



The Effect of Measuring the Quality of Human Resources and Gen Z Performance in Aching Financial Freedom

(Study on Gen Z in Malang City)

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Abstract. There are several terms associated with the development of increasingly sophisticated technology, one of which is financial freedom. Generation Z is a generation that is as comfortable with technology and the internet as possible. In the virtual world, social media is busy talking about work to the achievement of Financial Freedom, which many worry about. To achieve this, he worked and managed finances very wisely from an early age. Therefore, it is necessary to pay attention to the formation and measuring the Quality of Human Resources and good performance. It is known that Malang City which is dubbed the city of students, there are many individuals who have entered the productive age of work or are fresh graduates or they are called Generation Z. However, not all of these individuals are ready to enter directly into the world of work. It is possible that there are still some individuals who are hesitant or even completely unprepared to face the world of work. The purpose of the research is: (1) to ascertain the contribution of gauging the caliber of Gen Z human resources to obtaining Financial Independence. (2) to ascertain the impact of monitoring Gen Z's progress toward financial freedom. (3) to ascertain the contribution that gauging the effectiveness of human resources and Gen Z's performance make to obtaining financial freedom. The results of this study provide the fact that the existence of quality human resources and good and positive performance have a strong influence on Gen Z in achieving Financial Freedom. The conclusions obtained from this study based on the analysis of data interpretation, it can be concluded that the quality of human resources and performance affect gene Z in achieving financial freedom. The following recommendation we may make is that the government of Malang and all of Indonesia be anticipated to be able to create an invention that can equalize workers based on their demands and age, in addition to being supported by a salary policy that will be in line with the work.

Keywords: Measuring the Quality of Human Resources · Performance · Financial Freedom · Gen Z

1 Introduction

Along with the development of increasingly advanced technology, many terms appear, one of which is Financial Freedom, some of these generations have begun to imagine or think about what kind of work they want or do and are expected to have started to raise the level of human resource quality and good performance. Talking about work is also talking about Financial Freedom. Every human being must have a dream of achieving good Financial Freedom, having a clear goal in the future. In a virtual world that is growing very rapidly, social media is busy talking about work to the achievement of Financial Freedom, which many are worried about. To achieve this, he worked and managed finances very wisely from an early age.

Based on the results of research conducted by Anjarwati et al. [1] in the Training Center for Technopark Ganesha Sukowati Sragen, explained that the quality of human resources can be seen from the level of education, training and work experience. Each individual. This significantly affects the formation of the quality of human resources so that they can compete in the world of work. The level of education, job training achieved by each individual can help to form good quality human resources and have superior abilities and skills. In addition, if the individual has work experience, he will have a good value in the eyes of company recruiters.

Therefore, it is necessary to pay attention to the formation and development of quality human resources and good performance. According to Sunarto in Aisyah in Atika and Mafra [2] the quality of human resources is the ability of an employee to carry out the duties and responsibilities assigned to him by having the educational background, skills and experience to support the duties and responsibilities that will be carried out. Carried out so that between companies are able to compete fairly. The quality of human resources is very important for a company so that it can create an innovation and to meet the company's needs from the rapid development of the times.

The formation and development of the quality of human resources can be done through education, training, participating in student organizations, community organizations, seminars, workshops and so on as preparation for the work period. The higher the quality of the human resources formed, the better the performance will be. However, it seems that there are still some individuals who still do not pay attention to the quality of human resources and good performance so that they are said to be unprepared for the world of work.

It is well known that a large number of people in Malang City, also known as the city of students, have entered the working age or are recent graduates, or they are referred to as Generation Z. However, not all of these individuals are ready to enter directly into the world of work. It is possible that there are still some individuals who are hesitant or even completely unprepared to face the world of work. This research was conducted based on the generation theory presented by Codrington [3] which states that Gen Z is the 4th generation, which is sorted by year of birth. This generation emerged after the existence of the Millennial generation and is a transitional generation from the Millennial Generation supported by growing technology.

Based on the previous explanation, it can be concluded that individuals who have entered productive age are expected to prepare quality human resources and good performance is very important before entering the world of work during their education or

attending training, seminars, workshops and others. The purpose of preparing for this is to achieve the Financial Freedom that has been set by the individual. Therefore, this study discusses the work readiness of Gen Z through measuring the quality of human resources and performance in order to achieve Financial Freedom in Malang City using descriptive quantitative research methods with the title “The Effect of Measuring the Quality of Human Resources and Gen Z Performance in Aching Financial Freedom”.

