

Workaholic or Work Life Balance? Understanding the Y Generation Traits as Young Labor: A Literature Review

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Abstract. The current workforce is dominated by a young work force called Y generation. These generations are those born from 1980 - 2000. They came from different periods from the previous generation, generating distinct ideologies, ethics and work expectations. They are workers or future leaders with unique characteristics, creative and crave freedom. Business organizations seek to attract them within the enterprise, on the other hand the interest of Y generation of work is influenced by the characteristics, life experiences and family roles in career determinations that may support or limit them. Through the literature review method the aim of our article is to discuss how human resource management understands the job expectations of this generation's and how this generation decides their career.

Keywords : Young Labor, Career Decision, Human Resource

I. INTRODUCTION

Human resources are all individuals available in the labor market and have entered the productive age to work. Human resources are the most important factors of production compared to others such as methods, machines and money because human resources are the main drivers of all these factors of production. Even the current economic environment recognizes that human resources are a way to continually improve competitiveness and innovation [1]. To optimize the function of human resources in the organization, human resource management is required to carry out its functions through planning, recruitment, selection, training and development, performance evaluation, compensation, integration, maintenance, and dismissal.

In the midst of an ever-changing organizational environment, making human resource management in business organizations is faced with changes in the labor market, where the young workforce today reaches Y generation different from the previous generation, generation X (born 1965-1980) most of them enter retirement age. (US Bureau of Labor and Statistics, 2007) in [2] said the composition of the workforce for Millennial Generation was 25% and for Generation X 33% . The difference in numbers is because many individuals who fall into the Generation Y category still work through education or in higher education. However, they will be a larger part of the overall workforce. Even generation Y is increasingly recognized as an economic contributor with a very large number of workers and potential income. In Indonesia itself is estimated to be the third country that has the fastest growth of labor in the world by 2020 with a population of around 262 million, and 60% of them will live in urban areas, with half the population in Indonesia under 30 years old, from the dynamic young generation become a large capital for economic growth (Ratanjee and Emond, 2013) in [3].

But now not all young workers from generation Y are interested in working in companies. This is a challenge for the organization's Human Resource Management to get the best employees from this generation. Generation Y tries to make a difference in their lives and the lives of others[2] they have their own ideology of work other than that Generation Y employees value their personal lives and are willing to leave their current job if they decide that change is more beneficial to them. Meaning Looking for talented young workers from this generation is not easy, this is an issue related to the characteristics of young workforce today. Human resource management is required to be able to recruit, maintain and

maintain them in business organizations, need to understand and equate between the needs of the company and their career expectations. It is necessary to create shared values and cultures that are attached to each other so that organizational values and personal values are aligned [4].

The issue of intergenerational labor has been widely studied in previous studies. But the discussion of their tendency in determining careers is still limited and how human resource management understands their career expectations. Therefore, our writing will discuss these two questions through understanding the characteristics of the younger generation Y workforce.

II. DISCUSSION

2.1 Young Labor

Generation Y was born between 1980-2000[5] they are young workers who are currently in the age range of 18 years - 38 years. Based on age, some of them are in the world of work as entrance level, as well as leaders in business organizations, while others are still in the stage of job seekers and education. Age, period and group can be a determining factor of generation[6]. Age is the length of time a person has lived, a period defined as what happens in a person's life. That life experience can shape the generational characteristics, attitudes and behavior of a generation that may be influenced by the political, social and historical environment.[7]

Perbedaan Respon dan Karakteristik dari Generasi Y			
Silent Generation	Baby Boomers	Generation X	Generation Y
World WarII/Depression 14 %	Work Ethic 17%	Technology Use 12%	Technology Use 24%
Smarter 13%	Respectful 14%	Work Ethic 11%	Music/Pop Culture 11%
Honest 12%	Values/Morals 8%	Conservative/Traditional 7%	Liberal/Tolerant 7%
Work Ethic 10%	Baby Boomers 6%	Smarter 6%	Smarter 6%
Values/Morals 10%	Smarter 5%	Respectful 5%	Clothes 5%

Source : Taylor & pew Research Center (2014)

