

# Effective Communication Between Parents and Children in Optimizing the Z-Generation Career Identity Status

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**Abstract**—This research seeks to understand effective communication between parents and Generation-Z (Gen-Z) in an effort to optimize the status of career identity. This optimization of career identity status aims to improve human resources as an effort to succeed in making Indonesia 4.0 and one of the five presidential visions, namely human resource development. This research was conducted with a qualitative approach. While data collection technique was used in-depth interview from ten person that classify to Gen-Z and analyze with qualitative analysis techniques. This study found that communication Gen-Z with their parents that can help optimizing the career identity status in the form of: 1) parents should try to listen to all of the Z-Generation did, 2) parents have positive feelings towards the Gen-Z to push for a more active participation, 3) parents put themselves as their friends, 4) parents give advice and criticism in a way that is easily accepted. So, based on the result above, there are several ways of communication between parents and Gen-Z to optimize career identity status.

**Keywords**—Communication, Parents, Children, Z-Generation

## I. INTRODUCTION

Having a career that is aligned with interests and talents is the hope of many people. Because from that career we can have income to make ends meet. However, to have the expected career, of course, we need to look at our abilities. Entering a new era in Indonesia, the effort to develop into industry 4.0 is not immune to the development of the career world in Indonesia. Sure enough, there are 10 strategies in developing Making Indonesia 4.0 in 2030 [4], one of which is to improve the quality of human resources. In addition, improving the quality of human resources in an effort to advance Indonesia, was also made one of the visions by the Indonesian president. Improving the quality of human resources is said to accelerate Indonesia's development in the future. To maximize the efforts to improve the quality of human resources, we need to prepare the generations that will come to the maximum. If you view the target making Indonesia 4.0 in 2030, then the country's development actors are individuals belonging to Generation-Z or Gen-Z (born in 1995-2012)[5].

Seeing the development of the era in Indonesia as described above, increasing human resources seems to be one of the focuses that needs to be considered in providing career guidance. In a study conducted by Kusumawati, it was found that parents have an important role in a child's career choices [3]. So, in making the step of making Indonesia 4.0 a success, we need to optimize the Gen-Z career identity status.

## II. METHOD

This research was conducted with a qualitative approach. While data collection is using in-depth interviews conducted on ten employees who are classified as Gen-Z age at PT. Radio Geronimo. The place of study was chosen because it is based on the observations of researchers as a workplace with young workers or Gen-Z and in accordance with its character. Analysis of the results of this study uses qualitative analysis techniques. The results of the interview are then analyzed based on the respondents' answers and reasons.

## III. RESULT AND DISCUSSION

From the results of in-depth interviews conducted with respondents, it was found that Gen-Z really hoped to be able to communicate with parents more relaxed. The hope of Gen-Z in their parents is that parents can listen and understand what Gen-Z is experiencing or is doing. Parents are also expected to have positive beliefs and assumptions about Gen-Z, so they can encourage more active. In addition, Gen-Z wants parents to be able to communicate with them like peers. Finally, Gen-Z hopes that parents can make suggestions in ways that are easy for them to understand.

### A. Parents listen to all of Gen-Z did

In the communication process Gen-Z expects parents to listen to them about all the things they do. In one of the communication theories, it is stated that the aspect of openness becomes an important thing in building effective communication. Because of the openness it will create a feedback in the conversation.

### B. Parents have positive feelings towards the Gen-Z to push for a more active participation

Basically, Gen-Z wants a positive impression in every conversation with their parents. From these positive feelings will create conducive conditions and can create effective communication, thus, will encourage active participation.

#### C. *Parents put themselves as their friends*

Equality in communication is very influential on the effectiveness of communication. From this equality will arise intimacy and trust, and cause feelings of mutual respect.

#### D. *Parents give advice and criticism in a way that is easily accepted.*

In the process of communication, Gen-Z expects that every communication that is established with parents, they will receive criticism and suggestions. Seen in communication theory, that a support becomes important in the communication process, because with the support, it can make the other person become excited in carrying out activities that are the purpose of Gen-Z.

### IV. CONCLUSION

Based on these findings it can be concluded that Gen-Z in PT. Radio Geronimo really hopes to have open communication with their parents. With this openness, it is hoped to be the initial scourge in optimizing Gen-Z career identity status. Because by having a good career identity status, then every individual especially at the age of Gen-Z can have good self-qualities so that they can play an active role in realizing making Indonesia 4.0. Therefore, with the discovery of this research, it is expected to have a variety of further research related to the characteristics of Gen-Z or the development of career identity status.

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