

THE CHALLENGES OF STUDENT IN INDONESIA AFTER COLLEGE GRADUATES WITH CAREER CHOICE START: EVIDENCE FROM TEN PRIVATE UNIVERSITIES IN JAKARTA

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ABSTRACT

This research examined the problem of graduates' and students' who began entering the workforce in which they have creative potential during college and could be combined university studies with activities in the world of work. A qualitative approach was used in terms of testing how students get a job in the labor market. Data analysis method used semi-structured interviews to 50 graduates in 10 private universities in Jakarta. This research focused on gender aspects that challenge graduates. This research finds that student while working is more dominant among women than men, where many companies in Indonesia are more looking for female workers. The labor market must be balanced with the number of graduates in Indonesia so that human resources can be used to the fullest; there is no unemployment and improve poverty rates in the country. Most male and female graduates have worked after graduating and getting jobs according to their field of expertise. There are students who pursue their master's programs to support their careers and as employees in Indonesian companies.

Keywords: student job challenge, graduated students, career choice

INTRODUCTION

In the millennial world, products and labor markets are growing rapidly. Only a few businesses or people can keep up with today's world competition. The young people have creative ideas that lead to a competitive advantage for themselves and their impact on the company or society. There are young people who continue their business from their parents or who are looking for work in companies that need talent that is obtained when studying at a university. There are some students who face challenges in the form of jobs that do not match their educational background, gender, or age. Many considerations from the company are obtained from the objective and subjective side. The best college graduates do not necessarily guarantee that graduates will find jobs easily, on the other hand, where the recruitment system from the company sees other aspects of the psychological test, the results of selection with other users and evaluations.

The requirements that are quite strict by the company are made so as not to spend time and money to bring a young specialist directly into the company that does not know yet the flow of activities that he/she must do. Today's companies are more stringent in finding or hiring employees who are suitable in their fields because managers do not want to hire employees only with high GPA values, but talents possessed outside of academics. In addition, the career of millennial graduates in this modern era is more hopeful of opening their own business than working in a company. Most graduates only expect high salaries compared to the ability to deal with problems that occur directly in the labor market and challenges that students and graduates cannot solve. Universities must be able to improve the ability and competitiveness of each student so that they have stock in the workforce and the technological targets achieved when entering the labor market. It is suggested that effective human resources can be seen

where students and graduates have a steady professional career in their field and can face battles with increasingly talented talents and also provide significant added value for students and graduates.

One of the problems faced by newly Indonesian graduate students is sometimes they are lazy looking for work because they just graduated from school. They still want to relax and enjoy their free time. Students fill their time with some activities they like, which they have not had time to pursue while studying, such as traveling to other countries, meeting new people, and taking a language course they like. Interaction and meeting new people will help students get to know the outside culture and can foster an appreciative and tolerant attitude within themselves. The gap in this research is that new Indonesian postgraduate students need to improve their abilities and learn new things in higher education so they can compete in the labor market. The purpose of this research is to see how many Indonesian students have been accepted to work in the company after graduating from college, and how the views of students start their professional careers with their competitive advantages. According to some results of the research, the researchers try to conclude on the methods used by graduates in finding jobs in fields that they have taken in college because they have some relevance in the midst of labor market complexity (Vinogradova et al.). In addition to continental Europe, company management often refuses to hire new graduates because it is considered an obstacle in the information. They had an unpleasant experience in the past when management hired newly graduated people to work with them, as well as having a source of disbelief in their business human power of new graduates (Hart & Barratt, 2009). However, on the positive side, it can be seen that in Indonesia startup companies prefer employing new students and graduates in their companies because they have more creative ideas and are more open-minded in everything, are fast adapted and flexible in doing work. According to research at the Higher Education Statistics Agency, in recent years, almost 70% of graduates have found employment less than six months after graduation (HESA, 2015).

