

# Getting to Know the Characteristics of the Z-Generation Career Options as the Industrial Revolution Activator 4.0 in Indonesia

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**Abstract**—This study aims to explore and learn more about the characteristics of the Z-Generation career choice. This study was conducted using a wide variety of theoretical study and phenomenology that occurs based on the results of observations made in one of the private companies with the target market of young and working age Z-Generation, namely PT. Radio Geronimo. This study found that the characteristics of the Z-Generation career choices: 1) flexible working time, 2) can do 1-2 different jobs in any time, 3) have a team-work, open-minded, and 4) can be accessed anywhere by using technology.

**Keywords**—z-generation, the industrial revolution 4.0, guidance and counseling, career choices

## I. INTRODUCTION

The role of guidance and counseling in schools and colleges to be one key in preparing the quality and readiness of individuals to cope with the rapid development of Indonesia. Donald E. Super [1] reveals that career guidance is a process to assist in developing one's personal acceptance of unity and self-image as well as its role in the world of work. The continuous process runs all the time and last for a lifetime in choosing a career. According Sukardi [1] selection and adjustment career began with the knowledge of the self. Therefore, before an individual can determine the career and make adjustments, it takes self-understanding of the potentials and talents and interests owned by the individual.

However, when you view the Z-Generation mentioned by Jiří Bejtkovský [2] that the Z-Generation is an individual who was born in the year 1995 to 2010, is now included in the 18-22 year age range were classified as late adolescence. In a press release issued by the Ministry of Industry of the Republic of Indonesia concerning industrial revolution 4.0 (accessed on 26 November 2018), Indonesia will encourage the 10 priority initiatives making Indonesia 4.0. The program is an idea long-term plan for the development of Indonesia until 2030. If you look at this current age range, adolescents aged 18 this year when the year 2030 in accordance with the road map for making Indonesia 4.0 is the protagonist or the human resources expected to be competitive and have good quality in advancing the nation.

In the face of the industrial revolution 4.0 in Indonesia, guidance and counseling on career aspects have a role in

preparing Z-Generation to face the challenges of a more real in the world of work. Therefore, this study aimed to obtain the results of the study to know more about how the characteristics of Z-Generation career options.

## II. METHODS

This research was conducted with a qualitative approach. Sukmadinata [3] asserts that qualitative research is dedicated to describing and analyzing a phenomenon, event, activity in the social sphere, attitudes, beliefs perception/viewpoint, mindset of individuals and groups as well as performed with the participant observation method. While data collection techniques used interview. Yin [4] explained that the interview is an essential data collection technique in the implementation of qualitative research, because researchers can report and interpret important information on the situation with regard to research provided by the subject.

## III. RESULT AND DISCUSSION

### Result

From interviews conducted in 10 non-permanent employees (freelance) at PT. Radio Geronimo, it was found that their career choice is a job with the following criteria: 1) flexible working time, 2) can do 1-2 different jobs in any time, 3) have a team-work, open minded, and 4) accessible anywhere by using technology.

### Discussion

The Z-Generation grows in rapid development technological, thus affecting the pattern of career choices or the way he worked in his life. Convenience offered by sophisticated technology, it was not missed by the Z-Generation utilization today. Thus, in the viewpoint of a company, if you want to employ the employees by age Z-Generation and experts in the field, it is necessary to create a flexible work culture for Z-Generation. While the standpoint coworkers, required adjustment and adaptation in collaboration with the team.

## IV. CONCLUSION

4.0 Industrial Revolution becoming a positive benchmark for the life of the Indonesian people, especially the developed countries to make Indonesia. So that Z-Generation as human resources who will have a stake in

moving the industrial revolution 4.0 in Indonesia, should be prepared with very mature. The results of this study will be a whip in making a real effort to optimize the characteristics of self-Z-Generation that preceded the introduction of career choices.

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