



Available Online to <https://jurnal.untag-sby.ac.id/>

JMM17: Jurnal Ilmu Ekonomi dan Manajemen

S5 Accredited SK No. B/1796/E5.2/KI.02.00/2020

Journal page is available to

<https://jurnal.untag-sby.ac.id/index.php/jmm17/index>



Analysis of Factors that Influence Generation Z Job Selection Considerations in Madiun City

Mila Eviana ^{a*}, Karuniawati Hasanah ^b

^{a,b} Economic and Business Faculty, Universitas PGRI Madiun, Madiun, Indonesia

*email: ^a milaevianna@gmail.com

ARTICLE INFO

Article history:

Received: 24 January 2020

Revised: 30 April 2020

Accepted: 2 December 2020

Available online xxx

Keywords:

Generation Z, Factor analysis, Job selection

IEEE style in citing this article: [citation Heading]

F. Fulan and F. Fulana, "Article Title," *JMM17: Jurnal Ilmu Ekonomi dan Manajemen*, vol. 10, no. 1, pp. 1-10, 2021. [Fill citation heading]

ABSTRACT

This research aims to analyze factors that influence job selection considerations including salary offer, career level, interests, working hours, location, relevant education undertaken, work environment, parental influence, job prospects, professional training, social values, personality, job market considerations, and motivation. The data source in this research was obtained by conducting research on Generation Z respondents in Madiun City by distributing questionnaires via Google Form. This type of research is descriptive research with a quantitative approach. Sampling was carried out using the Slovin formula with a sample of 375 respondents. The data analysis technique uses test equipment in the form of IMB SPSS 16 software. The results of this research show that the salary offer, career level, interests, working hours, location, relevant education undertaken, work environment, parental influence, job prospects, professional training, Social values, personality, job market considerations, motivation influence Generation Z in selecting jobs in the city of Madiun, but there is 1 factor, namely salary offer, which is the dominant factor which has the greatest influence compared to other factors.

2023 JMM17: Jurnal Ilmu Ekonomi dan Manajemen (Journal of Economic and Management Science) with CC BY NC SA license.

1. Introduction

As times progress, they bring complex consequences and have a significant impact on many aspects of human life, especially in the current digital era. Previously, access to information was limited and still relatively difficult, but with developments in this era, access to information has become easier and faster, making it easier for humans to access all information due to the rapid growth of technology. Current developments have resulted in changes in human thought patterns and behavior from generation to generation, which have a higher level of technological awareness and better digital literacy.

A generation is a group of people in a social construction that has the same age with age-vulnerable classifications that focus on year of birth, events and the history of the phenomenon [1]. Generation Z or often called Gen Z is prone to birth after 1995 to 2010 who grew up and live in the era

of digitalization. Generations are differentiated based on year of birth, namely: (1) Baby Boomer generation, born 1946-1964; (2) Generation X, born 1965-1980; (3) Generation Y, born 1981-1994, often called the millennial generation; (4) Generation Z, born 1997-2012 (iGeneration, GenerasiNet, Internet Generation); (5) Generation Alpha, born 2011-2025.

Generation Z was formed by grouping generations based on cultural phenomena and influenced by historical events in Rachmawati's life phase [2]. The events in the phenomenon that have occurred provide an overview of the characteristics of this generation which have led to the formation of a view of behavior that has an impact on the lives of Generation Z collectively. In line with research by Singh & Dangmei, which explains that Generation Z is the youngest generation in the world of work or the age of the workforce, who are starting to do the work they want and try new things in the world of work to gain income and self-actualization by contributing to a company [3].

Gohae, (2020) said that the workforce is those who have entered working age, have worked, are looking for work, or who are temporarily not working for certain reasons [4]. According to Febriani (2021), generational groupings are measured based on demographic factors, especially similarities in birth years, sociological factors and historical events [5]. Sociological factors are more widely used as a basis in studies and research on generational differences, as evidenced by research by Wardono & Hanifah (2020) that Generation Z tends to have the desire to develop good working relationships with colleagues in the future [6].

Generation Z has characteristics in choosing jobs that tend to like working in groups or teams. From the perspective of Generation Z, they consider themselves to be a hardworking generation, but because they value flexibility as a very important principle, Generation Z does not want to work if they are not willing to work, because work and work preferences differ between different generations. It is important to understand Generation Z's work preferences with good communication and make the right choices when choosing a job, and it is important to understand what motivates Generation Z's productivity to create behavior in organizations.