In addition, graduates and students' studies and universities will have an impact on their future professions, and that choice will affect in getting jobs in the labor market according to their chosen field of study. For example companies in Moscow, Samara, St. Petersburg sees that almost half of the graduates (52%) do not work in accordance with their majors on the grounds that the wages generated are quite low (29%), then from weak demand for the field of graduate experts (15%), small for the attractiveness of the specialist alone (4%) (Samsonova, 2015). Today's economy in Indonesia is increasingly difficult to employ graduates in the labor market. Management wants new young graduates to be employed to be able to make logical decisions, contribute initiatives, and innovative ideas that can be applied in their company. Men and women may have different values and expectations in the career planning stage of their lives, given gender-specific roles. Gender disparities have been observed in primary choices in tertiary institutions and employment choices (Perna, 2004; Zhang, 2008). First, women make an educational decision and work based on cost-effective calculations that are aimed at their goals (Diekman et al., 2010; Rhoton, 2011; Xu, 2015). Second, women's education and career decision making are strongly influenced by social and structural factors (Rhoton, 2011; Rosser & Taylor, 2009). On this side, it can be seen that educational attainment seems to have a stronger influence on female graduates related to job search regardless of social factors when compared to male graduates. There are students that at the beginning of entering college follow their friends in taking the field of interest or those who only follow the choices that are in great demand or areas that are much in demand in the labor market.

The students who do not choose jobs according to their talents or areas they will be seen when they start their careers in the future. They will get difficulty in the labor market due to a lack of relevant experience and nonexistent talent, they only graduate from private universities. Many graduates' works, they are not in accordance with their educational background so that the efficiency of new graduates is hampered by the development of talent. The university must be a systematic link in this process, equipping students with talents that can be used in the labor market. Universities are forced not only to be strong in leadership in the existing research, academic, and educational sectors but they must be equipped with integrated infrastructure and technology to enable an increase in the percentage of

students employed in their main fields (Bakhtina et al., 2015; Vinogradova et al., 2014). Professional training in Indonesia needs to be improved in view of the increase in student graduates employed. Students and graduates must be able to understand the basics of time management. Managers, in terms of responding to young human resources in the company, have experienced improvements, both experienced specialists and young people who have just entered the labor market. They are expected to have talent or creativity in terms of starting new projects and producing innovative ideas. Students and graduates to be able to work as part of a team, able to communicate efficiently both in the team and fellow colleagues, are highly valued.

Good communication has been considered as a verbal interaction of people in terms of coordinating work in their company (Kurbakova, 2013). Graduates tend to display their original talents or thoughts while still in college. Every field of professional activity in modern-day of college graduates has special features, where a number of regular patterns are encountered by young specialists when they aim to realize their creative potential as efficiently as possible (Shcherbakova, 2014). Management from various levels and companies look at the problem and find a solution differently. In this case, the development of a multi-variant model is needed for students and graduate work based on the data obtained. To make it happen, a series of experiments are carried out; the data obtained are analyzed according to current trends and modifications based on the research found. In the future, students and college graduates can use to develop innovative and creative talents and models.

METHODS

In looking at the nature of the problem the company employs college students and graduates, the descriptive method is applied. The analysis of the study group and the gender of their members in terms of hiring employees during the period is conducted. Descriptive methods are needed to obtain comprehensive information about a phenomenon or event (Saunders & Thornhill, 2016). Methods of surveying, observation, interviews, and questionnaires are sociological methods used to identify attitudes of social phenomena related to work, careers, and changes in their status. The empirical base of this research is about students' work in their early careers after graduating from college that is consisting of 50 graduates in 10 private universities in Jakarta. The first group consists of 26 people (2017 graduates) that are included 13 male and 13 female graduates. The second group consists of 24 people (2018 graduates) that are included 12 male and 12 female graduates.

The age of the informants is 22 to 24 years old. The participants are bachelor degree students, and the students who are looking for work or have worked. Ten universities have involved in this research, such as Tarumanagara University, Trisaksi University, Mercu Buana University, and seven other private universities in Jakarta that graduate in 2017 and 2018. The researchers conduct the interviews and assessments for each individual at different times of the month. The interview process uses phone call and transcribed so that it can help the researchers make conclusions and research. During the time of preparation and meeting the interviewer, it takes around one and a half months. In terms of gender, the researchers focus on taking each female and male panelist equally in order to be able to answer this research.

