Career Choice on Gen Y & Z After the Pandemic Covid 19: A Social Cognitive Career Theory

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Abstract. This study aims to understand the career choices of generations Y and Z after the Pandemic Covid 19, based on Social Cognitive Career Theory (SCCT). A person's career goals are influenced by the person's cognitive variables and other variables in the environment that affect one's career choices. Gen Y and Z are the dominant generations impacted by the COVID-19 Pandemic in their working lives. This study uses a literature review approach, where literature sources are taken from various reputable journals related to career choice, the covid Pandemic, Generation Y and Generation Z, and SCCT. This study found similarities and differences in the perspectives of these two generations regarding the desired job expectations, which affect their confidence in their ability to choose a career. After the Pandemic, Generations Y and Z hope to have a job that creates flexibility, a work-life balance, and clear career development. This results from the experience of using and utilizing technology from these two generations to support their work productivity.

Keywords: Career choice · Gen Y · Gen Z · Pandemic Covid 19 · Social Cognitive Career Theory

1 Introduction

The COVID-19 Pandemic has had a significant impact on some areas of life. One area of life that is affected is the field of work. A survey conducted by the WageIndicator Foundation in April 2022 showed that 79.4% of respondents stated that their work was affected by the Covid 19 pandemic. One of these influences is related to the changing work system. During the Covid 19 pandemic, many companies implemented a remote work system. This work system is a way for an organization to be carried out partially or completely outside a conventional office using telecommunications and information services (DeRossette, 2016; Mungkasa, 2020).

When the COVID-19 Pandemic occurred, many companies implemented a remote work system for working from home. This is due to pandemic conditions that limit human activities physically. The use of telecommunications and information media in the work-from-home system is in line with the typical young generation who currently dominates the world of work, namely generation X and generation Z. Citing the results of the 2017 National Socio-Economic Survey in Deloitte Indonesia, the percentage of

millennials in Indonesia is the largest (33.75%), followed by the number of generation Z (29.23). This shows that generations Y and Z are the generations that are predicted to dominate the world of work in the next few years.

Generation Y (born 1980–1995) and Generation Z (born 1995–2010) are generations born during the development of information technology. So both have similarities in terms of digital knowledge. They are more adaptable to using information technology, even if it is an important thing in their lives, including in the world of work. The use of modern technological equipment can help communicate in virtual spaces and make them interconnected in a technological environment (Andrea et al., 2016). Thus, when a pandemic occurs, these two generations can easily adapt by utilizing communication and information technology to support the smooth running of their work. Post-pandemic, they want this work system to be implemented through a combination work system (office and remote). JobsStreet results in March 2022 show that most Indonesian workers expect a combination work system, where the percentage reaches 68%. However, in fact, the survey shows that the majority, or 46% of workers in Indonesia, are still fully employed in post-pandemic offices. This is in line with a survey conducted by the workspace platform, which states that 43.2% expect to work entirely from home, and 39.5% expect a hybrid work pattern. Only 17.3% expect to work from the office.

Expectations that are not met in this work system are one of the factors that encourage generations Y and Z to resign from their current workplace. In April 2022, another survey conducted by DataIndonesia.id showed that 84% of workers in Indonesia are planning to resign, which is more than that of other countries in the Asia Pacific region. This data shows that Generation Z is the generation that plans to resign the most, which is 76%, and is followed by Generation X, as much as 74%. This is consistent with the results of a study conducted by GoodHire (2021) that companies will the opportunity to lose most of their talents if they do not offer a remote work system (working remotely). Most of them are willing to take a pay cut to be able to work remotely. According to Generation Y, the policy of working remotely provides freedom and provides work-life balance. Meanwhile, Generation Z focuses more on finding meaningful jobs and creating new cultures, such as working remotely.