It is important to understand Generation Z's work behavior preferences with good communication and the right choices in determining job selection and it is important to understand what motivates Generation Z to be productive so that it creates a behavior in the company. Generation Z is motivated in a pleasant workplace environment which will ensure loyalty and their performance for the company. This is proven based on data from the Central Statistics Agency (BPS) of Madiun City with the number of residents entering the age ready to work in the age range of 20 to 24 years as many as 6,106 people. This number is lower than 2021, namely 7,859 people. From this data, Generation Z is included.

Based on data obtained by researchers from the Madiun City Central Statistics Agency (BPS), Generation Z who have not worked in Madiun is still quite high. Based on the Generation Z release in Indonesia, there are several factors that influence job selection, namely: salary offer, followed by career level, interests, working hours, location, relevant to the education taken, and work environment. Based on previous research, other factors influence consideration of job selection, namely: parental influence, job prospects, professional training, social values, personality, job market considerations, and motivation. The main objective of factor analysis is to determine the structure of the relationship between several variables by identifying a set of common variables that most influence Gen Z's career choices in Madiun City.

By using several Gen Z phenomena, especially in Madiun City, it is interesting to research whether these factors influence job choices. The presence of Generation Z in the world of work has not received a sharp response as organizations focus on Generation Y or what is known as the millennial generation. According to Francis & Hoefel (2018) Generation Z is known as a generation that is creative, innovative, and has the characteristics of upholding tolerance, equality and justice. Generation Z also has a high level of independence, able to learn to find answers and solve problems on their own through access to technology and online resources.

Generation Z is said to be a generation that has a good understanding of the world of modern technology (tech savvy). This is relevant to a number of studies which identify that Generation Z is a

generation that is close to technology (digital native), Generation Z's critical thinking grows amidst abundant access to information as they were born in the era of smartphones, grew up with the sophistication of technology, computers, and have easier open access to the internet compared to previous generations. Generation Z tends to be skilled multi-taskers who can easily switch between tasks and activities.

Adityara & Rakhman (2019) stated that the characteristics of Generation Z have strong creativity in creating and various digital content and are able to obtain any information through which they are experts in operating various technological media (digital natives) and have a unique multi-tasking character that differentiates them from other generations. Previously [7]. Harris's research (2020) shows that 63% of Generation Z are interested in doing various creative things every day and spend a lot of time on their social media platforms, but Generation Z has high creativity and is more modern by carrying out creativity that is formed from the activeness of Generation Z in communities and social media, where this generation is enthusiastic about opportunities and also tends to seek freedom and flexibility in work [8].

Revolution made the work industry change dramatically and be different from the previous work industry, so that graduates or the workforce are expected to have the latest skills that suit the needs of the current work industry, supported by a study [9], Generation Z's behavior can be grouped into four major components which are based on a strong foundation that this generation is a generation that seeks the truth. Generation Z is also referred to as "the undefined ID", where this generation respects the expression of each individual without giving a particular label. Generation Z has a great openness to understanding the uniqueness of each individual, however, this generation is prone to experiencing depression and tends to compare themselves, feel a lack of updates, and is very dependent on the social work environment (social network).

Generation Z highly values tolerance, pluralism and justice. They believe that all people are equal and have the right to be treated fairly [10]. Generation Z is not very confident about entering the world of work and the demand to work for long hours is one of the determining factors. Not only that, Generation Z tends to worry about their ability to succeed in the world of work. There are at least three emotional obstacles experienced by Generation Z that create self-doubt about professional achievements, including anxiety, lack of motivation, and feelings of inferiority.

Even so, Generation Z has high optimism about future success. This is supported by the brilliant innovation power and strong principles possessed by Generation Z regarding the importance of financial stability which makes them continue to work hard to achieve success, but to achieve this they need to consider choosing a job according to their desired interests. However, there are still problems that need to be researched, especially Generation Z who considers job selection too much and chooses not to work or be unemployed to wait for information on whether the jobs offered are as expected and according to their interests.

Generation Z is afraid of experiencing the same problems in the world of work, especially in determining work locations, working hours and narrow deadlines for completing work tasks, because basically Generation Z tends to choose flexible work to realizing the hope of good work in the future [11]. According to the literature and several previous studies, there are different results. Generation Z's perception in choosing a job is significantly adjusted to the education they have completed [12].

