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TERENGGANU INTERNATIONAL BUSINESS AND ECONOMICS CONFERENCE 2021 (TiBÉC VII)

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Identifying Career Expectation of Millenial Generation

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Abstract
Millennial generation is the next golden generation. The world of work is currently dominated by the skills of the millennial generation. This generation is oriented towards work environments and high career satisfaction, because they are prepared to work hard, at the expense of work-life balance. It is important to examine the views of prospective millennial workers regarding their future career expectations. This study aims to identify perceptions about the career expectations of the millennial generation which are grouped at the initial stage, development stage and career advancement stage. This study investigates the views of prospective millennial workers using a qualitative method by interviewing 20 final year students in Semarang, Indonesia. Data were analyzed thematically through a series of processes, namely through data collection, data reduction, data presentation and drawing conclusions. The results of this study produce data on the career expectations of the millennial generation when they are in the world of work. Millennials have realistic expectations on jobs, salaries, and skills development to ensure a meaningful and fulfilling life. When millennials have job satisfaction, they will be loyal to their place of work. Millennials hope to broaden their horizons and experiences to be the best. So that the expected career development can be achieved.

Keywords: *Millenial career expectation, Millennial career development, meaningful work experience*

1. INTRODUCTION

Generation Y commonly called millennials is a generation that is often mentioned by various circles in all kinds of areas of life such as education, lifestyle, employment, technology, and culture. According to Purwandi, (2017) in his book Millennial Nusantara mentions that Millennials are those who were born in the range of 1981 to 2000.This generation is often referred to as Gen-Y, Net Generation, Generation WE, Boomerang Generation, Peter Pan Generation, and others. They are called millennials because they are the generation that lives at the turn of the millennium. If you look at the age group, it can be said that millennials are today's young people who are now around 20-40 years old.The age range is in accordance with the average age of students who are studying in college, which is about 20-30 years.

According to the Central Statistics Agency, (2016),the population of people under the age of 30 is getting higher, Indonesia has an important capital for economicgrowth, namely the younger generation, dynamic and large number of workers (Ratanjee, 2013). This makes organizations in Indonesia must be able to facechallenges to be able to manage human resources, khususnya Generation Y. Millennials or generation Y will occupy a productive world of work. This must be considered because in the coming years millennials will fill various positions in terms of government, jobs and can determine whether or not the country of Indonesia advances. Judging from the large population of Indonesia, millennials will dominate the skills in the world of work.

Population numbers are important because they represent the main source of recruitment for skilled jobs such as managers, professionals and technical workers, for the government and the private sector. Millennials are the generation that expands into the world of work. Because millennials have unique characteristics compared to other generations. Millennials

tend to have different expectations. The mindset and character of millennials can be said to be out of the box, full of creativity, innovative and certainly not gaptek because they are fast in adapting to new technologies. Millennials coexist with technology so they love simple and practical activities. There are some career expectations that millennials want in their careers such as characteristics such as fair compensation (Morton, 2002);flexible work in number and work schedule (Foreman, 2006);(Kerslake, 2005);(Martin, 2005),career advancementafter postgraduate (broadbridge et al., 2007) and willingness for work balance and short-term life for career advancement (Kerslake, 2005).

This study aims to identify the career expectations of millennials from the perspective of prospective workers. Millennials are often referred to as the instant generation who like to move around in work. Cran exposure, (2010), millennials area generation that is not loyal to the company andtends to like work adventurers. Some previous research has confirmed that when it comes to loyalty then the Y gene is not a generation that has good loyalty, but is often referred to as the disloyal generation (Hobart, 2016).The discussion of millennials' career expectationsinthis study focused onperceptions at the career stage from entering the world of work in the early stages to the peak stages of career. This is important to know because it will affect the productivity of the company's sustainability.

2. Literature Review

2.1 Characteristics of Millennials

Generation Y has characteristics as technical, adaptable, and centered on learning. They have used computers at a young age, have experience utilizing the internet, and understand that they can find any information in seconds (NAS Recruitment Communications, 2006). They tend to be comfortable with technology, open to new ideas, and visual learners. Millennials may be more challenging their workplace processes or procedures if they are uncomfortable with the decision. Chester, (2002) notes their positive characteristics as adaptable, innovative, efficient, tenacious, tolerant, and committed and negative values as impatient, insensitive, uncommitted, skeptical, disrespectful, and frankly expressive. At work, Generation Y prefers high-profile jobs during the early stages of a career. In addition, due to their ambitious and competitive nature, they are competitive in the workplace, enjoy challenges, and want growth and recognition. Generation Y-oriented goals and work environments influence satisfaction and intention to remain part of the organization.