The above phenomenon shows a shift in job selection in Gen X and Gen Y after the pandemic period. The younger generation began to have an outlook on their job and career choices. Where space and time are not a limitation for them in their work. This generation prefers jobs that offer flexibility, hone creativity, provide freedom in finding information, react quickly to change, and provide speed in accessing information (Andrea et al., 2016). Chung et al. stated that workers who experienced working from home during the lockdown during the COVID-19 Pandemic expected more flexible work and reduced working hours to spend more time with their families. They prioritize achieving a work-life balance that is fulfilled by working flexibly and reducing working hours without fear of career development progress. In fact, according to Tolbert (1995), there is no negative effect on career achievement for those who carry out work from home.

This also shows that the Covid 19 pandemic had a significant impact on work, which has also influenced the views of generations Y and Z in choosing their careers and developing them. One of the research results in Bangladesh shows a shift in career choices before and after the Pandemic. During the Pandemic, many students tend to have

a career in multinational companies and the banking sector. However, they are more likely to choose the government service sector and entrepreneurship after a pandemic. This selection can be based on personal and family safety reasons and income issues (Khan & Esha, 2021). According to a study conducted by Tallo (2022), it was reported that GenZ began to consider their career choices in certain industries, causing the impact of the Covid-19 Pandemic. The job areas of interest to Gnerasi Z include occupational health and safety, marketing sales, and content production. Even so, based on a review conducted by the Indonesian Ministry of Finance (2021), the impact of the Pandemic gave rise to new fields of work that could be recommended to Generation Z, including areas of work related to social media, community divisions, non-profit institutions, and social media. Marketing Manager. In addition, Generation Z believes that soft skills are a critical aspect of current economic success, and there are main skills that need to be developed, namely those related to leadership which include communication, management, and critical thinking.

The shift in career choice in generations Y and Z after the Covid-19 Pandemic can be viewed from the point of view of Social Cognitive Career Theory (SCCT), which was developed by Lent et al. in 1994 (Lent et al. 2000). SCCT is based on Albert Bandura's general social cognitive theory, an influential theory of cognitive processes and motivation that has been extended to study many areas of psychosocial functioning, such as academic performance, behavior health, and organizational development). This theory incorporates various concepts (e.g., interests, abilities, values, and environmental factors) that emerged in previous career theories and have been found to influence career development (Hacket, 2002).

Lent et al. (2000) explain that SCCT focuses on cognitive-person variables (such as self-efficacy, outcome expectations, and goals) and how these variables are interrelated with other aspects of a person and their environment (such as gender and ethnicity). Social support, and various barriers) to help shape specific career development. In addition, other variables are assumed to influence the cognitive-person variable and other aspects of career behavior, namely the social, cultural, and economic environment. So, it can be said that SSCT is also dependent on environmental influences, which can be an obstacle in a career. According to SSCT, the proximal environment can moderate and directly influence the process by which a person makes and implements appropriate career choices.

Reflecting on the SCCT above, the COVID-19 Pandemic is a global phenomenon that affects various sectors of life, such as health, education, society, economy, culture, and even industry. This is expected to play a role as a factor that also influences how Generation Y and Z have certain interests in making career decisions and choices, and even change their mindset to change their career paths based on their perceived work experience to be able to work more flexibly and have a broad impact. Towards their social environment and have the hope of creating a balance of life and work (Khan & Esha, 2021; Ministry of Finance of the Republic of Indonesia, 2021; Tallo, 2022). So in this study, the author wants to describe the shift in career choice in Generations Y and Z after the Covid 19 pandemic based on the perspective of Social Cognitive Career Theory. This research was conducted through a literature review of several existing studies related to the career choices of Generations Y and Z after the Covid 19 pandemic. The results

of this paper can provide information to stakeholders regarding the career choices of Generations Y and Z so that stakeholders can adjust their needs. Expect Generation Y and Z in their career development.

2 Methods

A literature review is a survey of scientific articles, books, and other sources relevant to a particular problem, field of research, or theory, and as such, provides a description, summary, and critical evaluation of these works (Ramdhani et al., 2014). A literature review can broadly be described as a more or less systematic way of collecting and synthesizing previous research. Effective and well-conducted review as a research method creates a solid foundation for advancing knowledge and facilitates theory development by integrating findings and perspectives from many empirical findings so that literature reviews can answer research questions with strengths that no single study has (Snyder, 2019).

