

Perbedaan work ethics pada karyawan generasi X dan generasi Y = Differences of work ethics in generation X and generation Y employee

Yudith Gunawan, author

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Abstrak

Turnover tinggi pada Generasi Y menjadi masalah serius bagi perusahaan. Berdasarkan tinjauan pustaka, peneliti menemukan salah satu penyebab turnover pada Generasi Y yaitu perbedaan antar generasi (Generasi X dan Generasi Y) yang dapat memicu konflik karena perbedaan work ethics (Society for Human Resource Management, 2004). Penelitian ini bertujuan untuk mengetahui perbedaan work ethics pada kedua generasi tersebut. Secara teoritis, work ethics adalah suatu kumpulan sikap dan keyakinan individu terkait pekerjaannya (Miller dkk., 2002). Konstruk work ethics terdiri dari tujuh dimensi, yaitu hard work, centrality of work, self-reliance, wasted time, delay of gratification, leisure dan morality/ethics. Hasil pengolahan data menggunakan independent sample t-test, dari 303 responden karyawan Generasi X dan Generasi Y, diukur dengan Multidimensional Work Ethics Profile – Short Form (MWEP-SF), pada sektor aneka industri dan pertambangan, dua dimensi work ethics, yaitu leisure dan delay of gratification terbukti signifikan mempengaruhi perbedaan work ethics di tempat kerja. Sementara itu, lima dimensi work ethics, yaitu hard work, centrality of work, self-reliance, wasted time dan morality/ethic tidak signifikan mempengaruhi perbedaan work ethics pada Generasi X dan Generasi Y.

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High Generation Y turnover poses serious problems for the companies. Previous researches show that one of the causes is differences between generations (Generation X and Generation Y) due to differences in work ethics (Society for Human Resource Management, 2004). This study aims to determine differences of work ethic between Generation X and Generation Y. Work ethics is defined as individual attitudes and beliefs related to work (Miller et al., 2002), consists of seven dimensions: hard work, centrality of work, self-reliance, wasted time, delay of gratification, leisure and morality/ethics. 303 subject (102 of Generation X and 201 of Generation Y) filled out the Multidimensional Work Ethic Profile - Short Form (MWEP-SF). Independent sample t-test showed that Generation X's score significantly different in leisure and delay of gratification significantly differs in work ethics. There are no significant differences on the remaining dimensions (hard work, the centrality of work, self-reliance, wasted time and morality/ethics) between Generation X and Generation Y.