2 Methods

In this study, researchers will use a quantitative approach with quantitative descriptive research methods. Quantitative approach is a study that is positioned as value free or quantitative research applying the principles of objectivity. According to Sugiyono [4] quantitative research methods for research methods based on the positivism paradigm, will later be used to examine certain populations or samples. The focus of research on quantitative research can be identified as a work process in a concise, limited manner and sorting problems into several parts that can be measured and then expressed in numbers. The sampling technique was carried out based on the sampling technique chosen by the researcher, the research instrument as the basis for data collection, and to test the established hypothesis, the data analysis was quantitative or statistical [4]. This study aims to measure the quality of human resources and performance in Gen Z as a measure of work readiness to achieve Financial Freedom.

In this study, researchers used three (3) variables as follows:

- Independent variable X.1 (Quality of Human Resources)
- Independent variable X.2 (Performance)
- The dependent variable Y (Financial Freedom)

Definition of operations The quality of human resources (X.1), performance (X.2), and financial freedom (Y) are the three variables we utilize in this study, and they are all based on the theory of group generation:

- The quality of human resources is human resources who have qualified abilities and are responsible for completing their work.
- Performance is a method or body of work created by employees that must go through a number of steps in order to be completed. It tries to enhance the performance of the employees themselves.
- Financial Freedom is a condition where a person is able to meet his own financial needs without having to work hard.

A Likert scale was employed as the data measurement technique in this investigation. The Likert scale, according to Sugiyono [5], is used to gauge a person’s or a group’s attitudes, judgments, and perceptions of social phenomena.

The research variables to be measured are translated into indicators which will then be used as benchmarks in compiling instrument items that will be used to formulate questions.

Measurements using the Likert scale in this study will be divided into four categories from each research variable value through the respondents’ answers to the questions asked. Each answer will have a score of 1 to 4 as Table 1 below:

Table 1. Measurement scale.

No	Respondent's answer	Score
1	Strongly agree	4
2	Agree	3
3	Don't agree	2
4	Strongly disagree	1

The population in this study were Generation Z who are 20–24 years old or fresh graduate in Malang City, East Java. Based on these criteria, the researcher could not determine the exact number of samples, so this study used the Malhotra formula [6].

A non-probability sampling approach and a purposeful sampling method were used in this study's sample strategy. Non-probability sampling is a sampling method that does not provide each component or population member an equal chance to be chosen as a sample member [5]. The reason the researcher uses the purposive sampling method is based on the respondent's criteria such as:

- Has entered the final semester of active students in one of the universities in Malang City.
- Have completed the education of a Bachelor or S1 Program at a State University in Malang City.
- Has entered the age of 20–24 years.

The researcher's method for gathering data was using a questionnaire, which was distributed along with research tools, and collecting observations using a google form. According to Sugiyono [4], The questionnaire is a method of gathering data that involves asking respondents to react to written questions or comments. The method used in collecting data is by distributing research instruments in the form of questionnaires and conducting observations [5].

3 Results

Gen Z is the generation with the most population. This generation is known to be more advanced and most familiar with technology. In this generation also many have entered the working age and started their work. This is where a person begins to think about his future. In the world of work, the quality of human resources and performance are the benchmarks for employees in the company. With the quality of good human resources, it will certainly have an effect on good performance as well. And this affects the mindset of Gen Z in preparing their future to face financial freedom.

Respondents in this study were gen z at the age of 20–24 years with other criteria having entered the final semester or fresh graduates. The setting for this study is in the city of Malang because it is one of the cities with a large and varied number of students from various regions so that it can represent the existing population.

From the data we obtained, we tested the validity and significance of the data through a correlation Item-Total Correlation both with the results of the calculation r table = 0.1593, the following results were obtained on Table 2 below.

The following graphic depicts the format of the hypothetical model used in this investigation (Fig. 1):

Line description:

- **H1**: Effect of Variable X1 to Y
- **H2**: Effect of Variable X1 to Y
- **H3**: Effect of Variable X1 and X2 to Y

Utilizing multiple linear regression analysis, hypotheses are tested. All data processing will be done using SPSS to help with data analysis (Statistical Package for Social Science).

