

CHAPTER II

LITERATURE REVIEW

2.1. Theoretical Background

2.1.1. Gen-Z

Generations are defined as groups of people who share the same age range, birth years, and location, as well as similar historical experiences that significantly influence their individual growth (Kupperschmidt i, 2016). Generation Z itself refers to the generation following the millennial generation. The Gen-Z also known Generation Z is defined as a generation that born between 1997-2012 (Indonesian Census Report 2024). Gen-Z in Indonesia currently is the biggest generation group in Indonesia with 27.94% of the total population or 74.93 million people. Nearly half of Generation Z has reached the age of productivity, with the remaining portion anticipated to join the workforce soon.

Gen-Z is expected to play a crucial role in the country's journey towards its envisioned "golden period" by 2045. Generation Z individuals prioritize transparency, flexibility and freedom. They seek to be well-informed and desire the raise their opinions while expecting those opinions to be acknowledged. In professional settings, they value clear organization and dislike overcomplex plan.

According to Schawbel's research, Generation Z tends to exhibit more entrepreneurial tendencies and possesses traits such as trustworthiness and tolerance. Moreover, they are less driven by financial incentives compared to Generation Y (Bascha, 2011; Knoll, 2014; Schawbel, 2014).

2.1.2. Work Expectations

Expectations encompass a range of potential outcomes that influence decision-making. Each possible outcome holds a value or significance tied to personal interests, often referred to as personal goals.

These goals may or may not be achieved by the individual concerned (Porter & Lawler, 1968). Work, on the other hand, is the intentional effort expended by individuals in their professions to generate income. It can be viewed as the exertion of energy towards activities necessary to achieve specific objectives. Generally, the primary aim of work is to earn money, thereby enabling individuals to fulfil basic needs such as food, clothing, and shelter. Consequently, some prioritize monetary compensation due to its direct correlation with meeting essential human needs (Ulfa, 2018). In essence, work expectations reflect individuals' desires for specific outcomes in their professions to attain financial stability and fulfil personal requirements.

It is mentioned by (Patil, Baishali, and Vernekar, 2021) As human beings, our expectations are shaped by a lot of factors, including both rational and irrational influences. Rational factors such as personal experiences, empirical data, trends, and reputation contribute to our expectations, while irrational factors like misinformation, astrology, intuition, and wishful thinking also play a role. We anticipate certain outcomes not only because we hope for them but also because we believe our actions will lead to favourable results. This belief often guides our behaviour and decision-making.

According to Ayinla (2006), work expectation of future employees is not static or uniform. They are influenced by numerous factors such as personality, family background, cultural background and current circumstances (Akinkunmi, 1999; Okwonsor, 2007). These factors collectively determine the importance placed on various elements of employee expectations, such as fair compensation based on performance, opportunities for training and career development, prospects for advancement, recognition for innovative ideas, engaging tasks, respectful treatment, comprehensive benefits packages, job security, access to loans, authority, a pleasant and safe work environment, and overall quality of work life (Ayinla, 2006).

Okwonsor (2007) supports Ayinla's assertion that all employees have expectations and hoped all the employee will meet their expectation. However, work expectation of everyone can be different overtime as what one individual considers important in their job expectations today may differ tomorrow (Baker, 1996).

2.1.3. Self-Efficacy

According to Bandura (1977) proposed in his social cognitive theory that self-efficacy encompasses a person's achievement, motivation, and well-being, emphasizing the importance of beliefs over specific objectives. Self-efficacy serves as a tool for gauging an individual's motivational characteristics within an organization (Judge & Bono, 2001). Self-efficacy is essentially a belief, an individual's belief in their capability to accomplish tasks, jobs, or assignments, with an expectation of achieving positive outcomes in their lives. It reflects one's confidence in their own abilities and considers the events that influence their lives and their anticipated results.

According to Lunenburg (2011, p. 1), quoting Albert Bandura, self-efficacy significantly impacts learning, motivation, and performance because people tend to engage in learning and tasks, they believe they can successfully complete. This learning process has a profound effect on increasing self-efficacy, leading individuals to eagerly take on additional responsibilities. Ultimately, this can enhance their value within an organization through recognition, career advancement, increased compensation, and improved working conditions. As employees continue to strive for tasks, they believe they can master, their motivation to perform at higher levels increases. This progression underscores the growing importance of self-efficacy among employees.

