do you think about career from Islamic perspective? d. What do you think about career satisfaction?
2.	What are the work values, motivation and career expectations of millennials from an Islamic perspective?	<ul style="list-style-type: none"> a. Are there work values in accordance with Islamic values that you uphold? Please give some explanations? b. What are your motivations and hopes for your future career? c. What do you think about career satisfaction from an Islamic perspective in the future?
3.	How is the strategy of the millennial generation to achieve career satisfaction	<ul style="list-style-type: none"> a. What do you expect if the job you are doing is satisfying? b. What is your strategy for achieving career satisfaction? c. What is your strategic hurdle if you are not achieving the career satisfaction you want?

4. RESULTS ANALYSIS

Demographics

From the results of the study that 20 informants consisted of 50% are men and 50% are women. Most of the students 75% from Economics Faculty, 25% from various Faculties. Most of the students are in the age range of 22 to 25 years (67%) and 100% of them will graduate in next semester as now they are in the last semester.

Result

Research question 1: What does career satisfaction mean to millennials?

3.1 Millennials want to work according to their passion.

From the informant's statement that with his desire to start building a career, the most important thing is in accordance with what millennials expect because from the beginning of college he took a major according to the desired passion. "I want to work in the financial sector, because it fits my position there and I think it is my passion in finance" (NS1), "I want to work in the office administration field, because it is in accordance with my wishes since I was in school, so I like to work like writing, "(N7)," I want to work in the field of education, because in accordance with my college passion, education is a profession as a teacher "(N10)," I want to work in marketing or if not in the market. The field of marketing is delicious according to passion "(NS19).

3.2 Career is means as path of a work journey.

From the informant's statement that career is a career path or work journey from the beginning to success to the point of a good career. Career is also called job prospects, an increase in job prospects in the workplace or it can be said that the level of quality of work increases. "A career is a job prospect, an increase in job prospects in the workplace or we can say the level of improving the quality of work until we reach the peak point of a career" (N4).

3.3 An achievement and can lead a pleasant life.

From the informant's statement that career is an achievement that must be achieved or a life goal to get a job according to the desired passion. Achievement to enter a higher level and achievement that is targeted from the beginning of entering the world of work. "The achievement that I have to achieve is like a goal, one of my aspirations is to be able to get a job according to my passion" (N5).

3.4 Beyond the world needs but also thinking about the afterlife needs.

From all sources, it is stated that a career in the here after is where when carrying out a career or job not only thinks about the world but also thinks about the here after as well. Because we live only once and we are eternal in the here after not in this world. And the resource person stated that a career in the after life is also used to carry out religious orders by obeying the rules, Islamic law that has been ordered by Allah and always being grateful for what has been obtained so far, our form is always grateful and sincere. , what have we been doing so far for the hereafter. "In my opinion, a career in the here after is working to meet the needs of the world but also not forgetting the here after. The point is to follow the teachings taught by Allah and the Prophet Muhammad "(N9).

3.5 Purpose of a work journey that are met and are satisfied.

The informant's statement said that career satisfaction is an achievement that has been achieved when you first started your career. and how we can get a position where we want our goals to be achieved, and where we are satisfied with our accomplishments. "Career satisfaction in my opinion is when I reach a point where it is our target, which is of course in accordance with our passion from the start and we reach that target coupled with efforts so we start from the bottom first and then go up, so we diligently work our hard, so when we already above or have reached the target we feel satisfied because other people will definitely give us achievements if the results of our hard work are not underestimated, then in my opinion career satisfaction if we are above we can help others so that we benefit others when it is above "(N11).

3.6 Mastering and proud to be happy in the field they live in.

The statement from the informant said that career satisfaction is the same as controlling and proud of the performance we do will foster a sense of satisfaction itself, because we have truly mastered our work, and are proud to have experts in their fields. work on. "In my opinion, I hope you will be happy with career satisfaction, if for example happy to be happy, continue to be grateful, to continue to share benefits when achieving career satisfaction" (N19).

