

# Effect of Work Environment, Orientation, and Experience of Internship on Successful Adaptation of Work for Fresh Graduate Generation Y New Employees

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**Abstract**—According to Ministry of Research, Technology and Higher Education, there are 750 million fresh graduates in every year. Survey from Monster.com in 2018 found 29% fresh graduate new employees quitted their first jobs in less than a year of joining, most of them because of under-preparedness in their first jobs so it was difficult to adapt. This study aims to find out effect of work environment, orientation, and experience of internship on successful adaptation of work for fresh graduate Generation Y new employees. This study used a sample of 75 people, the questionnaire data was then processed using multiple linear regression tests which included t-tests and F-tests. The test results decided that the orientation period and internship experience had a positive effect on the adaptation of fresh graduate Generation Y employees, while the work environment had no effect on the adaptation of fresh graduate Generation Y employees. Together (simultaneously) the three factors (work environment, orientation period, and internship experience) have a positive influence on the adaptation of fresh graduate Generation Y employees. From the results of 75 questionnaires also found 61 people (81.3%) needed less than six months, eight people (10.7%) needed six months, two people (2.7%) needed 7-12 months, and four people (5.3%) required more than 12 months from the first day of work to adapt.

**Keywords**—work environment; orientation; internship; employee adaptation; generation Y

## I. INTRODUCTION

The number of Indonesians belong to generation Y, born in 1980 to 2000 are 52,745,104 males, and 51,839,472 females [1]. In Jakarta, based on the data of Population and Civil Registry Office, dated November 28, 2018, generation Y numbered 3,829,955 people. Ministry of Manpower's publication presented the data collected by BPS (Central Agency on Statistics) that in August 2018, 194.7 million people belong to workforce age (15 years old or above), with diversification workforce category (working or having jobs but are temporarily unemployed) of 131.01 million people (67.26%). Focused data from BPS stated that Indonesian workers belong to Generation Y in August 2018 were approximately 61,971,823 people, or 49.97% from total workers in Indonesia. Delloite, the world's second largest consulting agency states that in 2030, it can be confirmed that millennial employees (generation Y) will dominate workforce

population by 75%. The publication also states that in August 2018, 3.67 million Indonesian workforces (2.80%) are Diploma I/II/III/Academy graduates, and 12.38 million (9.475%) are bachelor/master/doctoral graduates. According to the Ministry of Research, Technology, and Higher Education, every year there are approximately 750.000 new university graduates. Meanwhile, BPS publication in November 2018 stated that 11.65 million university graduates make up 9.4% of the total open unemployment level in Indonesia. In relation to the duration needed by employees for adaptation in the workplace, the survey conducted by ECC UGM, a centre for information and career development of Engineering Faculty of Universitas Gadjah Mada, Yogyakarta, in 2013 concluded that 77% from 219 respondents are capable to adapt to new work environment in less than six months, 21% respondents need 6 – 12 months, and 2% need one year to adapt. An international survey conducted by Monster.com, a global job vacancy website, in 2018 concluded that 29% fresh graduate workers quit from their jobs in less than one-year work period. The major reason is that they are not ready and have difficulties in handling the duties given. They also feel that the first job does not suit their expectation, causing them to experience difficulty to adapt. The above description implies that the rate and success of adaptation by fresh graduate employees can improve work durability and decrease the turnover of new graduate employees who quit from their jobs. Thus, the number of bachelor graduates in the open unemployment level can be lowered. Based on researchers' study of printed and digital literatures, it is found that research about employees' adaptation is rarely done, specifically on fresh graduate employees. Hence, the researchers performed the research to discover whether there are factors influencing the success of generation Y in adapting to their work environment, and the preparation in facing the upcoming condition in work management in a predicted future. This research also serves a support to lower the open unemployment level, as well as to expand the knowledge by conducting research on a new theme.

## II. LITERATURE REVIEW AND HYPOTHESIS DEVELOPMENT

### A. Adaptation and Work Environment

Research conducted by Ginanjar R.A [2], Kasmawati [3], and Diana K.S [4] found that work environment has positive

and significant effect toward employees' performance. From the findings, researchers propose the first hypothesis:

**H1: There is a positive influence of work environment to the adaptation rate and success of Generation Y fresh graduate employees.**

#### B. Adaptation and Orientation Period

Research by Chidambaram concluded that there is a positive value in both the content and effectiveness of an induction program [5]. Research by Tri Hartiti concluded that orientation program improves work performance [6]. In addition, research by Saif Ahmed concluded that there are activities in induction program which positively influence employees' performance and satisfaction [7].