According to Judge, Bono, and Locke (2000) employees with high self-efficacy demonstrate greater resilience, confidence in their abilities, and commitment to challenging tasks. Zeb & Nawaz (2016) propose that perceived self-efficacy substantially enhances individuals' organizational commitment, leading to greater dedication and performance.

Bandura (1993) asserts that individuals base their life decisions on their perceived self-efficacy, selecting activities and situations they believe they can succeed in. Conversely, they tend to avoid activities associated with failure. When individuals possess strong perceived self-efficacy, they exert more effort to overcome obstacles and achieve tasks compared to those with low self-efficacy. Bandura (1997) and Liu & Huang (2019) state that self-efficacy shapes individuals' behavior and effort levels in completing their tasks.

2.1.4. Intention to Apply for Job

Intention to apply for a job begins with searching for job information and deciding on the company to apply to (Permadi & Netra, 2015). Selecting which company to apply to is a critical step that requires careful consideration, both in terms of finding job openings and assessing the credibility of job information sources (Rahyuda et al., 2014). Prospective employees typically follow several steps: initially selecting and evaluating desired job positions, then gathering information from recruitment channels established by the company, and finally deciding whether to accept the job offer or not.

According to Gordhan (2013) Intention to apply refers to a prospective employee's willingness to apply for a job, The intention to apply for a job is a significant predictor of behaviour during the recruitment attraction phase (Roehling & Gibbons, 1993), and it's crucial to understand the decisions prospective job applicants will make (Gomez & Nevez, 2010). Organizational psychologists and social psychologists have highlighted that intention strongly predicts actual actions (Russel et al ,1998).

According to the Theory of Reasoned Action, developed by Fishbein & Ajzen (1975) measuring the intention to apply for a job strongly predicts whether individuals will apply

2.2. Previous Literature

Previous Literature refers to studies that have already been conducted and have objects and topics similar or relevant to those currently investigated by the author. In this study, the author presents several previous studies that are relevant to the issues being researched, specifically concerning the influence of work expectations and self-efficacy on intention to apply for job.

Table 2.1 Previous Literature Table

No	Peneliti dan Judul Penelitian	Research Variable	Research Findings
1.	Rani, I. H., Jara Hardiyanti Jalih, & Lestari Adhi Widyowati. (2022). "Indonesian Generation Z Work Expectation and Intention to Apply for Job."	Work Expectation as independent Variable. Intention to Apply Job as Dependent Variable	The findings show that Generation Z's work expectations substantially impact their willingness to apply for jobs
2.	Pratiwi et al (2020) "Relationships of Self-Efficacy, Outcome Expectation, Career Intention and Career Exploration in Nutrition Science Student's Career Choice"	Self- Efficacy as Independent Variable Outcome Expectation as Independent Variable Career Intention and Career Exploration as	The findings of the research conclude that are proven that self-efficacy influenced the career intention and career exploration of the dentistry student significantly.

		Dependent Variable	
3.	Wardana et al (2024) “Does entrepreneurial self-efficacy really matter for entrepreneurial intention? Lesson from covid -19”	Entrepreneurial Self-Efficacy as Independent Variable Entrepreneurial Intention as Dependent Variable	The findings, it provides empirical support for the Theory of Planned Behaviour (TPB)'s usefulness in assessing entrepreneurial ambitions among university students in an Indonesian environment. Second, it highlights the importance of entrepreneurial self-efficacy influencing entrepreneurial intention.
4.	Fort, Isabelle & Lheureux, Florent & Auzoult, Laurent. (2022). “Job Search Intentions and Job Attainment Are Self-Regulated: Prospective Analysis of the Effects of Self-Efficacy, Self-	Self- efficacy as Independent Variable Job Search Intention as Dependent Variable	job search intention is related to self-efficacy, meaning that it is crucial to improve self-efficacy to increase job search intention and, consequently, job search behaviours.