The meaning of career satisfaction in an Islamic perspective is according to Baharom et.al. (2014: 74-84) states that Islamic job satisfaction is a feeling of happiness obtained before, during and after doing a job, based on the belief that doing work is an act of piety, and doing it to please God.

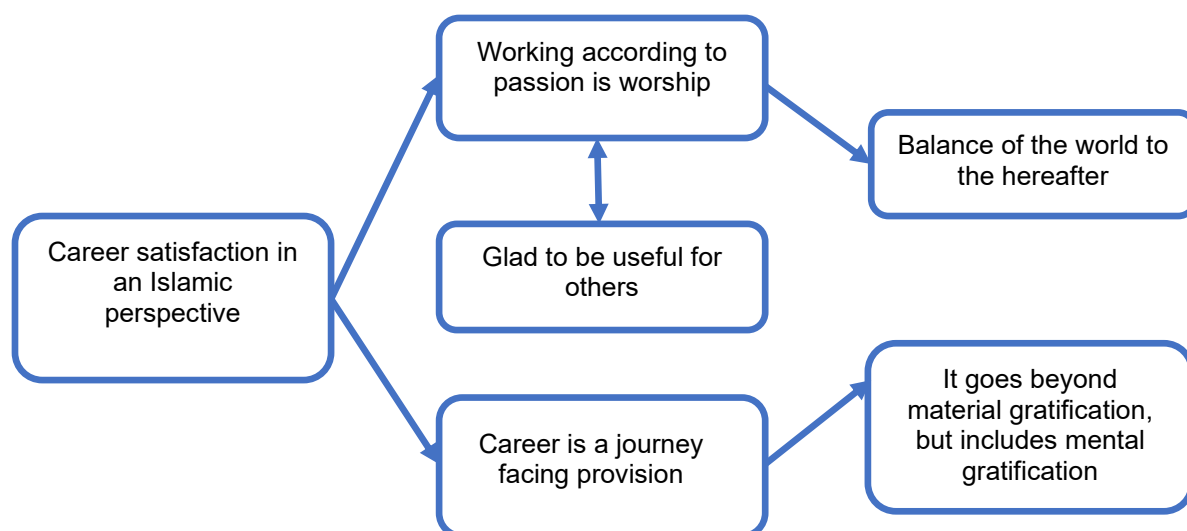


Figure 1: Meaning of Career Satisfaction in Islamic Perspective

Research question 2 What are the work values, motivation and career expectations of millennials from an Islamic perspective?

3.7 Work is a symbol of devotion to Allah, God Al Mighty

From the statement of the source person said that the values of work in an Islamic perspective are honesty, discipline, responsibility, attitude, and benefit for others, because it is very important that what has been taught by the Prophet Muhammad saw that he always prioritizes honesty, discipline, responsible, helpful to others, and a polite attitude to wards older people. "because if we can be trusted to meet certain conditions, then that trust must be paid for with the maximum work expected by the company" (N11), "Because discipline will make good use of time" (N6), "Responsible because whatever it is we must be in accordance with our responsibilities we will all be accountable in the hereafter" (N8), "Because we respect someone for their achievements, they will definitely come back to us" (N3), "Because please help, indeed we as humans cannot live alone. We may also currently help others but in the future we need help from others" (N14).

3.8 Motivation to collect wealth to meet the needs of worship

From the informant's statement, he said that motivation and career expectations in the future were good, career increased, salary increased, and got a job according to the passion he wanted from the start. "My motivation and hope for my future career will be a good job in the future, both in the sense that I can get a position at work and get an appropriate salary" (N5).

3.9 Motivation to get charity

From the information from the source, he said that his motivation and hopes can make parents happy and proud, and can benefit others. Because we are adults and are obliged to repay the morals that have nurtured and educated us from childhood until now. "My motivation and future career hope is to make my parents happy. Second, I can live independently and hope to get a decent job and the job I want" (N9).