Taking into account several previous studies, namely [10], [13]; that the scope of this research is Generation Z who are entering the world of work, because a lot of research says that Generation Z takes a lot of consideration when choosing a job. Therefore, this research will examine a number of factors that most influence Generation Z's job choices in Madiun City, including; salary offer, career level, interests, working hours, location, relevant to education undertaken, work environment, parental influence, job prospects, professional training, social values, personality, job market considerations, and motivation. The novelty of the research examined in analyzing the following factors is broader than previous research.

It is hoped that the results of this research will provide an overview of the future of generation Z in Madiun City in considering job selection, as well as how to deal with generation Z in the world of

work. The results of the analysis can also be used as recommendations for workspace concepts for generation Z, especially in determining job selection according to the abilities and passions of interest.

The main objective of factor analysis is to determine the most influential factors and define the interconnected structure between a large number of variables by defining a set of similarities in variables that most influence Generation Z's job selection considerations in Madiun City. Obtained from several Generation Z phenomena, especially in Madiun City, it is interesting to research whether these factors influence consideration of job selection.

The research objectives are based on the main problems that have been discussed, so the objectives of this research are as follows:

1. Know and define the factors that influence Generation Z's job choices in Madiun City
2. Determine which factors are the most dominant (influence) on Generation Z's job selection in Madiun City.

2. Research Method

This research was conducted on Generation Z in Madiun City from February to May 2023. This research used quantitative descriptive research using a population and sample of 375 people. The information needed in this research was obtained from primary and secondary data. Primary data was obtained from the results of questionnaires and interviews which were adjusted to the research criteria. Meanwhile, secondary data consists of data obtained by researchers from the Madiun City Central Statistics Agency (BPS), references to several literature relevant to the research, such as the internet, research journals, articles and books. The data analysis technique in this research was carried out using the factor analysis method with the Kaiser-Major-Olkin (KMO) test and Barlett's Test which produces a total Variance Explained to find out the most dominant factors for Generation Z in Madiun City in choosing a job. Where the stages of analysis used by researchers are stated as follows:

- a. The first step, starting with data collection.
- b. Carrying out validity and reliability tests.
- c. Conduct factor analysis using CFA.
- d. Discussion.
- e. Draw conclusions from the results of the discussion and provide suggestions based on the research that has been carried out.
- f. The research ends with providing the final results of a research.

The factor analysis model used to analyze the data is as follows:

$$X_i = A_{i1}F_1 + A_{i2}F_2 + A_{i3}F_3 + \dots + A_{im}F_m + V_iU_i$$

Where :

X_i = standard variable i

A_i = multiple regression coefficient of variable I on the common factor

F = common factor

V_i = standardized regression coefficient of variable I on special (unique) factors

U_i = special factor for variable i

m = number of common factors

3. Results and Discussion

Madiun City is one of the developing cities in East Java which is divided into three sub-districts, namely Manguharjo sub-district, Taman sub-district and Kartoharjo sub-district with a working age population based on the results of the 2022 National Labor Force Survey (SAKENAS) which shows as many as 144,219 people. The labor force is those who have a job, whether currently working or who are temporarily not working for some reason and also includes those who do not have a job but are looking for work or are referred to as unemployed.

The quality of the workforce in Madiun City is measured by their education level. The higher the level of education indicates high quality of the workforce, the lower the level of education indicates low quality of the workforce. The workforce in Madiun City is divided into several generations, one of the generations that is booming and will be researched is Generation Z (zoomers) with a workforce population of 6,106 (six thousand one hundred and one) vulnerable people aged 20-21 years based on data obtained by researchers from the Agency. Madiun City Statistics Center (BPS). Which is attached to table 1.

Table 1. Number of Generation Z Madiun City Work Force

Age	Total
20-24 Tahun	6.106
Total	6.106

Source: Data from the Madiun City Central Statistics Agency, 2022

This section involves describing the results obtain The data from the Central Statistics Agency in Madiun City obtained a total of 6,106 (six thousand one hundred and six) Generation Z vulnerable workforce aged 20 to 25 years and researchers took 375 (three hundred and seventy five) respondents who would be studied based on the Slovin formula calculation which according to Sugiyono, states that a suitable sample size for research is 30 to 500 respondents [14]. This research aims to determine an object for Generation Z in Madiun City regarding job selection decisions by analyzing several factors that are dominant in job selection considerations.