RESULTS AND DISCUSSIONS

From the results of interviews of each student and graduate is presented in Table 1. It has been shown that for the first group, 40,50% of male graduates are still trying to find work, 22,65% have worked in companies or continued parent business, and 36,85 % of male graduates work according to the field of interest they like. For the first group of women, graduates have found that 85,77% of women

do not seek work again but have worked in the company, 67,92% of female students have worked, and 17,85% have worked according to the method taken during college (Table 2).

Table 1 Male Graduate in the First Group

Employment of the students	Frequency	Percentage
Plan Get a Job	6	40,50%
Worked	4	22,65%
Worked in Their Fields	3	36,85%

Sources: Data Processed (2019)

Table 2 Female Graduate in the First Group

Employment of the students	Frequency	Percentage
Plan Get a Job	2	14,23%
Worked	8	67,92%
Worked in Their Fields	3	17,85%

Sources: Data Processed (2019)

For the second group, the researchers ask more about why male graduates do not want to work, and several graduates reveal that they work while studying at the master study program. From Table 3, it shows 32,20% of male graduates are not involved in work, 37,47% graduates have worked, and 25,65% of male graduates work according to their interests and majors taken during lectures, and there are 4,68% of male graduates work while studying master program on weekends or at night after returning home. In Table 4, female graduates who are not involved in any work more than 5,70%, almost all women interviewed (61,21%) already have jobs, while 18,65% of female graduates work in their fields, and there are women who are working and studying (14,44%) because they decide to pursue a master's program. From these tables, it shows that almost female graduates get jobs faster, and men work more in accordance with their specialties or fields of interest. Men and women still work in areas that are relevant to their studies, and some are pursuing master's programs while working. Likewise, Nadia Tio, a graduate of 2017, feels that work gives a better responsibility and makes her being more disciplined.

Table 3 Male Graduate in the Second Group

Employment of the students	Frequency	Percentage
Not Involved in Work	3	32,20%
Worked	4	37,47%
Worked in Their Fields	3	25,65%
Worked and Studied	2	4,68%

Sources: Data Processed (2019)

Table 4 Female Graduate in the Second Group

Employment of the students	Frequency	Percentage
Not Involved in Work	1	5,70%
Worked	5	61,21%
Worked in Their Fields	3	18,65%
Worked and Studied	3	14,44%

Sources: Data Processed (2019)

The results of the descriptive analysis can be seen in Table 5 and Table 6. This measurement is obtained from the interview results of all male and female graduates from each university in Jakarta.

Table 5 Graduates' Dynamics (Student Workforce) from the First Group Interviewed based on the Survey Results

Job of graduates and students	Man (%)	Female (%)
Plan Get a Job	40,5	14,23
Worked	22,65	67,92
Worked in Their Fields	36,85	17,85

Sources: Data Processed (2019)

Table 6 Graduates' Dynamics (Student Workforce) from the Two Groups Interviewed Based on Survey Results

Job of graduates and students	Man (%)	Female (%)
Not Involved in Work	32,2	5,7
Worked	37,47	61,21
Worked in Their Fields	25,65	18,65
Worked and Studied	4,68	14,44

Sources: Data Processed (2019)

It is seen during the research that graduates and students have more intentions to work than just staying at home without doing any activities, and it can be seen that the interest of female graduates to work more significantly in Table 5. This is evidenced by the number of female students and graduates in getting jobs who are more easy because employment requires more female workers than a man if it is seen from the world of work in modern of Indonesia now on. It can be seen from Table 5 and Table 6 that male graduates are more likely to have difficulty in getting jobs, and most of the jobs offered are sales. Female graduates are judged by company management as more qualified and have more experience than male groups. With a level of experience or specialization, it makes women more quickly accepted in the company they want. The response experienced by a man interviewed from Tarumanagara University in Jakarta has stated that most of the offered work for men to be a salesman or admin to help in archiving data. Male graduates, however, still try to get a job from the Job Expo or employment websites such as JobStreet, JobsDB, and others. Female graduates usually start their professional careers sometimes through acquaintances and friends who work in a certain company, or they find relevant work in their fields of expertise while still in college.

