TRANSFORMATION OF WORK SPIRITUALITY AND WORKFORCE AGILITY OF MILLENNIALS IN CRISIS TIME

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ABSTRACT

Spirituality and shrewdness in working in times of crisis are very important advantages for workers. In this case, Generation Z has characteristics that fit this category. Generation Z has been considered a generation without boundaries, which is above average in many ways. Generation Z has expectations, preferences, and work perspectives that are considered challenging for any organization. The role of Generation Z is considered more diverse, and global, and has a cultural and social impact. Therefore, this study tries to summarize the issue of the spirituality of Generation Z in times of crisis with a systematic approach to literature review. Obtaining data obtained from the results of previous relevant studies. The results showed that Generation Z during the crisis was considered very enthusiastic and seemed very challenging during this crisis so the spirit of Generation Z was considered capable of evoking situations and influencing their environment. The spirit of this millennial generation is increasingly transforming in dealing with crises and getting a better solution than the usual depiction expectations.

Keywords: *Millennials, Spirituality, Time of Crisis, Literature Review, Transformation.*

1. INTRODUCTION

Millennials are a generation that contributes a lot and encourages the Industrial 4.0 revolution. The millennial generation spurs technological and information innovation to be more advanced and fast to form a completely digital era. Digitalization makes the world interconnected through the development of the internet of things (IoT) which provides big data for all aspects of people's lives. This is the basis for the emergence of the Society 5.0 era. with the main idea of building a human-centered society where economic development and solutions to problems can be achieved, and everyone can enjoy a quality life (Sugiono, 2020).

On the one hand, the industrial revolution 4.0 has created new jobs. Data analysis, data security, and network management are very much needed competencies. However, on the other hand, the revolution contributed to the reduction of old sector employment that emerged from the 3.0 industrial revolution, especially manual work. All generations including generation Z who are under the millennial generation (generation Y) are required to face these conditions with various preparations to be able to succeed in their careers and self-development [1].

The opportunity for the industrial revolution 4.0 is very large if Indonesia can adapt and transform in a relevant way. Based on the results of the Population Census conducted by the Central Statistics Agency in 2020, Generation Z dominates the population as much as 27.94% of the total population of Indonesia which reaches 270.20 million people. This means that Indonesia will experience a demographic bonus in 2030 with the highest availability of the workforce from the previous period. Therefore, both the government, the private sector, and citizens must be able to build a climate that encourages the creation of new jobs in all sectors of life by utilizing digitalization.

Unfortunately, adaptation and transformation efforts have encountered obstacles due to the Covid-19 pandemic. It is undeniable that the Covid-19 pandemic has had serious repercussions not only materially, but also on the psychological or mental condition of the community. A crisis is a condition in which an individual feels unstable and chaotic after an unexpected event occurs. Meanwhile, spirituality is

matters related to the psychological or spiritual condition of a person [2]. During the Covid-19 pandemic, many people experienced spiritual improvement, and not a few also experienced a spiritual crisis [3]. The spiritual crisis is a result of the panic and fear they face every day due to the Covid-19 pandemic. News of death is everywhere, even cases of Covid-19 transmission are increasingly widespread. In addition, the news of many businesses going bankrupt also adds to the panic in the community [4]. The unfinished Covid-19 pandemic stresses the community. The spiritual crisis is increasing and if left alone, it will get worse and can disrupt the stability of human life [5].

Each generation certainly has its characteristics that shape the mindset and personality. This difference is likely to cause several problems that can affect work performance and spirituality, especially in dealing with times of crisis. This article tries to find out the spirituality and shrewdness of Generation Z's work in dealing with times of crisis. In addition, this article also tries to identify how transformations can be carried out to create spirituality and work shrewdness that optimally support Generation Z. This is necessary so that the government and private sectors can manage human resources well because Generation Z is the spearhead in participating in building the life sector in the future.

2. METHOD

In this paper, the author will analyze this study using a systematic literature review, which includes all relevant literature, namely: Millennial Generation, Spirituality, Crisis Period, and Transformation. A systematic literature review is an explicit review that can be used to carry out an analysis including identification, evaluation, and synthesis of existing literature without changing the meaning [6]. In this study, a systematic review was carried out by

conducting meta-analytical statements referring to the PRISMA method in the following way [7]:

2.1. Study search

In this stage, a bibliometric analysis of a systematic review is carried out by searching for articles in the PubMed and Google Scholar databases by looking at articles published from 2014 to 2022. Article searches are carried out based on keywords, namely "Millenials", "Spirituality", " Times of Crisis", and "Transformation". From these keywords, 527 articles were obtained.