Data Description

This research aims to determine the dominant factors that influence Generation Z in Madiun City in choosing a job, namely: salary offer, career level, interests, working hours, location, relevant to the education they have taken, environment, parental influence, job prospects, professional training, social values, personality, labor market considerations, and motivation. The following is a journal of the characteristics of Generation Z in Madiun City as research respondents.

The respondents of this research were Generation Z in Madiun City. Based on the sample determination, the researchers determined the number of research respondents was 375 people. The characteristics of respondents in this study were grouped into several aspects, namely gender, age, employment status and place of residence. The aspect journal is described as follows:

a. Based on Aged

Judging from age, the respondents of this study can be described as follows:

Table 2. Characteristics of Respondents Based on Age

Aged	Number of Respondents (people)	Presentase (%)
20 Tahun	49	13,1%
21 Tahun	54	14,4%
22 Tahun	103	27,5%
23 Tahun	88	23,5%
24 Tahun	81	21,6%
Total	375	100%

Source: Primary data processed (2023)

Based on the table above, it can be seen that the highest age level of Generation Z respondents in Madiun City is 22 years old, amounting to 103 people or 27.5% of all respondents and the lowest age is 21 years old with 54 people, which shows a percentage of 14.4%. This condition shows that the highest average of Generation Z in the city of Madiun entering the workforce is 22, which is said to be the most productive age for the workforce to develop sufficient skills in the world of work [15].

b. Based on Education

Judging from the respondent's education, this research is presented based on the following table:

Table 3. Characteristics of Respondents Based on Education

Education	Number of Respondents (people)	Persentase (%)
SMA/SMK	220	58,7%
Diploma	77	20,5%
Sarjana	78	20,8%
Total	375	100%

Source: Primary data processed (2023)

Based on the characteristics of table 3. Above, it can be seen that the majority of education is high school/vocational school graduates. Where Generation Z in Madiun City is the research target with the highest level of SMA/SMK education with a total of 220 or 58.7% of people and the lowest level of education is D3 (Diploma) level with a total of 77 people with a percentage of 20.5%. This shows that the mature generation in entering the world of work begins with high school or vocational school graduates, at that age Generation Z is mature enough to be able to work and be employed by companies or organizations [16].

c. Based on Residence

Judging from the respondent's residence, it can be seen in the following table:

Table 4. Characteristics of Respondents Based on Place of Residence

Residence	Number of Respondents (people)	Persentase (%)
Manguharjo	91	24,3%
Kartoharjo	137	36,5%
Taman	147	39,2%
Total	375	100%

Source: Primary data processed (2023)

The characteristics of respondents based on residence in the Madiun City area are dominated by the Taman sub-district with a total of 147 people or the same as a percentage of 39.2%, where the number of respondents based on residence in Madiun City is high and sufficient as a requirement for research analysis. In accordance with data obtained by researchers from the Madiun City Central Statistics Agency which shows that the number of Generation Z entering the workforce in Madiun City is highest in Taman District.

d. Based on Employment Status

The grouping of respondents based on employment status can be seen in the following table:

Table 5. Characteristics of Respondents Based on Employment Status

Employment Status	Number of Respondents (people)	Persentase (%)
Sedang Bekerja	47	12%
Pernah Bekerja	157	41,8%
<i>Resign</i> Kerja	171	45,6%
Total	375	100%

Source: Primary data processed (2023)

Based on table 5 above, it can be seen that the employment status of Generation Z in Madiun City is resigning (leaving work) with a total of 171 people or 45.6% of the total number of respondents. This is in line with the characteristics of Generation Z who tend to look for jobs that offer flexibility, opportunities for development, and a sense of satisfaction in their work. If their job does not meet these criteria, they may tend to look for other opportunities that better meet their expectations Akhmad (2020). It can be concluded that Generation Z in Madiun City is more focused on work-life balance,

personal goals, and values that are in line with the company's vision and mission. If companies are unable to provide an environment that matches their values, they are more vulnerable to leaving their jobs.

Data Testing Result

1. Data Quality Test

Validity Test

The validity test is a data test that shows the level of accuracy between the data found on a subject and the data collected by researcher [14]. The instrument in this research can be tested on 100 questions, taking 375 Generation Z respondents in Madiun City. The significance test is carried out by comparing the rcount value with rtable. To see rtable using the formula degree of freedom (df)=n-k, it can be explained that n is the number of samples and k is the number of constructs. It is explained that the df value can be calculated as 375-2 or df = 373 with an alpha of 0.05, the r table is 0.101, if the calculated r (for each question item can be seen in the Corrected item total Correlation column) is greater than the r table, then the question item is said to be valid.