At the research stage for the second group, it is seen that most male and female graduates find jobs that are appropriate and relevant to the major in college (63% and 79%). This ensures students before taking majors, it must be in accordance with career choices and interests that are preferred, because if students have chosen the wrong direction at the university, in the future, they will find it difficult to determine jobs that are suitable in their field of work. Increased employment and demand for employment require workers to be more innovative and able to provide value or a positive impact on the company, given that companies are more selective in finding employees in the labor market.

Before students graduate from college, they usually have started looking for jobs based on their interest or desired career. There is awareness for job seekers that always want to find information or knowledge obtained from other companies that are looking for employees. When graduates have interests or things they are engaged in, they will mentally understand the advantages and disadvantages of their careers before being involved. They will decide whether to accept or reject the career; in this

case, it involves the decision-making process of each new Indonesian graduate student. This clearly shows that their career choices will influence the talent and knowledge possessed by college time and preferred interests. The graduates who have an interest in skills careers will show better judgment. This finding supports previous researches that have said the interest in influencing career choices in terms of goals and self-confidence (Bonitz, Larson, & Armstrong, 2010) and lack of interest in careers would lead to poor career preferences for that field (Soethout, Ten Cate, & van der Wal, 2008). These findings indicate that the interests or fields favored by graduates influence them in terms of choosing to work in the labor market.

Analysis of data related to male graduates who are unemployed is generally because they are lazy, and indeed there is no intention to work. Unemployed people like to play games Mobile Legends, PUBG, and take part in the current race. It should be noted that almost 67% of male graduates use their time to relax at home by playing games rather than pursuing their careers or enrolling in their master's programs after graduating from college. Analysis for graduates and students in the first group in more men who work in accordance with their specialization than women. It means that male respondents prefer fields that are owned or desirable compared to only working according to the demands of company management, that 36,85% of male graduates have worked according to their specialties and started their professional careers (Table 5).

For the first group of their undergraduate years, graduates and students in 2017, 90% of them have been employed with 54% of them choosing relevant jobs according to their majors. The facts prove that the motivation of students to work after they graduate is quite high, where it is expected that the number of jobs available to new graduates and students. Most students after graduation will certainly immediately find work rather than unemployed at home. As for some graduates who apply to the master's program and continue their studies and work are 19,12%. This proves that graduates are willing to build careers and develop themselves more diligently in order to be able to face global competition in this modern era. Male graduates are more likely to be lazy to find work, so most only rely on their talents or the specialization they pursue. Before graduating, female graduates have started applying at several leading companies, thus providing greater opportunities for them to work quickly and have a positive impact on them.

In addition, a comparative analysis makes tendency by graduates in both groups to identify a local trend that female students/graduates can adapt more quickly, and get jobs easier in the labor market. Women start their professional careers faster after becoming graduates at universities if it is compared is to men. This pattern allows students and graduates to enter the job market with success by finding work according to their field of expertise or at the request of company management. Graduates of women who take lectures while working are fairly severe consequences where the time will be consumed at the office. This is confirmed by the workers who work at the PWC, the 2017 graduate students. He/she has said, "I don't think I have time to read the material given by the lecturer before the lecture begins." Similarly, workers as tax accountants at HERO Supermarket, the graduates of 2017, and this is his first job. He has assumed that reading can reduce the effective time of work, and he always falls asleep while trying to read. With the commitment of him who prefers work, then reading related to studies tends to be ignored. Undergraduate studies demand critical reflection (Egege & Kutlieh 2004), and if the period for this action is consumed by work, the value achieved is expected to be lower.