3.1 Test T

The t-count value from each variable can be seen in the Table 3 above.

- **Effect of TX1**. Based on the table, it can be obtained that the t-count value is 3.192 with a sig value of 0.002. This shows that the t count value is greater than the sig value of 0.002.
- **Influence TX2**. Based on the table, a calculated t value of 6.237 with a sig value of 0.000 can be obtained. This indicates a calculated value greater than the sig value of 0.000.

3.2 Test F

Based on the Table 4 above, the Fcount value is 69.713 with a Sig value of 0.000. This shows that the value of Fcount is greater than 0.05. Thus H_0 is rejected and H_a is accepted.

3.3 Determination Test Results (R^2)

According to the aforementioned Table 5, the R^2 value is 0.478%, or 47.8%. This shows that the presentation of the effect of measuring the level of human resources quality and Gen Z in achieving Financial Freedom.

4 Discussion

This study's main destination was to investigate the impact of the quality of h This study's main destination was to determine how Gen Z in Malang City was impacted by the performance and quality of its human resources. This study proposes three hypotheses which will be discussed below: man resources and performance on Financial Freedom on Gen Z in Malang City. This study proposes three hypotheses which will be discussed below:

Table 2. The validity and significance data.

No	Statement	Test result	Results
X1 Quality of Human Resources (HR)			
1.	HR has a useful body resistance for work	1	Valid
2.	HR is able to balance work needs with strengths	0,257	Valid
3.	HR skills in doing work	0,391	Valid
4.	Have soft skills that can support the ability to complete work	0,319	Valid
5.	Have a good psychological condition at work	0,221	Valid
6.	Not easily discouraged and give up doing something	0,182	Valid
7.	Have high motivation in doing something	0,207	Valid
X2 Performances			
8.	HR prepares a job well	0,207	Valid
9.	HR often solves problems that don't drag on	0,354	Valid
10.	Ability to complete work on time	0,203	Valid
11.	Loyalty in work	0,293	Valid
12.	HR has experience to accommodate many people	0,225	Valid
13.	Compliance with company or work regulations	0,161	Valid
14.	HR does something with hard work	0,244	Valid
15.	HR upholds the rules given in doing work	0,240	Valid
16.	Improve performance	0,352	Valid
17.	Improving the quality of human resources	0,200	Valid
X3 Financial freedom			
18.	HR is aware of the term Financial Freedom	0,227	Valid
19.	HR is ready to do Financial Freedom	0,261	Valid
20.	HR has a view on the future use of money	0,275	Valid

(continued)

Table 2. (continued)

No	Statement	Test result	Results
21.	HR likes to save for a long time	0,177	Valid
22.	HR prepares what to target when preparing for work	0,166	Valid
23.	The concept of Financial Freedom helps HR in setting targets	0,298	Valid
24.	HR has sufficient savings to prepare for work	0,268	Valid
25.	In the family, HR is a person who can be relied on financial problems	0,250	Valid

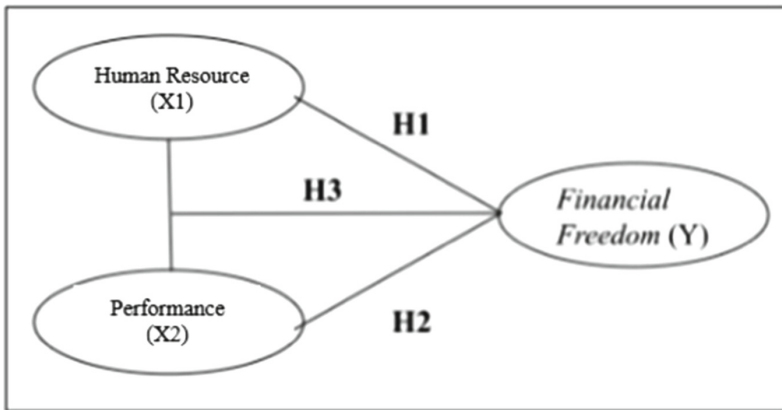


Fig. 1. Hypothetical model used in this investigation.