Table 6. Validity Test Results

Variabel Laten	Manifest Variabel	Rhitung (Corrected Item-Total Correlation)	R _{tabel}	Keterangan
Tawaran Gaji (X1)	X1.1	.689	0,101	Valid
	X1.2	.518		Valid
	X1.3	.729		Valid
	X1.4	.652		Valid
	X1.5	.684		Valid
	X1.6	.771		Valid
	X1.7	.687		Valid
	X1.8	.725		Valid
Jenjang Karir (X2)	X2.1	.548	0,101	Valid
	X2.2	.487		Valid
	X2.3	.463		Valid
	X2.4	.575		Valid
	X2.5	.460		Valid
	X2.6	.555		Valid
Minat (X3)	X3.1	.444	0,101	Valid
	X3.2	.176		Valid
	X3.3	.560		Valid
	X3.4	.570		Valid
	X3.5	.533		Valid
	X3.6	.509		Valid
	X3.7	.521		Valid
	X3.8	.578		Valid
Jam Kerja (X4)	X4.1	.678	0,101	Valid
	X4.2	.322		Valid
	X4.3	.701		Valid
	X4.4	.430		Valid
	X4.5	.710		Valid
	X4.6	.726		Valid
Lokasi (X5)	X5.1	.704		Valid
	X5.2	.659		Valid

Variabel Laten	Manifest Variabel	R _{hitung} (Corrected Item-Total Correlation)	R _{tabel}	Keterangan
Relevan (X6)	X5.3	.493	0,101	Valid
	X5.4	.655		Valid
	X5.5	.567		Valid
	X5.6	.731		Valid
	X6.1	.575	0,101	Valid
	X6.2	.386		Valid
	X6.3	.647		Valid
	X6.4	.691		Valid
	X6.5	.670		Valid
	X6.6	.683		Valid
Lingkungan kerja (X7)	X6.7	.571	0,101	Valid
	X6.8	.694		Valid
	X7.1	.797		Valid
	X7.2	.673		Valid
	X7.3	.754		Valid
	X7.4	.579		Valid
	X7.5	.783		Valid
	X7.6	.772		Valid
Pengaruh orang tua (X8)	X7.7	.772	0,101	Valid
	X7.8	.778		Valid
	X8.1	.624		Valid
	X8.2	.522		Valid
	X8.3	.647		Valid
	X8.4	.708		Valid
	X8.5	.563		Valid
	X8.6	.390		Valid
	X8.7	.611		Valid
	X8.8	.657		Valid
Prospek Pekerjaan (X9)	X9.1	.674	0,101	Valid
	X9.2	.572		Valid
	X9.3	.708		Valid
	X9.4	.667		Valid
	X9.5	.500		Valid
	X9.6	.576		Valid
Pelatihan Profesional (X10)	X10.1	.564	0,101	Valid
	X10.2	.567		Valid
	X10.3	.448		Valid
	X10.4	.476		Valid
	X10.5	.636		Valid
	X10.6	.610		Valid
	X10.7	.123		Valid
	X10.8	.588		Valid
Nilai-nilai Sosial (X11)	X11.1	.743	0,101	Valid
	X11.2	.677		Valid
	X11.3	.720		Valid
	X11.4	.731		Valid
	X11.5	.264		Valid

Variabel Laten	Manifest Variabel	R _{hitung} (Corrected Item-Total Correlation)	R _{tabel}	Keterangan
Personalitas (X12)	X11.6	.473	0,101	Valid
	X11.7	.770		Valid
	X11.8	.709		Valid
	X12.1	.267		Valid
	X12.2	.531		Valid
	X12.3	.497		Valid
	X12.4	.282		Valid
Pertimbangan Pasar Kerja (X13)	X12.5	.536	0,101	Valid
	X12.6	.540		Valid
	X13.1	.758		Valid
	X13.2	.717		Valid
	X13.3	.640		Valid
	X13.4	.830		Valid
	X13.5	.404		Valid
Motivasi (X14)	X13.6	.687	0,101	Valid
	X13.7	.710		Valid
	X13.8	.775		Valid
	X14.1	.664		Valid
	X14.2	.697		Valid
	X14.3	.414		Valid
	X14.4	.515		Valid
	X14.5	.485		Valid
X14.6	.658	Valid		
	X14.7	.561		Valid
	X14.8	.701		Valid

Source: Primary data processed (2023)

Test the validity of the job selection consideration variable (Y) using factor analysis (Confirmatory Factor Analysis), which is said to be valid if the KMO value is > 0.5 and Barlett's test is significantly < 0.05 . The validity test results are explained in table 7.

