

## **Generational Differences in Work Ethic Among Generation X and Generation Y Employees in Indonesia**

**Aradeta Kenia Yapsir<sup>1</sup>, Drs. Isaac Jogues Kiyok SITO Meiyanto, Ph.D., Psikolog<sup>2</sup>**

<sup>1,2</sup>Faculty of Psychology, Universitas Gadjah Mada

### **Abstract**

Currently, many Indonesian organizations face the challenges of high workplace turnover, especially among Generation Y employees. While many driving factors contribute to this high rate, intergenerational conflict caused by differences in work ethic with Generation X has been noted to be a significant driver of Millennials' frequent tendency to leave an organization. Although this issue has been occasionally discussed amongst Human Resources (HR) professionals, past empirical studies, especially in Indonesia, are still scarce. Therefore, this study aims to investigate possible differences in the seven dimensions of work ethic proposed by Miller et al. (2002) between Generation X and Generation Y employees in Indonesia, specifically in Jabodetabek region. A total of 206 participants (106 from Generation X and 100 from Generation Y) completed the Multidimensional Work Ethic Profile Short Form (MWEP-SF), and, as it appears, the independent t-test reveals that both generations differ in the dimensions of self-reliance and wasted time.

**Keywords:** work ethic, generational differences, Generation X, Generation Y

### **Abstrak**

Saat ini, banyak organisasi di Indonesia menghadapi tantangan *turnover* tempat kerja yang tinggi, terutama di kalangan karyawan Generasi Y. Meskipun banyak faktor pendorong berkontribusi pada angka yang tinggi ini, konflik antargenerasi yang disebabkan oleh perbedaan *work ethic* dengan Generasi X tercatat sebagai pendorong dari kecenderungan Generasi Y untuk meninggalkan organisasi. Meskipun masalah ini sering dibahas di kalangan profesional Sumber Daya Manusia (SDM), studi empiris, terutama di Indonesia, masih jarang. Oleh karena itu, penelitian ini bertujuan untuk menyelidiki kemungkinan perbedaan dalam tujuh dimensi *work ethic* yang dikemukakan oleh Miller et al. (2002) antara karyawan Generasi X dan Generasi Y di Indonesia, khususnya di wilayah. Sebanyak 206 partisipan (106 dari Generasi X dan 100 dari Generasi Y) menyelesaikan Multidimensional Work Ethic Profile Short Form (MWEP-SF) dan, seperti yang terlihat, uji-t independen mengungkapkan ada perbedaan di antara kedua generasi ini pada dimensi *self-reliance* dan *wasted time*.

**Kata kunci:** *work ethic*, perbedaan generasi, Generasi X, Generasi Y