2.2 Career Progress Development

According to (Kunartinah, 2003), thereare stages that a person goes through in hiscareer, namely:

1. Career choice stage
   The stage of career choice generally occurs between adolescence to the age of 20, when humans develop their vision and identity with regard to the future or lifestyle, according to one's majors and education choices.
2. Early career stage
   During the early career stage period, one also revisits past and present experiences while working at the company and tries to determine what to expect in the future.
3. Mid-career stage
   In this mid-career stage, a person moves in a stabilization period in which they are considered productive, becoming increasingly more shouldering tougher responsibilities and implementing a more long-term plan.
4. Final career stage and retirement
   The final career stage and retirement is the last stage in the career stage. A person begins to break away from his duties and prepares to retire. These stages are also useful for training successors, reducing workloadsor delegringresponsibilities to new or junior employees.

The above can be a benchmark for the career development of millennials in achieving their highest career level. So that the development of millennial career progression can

continue to develop until the desired achievement. It can be concluded an understanding that career development is a continuous process that individuals go through through personal efforts in order to realize their career planning goals. Better career development is expected by each individual, because with the development of an individual's career will get rights - rights that are better than what was obtained previously both material and non-material.

2.3 Meaningful work experience

In achieving high productivity is largely determined by the behavior of individuals who carry out or hold the job. Given the huge role and position of human resources as employees in the company's activities, it requires high work experience so that good working mechanisms can be maintained. Work experience is related to the ability and skills of employees in carrying out the tasks given by the company to him. Work experience is not only reviewed from the skills, skills, and abilities that have, but work experience can be seen from the experience of someone who has worked or long worked at an agency. The more experience he has the more skilled he is in carrying out his work. In this case Millennials will be looking for more work experience that gets rewarded for their difficulty working rather than salary.

There are several things that can determine the experience of an employee who is at the same time as an indicator of work experience, namely (Foster, 2001) :

1. Length of time / working period
   The measure of the length of time or working period that a person has taken can understand the tasks of a job and has carried out well.
2. The level of knowledge and skills you have
   Knowledge refers to concepts, principles, procedures, policies or other information required by employees. Knowledge also includes the ability to understand and apply information to work responsibilities. While skills refer to the physical abilities required to accomplish or perform a task or job.
3. Mastery of work and equipment
   Level of mastery of a person in the implementation of aspects - aspects of equipment engineering and engineering work.

Work experience is related to the ability and skills of employees in carrying out the tasks given by the company to him. Work experience is not only reviewed from the skills, skills, and abilities that have, but work experience can be seen from the experience of someone who has worked or long worked at an agency. Someone who has career experience is those who have career development during work and have reached the highest level they want. The development of a person's career while working at the company makes it clear that the person already has sufficient experience in his or her career. It is not easy for someone to get good career experience, sometimes there are individuals who have poor career experience due to a career problem.

3. METHODOLOGY

This research uses qualitative approach to identify career expectations from the perspective of prospective workers, namely by using a sample of 20 final-level students in Semarang, Indonesia.Pencarian data using interviews to find out the perception of career expectations of the students yang will later enter the worldof work. The selection of samples is based on the criteria and then continued with the recommendations of the sample, or snowball sampling technique.The interview was conducted by asking 11 questions to the source.

Table 1. Interview Guidance

No	Subject	Interview
1	Career of millenial workforce	a. What are career expectations in the world of work? b. Are you willing to accept a job that is not ideal, but is a good starting point for your career? c. What are salary expectations in the world of work?
2	Career expectations at an early stage of millenial workforce	a. What are the expectations at the beginning of a 5-year career in the world of work? b. What are the expectations of loyalty at work? c. What is the expectation on the length of time / working time?
3	Career expectations at the development stage	a. What are the career expectations for 10 years at the next stage in the world of work? b. What hope doesit increase the knowledge and skills gained in the world of work?
4	Career progression after work	a. What are the expectations of achievement in the world of work? b. What are the expectations of career development in the world of work? c. What are the expectations of mastery of work in the world of work?