Table 7. KMO

Variable	KMO Value	Barlett's Test	Information
Y	0,964	5.226E3	Valid

Source: Primary data processed (2023)

Reliability Test

Reliability test is a measuring tool that tests reliability in knowing the extent to which a measurement can give the same results, if the measurement is carried out again on the same subject. Note that the aspects measured in a respondent do not change. This reliability test uses Cronbach Alpha and if the reliability test of a research instrument can be said to be good it must have a Cronbach Alpha value > 0.60 [17].

Table 8. Reliability Test Results

Item	Critics Value	Cronbach's Alpha	Inform
Tawaran Gaji (X1)	0,60	.896	Reliabel

Item	Critics Value	Cronbach's Alpha	Inform
Jenjang Karir (X2)	0,60	.770	Reliabel
Minat (X3)	0,60	.779	Reliabel
Jam Kerja (X4)	0,60	.813	Reliabel
Lokasi (X5)	0,60	.850	Reliabel
Relevan (X6)	0,60	.863	Reliabel
Lingkungan kerja (X7)	0,60	.922	Reliabel
Pengaruh orang tua (X8)	0,60	.849	Reliabel
Prospek Pekerjaan (X9)	0,60	.838	Reliabel
Pelatihan Profesional (X10)	0,60	.781	Reliabel
Nilai-nilai Sosial (X11)	0,60	.872	Reliabel
Personalitas (X12)	0,60	.697	Reliabel
Pertimbangan Pasar Kerja (X13)	0,60	.902	Reliabel
Motivasi (X14)	0,60	.846	Reliabel

Source: Primary data processed (2023)

It can be seen in table 8 that the overall construct reliability value is >0.60 or it can be said that all constructs have reliable values. This means that the instrument used is valid and it is certain that the questionnaire can be used in this research. These variables will be analyzed further to determine the correlation between variables. This correlation can be seen from the correlation matrix between the initial variables. The statistical test that can be used is Kaiser-Mayer-Olkin (KMO). This factor analysis requires the matrix to have sufficient correlation so that factor analysis can be carried out, for this reason the following tests are carried out:

1. Kaiser-Mayer-Olkin (KMO) and Barlett's test of Sphericity Test

To test the accuracy of the factor model, the statistical tests used are the Kaiser-Meyer-Olkin (KMO) and Barlett's test of Sphericity, the conditions that must be met in carrying out factor analysis, the KMO value must be above 0.50 and the significant value must be below 0.05 in this case. This obtained a KMO value of .964, a Chi-Square value of 5.226E3 with a degree of freedom (df) value of 136 and a significance level of 0.000. Because the conditions are met, the factor analysis can be continued. The results of KMO and Barlett's test of Sphericity can be seen in the following table:

Table 9. KMO dan Barlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy	.964
---	------

Bartlett's Test of Sphericity	Approx. Chi-Square	5.226E3
	Df	136
	Sig.	0,000

Source: Primary data processed (2023)

Based on the Anti Image Correlations table (bottom of the Anti Image Matrix table) there are a number of diagonal numbers marked "a". This "a" sign indicates the Measure of Sampling Adequacy (MSA) of a variable. The MSA number ranges from 0 to 1, with Ghozali's (2002) criteria if MSA <0.5 a variable cannot be predicted and cannot be analyzed further or excluded from other variables. Based on this research, there are no variables that have an MSA value <0.5. Therefore, variables can still be predicted and analyzed further.

Table 10 Test Results (Anti Image Correlations)

Variable	Angka MSA	Kriteria MSA	Keterangan
X1	0,942	>0,5	Baik
X2	0,961	>0,5	Baik
X3	0,957	>0,5	Baik
X4	0,956	>0,5	Baik
X5	0,961	>0,5	Baik
X6	0,969	>0,5	Baik
X7	0,965	>0,5	Baik
X8	0,977	>0,5	Baik
X9	0,976	>0,5	Baik
X10	0,967	>0,5	Baik
X11	0,962	>0,5	Baik
X12	0,970	>0,5	Baik
X13	0,959	>0,5	Baik
X14	0,969	>0,5	Baik

Source: Primary data processed (2023)