In this study, a semi-systematic review approach, commonly referred to as a narrative review, is used. A semi-systematic or narrative review approach is designed for topics that have been conceptualized differently and studied by different groups of researchers in different disciplines. In addition to aiming to review a topic, semi-systematic reviews often look at how research in a chosen field has developed over time or how a topic has evolved across research traditions. In general, the review seeks to identify and understand all potentially relevant research traditions that have implications for the topic studied and to synthesize them using meta-narratives, thereby providing an understanding of the complex area (Snyder, 2019).

The steps in this literature review research were carried out in stages as described by (Snyder, 2019 & Ramdhani et al., 2014). It is described in detail as follows:

2.1 Designing

At this stage, the author does the design by determining the chosen topic. The topic chosen in this case is a career in the younger generation, namely generations Y and Z, after the pandemic.

The author confirms whether this review is necessary and contributes to the reader. The contribution of this paper is to be able to provide an overview to stakeholders regarding the career tendencies chosen by Generations Y and Z. The results of this study can be used as one of the considerations to create the right work environment for Generations Y and Z.

Specific objectives and questions regarding the review should also be explained. Several strategies were prepared to search for themes, databases, and criteria belonging to the topic. The purpose of this review is to provide an overview of the shift in career choices in generations X and Y after the Pandemic occurred based on the perspective of Social Cognitive Career Theory.

2.2 Implement

At this stage, the search and selection of the right articles begin with the chosen research topic related to the careers of generations Y and Z after the Pandemic. At this stage, it is also necessary to consider choosing the appropriate article. The way to do this is by searching on Google Scholar and reputable international journals such as Sage, Proquest, El-Sevier, Science Direct, Research Gate, and several other journal sites. The search for articles is done by writing keywords like career choice, gene Y & Z characteristics, and the covid 19 pandemic.

After the article you are looking for appears on the search site, the author screens and selects several journal articles that appear. The author chooses journal articles that discuss the careers of genes Y and Z after the Pandemic.

2.3 Analyze

The analysis is carried out by breaking down and identifying important information in an article, then synthesizing it into a collection of articles, namely integrating and identifying conclusions that can be drawn from the group of articles. At this stage, the author makes a matrix table consisting of the title of the article, the author, the purpose of the study, the number of participants in the study, the design and method used, the findings, and the implications of the findings. Furthermore, all of these findings were synthesized, discussed, and concluded.

2.4 Build and Write Reviews

At this stage, the results are shown and explained clearly and communicated to the reader. The author begins to make an introduction, article content, and conclusions from the literature review. The introduction explains the purpose of the review and provides an overview of the problems. The main body consists of the results of reports and discussions found in the existing literature. At the same time, the conclusion is a summary of the findings of the literature reviews.

3 Results and Discussion

This literature review was reviewed according to the writing criteria, namely the title of the article, the author, the purpose of the study, the number of participants in the study, the design and methods used, the findings, and the implications of the findings related to the career choices of generations Y and Z after the Pandemic. The details can be seen in Table 1.

3.1 Characteristics of Generations Y and Z

A generation is a group of individuals, who are approximately the same age, and who experience and are affected by the same set of historical events and significant cultural phenomena during a major developmental period in their lives; these differences are not