4. RESULTS ANALYSIS

The selection of speakers in this study uses *purposive sampling* techniques. The consideration that becomes the reference is the final level students with the age of 20-30 years because the final level students will continue to a higher level so that they have a perception of career expectations in the world of work. In this study, 20 students from 4 faculties at Sultan Agung Islamic University of Semarang managed to get speakers, namely 14 Students of Faculty of Economics, 1 Student of Faculty of Psychology, 1 Student of Faculty of Language and Communication Sciences, 1 Student of Faculty of Teacher Training and Education, 2 Students of Faculty of Industrial Engineering and 1 Student of Faculty of Islamic Religion. Researchers stopped at 20 sources because it felt enough and reached saturation point. Below is an explanation from each source:

Research question: What are the career expectations of millennials in the workforce?

4.1 Millennial generation hopes to work in agencies

Millennials want to work with agencies in order to expand their horizons and skills to support life. As *fresh graduates* who do not have much knowledge, they want to serve an organization that can realize their career expectations. Millenials want to work according to their passion, so that they can delve into the science that has been studied during undergraduate studies. "want to work in an intansi, which is the job in accordance with the majors at the time of college"NS90.

Working on intansi to add experience and work according to the will without any compulsion from someone to have good job prospects. To give the best to agencies, millennials need to learn from small to big things. "Good career prospects, and work on a whim without coercion, want to work in a small agency first until gaining new experience moving to a large company" NS16.

4.2 Millennials want to be entrepreneurs

Millennials don't think about working for agencies, but they want to be entrepreneurs. Millennials want to have their own business, which still works but has income other than salary from the company. Millenials As a millenial having a business while working is a very desirable thing. Because the need is not only guaranteed by salary but there are other income from the business owned. They hope that this effort will help them in supporting their lives after retiring from the company. So they still have income even if they do not work in the company. "later if you already have enough capital to open a business and then while working" NS5.

4.3 Millennials hope to have a flexible workplace and time

Millennials hope to get a workplace with a comfortable environment, without any coercion or pressure from superiors and flexible time. Millennials prefer to do work like a hobby, so they enjoy, calm, comfortable in work. When working in accordance with passion, it can provide the best for the company. So that it can work optimally, professionally and can provide maximum feedback to the company. "if young people want their environment to be supportive, calm and comfortable, time is not excessive in order to provide good feedback" NS16. When working in a comfortable environment it can provide the best for the company.

4.4 Accept an ideal job in the short term

Millennials will receive jobs that are not ideal for short periods of work. Not ideal work needs to be skipped to add to the individual experience and provide good career development to keep going. "nopapa, I will accept in order to get better we need to get through the difficult thing" NS15. So they will accept jobs that will have a good impact on behavioral careers, and an ongoing set of work that emphasizes the activities carried out from the early days of work decides to quit their jobs.

4.5 Millennials want high salaries

It is undeniable that millennials want to have a large salary but enough salary for their needs and health benefits is enough for them. All expectations will be realized over time by always making good progress every day. "hopefully it can be 5m and above, but back to the potential it has"NS14. With the development that continues to advance for the better, the desired expectations can be realized soon. So they will receive a salary according to what they did at the time.From the findings above, the career expectations of millennials in the world of work can be seen in the scheme below:

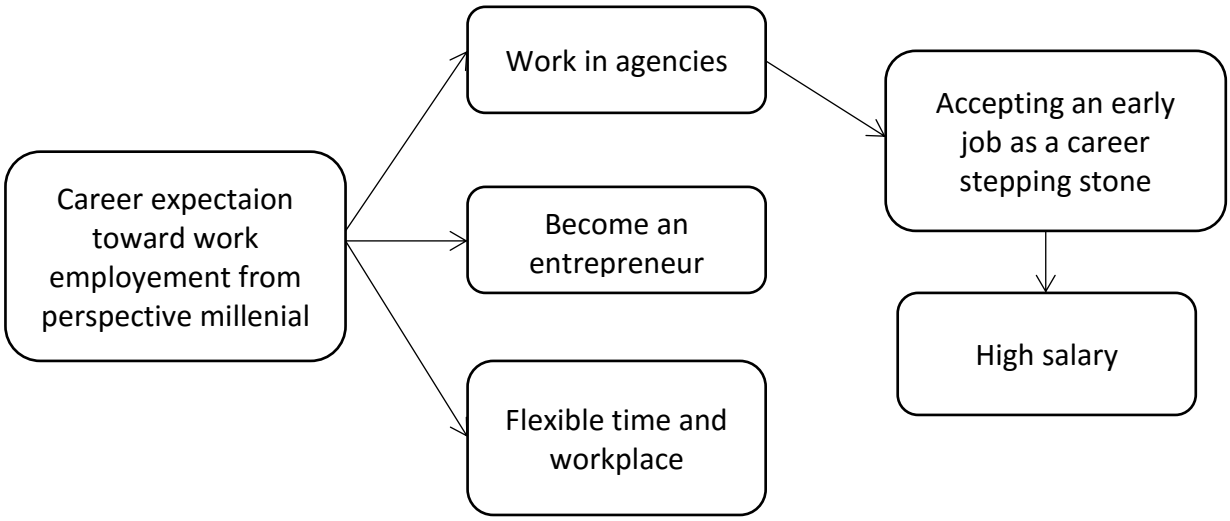

Figure 1: Career expectation of millenial workforce

Research Question : What are the career expectations in the early millennials?

4.6 Millennials in early 5 years of career want to have a permanent job

Millennials want to have a permanent job by exploring companies that fit their passion and comfortable work environment. Hopefully in 5 years can give the best to the company and can get a higher position. Generation Millennials emphasize pre-career (early career) jobs in opportunities for promotion and career journey."polling in the world of work and for 5 years hoping to get a permanent job"NS8.

4.7 Millennials hope to get a good position at work

Millennials hope that every job they do can improve their achievements and abilities. So that they can rise to a higher level. Every employee certainly wants to be able to move up the position within 5 years. However, it must be in line with the work that is emban during work. "in 5 years yes should have been able to increase his position, if the beginning to be a low manager then 4-5 years already must be the middle manager"NS 13.

4.8 Millennials will be loyal to the company

Loyalty is not just the ability of employees to complete their tasks and obligations in accordance with the job description, but how the employee completes the task as optimally as possible and gets the best results for the company. Employees who are truly loyal to the company are those who work with integrity, support the leader's decisions and love the work done. "God willing will be loyal because if km want to go to a higher level then it must improve the skills in the company"NS19.

4.9 But individual loyalty depends on how the company behaves employees.

Every employee has criteria for a place to work, if they are comfortable with the condition and environment of the company then it will be loyal and vice versa if they feel not in accordance with the desired then they will resign. "depending on the prospects, environment and salary of the company if all in line with expectations then will be faithful"NS12.

4.10 Millennials expect to work around 15-20 years

Some individuals have a strong determination by working hard for about 15-20 years so that later in adulthood to old age they do not have to work hard but enjoy the results of work. Based on the statement provided by the source that working with a period of 15-20 years is more than enough for those who have a high desire for rapid career development. Millenials are determined to get a high career path of course with a positive environment and promising salaries. "if I want to work about 15 years aja, after that pursue business" NS3.From the findings above, career expectations in the early days of millennials can be seen in the scheme below:

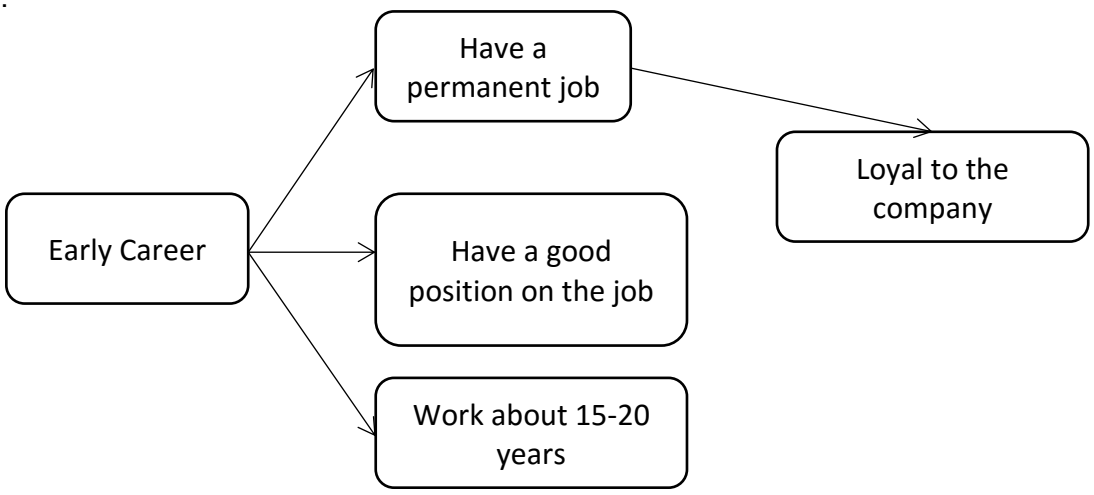

Figure 2: Early Career Expectations

Research Question : What are the career expectations of millennials in the development period?

4.11 10-year career hopes want to take office to a higher level

A good career path is that one can develop skills by achieving higher positions. An employee will give the best for the company if given the opportunity to develop skills by providing training facilities, workshops or scholarships to continue education. With the facilities of the company, employees will begin to get motivated and gain new insights. Because millennials desperately want a high career path for self-satisfaction and high contribution to achieve the company's goals. For 10 years they will be self-proclaimed by achieving achievements, loyalty to the company and always answerable to the workgiven. "because it has been 10 years already have a lot of experience so if you can serve as the main director"NS14.

4.12 Expectations in 10 years of business owned develop

To ensure a life we cannot depend on a company where we work, we also need to invest one of them by opening a business. Millennials love the business that was pioneered from childhood to fame. Millennial mindset can not be changed, they tend to want to have a business in order to be able to hire employees who are in the environment. Considering finding a job is currently difficult, they are thinking of finding a way to earn a salary without having to work tied to an agency. "already have a growing business because if it is not working in the company still has income from usaha"NS5.

4.13 Millennials hope to invest

Millennials will plan long-term careers fortheir survival. Those who already have experience, knowledge and skills must be thinking about investing for the old days. One of them is by investing long term, to be enjoyed later when not working anymore. In this era, investment is an important thing that we must develop. "later if you can also invest for the old days so we do not need to be confused when it is no longer working"NS5. Millenials think that the desired investment is not only about finance but knowledge as well. Millenials hope to continue their education after getting a job. "would like to be able to continue his master's to increase knowledge"NS4.Because education will be an important factor for the development of an individual's career.

From the findings above, career expectations in the middle

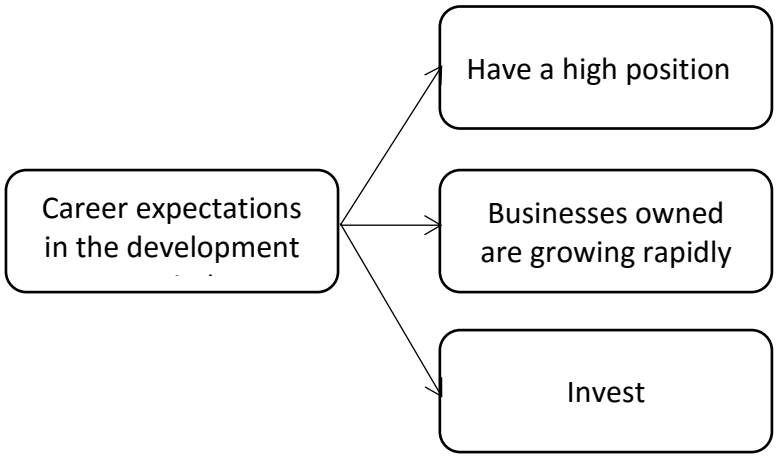

Figure 3: Career Expectations in the Developmental World

Research Question : What are the hopes of millennials' career progression after work?

4.14 Millennial generation hopes that knowledge and skills will increase

Millennials know the importance of improving science, skills, attitudes and expertise in the world of work. To improve their desired career path they will conduct supportive activities, activities such as training, workshops and self-development facilitated by the company. This makes it a motivation for each individual to be able to develop themselves. "expect skills to increase very high because they do not want to stuck there alone and the company provides scholarship opportunities for employees so that employee science is increasing"NS5.