Table 11. Communalities

	Initial	Extraction
X1	1.000	.613
X2	1.000	.676
X3	1.000	.577
X4	1.000	.678
X5	1.000	.707
X6	1.000	.711
X7	1.000	.782
X8	1.000	.706
X9	1.000	.730
X10	1.000	.717
X11	1.000	.685
X12	1.000	.634
X13	1.000	.834
X14	1.000	.746

Source: Primary data processed (2023)

Based on the Component Analysis table from Participal Extraction Method, the value of the items studied is whether they are able to explain the factors or not. This item is considered capable of explaining the factor if the extraction value is > 0.50. Factor Analysis The number of factors formed can

be seen by looking at Table 10. Total Variant Explained, if the total eigenvalues component is more than 1 then it can stand alone as a factor. Meanwhile, if the total eigenvalues component is less than one (1), the contribution to the factors that follow can be seen in Table 11 Component Matrix.

Determining the Number of Factors

Determining the number of factors in this research is based on the Eigenvalue with the criteria that an Eigenvalue greater than 1 is considered valid and the number of factors formed. It can be seen in the table as follows:

Table 12. Total Variance Explain

Component	Initial Eigenvalues			Extraction Sums of Squared Loading		
	Total	% of Variance	Cumulative %	Total	Loadings % of Variance	Cumulative
1	9.797	69.978	69.978	9.797	69.978	69.978
2	8.63	6.161	76.139			
3	5.44	3.883	80.022			
4	4.17	2.981	83.004			
5	3.57	2.548	85.551			
6	3.40	2.427	87.978			
7	2.83	2.024	90.002			
8	2.58	1.844	91.845			
9	2.42	1.731	93.576			
10	2.29	1.635	95.210			
11	2.03	1.450	96.660			
12	1.82	1.300	97.961			
13	1.64	1.174	99.134			
14	1.21	8.66	100.000			

Source: Primary data processed (2023)

Based on table 12, it shows that for each statement analyzed there were 14 (fourteen) factors that were successfully analyzed and had a total eigenvalue. In this analysis there are 2 (two) types of analysis results, namely Initial Eigenvalues and Extraction Sums of Squares Loadings. In the Initial Eigenvalues variant it shows the factors that are formed, while in Extraction Sums of Squared Loading it shows the number of variations or the number of factors that can be formed. It can be concluded that the results in table 4.12 show that there is 1 factor variation, namely 9,797 which can explain 69,978% of the variation. The component values 2,3,4,5,6,7,8,9,10,11,12,13,14 are not calculated because the eigenvalues are less than one (<1) so they are not a factor.

Factor Rotation

After knowing the new factors that were formed based on the Variance Explained table, from the 14 variables studied, there was 1 (one) new factor that was formed to represent these variables. In this study rotation was carried out using the varimax method. The Rotated Component Matrix table below shows the distribution of 14 (fourteen) variables on 1 (one) new factor that is formed. The following can be seen in table 13.

Table 13. Rotated Component Matrix

	Component 1
X1	0,783
X2	0,822

X3	0,760
X4	0,824
X5	0,841
X6	0,843
X7	0,884
X8	0,840
X9	0,855
X10	0,847
X11	0,828
X12	0,796
X13	0,913
X14	0,864

Source: Primary data processed (2023)

This component matrix shows the correlation value between each variable and the factors formed in table 1.11, which shows that statement X1 "to obtain research methods that are appropriate to the researcher's journal" has a correlation of 0.783 with the factors. X2 to X14 have a good correlation with high correlation values above 0.7. So it can be said that all statement items have a strong correlation with the factors. It can be concluded that the results of the factor analysis considering Generation Z in Madiun City consist of 1 (one) dominant factor which represents 13 (thirteen) other factors, namely salary offer. This means that the Component Matrix results directly contain the manifest variables (statement items or instruments). Factors formed from 100 (one hundred) statements to respondents were declared successful and did not need to be tested further.

4. Conclusions

Based on the results of factor analysis, the research results can be concluded that of the 14 (fourteen) factors analyzed, all have an influence on job selection among Generation Z in Madiun City, with the results of data processing in the KMO test showing that Variance Explained shows that there is 1 (one) The most influential (dominant) factor is the salary offer where this factor gets a maximum value of >1 so that it can be a factor that represents 13 (thirteen) other factors, namely: career level factors, interests, working hours, location, relevant education taken, work environment, parental influence, job prospects, professional training, social values, personality, labor market considerations, and motivation. The results of the research answer the results of the problem formulation in determining what factors influence the choice of jobs among Generation Z in Madiun City from the results of the analysis carried out by researchers to identify the relationship between dominant variables, with a data analysis method using the variance explained test results of the KMO and Barlett's Test.