2.2. Inclusion and exclusion criteria

At this stage, the selection of articles that are relevant to the topic to be discussed is carried out. Articles that are included in the inclusion criteria are articles that have abstracts relevant to the topic to be researched and journals with free access. While the articles that fall into the exclusion criteria are articles that have abstracts on different topics and cannot be accessed.

2.3. Data extraction and analysis

From the articles obtained based on the inclusion criteria, further data extraction and analysis were carried out to see whether the content of the research was relevant to the topic to be researched and analyzed. The author analyzes by looking at the overall text, if it does not match it will be included in the exclusion criteria and the rest will be continued into the inclusion criteria to be included in the selected data.

2.4. Data items

The characteristics selected in this sample are articles with research studies that have the type of method, subject criteria, and full text that are relevant to the research topic. The results of the selected data will be analyzed and produced material to be included in the discussion of writing. (The process of PRISMA mapping can be seen in Figure 1.).
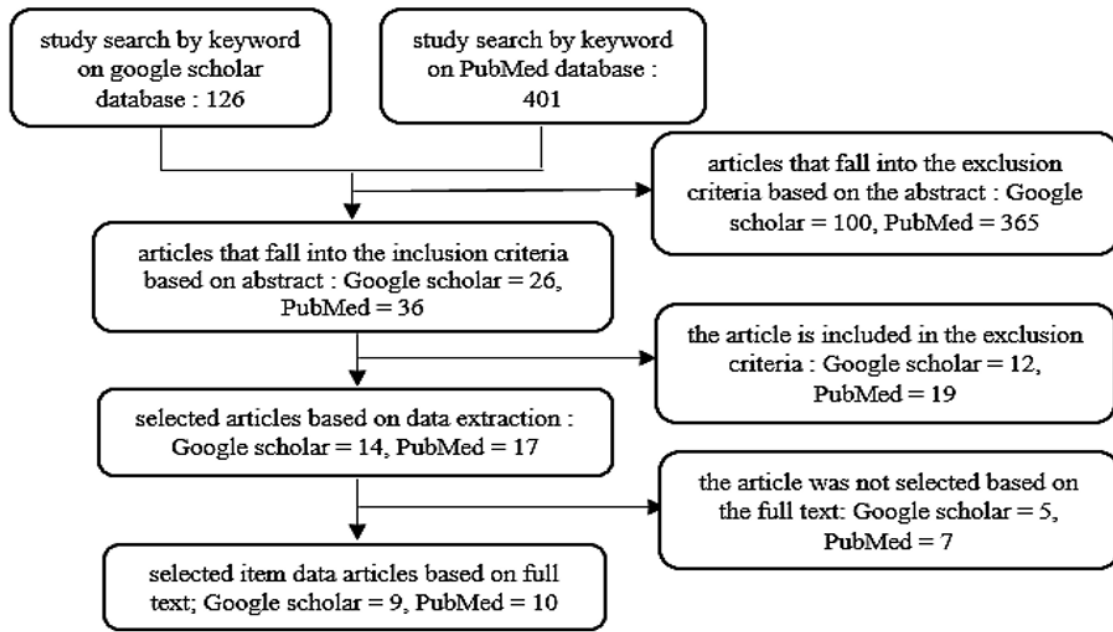
Figure 1. Systematic Literature Review using PRISMA

3. RESULT AND DISCUSSION

Since March 2020, Indonesia has been shocked by a virus called Covid-19. The spread of Covid-19 has occurred evenly throughout Indonesia. Every day the number of victims is falling and the cases are increasing. Indonesia is one of the countries that has been quite slow in preventing the spread of Covid-19 since January 2020. In the initial period, the government tended to underestimate the impact of the Covid-19 virus on the Indonesian people [8]–[11]. With the slow handling and attitude that tends to be apathetic and neglectful, the spread of the Covid-19 virus is getting faster. The Covid-19 pandemic that has occurred recently has generated a lot of responses in society. Without realizing it, these responses lead to negative or positive behavior. People risk their lives and do various ways to survive. According to the Ministry of Health, as of October 3, 2020, there were 4,007 positive cases of the Covid-19 virus. Thus, the accumulation is 299,506 people [12].