	Consciousness and Core Self-Evaluations”		
--	--	--	--

2.3. Hypotheses Development

2.3.1. Work Expectation and Intention to apply for job

Based on the research called “Indonesian Generation Z Work Expectation and Intention to Apply for Job: Role of Social Media” (Rani et al 2022) The findings show that Generation Z's work expectations substantially impact their willingness to apply for jobs. Several research indicate that Gen-Z also known as Generation Z tend to be highly self-assured, positive about their future careers, and inclined toward entrepreneurial endeavours due to their distinct characteristic such as their creativity and inventive nature because how close they are with the technology (Robert Half, 2015; Adecco, 2015). there are a lot of different views on what stimulates and motivates Gen-Z in a workplace situation (Bulut & Maraba, 2021).

Generation Z values the ability to manage their time effectively, allowing them to dedicate time to family, work, and hobbies. Additionally, the study finds that Generation Z places importance on attractive work environments that promote performance by providing recognition, rewards, and opportunities for creativity and ambition, which are characteristic traits of this generation. (Hu, Y., & Gan, Y. (2011). Research by Nguyen et al (2022) reveals Generation Z job pursuit intention is a job that brings them happiness and satisfaction, with an emphasis on flexible working hours to achieve a work-life balance. Therefore, the author hypothesizes the following:

H1: Work Expectation have positive significance influence towards intention to apply job.

2.3.2. Self-Efficacy and Intention to apply job

Based on the research called “Does entrepreneurial self-efficacy really matter for entrepreneurial intention?” (Wardana et al 2024) Self-efficacy has a direct influence on entrepreneurial intention. Even though the studies were in an entrepreneurial environment. Self-efficacy fosters resilience when encountering a challenges (Rutter ,1987) Self-efficacy impacts well-being through cognitive, motivational, and affective processes, leading to changes in attitudes and behaviours that can enhance both mental and physical well-being (Bandura, 1995). The concept of self-efficacy gained attention with the emergence of social cognitive theories, which emphasize individuals as proactive agents capable of controlling their decisions and actions (Wyatt, 2018a). Bandura (1977) significantly advanced this understanding by demonstrating how beliefs in self-efficacy can impact the activities we choose, the level of effort we invest in them, and our determination to persevere, particularly when faced with challenges. Self-efficacy, a key concept in Bandura's theory, means believing in your ability to control your actions and handle life's challenges (Bandura, 1977, as cited in Wood & Bandura, 1989). It's about feeling confident that you can motivate yourself, use your mind effectively, and take the right steps to handle different situations. Bandura found that self-efficacy affects motivation, how well we feel, and our achievements in life.

Self-efficacy influence individuals' behavior (song et al, 2018). Employees with higher levels of self-efficacy demonstrate greater self-confidence and a positive attitude toward their work (Liu et al., 2017). They are more likely to invest effort in tasks and persist in the face of obstacles, thereby increasing their chances of success. whereas individuals with lower self-efficacy tend to have lower aspirations and struggle to complete tasks (Tian et al., 2019). Therefore, the author hypothesizes the following:

H2: Self-Efficacy have positive significance influence toward intention to apply job.

2.4. Research Framework

The Research Framework is a conceptual model of how theories relate to various factors defined as important issue (Sugiyono , 2019). In this research titled "The Influence of Job Expectations and Self-Efficacy on Job Application Intentions: Study Case of FBE UAJY student batch 20 and 21," based on the theory and the hypothesis formulation above, a research framework can be developed as follows:

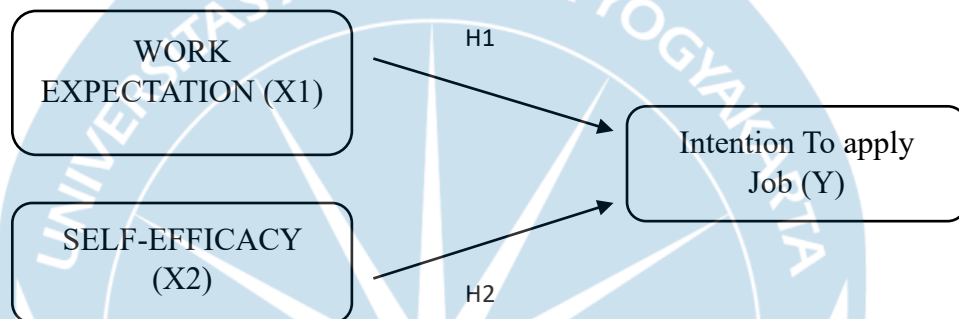


Figure 2.1 Research Framework