3.10 Motivation to want to work according to professionalism

From the statement of the source person said that motivation and hope were not wanting to change workplaces, wanting to stay at work, wanting to add knowledge, and new relationships to innovate and hopefully work results would increase by adding training. "Motivation and future career expectations, I work, keep moving, don't reverse as much as possible looking for the right one, I already work there, so looking for experience in one company doesn't have to be many companies. If you find the right one, you'll still be there"

3.11 Motivation to want to make a change in a good way

From the information of the informants said that the motivation and hope is for the company to progress, hopefully the machine tools will also get better and there will be changes because they are replaced with new ones so that the bias produces maximum results. "My motivation and hope for my future career is that we must also keep up with the times, for example there are still companies that still have manual systems instead of machines. For example in company A, the system is still outdated, so we as millennials when we enter the company we have to propose a system that is more sophisticated and easy. For example, our marketing methods are supported by us face to face, but now we are not biased face to face, but we can use goods or services "(N6).

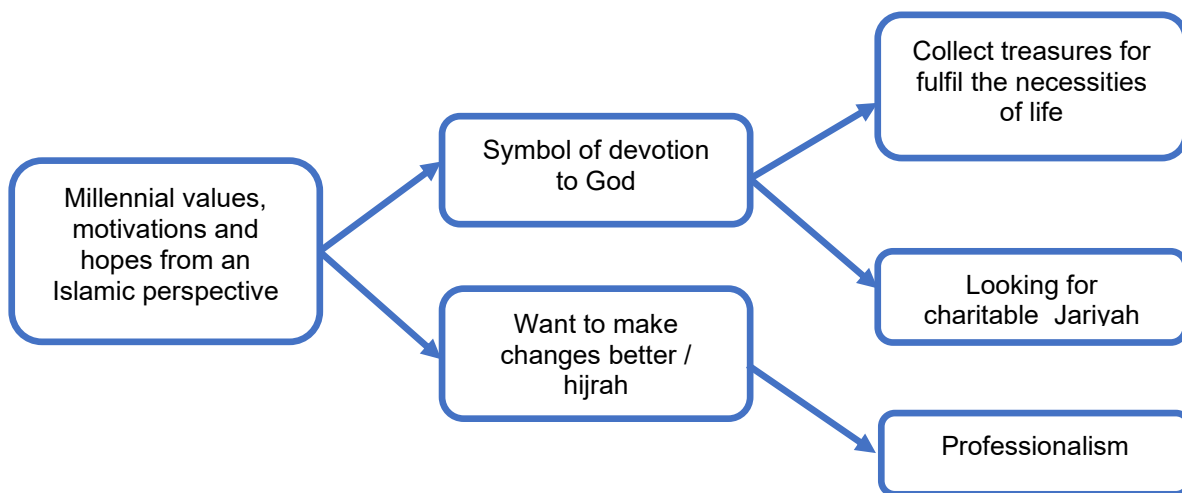


Figure 2: Values, Motivation and Career Expectations in an Islamic Perspective

Research question 3 What is the strategy of the millennial generation to achieve career satisfaction?

3.14 Want to continue your career and add insight, namely by studying

From the statement of the source, he said that continuing his career, added insight into knowledge, skills, knowledge and his desire to remain in the field of work he wanted according to his passion. Because by learning, you can become a role model, want to be appreciated by fellow colleagues, and get rewards from the company. "Hopefully if the work I do is satisfying, I will remain loyal to my job once I work until the future is bored until I am not committed" (N16), "Hopefully if the work I do later satisfies me, I will not be arrogant. I can also be a good role model for my co-workers, because my work can satisfy myself, basically I was the same person when I started working "(N9).

3.15 Always grateful to receive what has been achieved

From the informants' information, it was said that the hope of the millennial generation if their work is satisfying is to be happy and of course to be grateful to Allah. and of course, the hope is that his skills will also increase again. "Hopefully, if the work I do is satisfying, thank God I am grateful that the work I do has a good impact on the company, the company increases from year to year because of my productivity results"(N12).