Table 1. The Career Choices Of Generations Y And Z After The Pandemic

No	Title	Author, Year, & Country	Research Purpose	Participants' Design & Method	Finding	Implications
1.	The Influence of Generations on Career Choice (Social Cognitive Career Theory Perspective	Prawitasari, G. (2017). Indonesia	To investigate the influence of generations on career choice based on Social Cognitive Career Theory (SCCT).	Literature Studies	Individuals from Generation X choose careers that provide personal freedom and balance between work and family. At the same time, Generation Y, as a digital generation, tends to choose a career that provides personal freedom in work and creativity by utilizing technology. Generation Z, the latest generation, tends to choose a career with a personality similar to Generation Y but also expects feedback from people who are more experienced.	Knowledge of different personal achievements as the most influential factors in forming self-efficacy beliefs is very important for HRD practitioners, especially in future career development for both young generations. Information regarding career development has a positive impact on the productivity of the company.
2	Expectations of Young People Towards Their Future Work and Career After the SARS-CoV-2 Pandemic Outbreak in Poland	Laskowska, A & Laskowski, J. (2021). Polandia	The main objective of the study is to identify the expectations of young people towards their future jobs and their career development after the SARS-CoV pandemic outbreak in Poland.	Survey method. The subjects were individuals born after 1990 from graduate and undergraduate programs. The total sample of 140 students. The surveys were conducted in the third quarter of 2020.	The respondents would like their future post-pandemic jobs to be interesting and consistent with their interests and competencies. A job must entail a decent salary to allow them to live a prosperous life and pursue their hobbies. A good workplace atmosphere and the possibility of work-life balance are more important than promotions and a classic career. Many students see opening their own business and self-employment to those ends.	The study results are important in choosing an optimum method for managing young, qualified employees who are about to enter the new, reshaped labor market. Defining their expectations towards future jobs will allow employers to make sustainable, optimum, and effective use of the potential of this unique generation.

Table 1. (*continued*)

No	Title	Author, Year, & Country	Research Purpose	Participants' Design & Method	Finding	Implications
3	"Intrinsic motivation of millennials and generation Z in the new post-pandemic reality"	Chala, N., et.al. (2022). Ukraina	The paper aims to study the internal motives of millennials and Generation Z to identify modern motivational tools, considering the challenges of an unstable global ecosystem in a pandemic.	The survey was conducted (at the end of 2020 and the beginning of 2021) among young people in Kyiv (Ukraine) aged 17–22 (287 people participated) who had previous work experience.	The results showed that changes in the motivational profile of millennials and Generation Z under the influence of restrictive measures due to the Pandemic occurred in the range of individuality motive awareness values to maintain health, life balance, and personal and professional growth. Such changes represent positive opportunities for young people due to their high adaptability to changes and unstable conditions, and, on the other hand, bring challenges to the company – loss of personnel.	Following the features of the motivational profile of youth in modern conditions, company management should pay special attention to a group of non-material motivational tools consisting of new regulations on the organization of labor, fair wages, flexible work schedules, high-quality communication, and psychological support during periods of uncertainty, and other tools of welfare management.
4	Leveraging workforce insights to enhance employer attractiveness for young job seekers during the pandemic era	Mustofa, B.A. (2022). Egypt	to identify the difference in young job applicants' perception of employer attractiveness dimensions based on their demographic characteristics.	Exploratory quantitative research using a non-probability judgmental sampling technique and non-parametric tests. Participants about 400 final-year undergraduate and graduate students	The findings show that when looking for an employer, the younger generation gives the highest importance to the economic, social, and development-interest dimensions, reputation, and less importance to the diversity of applications and the attractiveness dimensions of the work environment. On the other hand, the results show statistically significant differences between the perceived importance of each dimension based on the respondent's gender, education, and program of study.	These findings can be used to track young job seekers' perceptions of employers to provide HR practitioners with valuable insights into managing their communications and recruitment strategies to attract talented job applicants.

Table 1. (*continued*)