Table 3. Coefficients.

Model		Unstandardized B	Coefficients std. Error	Standardized coefficients beta	t	Sig.
1	(Constant)	-,195	2,086		-,094	,926
	TX1	,287	,090	,255	3,192	,002
	TX2	,427	,068	,498	6,237	,000

4.1 Quality of Human Resources on Financial Freedom

Based on the analysis of the research findings that have been carried out, it can be seen that the quality of human resources has a significant influence on the readiness of Gen Z to achieve Financial Freedom. This means that the existence of quality human resources

Table 4. ANOVA.

Model		Sum of squares	Df	Mean square	F	Sig
1	Regression	776,221	2	388,111	69,713	,000
	Residual	823,951	148	5,567		
	Total	1600,172	150			

Table 5. Summary model.

Model	R	R square	Adjusted R square
1.	,696	,485	,478

has a strong influence on Gen Z in achieving Financial Freedom. This condition can be seen in the partial effect through the t test which has a significance value of 0.002. This study has a discussion area similar to Leuhery [7] research that the quality of resources has a positive effect. This implies that the preparedness to achieve financial freedom is higher the higher the quality of human resources.

In addition, from a theoretical point of view, it can be seen that there is a contribution of physical ability, non-physical ability, intellectual ability and psychological ability. These indicators affect the good quality of human resources. With the better quality of Gen Z resources, it will affect the readiness to achieve Financial Freedom.

4.2 Performance Against Financial Freedom

Based on the analysis of the research findings that have been carried out, it can be seen that performance has a significant influence on the readiness of Gen Z to achieve Financial Freedom. This means that HR performance has a strong influence on Gen Z in achieving Financial Freedom. This study has a discussion that is almost the same as previous research from Sitohang [8] this illustrates how the performance of employees is simultaneously influenced by the caliber of human resources, which include technical skills, mental attitudes, quality of work life, and work motivation. Through these sources, it can be seen that performance is indispensable in the world of work and for achieving Financial Freedom.

The effect of performance on the readiness of Gen Z in achieving Financial Freedom has a positive and significant number with a significance value of 0.000. This is supported on the theoretical side which has several strong indicators in having an influence on other variables. The indicators included in the performance variable are that HR can prepare for work well and solve problems that do not drag on, then be able to complete work on time, be loyal in work and have experience in accommodating many people. In addition, HR also upholds the rules given and improves the performance and quality of HR. Therefore, referring to the theoretical, empirical, and test results, it can be seen that performance has an influence on the readiness of Gen Z in achieving Financial Freedom both in the current era and in the future era.

4.3 Quality of Human Resources and Performance on Financial Freedom

According to an examination of the research findings, Gen Z preparedness to achieve financial independence is significantly influenced by the determinants of human resource quality and performance. This means that the performance of human resources and performance have a strong influence on gen z in achieving financial freedom. This result is in line with the results of multiple linear regression analysis which is 0.519 which leads to a positive constant value.

This means that financial freedom will increase if the variables of human resource quality and performance increase. This study has a similar area of discussion and results to the research of Sitohang [8]. This study shows that there is a positive influence between the quality of human resources on performance. According to Leuhery [7], the effectiveness of human resources has a considerable positive impact on worker performance. Aisyah et al. also explained that the quality of professional resources has a positive effect and proved that it is significant on performance. According to all of the research's sources, Gen Z's preparedness to achieve financial independence is understood to be influenced by human resource quality and successful performance.

5 Conclusion

Based on the analysis of data interpretation, it can be concluded that the quality of human resources and performance affect Gen Z in achieving financial freedom. Based on the analysis of Hypothesis 1–Hypothesis 3 in the form of multiple linear regression analysis test states that:

- Hypothesis 1 - The quality of human resources has a significant influence on the readiness of gene Z to achieve Financial Freedom which has a significance value of 0.002 so that hypothesis 1 can be accepted.
- Hypothesis 2 - Performance on the readiness of gene Z in achieving Financial Freedom has a positive and significant number with a significance value of 0.000 so that hypothesis 2 can be accepted.
- Hypothesis 3 - The level of readiness of gene Z to achieve financial independence, which has 0.519 leading to a positive constant value, is highly influenced by the effectiveness and quality of human resources.

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