

PERBEDAAN KESUKSESAN KARIR ANTARA GENERASI Y YANG BEKERJA DI INSTANSI PEMERINTAH DAN PERUSAHAAN SWASTA

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INTISARI

Kesuksesan karir merupakan reaksi seorang individu terhadap pengalaman-pengalaman positif yang terjadi dalam karirnya. Kesuksesan karir terdiri dari kesuksesan karir objektif dan kesuksesan karir subjektif. Penelitian ini bertujuan untuk mengetahui apakah terdapat perbedaan kesuksesan karir antara generasi Y yang bekerja di instansi pemerintah dan generasi Y yang bekerja di perusahaan swasta. Hipotesis dalam penelitian ini yaitu terdapat perbedaan kesuksesan karir antara generasi Y di instansi pemerintah dan perusahaan swasta. Subjek penelitian adalah 47 pegawai instansi pemerintah dan 40 pegawai swasta berusia 20 sampai 39 tahun. Analisis data menggunakan *independent sample t-test*. Hasil penelitian menunjukkan bahwa terdapat perbedaan kesuksesan karir antara pegawai generasi Y di instansi pemerintah dan perusahaan swasta, dimana kesuksesan karir pegawai swasta lebih tinggi. Penelitian ini menghasilkan t hitung sebesar 3,356 dan nilai signifikansi 0,001 ($p < 0,05$).

Kata kunci : Kesuksesan Karir, PNS, Perusahaan Swasta, Instansi Pemerintah, Generasi Y

*THE DIFFERENCES OF CAREER SUCCESS BETWEEN Y GENERATION
WHO WORK IN GOVERNMENT ORGANIZATION AND PRIVATE
ORGANIZATION*

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Abstract

Career success is a reaction of individu toward his positive experiences in his career. Career success consist of subjective and objective success. This research aimed to find out the career success between Y generation who work in goverment organization compared to private organization. Researcher hypothized that there is difference of career success between two group. The subject of this research were 47 employees in goverment organization and 40 employees in private organization aged 20 until 39 years old. This research is comparative study using independent sample t-test analysis. Hypothesis test result was $t= 3,356$ with signiicance value $p=0,001$ ($p \leq 0,05$) which means there is a difference of career success between employes who work in goverment organization and private organization. Career success in private company is higher than career success in goverment organization.

Keywords : Career Success, PNS, Private Organization, Goverment Organization, Y Generation