



FAKULTAS
PSIKOLOGI



CERTIFICATE

this note to certify that

LUCIA TRISNI WIDHIANINGTANTI

has taken part as a

Presenter

Benevolence and Conformity: Millennials Workers' Personal Values

In the Visiting 4th International Seminar on Psychology
"Psychology in individual and Community Empowerment
to Build New Normal Life Style"

June 12th 2021

The Dean of
Faculty of Psychology
Universitas Muhammadiyah Purwokerto, Indonesia



Dr. Nur'aeni, M.Si.

NIK. 2160205

Benevolence and Conformity: Millennials Workers' Personal Values

Maria Bramanwidyantari & Lucia Trisni Widyaningtanti

Faculty of Psychology Unika Soegijapranata

June, 12th 2021

International Seminar on Psychology 2021

Faculty of Psychology Universitas Muhammadiyah Purwokerto

INTRODUCTION

Values have a central role within individuals to help them function both in personal and social setting.

Values are socially desirable concept and used to represent some motivational goals (Schwartz, 2012).

People work to fulfil their life & spend their days at workplace.

Millennials are the largest generation in the workplace, around 78% of Indonesian workforce (BPS, 2018).

What value they have that motivates them?



RESEARCH METHODOLOGY

This is a quantitative study with descriptive statistics and mean comparison to analyzed the data collected.

Total participants are 123 individuals (women, 41% and men, 40%); ages ranged from 20 to 30 years ($M=25.87, SD=2.48$ years).

Employment sectors:

- civil servant
- private employee
- BUMN employee
- Indonesian National Police/Army
- others (writers, freelancer, creativepreneur)

Survey distributed via online platform and all millennials employee are encouraged to participates.



RESEARCH METHODOLOGY

Short Schwartz's Value Survey (SSVS)

Consist of 10 items that measure value with Likert Scale 0 - 8. Specifically 0 score if the value opposed their life principles, 1 for not important, 4 refers to important and 8 indicates highest importance.

Values measured:

1. POWER (social power, authority, wealth)
2. ACHIEVEMENT (success, capability, ambition, influence on people and events)
3. HEDONISM (gratification of desires, enjoyment in life, self- indulgence)
4. STIMULATION (daring, a varied and challenging life, an exciting life)
5. SELF-DIRECTION (creativity, freedom, curiosity, independence, choosing one's own goals)
6. UNIVERSALISM (broad-mindedness, beauty of nature and arts, social justice, a world at peace, equality, wisdom, unity with nature, environmental protection)
7. BENEVOLENCE (helpfulness, honesty, forgiveness, loyalty, responsibility)
8. TRADITION (respect for tradition, humbleness, accepting one's portion in life, devotion, modesty)
9. CONFORMITY (obedience, honoring parents and elders, self- discipline, politeness)
10. SECURITY (national security, family security, social order, cleanliness, reciprocation of favors)



Result

THE HIGHEST IMPORTANT VALUES

Benevolence (47.97%); men=58 | women=56

Conformity (47.15%); men=57 | women=56

GENDER, YEARS OF SERVICE, SECTOR

No differences found between these categories.

MONTHLY INCOME & EDUCATION LEVEL

There are statistically significant difference monthly salary and two values are **achievement** ($\chi^2(2, N=123)=9.08, p=0.03$) and **self-direction** ($\chi^2(2, N=123)=11.50, p=0.01$).

The significant difference between level of education and two values are **power** ($\chi^2(2, N=123)=8.08, p=0.04$) and **conformity** ($\chi^2(2, N=123)=9.03, p=0.03$).

Millennials perceived almost all values in Schwartz's Value theory are important.

The values of power and conformity higher in Diploma graduates; values of achievement and self-direction found important in lower income group.

Further research needed whether this value affect certain aspects in work setting.

Conclusion

THANK YOU

MARIABRAMAN@UNIKA.AC.ID

TRISNI@UNIKA.AC.ID