3.19 Want to open business opportunities, can do good with others.

From the statement of the informant said that the strategy is to open a business or business opportunity, invest for a future career. And stop working when you already have a good career, for example you have reached a repositioning. Doing good to others continues to seek knowledge and experience in order to achieve career satisfaction points, increase the development of training skills. "My strategy is definitely to open up business opportunities for people who need jobs to help them create jobs" (N19).

3.20 Still give thanks to Allah and focus on the afterlife

The informant's statement said that they were implementing the millennial generation strategy, namely by giving thanks to Allah. If the work strategy is satisfactory, of course it will be joyful and of course grateful in a way that is not excessive, for example, not carelessly when praised by friends as if arrogant, we are quite grateful to Allah. "My strategy is, of course, thank God again, when we get everything, we also have to work well in accordance with the procedures set by the company" (N4).

So, there are 2 core strategies, the first is learning, namely millennials want to always actively add knowledge, insight, skill skills, and want to maintain the achievements that have been achieved and want to stay in the desired field according to their passion. The second is the millennial strategy, which is to always be grateful to God for what has been achieved, which can be achieved because there is an intermediary, namely God.

3.21 Strategic barriers are work competitiveness, work environment, and family

From the information of the source person said that the obstacles faced might be in terms of skill ability because later if the position was raised his ability would also have to go up. and in terms of competitors who are jealous of our performance. And it could also be because the work and family environment is also less supportive than liking the work that we have done. "My own environmental barriers that make it hindered can be a parent or life partner who doesn't support liking my job" (N9).

3.22 The obstacle to strategy is a lack of skills, not meeting the desired target.

From the interviewee's statement, it was stated that the obstacle to the career satisfaction strategy was the lack of skills and abilities which were still below average. So that the speakers want to add skills, skills and insights. "My current problem is that my skills are still lacking, so I have to add more relationships to increase my training to create success" (N10).

3.23 Obstacles to coping strategies and minimizing problems cannot be separated from the elements of KKN (corruption, collusion and nepotism)

From the informant's statement said that the strategic obstacle is that all work must have obstacles, but we must also respond with the intention of minimizing the problem so that problems do not occur. and secondly, the bias is separated from the elements of KKN because it is equally unwise to think about one's own family and not everyone. "My obstacles, such as in terms of bureaucracy, are inseparable from the practice of KKN, competitors, changes in the economic structure implemented by Indonesia and sudden policies such as omnibuslaw are obstacles to achieving satisfaction" (N18).

3.24 strategic obstacles are a lack of gratitude and hopelessness

The source stated that the constraints to the millennial generation's strategy were a lack of gratitude, hopelessness and insecurity. "My obstacle is no longer hopeful, I am insecure, as if I am no longer enthusiastic about achieving that satisfaction, now it is someone else's burden, so there must be motivation or encouragement from supporting factors so that we don't give up" (N17).

So, there are 2 main strategic obstacles in achieving satisfaction, the first is a lack of learning, namely millennials are less active in adding knowledge, insights, skills skills, and do not want to maintain the achievements that have been achieved and want to remain in the desired field according to their passion. The second obstacle to the millennial strategy is not giving thanks to God for what has been achieved can be achieved because there is an intermediary, namely God.

5. DISCUSSION

Career satisfaction is one indicator where a work journey target is of course in accordance with our passion, and all of our needs are met continuously from the start we reach the target coupled with efforts starting from the bottom up, so that when we reach our target. We feel satisfied and of course we master the field that we are in and if we understand how to master it, it will be comfortable and calm to feel proud of the field we are working on. This is consistent with the explanation from Baharom et.al. (2014: 74-84) states that Islamic job satisfaction is a feeling of happiness obtained before, during and after doing a job, based on the belief that doing work is an act of piety, and doing it to please God.