The difference between factor analysis research considering job selection and previous research that researchers conducted was more specific, using different objects, variables and results. In the results, researchers can provide additional information that supports previous research.

5. References

- [1] L. P. Budidharmanto and C. Brian, "Analisis Faktor-Faktor Yang Mempengaruhi Keputusan Pemilihan Karir Generasi Z," *J. Chem. Inf. Model.*, vol. 53, no. 9, pp. 1689–1699, 2019.
- [2] D. Rachmawati, "Welcoming gen z in job world (Selamat datang generasi Z di dunia kerja)," in *Proceeding Indonesia Career Center Network, IV*, 2019, pp. 21–24.
- [3] A. P. Singh and J. Dangmei, "Understanding the Generation Z: the Future Workforce," *J. Multidiscip. Stud.*, 2016.
- [4] A. S. Gohae, "Pengalaman magang, minat kerja dan pengaruhnya terhadap kesiapan kerja mahasiswa akuntansi," *J. Ilm. MEA*, vol. 4, no. 3, pp. 1954–1964, 2020.
- [5] N. Febriani, "Efektivitas strategi komunikasi pemasaran celebrity endorsement di Instagram terhadap generasi Z," *J. Manaj. Komun.*, vol. 5, no. 2, p. 238, 2021.

- [6] Hanifah, "Identifikasi perilaku kerja Generasi Z sebagai faktor penentu desain ruang kerja. Unpublished Thesis,," Bandung: Institut Teknologi Bandung, 2020.
- [7] S. Adityara and R. T. Rakhman, "Karakteristik Generasi Z dalam Perkembangan Diri Anak Melalui Visual," in *Seminar Nasional Seni Dan Desain 2019, Surabaya, Indonesia, September 2019, September*, 2019.
- [8] K. Harris, "Scholar Commons Scholar Commons A New Generation of Workers: Preparing for Generation Z in the Workplace,," 2020.
- [9] R. Y. Putri and S. Supriansyah, "Pengaruh Literasi Digital terhadap Kesiapan Kerja Generasi Z di Sekolah Menengah Kejuruan," *Edukatif J. Ilmu Pendidik.*, vol. 3, no. 5, pp. 3007–3017, 2021.
- [10] L. Pranata, "ANALISIS FAKTOR-FAKTOR KEPUTUSAN PEMILIHAN KARIR GENERASI Z (STUDI KASUS PADA MAHASISWA HOTEL AND TOURISM BUSINESS UNIVERSITAS CIPUTRA,," 2023.
- [11] L. C. Christiani and P. N. Ikasari, "Generasi Z dan Pemeliharaan Relasi Antar Generasi dalam Perspektif Budaya Jawa," *J. Komun. Dan Kaji. Media*, vol. 4, no. 2, pp. 84–105, 2020.
- [12] G. Lara, U. Syaipudin, and A. Widiyanti, "Analisis faktor-faktor yang mempengaruhi minat generasi Z untuk berinvestasi di pasar modal," *Fair Value J. Ilm. Akunt. Dan Keuang.*, vol. 5, no. 1, pp. 418–432, 2022.
- [13] Suhendro, "FAKTOR-FAKTOR YANG MEMPENGARUHI MAHASISWA AKUNTANSI DALAM PEMILIHAN KARIR SEBAGAI AKUNTAN PUBLIK," *Keywords Qual. Methods*, vol. 1, no. 1, pp. 1–11, 2016.
- [14] Sugiyono, *Metode Penelitian Kuantitatif, Kualitatif, dan R&D*. Bandung: Alfabeta, CV., 2017.
- [15] M. Priyono, *Metode Penelitian Kuantitatif*. Sidoarjo: Zifatama Publishing, 2016.
- [16] S. Aprilyanti, "Pengaruh Usia dan Masa Kerja Terhadap Produktivitas Kerja (Studi Kasus: PT. OASIS Water International Cabang Palembang,," *J. Sist. Dan Manaj. Ind.*, vol. 1, no. 2, p. 68, 2017.
- [17] I. Ghozali, *Aplikasi Analisis Multivariate dengan Program IDM SPSS 25*. Semarang: Badan Penerbit Universitas Diponegoro, 2018.