

The Influence of Nature of Work and Career Prospect Toward the Tourism Student Social Status

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Abstract—Research conducted to measure the career prospects and the nature of the work variable influence the social status of the college student in the tourism industry, namely the student of Tourism Trisakti, Indonesia. Research conducted by delivering the questionnaire to the internship students, a total of 74 respondents collected, further processed conducted using SmartPLS with bootstrapping resampling technique. The results findings show that two independent variables, namely career prospects and also the nature of work in the tourism industry affect social status. Furthermore, career prospects influence more significant compared to the nature of the works. Nevertheless, the nature of the work variable strongly influences the career prospects. The findings show that the variable nature of work is indeed a linear relationship with the variable career prospects. Finally, this study shows how career prospects are connected with social status. The linearity and conformity between the nature of work with the career prospects show that respondents are confident and proud of the social status in the tourism industry.

Keywords: *social status, nature of work, career prospect, tourism, STP Trisakti*

I. INTRODUCTION

Hotel and the tourism industry are growing rapidly. Therefore, the industry needs significant growth for qualified labour, and retain the existing labour [1]. If the industry cannot retain and produce more human resources, the hotel and tourism industry will experience a shortage of qualified labour [2].

To retain the company staff and to develop a number of human resources, the tourism industry needs to overcome some perception regards to human resources. There is a negative perception that the worker in this industry have 24 working hours, that makes the staff will have to follow the shift of working hour which they cannot resist. Some staff will have to work until midnight, and even they must work until the morning. Some perception toward low compensation for working in this industry also influences the perception of the parents and also the prospective student. They also work endlessly, and the stage of the career ladder is limited. This condition makes the perception toward the hotel and tourism industry is not right, and it makes the turnover in this industry is high [3].

The future of the hotel and tourism industry staff relate to the perspective and also the characteristics of the millennial. The millennials are different from the previous generation. Today they are posting anything to social media. Delivering signal of the social status to the social network via social media, therefore their social status is essential to their family and friend. To be able to create a good prospect career for the millennial, therefore we should consider the background perspective of the millennial toward the hotel and tourism industry.

This existing condition is the reason d'être that scholars need to know how to engage and retain the staff in the hotel and tourism industry. It is an urgency to know how the student's perception toward industry, how the student sees the social status of the hotel and tourism industry, how the prospect of a career in the tourism industry and also to find out whether the student knows the nature of work in the tourism and hotel industry.

II. LITERATURE REVIEW

Based on the psychological contract theory, if someone could not convince him or herself toward the consequences of the occupation, they are not going to be interested in working in the occupation that requires a long time of working hours [4]. Therefore, confidence related to the occupation is merely essential to motivate the student or the employee to work hard and pursuing the career.

Richardson state that the real condition of an occupation related to career prospects. The nature of work evaluation should in line with the gift or the incentive, the career promotion, and the future career and also the opportunities to earn career better compare with the other industry [5].

In the context of tourism and hotel industry, Kuslivan and Kuslivan stated that the career prospects is an attribute that is related to the individual perception for revenue, a promotion within the industry [6]. There are also benefit that are being compared which is the salary that they earn from the tourism and hotel industry compare with the other industry.

Social status is a unit of the social system, the social status related to the environment, how the environment or the community perception toward individual [7]. In terms of the millennial, the social status related to the perception of the

community which is their family, their friends and also the perception developed in the social media from the information that they deliver relates to the activities or any information related to him or herself. In term of the social status related to the occupation, the social status relates to the responsibility, the personal characteristics of the worker, and how the people behave within the community [8].

III. METHODOLOGY

The questionnaire developed and delivered to the targeted respondent of the STP Trisakti. A respondent that eligible is the student that has to experience an internship. Therefore, they already experience working in the Tourism and hotel industry. STP Trisakti selected as the object of the analysis since STP Trisakti is one of the well-known tourism school, they are well-known for their historical background and since then STP Trisakti contributing the excellent human resource in Indonesia.

The method to test the hypothesis of this research is Structural Equation Modelling (SEM). A statistical model to explain the relationship between independent and dependent variables. Structural Equation Modelling examine the association in a series of equations derived from the relationship of the entire variables [9].