Careers in the second group appear to be more inclined towards women who work while pursuing master's program studies at the university, driven by several factors including the demands of companies that want employees graduated from higher education, a global demand in a more competitive world. As a result, 4,68% of male graduates work while studying, and 14,44% of female graduates and the work of each of their graduates work according to their expertise, and educational background was taken in the master's program. When working while in college, they are better able to adapt to the culture in the company and are managed, given theories or lecture materials that are able to support themselves more valuable. Emphasis is placed on making temporary work internships for future

specialists and permanent employment for graduates (Zaugolnikov, 2013). The current local trend proves that graduates will immediately look for work after being declared graduated or there is an internship at college and continue working at the company. As at Bina Nusantara University, an employee who works in Bilibli has stated that there is a 3 + 1 program; a year training to work in the company, where the company is Bilibli and after graduating, he continues his career in Bilibli as an IT Developer software.

This proves that the department chosen by students needs to be considered before starting the lecture. The emphasizing of work skills, competencies, and talents become the competitive advantages that graduates and students can use. The graduates who work while in college may have a purpose to pursue their careers in the company so they can be promoted. The graduates help in finding trends; university support and encouragement in providing and teaching students related to the labor market is very necessary so that they can be used in the world of work in the future. The involvement of more active lecturers is needed for the use of student technology and the development of their talents or specialties.

CONCLUSIONS

Creative potential and innovative ideas possessed by graduates and students sometimes have not been used to the maximum extent possible. The biggest problem is the lack of jobs where companies are more demanding of talent possessed by graduates that can be applied as well as educational backgrounds that are suitable for their jobs. According to this research, the key to mitigating university graduates so that all gender can work is by educating the human resources management and the opening of a labor market for all people in Indonesia. The dynamics of the entry of graduates into the labor market changes over time because it is influenced by situations in the current economic complexity. Seen from the first group, there are still male graduates who still have not got a job in their careers in the undergraduate year. In the second group, it is seen that graduates and students are more aware and understanding of the labor market in their year and launch their careers, some even multitasking, which combines study and work. This research finds the changes in the dynamics and views of graduates who are faced with the challenge of finding work after graduating from college, where many of the graduates want to find work according to their field of expertise.

Students and graduates in the first and second groups have identified that there is more female gender have worked in companies than unemployed, female graduates get relevant jobs, and possessed expertise as their priority in the labor market. The main changes are clearly seen in graduates and students as they enter the profession from graduation to being a worker in an Indonesian company. They look wiser, able to manage time, discipline, and career planning is more focused and thoughtful. Besides that, the graduates have more goal-oriented because they become aware of the desired global market, increasing preferences regarding students when they find their first job. The researchers would like to express their gratitude to graduates and students who have provided complete information and opportunities to produce this research in such a way.

Overall, the results of the research have provided new insights regarding career choices in Indonesia. In particular, this research reveals that the abilities or talents possessed by students, the gender of students, career interests significantly influence graduate career choices in Indonesia. It is expected that companies in recruiting employees carried out by Human Resources Management not only look at grades, or majors in college, but look at the abilities, knowledge, and interests of each recruit to be able to identify and adapt to career and company performance. The results and discussion of this research must be considered given its limitations to inform the direction for future research. First, this research is an initial investigation into the career development of new graduate students in Indonesia in finding

employment in the labor market. Second, this research sees that most workers are dominated by women in Indonesian companies, so men work more in the field like sales, marketing, shop admins, and so on. Although the position of variables in this research is supported by literature, further research is needed to examine the relationship of variables cross-sectionally so that causal relationships can be established. Further research can also add other research variables to cover a wider aspect of behavioral data, and it is recommended to test variables that have a more dominant on the perspective of student influence on factors related to a career choice in Indonesia.

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Appendix A

Interview Protocol Working Paper		
Name of interviewee :		Date :
Age :		Time :
Gender :		
Number	List of Questions	Answer
Q1	Are you a new Indonesian graduate student?	
Q2	What is your major?	
Q3	Have you worked now?	
Q4	What caused you not to get a job?	
Q5	How do you get work? where did you get the info?	
Q6	Does study in college help when you work?	
Q7	Are your skills or talents used when in the labor market?	
Q8	How do you feel when you get a job?	
Q9	What do you feel when you continue to study master's programs while working in a company?	
Q10	Does the university where you study help you find employment?	