4.15 Millennials want to Be Outstanding Employees

Millennials have a strong determination to achieve higher office. An employee's work performance will increase with the challenge. The challenge given by the reward of salary or compensation given will be self-motivation. If employees like a given job in a comfortable environment, then the employee's work performance will flow. "can get achievements such as reward, the best employee and appreciation to yourself and the company"NS12.

4.16 Millennials hope to master the field of work and be able to study other fields universally

Millennials will maintain the trust the company has given employees. They will give the best to the company by focusing deeply on the field of work. By learning from seniors or attending job training. Being able to master the field of work will provide rapid career path progression. Because they want to be quick to occupy higher positions so that they try to be able to explore the field of work. "want to be 100% able to master the field of work because if it can explore the field of work then it can continue to the next level"NS19.

4.17 Millennials also hope to add insight and skills to gain a lot of experience.

If individuals have been given the trust to work in a field that is in accordance with the majors, a comfortable environment then they will be diligent in studying the work in order to make a good impact for the company. Millennials will do something if they feel enjoy and like it under pressure. So that they will provide the best for the company by continuing to learn to increase knowledge, hone skills and follow training. "in addition to being able to master my field of work, I hope to be able to study other fields universally"NS2.

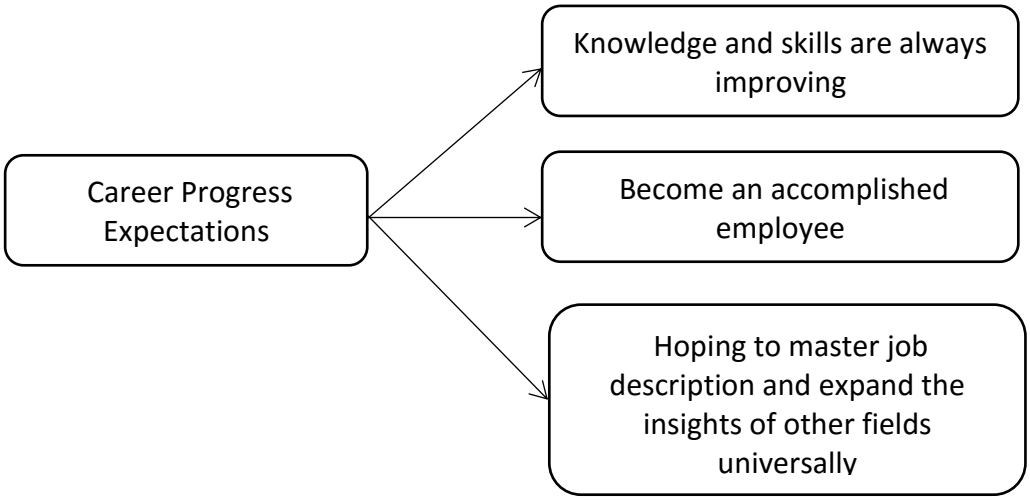

Figure 4: Millenial Career Progress Expectations

5. DISCUSSION

Millennial career expectations in the world of work

The career expectation of millennials in the world of work is to want to work in an agency because millennials like to work as a team. Millenials hope to work in a comfortable environment and flexible workingtime, in the sense that working time is not strict and there is

a balance with personal life.This is in accordance with Tolbize's exposure, (2008),Generation Y is rated as a generation that works in teams better, more cooperative, and more optimistic in the future compared to Baby Boomers and Generation X. Millennials tend to want flexible jobs, in time and in the workplace. Millennials want to be entrepreneurs to meet the satisfaction, needs of life and can provide job openings for the surrounding environment. And want to have a high salary in order to be able to meet the needs of his life. From previous research, salaries were found to be the most important motivating factor for Millenials (Council., 2004).