Generation Z has an important role in filling this opportunity. This is because Generation Z is the most adaptable community group amid industrial digitization. This has implications for the needs of Generation Z who need to be provided with relevant formal, non-formal, and informal education [13]. The progress of the times has also caused the composition of the population of each generation to change, the composition of the baby boomers group began to decline, if it is related to the productive age and the composition of the workforce, the number of groups of generations X and Y are the largest [14]. However, within the next 10 years, Generation Z will begin to rise to dominate the workforce. Research [15] . shows the inclusion of Generation Z in the generation group, which can be seen in the following table:

Table 1. Generational identity progress

Year of birth	Generation name
1925-1946	Veteran Generation
1946-1960	Baby Boom Generation
1960-1980	X Generation
1980-1995	Y Generation
1995-2010	Z Generation
2010+	Alfa Generation

The six-generation groups have different characteristics. The youngest generation that has just entered the workforce is Generation Z, also known as the i-Generation or the internet generation [16]. Generation Z or millennials have similarities with Generation Y, but Generation Z can apply all activities at one time (multitasking) such as: running social media using a cellphone, browsing using a PC, and listening to music using a headset [17]. Whatever is done is mostly related to the virtual world. Since childhood, this generation is familiar with technology and is familiar with sophisticated gadgets that indirectly affect personality [18], [19].

Forbes Magazine surveyed Generation Z in North and South America, Africa, Europe, Asia, and the Middle East with 49 thousand children as informants [20]. Based on these results it can be said that Generation Z has grown up in an uncertain and complex environment that determines their views on work, study, and the world. This generation has different expectations in the workplace, is career-oriented, and is a generation of ambitious professionals, who have technical skills and a

high level of language knowledge [21]. Therefore, Generation Z is an excellent workforce.

Facing a crisis period in the world of the work cycle, it is necessary to make efforts to revive, and self-healing by increasing individual abilities [22]. Generation Z as a generation that is close to digital technology requires special management in human resource management to be able to adapt quickly in the face of a pandemic. David Bell calls generation Z the "internet-in-its-pocket" generation (the internet is in their pocket) [9]. Generation Z can usher in the fourth industrial era because the digital industry requires proper regulation. This can be seen, among other things, in the fact that 1,916 millennial employees are in MIIT, contributing 37% of the total workforce of 5,138. With the rapid development of technology today, the government needs to immediately formulate various regulations to usher in the era of the digital industrial revolution. The digital era has changed the way millennials think in terms of responsiveness and interaction [23]–[26] [27].

These conditions indicate that human resource management, both in the government and private sectors, can no longer use conventional methods and methods to manage Generation Z. The transformation of human resource management needs to be carried out through systems, methods, and innovative and fast ways to respond to the problems faced. Generation Z. In addition, as a generation that has professional but ambitious personality patterns and characteristics, Generation Z requires management that can make them human beings who are more able to hold back their egos and have empathy for others. In the world of work, these two things are needed because basically all members of the organization are a team that works together to achieve the goals set. With transpersonal methods and systems, it is hoped that results can be obtained, including:

1. The need for understanding, namely the role in the realization of personal experiences such as ideas, beliefs, and expectations. Train individuals to understand the form of spirit energy because it is very applicable in every experience, such as feelings, thoughts, and enthusiasm for work.

2. Be aware, then explore the beliefs, expectations, and ideas you have. The power of the conscious mind is understood and appreciated. This is very essential. A person needs to be aware that he has complete control over his conscious mind.

3. There are conflicting beliefs, so they need to be categorized and controlled.

4. Ask for help and direction from conscience. Conscience and ego in a person must be balanced. Conscience cannot be fed to the ego if it is not balanced.

4. CONCLUSION

Facing the changing era, it is time for Generation Z to contribute to advancing the country. The era of the Industrial Revolution 4.0 demands various kinds of changes for Generation Z. For this reason, it is also necessary to prepare competent human resources for Generation Z as facing the advancement of the digital era. Generation Z must also develop themselves, be progressive, and be creative in facing the dynamics of global change. In addition, Generation Z must also be able to manage ego and have a sense of empathy for other people in their environment. This is necessary because later generation Z will replace the previous generation, namely the millennial generation (generation Y) to enter the workforce, and become leaders, successors, and policymakers in carrying out tasks in all sectors of life.

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