No	Title	Author, Year, & Country	Research Purpose	Participants' Design & Method	Finding	Implications
5	A Research on Post-Covid-19 Career Perception and Business Life Expectations of Generation Z: The Case of the Tourism and Business Faculties	Kilinc, E & Varol, F. (2021). Turkey	The purpose of this study is to determine the effect of the Covid-19 Pandemic on the career perceptions and expectations of Generation Z for business life.	This study is a cross-sectional and descriptive study with a sampling method, choosing non-random sampling methods, which was preferred in the study with 534 students on January 2021.	As many as 63.9% of Generation Z representatives who participated in the study thought that the business world and business life would be reshaped after the Covid-19 Pandemic. 50.2% of Generation Z representatives stated that the Covid-19 Pandemic hurt business plans and future career goals. 37.3% of participants stated that the Covid-19 Pandemic changed their priority business preferences for their future business life and career. 52.6% of participants stated that their priority job preference changed to "becoming a civil servant," 19.27% "working in the private sector," and 28.13% "starting their own business."	
6	How COVID-19 Pandemic Changes Job Seeker Perceptions about an Indonesian Giant Startup as Top Employers: Perceptions of Generation Z	Kurniawan, D.T., et.al. (2020). Indonesia	This research purpose of examining the impact of employer branding and corporate reputation on the intention to apply to an Indonesian giant start-up through a person-organization fit.	The collecting method used a combination of questionnaires with 570 students. For the method of analysis, this study used Structural Equation Model (SEM) to test the model using LISREL.	The result of this study confirmed the positive relationship between several dimensions of employer branding (work values, diversity, and salary and incentives) and intention to apply.	COVID-19 has caused uncertainty in business, especially among start-up businesses. The start-up can focus on the strongest dimensions of employer branding, company image, leadership, and humanization.

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Table 1. (*continued*)

No	Title	Author, Year, & Country	Research Purpose	Participants' Design & Method	Finding	Implications
7	Career beliefs, self-efficacy and VUCA skills: A study among generation Z female students of tourism and hospitality	Kautish, P., et.al. (2022). India	The purpose of the paper is to understand the relationship among career beliefs, career self-efficacy, and social support in developing the VUCA (in Covid 19) among female gen Z tourism and hospitality students.	A cross-sectional survey method was used to study the effects of career beliefs/career self-efficacy on social support and VUCA skills, and data were analyzed with structural equation modeling. The total sample is 655 female students.	Results reveal that career belief and career self-efficacy values were positively related to social support and explain the variance in social support.	Career guidance in higher education institutions must consider career self-efficacy to enhance the VUCA skills of students. In addition, industry-academia collaboration would give more insights into the current scenario of the hospitality world.

solely due to an individual's age, but rather to the general influence of shared experiences on the cohort thus forming a highly impactful collective memory. These historical, social, and cultural influences impact the development of individual attitudes, values, and personal characteristics (Costanza et al., 2012). Generations that are predicted to dominate the world of work in the next few years are Generations Y and Z.

Generation Y was born in 1980–1995 (Zemke et al., 2000). This generation was born when the first generation of digital developments entered the world of technology. They have high qualifications in digital knowledge, so it is easy for this generation to acquire and use tools and devices in information technology quickly. This generation is a generation that is currently in the labor market, they work together with generation X and a little generation Y. This generation is a generation that focuses on the concepts of success, career, and money as priorities. This generation uses device technology, where communication occurs in virtual space, and their online presence seems never-ending. Their work behavior is motivated by encouragement, acceleration, and achievement of success; work is in the spotlight for them, and family remains the background in their work (Andrea et al., 2016). According to Pendergast (2009), the value of their work and their motivators at work are flexibility, networking, communication, mentoring, ethics, education (lifelong learner and personal growth), authentic experiences, team/group collaboration, instant results, and entrepreneurial (creative & initiative), work and family balance, multiple thinkers, and access to technology and information.

Generation Z is a group of generations born in the range of 1995–2010 (Zemke et al., 2000). This generation was born in a highly developed digital era, they can be said to have been born and developed in the world of technology, and they feel comfortable with it. Even technology is an important thing in their lives. Even though they are less social, this generation is aware of the concept of fighting; they have wisdom, like to lead and be

brave, and are seen as an agile generation that like new challenges. Because they live in the internet world, most of their problem-solving is looking for solutions on the internet (Andrea et al., 2016). In addition, Beck & Machova (2016) explain other characteristics of this generation, including the lack of commitment and being more likely to be happy with their current life. They are also seen as quick in responding to something, initiators, and fast in accessing information and searching for certain content. In addition, they also overlap between work and entertainment and always want things to feel like home, wherever they are.