Millennial career expectations in the early stages of a career in the world of work

Career expectations in the early stages of the world of work is to get a permanent job in an institution. Early in their career, millennials want to explore the company to get a job that is in line with expectations. .Jobs that are not ideal will be accepted as a stepping stone to add work experience. Millenials have hope within 5 years have gained a good position in the agency. Millenials hope to pioneer the desired business so that the desire to become an entrepreneur can be realized. To add insight they hope to continue their education so that they can achieve a higher career path. Loyalty will make the benchmark of an employee to be able to achieve a higher career path. However, employee loyalty depends on the company's employee behavior. This is in accordance with the exposure of Cran, (2010),GenerationY is a generation that is not loyal to the company. In the face of discomfort, Generation Y will tend to choose resign over loyalty.According to Cran, (2010) The average Generation Y changes jobs 20 times throughout life and this is very different from the traditionalist generation who stayed with the company until retirement. This is in accordance with the results of the presentation of the resource person that they will explore the company to find a flexible workplace.

Millennial career expectations at the stage of development

Millennial career expectations stage of development in the world of work is to have a position with a higher position, the business pioneered has grown rapidly and the brand of business has been well known to foreign countries. Millenials think at this stage they already have investments such as finance, business or knowledge. Investing alone is not just on finances. However, investment can be in the form of knowledge and skills. In terms of education, these millennials have an interest in continuing their education to a higher level. With this condition, Indonesia should be optimistic about the various potentials of millennials. An open, free, critical, and courageous mindset is a valuable capital. Plus mastery in the field of technology, will certainly foster opportunities and opportunities to innovate.To get a rapid career development, millennials willalways updateinsights. This is in accordance with Richardson's presentation, (2010),Generation Millennials emphasize the beginning of a career in employment opportunities for promotion and career journey. Because the early career period will affect the development of an individual's career after work.

Hope of millennial career progression in the world of work

The expectations for the career progress of millennials in the world of work are very high. Millenials want a rapid career development accompanied by achievements obtained. They hope at this stage to master all areas of work well, and all the expected career planning has been achieved. Millennials hope to add insight by learning other fields universally. According to millennials, having more insight and experience will make a plus for him, which will affect their career. Career progression is expected to be so that later after old age millennials feel the peace of mind because they do not think about the cost of living to retire. This is in line with Robbins' stated theory, (2008) that work experience is based on the knowledge and skills that employees have. So employees compete for success by seeking as much experience as possible.

6. CONCLUSIONS AND RECOMMENDATIONS

Conclusion

Based on the findings of the research that has been done, that the career expectations of millennials are to have a job that is in accordance with the passion, time and flexible work environment and *become an entrepreneur.* Millennials expect to have high salaries, living allowances, and satisfaction. However, if this is not found in the company then they will resign and look for a new place that is more comfortable and supports the development of his career. This affects individual Loyalty, because loyalty to millennials depends on the company's employee behavior.Bila noted other findings stating that the reason for moving work is dominated by career development factors, the hope of obtaining more financial security and comfort of the work environment including relationships with theirsuperiors, so this research supports other research.To get professional employees and carry out their duties optimally, the company must behave employees well. In working millennials want the development of career progress quickly. It is also based on the environment in which they work, if they get the appropriate agency then they will focus and diligently go through the work. To support the advancement of millennial careers will always update the science, skills possessed to achieve career goals. Millennials need a fast career path for themselves, because it will affect the welfare of the family. So, they hope to be outstanding employees such as being the best employee of the *month* or winning rewards. Hopefully by becoming an outstanding employee can give progress at the career level. So that the career expectations that have been planned can be achieved.

Managerial implications

Based on the results of research that has been found in the identification of career expectations of millennials in the world of work, then some advice can be given to researchers related parties. Identify the career expectations of millennials can be applied to business and non-business organizations. This can make it easier for organizations to know the character of the millennial generation. By identifying the career expectations of millennials, it will make it easier for companies to recruit employees.The company can provide opportunities for employees to develop their career path. The career development of an employee is also influenced by the company. If employees in the company have a good career path then the company will have qualified and professional employees. As well as for academics, this research is expected to be a reference material for learning and complement the literaru on Human Resource Management and make a reference for future research, especially in identifying career expectations.

Limitations of Research and Future Research Agenda

This research used qualitative method, and managed to obtain 20 speakers of final-level students at Sultan Agung Islamic University of Semarang. Future research is expected to dig deeper into the concept of career expectations in millennials and can involve other generations, such as generation z, baby boomers. Future research also needs to be done not only at the Islamic University of Sultan Agung Semarang, but can be in other universities within the scope of Central Java and surrounded by companies so that it can be researched to test conceptual models using quantitative methods.

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