From the findings, researchers propose the second hypothesis:

**H2: There is positive influence of orientation period to adaptation rate and success Generation Y fresh graduate employees.**

#### C. Adaptation and Internship Experience

Research by Munfaati concludes that internship experience significantly influence preparedness to work [8]. Research by concludes that the effectiveness of internship performed by companies is considered as successful [9]. Research by Yati. R et al concludes that industrial work practice positively and significantly influences work competency [10]. Research by Stevani finds that industrial work practice and students' skill significantly influence their preparedness to work [11]. And research by Renganathan et al finds that students are positively influenced by internship program [12,13]. From the findings, researcher proposes the third hypothesis:

**H3: There is a positive influence of internship experience to the adaptation rate and success of Generation Y fresh graduate employees.**

#### D. Adaptation and All Factors Simlutaneously

This research examines the influence of three X variables to Y variables simultaneously. Driven by such inquisitiveness, researchers propose the fourth hypothesis:

**H4: There is a positive influence of work environment, orientation period, and internship experience simultaneously to the adaptation rate and success of Generation Y fresh graduate employees.**

### III. RESEARCH METHODOLOGY

This research is a basic research to discover previously unknown knowledge [14]. It is causal type of research aimed at discovering whether the factors presumed to be influencing the adaptation success in initial work period of Generation Y fresh graduate employees are indeed true as proposed in the hypothesis.

This research uses quantitative method, in which the collected and analysed data are quantitative data, or other data that are quantified and then analysed using statistical technique

[13]. Quantitative research also views that human behaviour is objective and measurable, and can be predicted.

Hair et al states the proper minimum number of respondents is 15-20 observations multiplied with the free variables, in order that the processing result of data which corresponds to (represents) research criteria can be summarized and concluded properly [15]. Thus, the samples of this research are:

- Number of X variable : 3 Variables
- Minimum number of samples :  $3 \times 20 = 60$  individuals included in this research population.

In collecting samples, this research employs non-probability sampling method, in which researchers did not provide the same opportunities for all populations to be the samples [16]. For this purpose, sampling purposive technique is employed to determine samples based on certain consideration or criteria [16].

Data is processed using uses validity test, in which the research data belong to valid category when  $r$  count  $\geq r$  table. Reliability test then is conducted using Cronbach's Alpha  $\geq 0.60$ .

To understand the relation of X and Y variables, T test is conducted, with decision rejecting  $H_0$  if  $|t| > t_{\alpha/2}$  ( $t_{\alpha/2}$  is obtained from table t with free degree  $n - 2$ ).

To understand the relation of X and Y variables simultaneously, F test is conducted with decision rejecting  $H_0$  when  $F$  count  $> F$  table.

### IV. RESULT AND DISCUSSION

TABLE I. RESULT OF T TEST.

Variable	t	Sig.
LK	0.773	0.442
OR	2.233	0.029
MG	3.007	0.004

The results of Glejser test in the table 1 indicate the significance values of three variables, namely 0.442(X1), 0.029 (X2), and 0.004 (X3) respectively. Based on Alpha value (0.05) comparison to P-Value (Significance), the interpretation is:

The significance of X1 Work Environment (0.442) is higher than 0.05, thus it is decided that X1 does not influence Y ( $H_0$  is rejected).

- The significance of X2 Orientation Period (0.029) is lower than 0.05, thus it is decided that X2 influences Y ( $H_0$  is accepted).
- The significance of X3 Internship Experience (0.004) is lower than 0.05, thus it is decided that X3 influences Y ( $H_0$  is accepted).

In addition, based on the comparison rule of t table value to t count, the interpretation:

- t count X1 Work Environment (0.773) is lower than t table (1.99300), thus it is decided that X1 does not influence Y ( $H_0$  is rejected).
- t count X2 Orientation Period (2.233) is higher than t table (1.99300), thus it is decided that X2 influences Y ( $H_0$  is accepted).
- t count X3 Internship Experiences (3.007) is higher than t table (1.99300), thus it is decided that X3 influences Y ( $H_0$  is accepted).

TABLE II. F TEST RESULT

F Count	F Table
12.190	2.73

Results of Table 2 indicate F count value. Based on the comparison rules of F count value to F table, the interpretation is F count (12.190) is higher than F table (2.73), thus it is decided that three X variables simultaneously influence Y variable.

## V. CONCLUSION

From the results of 75 questionnaires, it can be concluded that most of fresh graduate employees are needed less than six months to adapt in workplace (81,3%), and the rest are needed six months (2,7%) and needed 12 months (5,3%) to adapt in workplace.

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