3.2 Social Cognitive Career Theory: Career Choices in Generations Y and Z

The special characteristics inherent in generations Y and Z have a significant impact and influence in determining career choices in each of these generations. The different values and goals of each generation affect how they determine their career choices (Prawitasari, 2017). How these generations determine their career choices can be reviewed through Social Cognitive Career Theory (SCCT). Social Cognitive Career Theory provides an understanding of how a person forms interests, makes choices and achieves various levels of success in education and work. This SSCT focuses on several cognitive-messaging variables (such as self-efficacy, an expectation of an outcome, and goals) and how these variables interact with other aspects of the individual and the environment (such as gender, ethnicity, social support, and barriers). To help shape the direction of career development (Lent et al., 2000). According to Bandura (1986), self-efficacy is 'people's judgments of their capabilities to organize and exercise courses of action required to attain designated performance levels. Meanwhile, Outcome expectations are seen as 'personal beliefs about probable response outcomes' (Lent et al., 1994).

Self-efficacy and outcome expectation both affect individual career interests. Self-efficacy belief is defined as 'people's judgments about their ability to organize and carry out the actions necessary to achieve a 'determined level of performance (Bandura, 1986). At the same time, outcome expectations are seen as 'personal beliefs about the likely outcome of a response' (Lent et al., 1994). These two things affect a person's decision to develop career goals that align with his interests. These career goals will motivate individuals to take action or efforts to achieve these goals (such as seeking the right training, determining a particular job, and so on). Therefore, self-efficacy and outcome expectations do not exist in a vacuum social space, but some factors shape career interests, preferences, and individual performance. Both work in internal and external contexts (such as gender, race, genetics, health, disability, and socioeconomic status). These factors play an important role in individual career development (Prawitasari, 2017).

As technological advances support, Generation Y has a capital of confidence in its ability to organize and carry out the actions necessary to achieve the specified level of performance. So, capital will influence one's career choice and form a certain character. So that Generation Y, with the characters mentioned above, have more outcome expectations for multitasking work and projects, which provides a wide portion of creativity for them (Zemke, 2000; Hernaus & Vokic, 2014; Kicheva, 2017; Prawitasari, 2017). They have a goal to be able to build several careers in parallel and have several jobs at the same time (Kicheva, 2017). This generation also expects a balance between family and

work as personal fulfillment as well as freedom of expression and creativity (Hernaus & Vokic, 2014; Prawitasari, 2017).

Meanwhile, Generation Z is also known as the digital generation, which is their life driven by technology. This is what underlies their belief in their abilities. So that the outcome expectations are not much different from Generation Y, where the fulfillment of personal needs such as freedom of expression and creativity is also needed, but they expect these things together, with feedback from the mentor where they work (Andrea, 2016; Prawitasari, 2017). Based on this explanation, it can be said that individual career choices are related to the dominant characteristics and values of each generation. Generation Y, as the digital generation, tends to choose a career that provides personal achievement in the form of freedom to work and creativity by utilizing technology. At the same time, generation Z tends to choose a career similar to the Y generation but also expects feedback from people who are more experienced (Prawitasari, 2017).

3.3 Social Cognitive Career Theory: Career Choices in Generations Y and Z After the Covid-19 Pandemic

Judging from the Social Cognitive Career Theory (Lent et al., 2000), some variables influence a person in determining his career choice, cognitive-person variables (self-efficacy, outcome expectations, and goals) which are also related to other variables in the environment, such as health, family, educational background, gender, race, socioeconomic, and other factors. Career self-efficacy is a person's assessment of his ability to carry out behaviors and developments related to his chosen career if rational and positive career beliefs increase career self-efficacy and career planning (Kautish et al., 2022).

Cognitive-person and environmental variables in SCCT are interrelated and determine one's career choice. The environmental variables affecting current conditions are generational differences and conditions of the Covid 19 pandemic. Based on the above research results, the pandemic conditions also affect the value of life, job choices, career development determination, work sector choices, work culture, and welfare. expected (Laskowska, A & Laskowski, 2021; Chala, 2022; Mustofa, 2022; Kilinc & Varol, 2021; Kurniawan, 2020). The Covid 19 pandemic affects almost all fields of work, making generations Y and Z the youngest and predicted to dominate the world of work, starting to rethink career choices in the future.