From the table we can see some Generasi Y differences with previous generations that Generation Y relies on technology, to maximize work and like more practical ways of communication such as via e-mail, social media rather than direct meeting. Familiar with technology and the internet at an early age and grow with new technology, making technology unavoidable for their lives[8]. Technology makes their desire to seek higher knowledge and skills, this is what makes them become independent learners [9]. In general, Generation Y is confident, ambitious, achievement oriented, family oriented, team players, curious, innovative, impatient and tends to be business leaders, they have positive experience in the organization in the years of education that make them have good relationships between employees at the beginning

of their career they also want to be motivated and enjoy the pleasures of life [9]. But on the other hand they get negative stereotypes as they are stated [7] including looking lazy, self-defense, lack of initiative, reluctant to fully commit to work, not to respect authority, lack of focus, apathy, lack of etiquette, arrogance and impatience. Impatience makes them like jobs with career acceleration and tend to be results oriented. This is what makes them look disloyal to companies when their results are not what they expected.

2.2 Career Expectation

Generation Y is the group that most expects career development [10]. As stated that they have a tendency for characters who are impatient, they expect career acceleration, appreciate payment and promotion, flexibility and challenges and personal life by appreciating outside work time by relaxing or vacationing and considering their work as a source to fund their lifestyle [11] vacation abroad, spending time gathering at the café is a common thing for this generation. This generation enjoys life and is easily motivated to do something [6].

Generation Y likes to do high paying jobs with little time needed, flexible schedules and a better balance of work and life, generally they don't like overtime at work [12]. While the previous generation saw this as a narcissistic attitude. Generation Y has different workplace expectations. Specifically their character in the world of work is that they like a team-based workplace culture with close contact and communication with superiors and frequent feedback, diversity and equality in the workplace and personal career development are the most important for them [13]. In addition they believe that they are "right" as a result they feel the pressure to succeed and think others have to be flexible with them when they want to negotiate to resolve the conflict [4]

2.3 Career Decision

Information gathering and processing are key elements in career decision making [14]. As we know that generation Y is a child of baby boomers and generation X. The way to educate, people around is historical that helps shape career decision making, while generation differences show different career expectations. Interacting with parents, peers and receiving support from them can handle issues related to career development [15]. But often parents don't understand the characteristics of generation Y, many parents make the doctrine that work is wearing uniforms, the office does 8 hours a day for 5 days and the size of the company determines the prestige in their careers. Parents also tend to direct them to work in government agencies that are considered better. So that some of them are formed to become employees even though they work not according to their expertise.

While generation Y does not believe that productivity is measured by the number of hours worked in the office, but with the output of work done, seeing work is "something" not "place"[8] even this generation can work only with cellphones,

laptops, spend time at the café and make money, so performance appraisal concentrates on results. Therefore if young workers do not find a satisfying job they will leave the company[7]. Many of those who in the end or from the beginning choose to start their business, become young professionals according to expertise (public accountants, tax consultants) or work with hobbies (becoming art workers) even with hobby technology and creativity can provide income for them like being youtuber with various content (music, traveling, and making tutorials). This makes them explore and express their abilities to the maximum with flexible time and full freedom.

Young workers with high skill and education potential have high career expectations and have a tendency to get a lot of information about careers to reach perfectionism[16]. This generation wants meaningful work and solid learning. Then unlimited access to information makes them able to explore careers related to work and industry to make career decisions. Young workers want to be supervisors in the short term to get a higher salary, money is considered to be able to maintain a good standard of living.[11]. Generation Y works as well as learning so business organizations must consider the needs of this generation to match their demand at work [9]. Adjustments to employee desires provide opportunities for millennial employees to contribute more to the organization [7].

But from this case, even though the young workforce with similar characteristics, they still have a different approach in the decision making process for a career. Individuals can base career decisions on rational or intuitive factors where the choice of action is expected to produce the desired consequences [14]. Some individuals decide their careers because of external influences (advice from others, parents).

III. CONCLUSION

Finally, we conclude that young workers from generation Y are workers who want work life balance. Balance is a must for career satisfaction and happiness in their personal lives, balance of life and beauty is a priority [8]. Generation Y shows the needs and values unlike their older colleagues at work [7] They are less willing to spend a lot of time just to work, tied to one place with monotonous work. For them to work is a way to maintain their lifestyle needs. Generation Y career decisions are often influenced by external factors (parents) to work in the formal sector, but when it does not meet expectations, they choose to leave it. Generation Y has excellent skills, they like challenges and career acceleration for better income, therefore they are enthusiastic about managerial level recruitment programs, and business organizations need to understand this. Managerial needs to apply work balance as an important strategy to maintain employee performance [14].

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