The values of Islamic work that have been applied by religion, namely Islamic values express many values but very few are measured empirically. Mention some values such as good appearance, justice, patience, discipline, responsibility and belief as Islamic values. In addition, Islam also advocates other values such as hard and optimal work, honesty, keeping promises, and work creativity to be included as Islamic values. Islam combines the life of the world and the hereafter in a balanced way as described in the Qur'an (Al-Ankabut: 64) and (Al-An'am: 32) and the prayers that the Prophet always asked for. God has equipped human life with two main things, both physical and spiritual, both of which have their own purpose. Physical needs consist of food, drink, jewelry, beauty, and others (material satisfaction). Meanwhile, spiritual needs are peace, tranquility, compassion and love (social and intellectual satisfaction). Sufis emphasize that human nature is spiritual. And of course the hope of the millennial generation is to have a good career in accordance with the passion they have wanted, to get a high salary according to their field. This is in line with the theory put forward by Hidayat, (2006) that Islam instructs its followers to work together followed by various safeguards such as moral values, namely morality or ethics. These morals are able to deliver various professions safely to achieve the sincere goal of worshiping Allah.

Strategy is a plan or wishful thinking that has been planned from the start. For example, the strategy is to keep trying with enthusiasm, so you don't give up easily. Furthermore, adding skill skills to make it easier to do a job later and of course, if these skills are good, of course, it will increase the performance ability in a company and with increased performance, don't forget to always be grateful to Allah SWT, for what has been given so far. This is consistent with the explanation Martoyo (2000) defines career development as a condition that indicates an increase in a person's status in an organization in the career path that has been determined by the organization concerned. So career development is seen as increasing a person's status in an organization from a lower level to a higher level based on career path procedures. Mangkuprawira (2002) states that career development includes personal improvements made to achieve one's career plans and goals.

6. CONCLUSIONS AND RECOMMENDATIONS

Conclusions and suggestions

Based on the results of research that has been done, career satisfaction can be defined as an explanation of the development of the career path, performance achievement, and problem solving related to the goals and ideals of a person and carried out based on the provisions or regulations in Islamic teachings with job satisfaction. Based on the findings of research that has been done, that the thinking of the millennial generation on career satisfaction in an Islamic perspective is a career development and performance achievement is carried out in accordance with Islamic law so that career satisfaction can be useful and can be exemplified by others and cannot be separated from values. - Islamic work values,

To create career satisfaction itself, there must be supporting factors, namely the motivation and expectations of the millennial generation, which will certainly create career satisfaction. and of course the motivation and hopes of the millennial generation are to make their parents

happy, get a good career according to their passion, and gain new experiences or relationships. The millennial generation's strategy is always to keep trying, add insight into knowledge, increase skill skills, and always give thanks to Allah. and for the barriers themselves, namely lack of skills, work environment competition, and being a parent.

Managerial Implications

Based on the research results, it can be concluded that career satisfaction has an effect on performance. In an effort to obtain information about the meaning of millennial generation career satisfaction, there are sufficient problems to get attention from the desires of the millennial generation which are felt to be lacking in terms of ethos related to the provisions of Islamic law, rules made by Islam, are still very minimal to apply.

The findings and conclusions of this study are only suggestive and should be interpreted in light of the following limitations. First, the company is expected to be able to provide and be able to make the right direction according to their respective fields, especially in terms of skills training and career satisfaction so that their performance will increase. Second, academics can make learning reference materials and knowledge about HRM and become a reference for future research, especially in terms of career satisfaction. Third, researchers can carry out learning to practice academic theories that have been obtained in the real-world lecture process.

Research boundaries and future research agendas

This research was conducted using qualitative methods, and succeeded in obtaining 20 resource persons from final year students at Islamic colleges in Semarang. Subsequent research aims to explore and analyze the career satisfaction of the millennial generation in Islamic universities in Semarang. Future research also needs to be carried out not only at Islamic universities in Semarang, but at other Islamic universities within the scope of Central Java and the scope of the company so that it can be studied to test the conceptual model using quantitative methods in addition to this research. Can test the effectiveness of this concept for HR satisfaction. Or employee performance or millennial generation.

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