

Perbedaan work values antara generasi X dan generasi Y = Work values differences between generation X and generation Y

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Abstrak

Kenaikan angka turnover pada Generasi Y dibandingkan generasi sebelumnya menjadi perhatian bagi perusahaan. Work values terbukti secara teoritis memiliki hubungan dengan turnover karyawan (Steers dan Mowday, dalam Lyons 2004). Saat ini Generasi X dan Generasi Y adalah kelompok yang mendominasi ketenagakerjaan. Penelitian ini bertujuan mengetahui perbedaan work values antara Generasi X dan Generasi Y, mengingat setiap generasi memiliki nilai-nilai tertentu. Work values terdiri dari tiga dimensi yaitu kognitif, instrumental, dan afektif.

Teknik analisis penelitian ini adalah dengan independent sample t-test. Sampel penelitian ini adalah karyawan Generasi X dan Generasi Y. Total responden berjumlah 273 (Generasi X = 105; Generasi Y=168). Alat ukur yang digunakan adalah Work Values Questionnaire(WVQ) (Elizur et al., 1991). Hasil ditemukan dimensi kognitif berbeda signifikan antara Generasi X dan Generasi Y dan dimensi instrumental dan afektif tidak berbeda signifikan dan afektif antara Generasi X dan Generasi Y.

The increase in turnover among Generation Y as compared to the previous generations caught the attention of companies. Work values was proven theoretically to have a correlation with employee turnover (Steers dan Mowday, in Lyons 2004). Concurrently Generation X and Generation Y dominates the workforce. This research purposed to identify work values differences among Generation X and Generation Y, with regards to each of them having distinct characteristics. Work values consists of three dimension which are cognitive, instrumental and affective.

This research used independent sample t-test to analyze the data. The sample were Generation X dan Generation Y employees. The total respondents in this study were 273 whereby 105 of them were Generation X and the remaining 168 were Generation Y. Data was collected using the Work Values Questionnaires developed by Elizur et al. (1991). The results concluded that there is a significant difference in cognitive dimension among Generation X and Generation Y. However, it was found that there was no significant difference between the instrumental dimension and affective dimension.