SEM methods, the Partial Least Square (PLS) called as soft SEM for the relaxed assumption. Therefore, the data should not be multivariate Gaussian. Minimum of $30 >$ samples can be used in the analysis. PLS useful to confirm the theory and can be used to explain the relationship between variables. PLS analyse constructs that consist of formative and reflective indicators, furthermore PLS able to estimate large and complex models with hundreds of thousands of indicators [10].

Smart PLS generate bootstrap confidence intervals for the measurement (Stine, 1989). Bootstrapping is an option to generate sub-samples from the original samples, therefore, will strengthen the value of the coefficient [11].

IV. RESULTS

The research conducted to measure how the career prospects and the nature of work in the tourism and hotel industry influence the social status of the tourism and hotel students in STP Trisakti. There are 74 respondents from 100 collected questionnaire that analyses further.

The findings show that both the independent variable which is the career prospect and also the nature of work influence the student social status toward the tourism and hotel industry student. The career prospects have a bigger influence compare with the nature of work toward social status. Nevertheless, all of the variables, the nature of work have the most significant influence towards the career prospects, there is a strong relationship between the natures of work in the tourism industry with the career prospect that they received.

There are four questions from the variable nature of work. The first question related to the question that the work in the hotel industry is interesting, furthermore the next question state that there are always new things that the student experience

when they have the internship. The other question related to the work in the hotel industry is challenging and the last question refers to seeing new people in the internship is an interesting experience. The nature of work indicator findings shows that the respondent state that the hotel industry is challenging, and they are seeing new people in the internship. Both of these indicators are highly related to the interesting thing from the hotel industry. Moreover, both indicator scores rank higher in the nature of the work variable.

Furthermore, the career prospects in the hotel industry consist of 5 valid questions. Those questions are the opportunity for promotion in the hotel industry are satisfying, learning in the school of tourism is a good investment to develop the career. Furthermore, the question relates to the earnings in the hotel industry is good, the earnings in the hotel industry is bigger compared with the other industry, and the last question is generally the benefit for working in the hotel industry are bigger compared with the disadvantages. The question related to their decision to study in the hotel and tourism school is an excellent investment to develop the career is the question that rank highest in the career prospects variable.

Therefore, we could see that they are confident that they had chosen a good decision when they commit to learning in tourism and hotel school to develop their career in the future. The other exciting thing is they look for the future promotion and revenue in the hotel industry above average, and this benefit makes them interested to work in the hotel industry compare with working in the other industry.

Finally, the last variable which are the dependent variable, the social status. There are 3 valid questions which are the statement that his or her family are proud for his or her work, furthermore working in the hotel industry is an important occupation in the community, and the last question is I am proud for my career plans. The highest score is that they are proud of their career plan. The findings show that they who are choosing to work in the hotel industry have the confidence that the career in the industry is the career that they will enjoy, the career that they will love too, and the career that they are proud of. Furthermore, the career is in line with their decision confidence to develop future career plans.

V. CONCLUSION

Finally, from this research, we could see that the self-confidence toward the industry reflected by the answer of the respondent that just experiencing an internship. We also see that the career prospects related to social status, and how the career prospects are highly relevant to the nature of work in the tourism industry. This means there is linearity between the natures of work that influences the career prospects which influence them to be an optimist.

This research recommends practitioners in the tourism and hotel industry to focus on exposing new things for the internship since it is interesting new things for them to learn. To promote this occupation, the practitioners should also promote the potential revenue that the students will receive when they were in tourism in the hotel industry.

Both of these factors highly related with their willingness to work in the hotel and tourism industry, based on the highly ranked indicators of career prospect.

There is also a recommendation for the school or university, they should promote the occupation in the tourism industry as an interesting and also good for their career plans. Hard work and also the length of work hours are merely the consequences that they should manage to be able to have a good benefit compare with the occupation from the other industry.

Future research should explore the review and comment on the social media of tourism student. There are many aspects that could be explored relate to the millennial attributes of working in the tourism industry.

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