This change in a career choice is caused by changes in values in several aspects. For generations Y and Z, some values match, but some values are different. After the Pandemic, Generations Y and Z focus on achieving work-life balance and well-being, even though the aspects they hope to create have different aspects. These two generations not only want a salary and financial security but also want prosperity in the family and happiness, as well as a balance in life and family (Laskowska, A & Laskowski, 2021; Mustofa, 2022).

Work experience during a pandemic makes generations Y and Z, who are familiar with technological sophistication, Gen Y and Z, want a balance of work-personal space, flexible work schedules, and remote employment with clear goals and objectives (Chala et al., 2022); Mustofa, 2022; Kilinc & Varol, 2021). This is a manifestation of the use of technology so that they can adapt better. In addition, this is a capital for them to be more prepared to be able to work during the Pandemic. Therefore, technological literacy can

support work to be able to achieve a work-life balance for these two generations (Chala et al., 2022).

In addition, regarding career development, Gen Y and Z were expected to be prompted by such characteristics as efficient task performance, openness, and occupational mobility, as well as teamwork skills. Fast adaptation to learning and modern technologies are substantial assets of young people. In addition, a good workplace atmosphere and the possibility of work-life balance are more important than promotions. Some young generations see opening their own business and self-employment to those ends (Laskowska & Laskowski, 2021). Even generation Y want a global assignment to be able to develop themselves, which has an impact on their career development (Kurniawan et al., 2020).

Both generations, Gen Z and Y, have something in common they show less attachment to their work environment, even though most of them are ready to leave to change jobs for the better. This is consistent with pre-pandemic conditions (Laskowska & Laskowski, 2021). The characteristics of these two generations, they prefer jobs that provide space for freedom, innovation, and creativity. For Generation Z, some sectors attract Gen Z due to the impact of the Pandemic, including the occupational safety and health sector and the market sales sector, content production, and IoT (Internet of Things). Many of Generation Z are making changes in career life and career planning after the Covid Pandemic; this is due to a negative influence on several sectors (Kilinc & Varol, 2021).

If the organization or company is not able to meet the desires and goals, then this will make these generations change their career choices and even decide to leave the company. The company's branding also influences Generation Z's decision to enter the company. Company branding will provide an overview to prospective workers, whether their expectations can be fulfilled by the values they have (Kurniawan et al., 2020). Therefore, many of these two generations are not interested in working in a company or government agency, which tends to provide low salaries and inflexible work management. This they perceive as limiting their freedom and future growth and reducing job satisfaction and opportunities for them. They prefer flexible work and can adapt their working hours to their personal life. This can be achieved by entrepreneurship and running their own business, which is considered the most preferred job (Laskowska, A & Laskowski, 2021). If Gen Y has a low interest in working in the public sector than the private sector, in contrast, Gen Z who wants to work in the public sector after the Pandemic, provided that the public sector can provide higher job security than the private sector (Kilinc & Varol, 2021).

4 Conclusion

Self-efficacy beliefs in the careers of generations Y and Z are influenced by environmental factors that occur around them, including pandemics, health conditions, and the characteristics of the generation itself. Their ability to deal with pandemic situations and the special characteristics of a generation can change their career outlook; Generations X and Y share the same hope for a thriving career and a work-life balance. However, there are also differences between the two, where the two generations have choices in different employment sectors. If Generation Y prefers the private sector, Generation Z

does want not only the private sector but also sectors related to the public, provided that the organization can meet their expectations of creating a good work environment, clear career development, and a balance of life and well-being. Work. Managers can prepare Generation Z effectively for the future; by understanding their basic characteristics, motivational needs, and behavior. In particular, the Covid-19 process affects the representatives of Generation Z, who are preparing for business life.

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