

## WHY PROFESSION IS NOT IN ACCORDANCE WITH THE FIELD OF SCIENCE?

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### ABSTRACT

Education is something that greatly affects human life. Without education people would not be able to progress this far, therefore people choose to be highly educated to survive. However, so far we know that being highly educated will not always guarantee one's success. In this case, it leads to the fact that there are so many humans who have higher education but the profession they have is not in accordance with the field of knowledge they have, especially generation Z. This research discusses the causes of professions that are not in accordance with their fields of knowledge. The method used was a qualitative method with a phenomenological approach and interview instruments. In this study also the respondents were several generation Z. The purpose of this study, to find out about the causes of the profession not in accordance with the field of science. And the result is that there are several causes of the profession that is owned not in accordance with the field of science. One that is familiar is choosing the wrong major. Choosing the wrong major is the most common cause mentioned by the interviewees. However, there are still several other causes of professions not in accordance with the field of science.

**Keywords:** *Profession; Field of science; Generation Z*

### INTRODUCTION

Currently it is known that in Indonesia the unemployment rate is very high. Even though many have earned a bachelor's degree, it cannot guarantee that someone will get a job. It cannot be denied that there are many people who have found work, but it does not match their field of knowledge. This incompatibility between professions and fields of science is felt by many Indonesian people especially at the Generation Z level.

In addition, it is known what a profession and field of science is. Surajiyo (2022), expresses his opinion regarding the definition of a profession, namely a job that relies on special skills or expertise and the work is carried out as the main source of living. Abadi (2020), also expresses the opinion that a profession is a job that has a dominant position in a job, thereby gaining control over determining the substance of its own work. Unlike most jobs, this one is autonomous and self-directed. From the opinions above, it can be concluded that a profession is a job that relies on special skills or expertise, is the main source of livelihood, has a dominant position in the division of labor, and allows individuals to have control over determining the substance of their own work. This work is autonomous and self-directed, in contrast to regular work, which may not have the same level of independence.

The field of science referred to here is not a science that studies events that occur in nature or a community of scientists bound by a particular paradigm, namely a conceptual and methodological framework that determines how research is carried out and what problems are considered important (Kuhn, 1962). However, in this discussion, the field of science means knowledge and skills obtained through formal education or can be said to be a major undertaking in education.

So it is seen that this profession and the field of science are very closely related. Where a field of knowledge that should be mastered or studied can be honed and become a profession in our lives to earn a living. However, currently, there are many cases experienced by undergraduate graduates regarding their professions not being in accordance with their major or field of knowledge, especially in generation Z. Astuti (2021), says that generation Z is a generation that has been exposed to technology, the internet, and social media networks since their early youth, even since they were born. From this statement, it is seen that Generation Z is very dependent on technology. Generation Z is the generation born after the Millennial generation, usually between the mid-to-late 1990s and early 2010s, (Dwidienawati, 2018). Generation Z can do many things by utilizing technology. However, despite Generation Z's ability to utilize technology, it turns

out that there are still many who experience a mismatch between their profession and their field of knowledge, and many are even unemployed.

As said by Minister of Education Nadiem Makarim at the end of 2021, only a maximum of 20% of college graduates work according to their major. This case has increased compared to statistics submitted by the Ministry of Manpower in 2017 showing that only 37% of the workforce was aligned with their academic field. From many articles, it is also seen that Generation Z plays the biggest role in different professions and fields of knowledge. This means that many members of Generation Z have jobs that do not match their field of knowledge. From the problems above, researchers analyzed the causes of professions not being in accordance with the field of science.

Generation Z thinks that "working according to passion" is one of the factors that determines Gen Z's decisions about choosing a job. Gen Z wants work that suits their passion, assuming that work must be an activity that is fun and in accordance with one's passion (Octavia, 2024). What is meant by passion is a strong desire for something or an activity that a person likes and considers important because they sacrifice their time and energy to carry out that activity. Students' subjective experiences derived from their individual observations and worldviews are referred to as perception. The process by which an individual chooses and arranges inputs to enable meaningful interpretation is known as perception (Telaumbanua, 2024). Generation Z has the opinion that work is a profession, where someone will be better off if they work according to their passion. However, passion will not always be the same as a person's field of knowledge or major. Sometimes someone has a passion outside the field of science they love.

Employers today have higher standards for identifying and selecting candidates for positions that suit them because managers look for talent outside the classroom in addition to candidates with a good GPA (Setiawan, 2019). This means that companies that need workers do not only look at high GPA scores but also at the abilities or talents possessed by the prospective employees who will be hired. However, in the research conducted by Setiawan, the talent in question must be in

accordance with educational background. Setiawan also said that even the most accomplished college graduates cannot guarantee that they will have easy access to jobs. Many undergraduate graduates work jobs that do not match their educational background.

Looking at the background as well as several studies that have been carried out, researchers conducted this research to analyze the causes of professions not being in accordance with the field of knowledge they have. In this research, researchers also used qualitative methods. With this method, researchers got answers to questions related to the topic of the article.

## **LITERATURE REVIEW**

### **Profession**

We know that everyone has a different profession. A profession means a job that a person is engaged in to be able to fulfill their daily needs. A profession is a vocation that requires specialized knowledge in a particular field and has intensive academic preparation (Tapper, 2015). A person's efforts to master a preferred field are a process to get a role in society. This means that someone who has pursued a particular field and done it for many years can gain experience and learning that makes them a professional in that field. Ensure a theoretical understanding of the issues it dealt with.

A profession that is owned is a dream, a service and a responsibility to society, and has special obligations (Tapper, 2015). Professions are very beneficial for oneself as well as for the environment and the surrounding community. In the sense that we not only have a responsibility to ourselves but to the good of the surrounding community as well. Having a profession requires us to subordinate our own interests to the interests of clients or society (Tapper, 2015). We must prioritize the comfort and good of the clients or communities we serve.

Buhai (2016) says that a job can be considered a profession; the job must have:

1. Use its theoretical and complicated knowledge.
2. Possess and draw from a bank of information that was more than typically complex. To the realistic resolution of social and human issues.

3. Endeavor to enhance and expand its knowledge base.
4. Impart its expertise to younger generations not in a random manner but consciously and explicitly.
5. Define admission requirements, acceptable practice, heart, and appropriate behavior; and
6. Possess an altruistic heart.

The explanation above can help us understand how a job can be said to be a profession.

### **Field of Science**

Science is something that is indispensable to humans. Science is a basic effort that can make humans in accordance with their nature (Fauziah, 2022). Humans have their own education that is learned or obtained by themselves. Science is centered on humans throughout their lifetime (Fauziah, 2022). It can be understood that science has its own place and is very important for human life and survival.

Many people are highly educated and have their own field of education according to their choice or ability. Education is an effort to transfer knowledge from an educator to a learner. Education is a provision for learners in the form of knowledge and skills that can be useful for themselves, the surrounding environment, and society (Fauziah, 2022). The field of knowledge possessed by a person will be very useful if mastered properly and correctly. If someone is said to have a field of science, it means that the person only focuses on that field, in the sense of someone who is professional in a particular field.

The fields of knowledge owned by humans are very diverse. Some are experts in the field of linguistics, the field of calculation, the field of administration, and many more. A field that we like will be easy for us to master. Therefore, everyone is not careless in choosing the field of science that will be studied in depth. In higher education, we will focus more on exploring the fields of science that we have. At this level we are taught to be more professional, which of course can be useful for the future.

### **Generation Z**

Today's world has been filled with the use of increasingly sophisticated technology. Every generation today can enjoy technology with great satisfaction. This technological age belongs to generation Z. These technological developments are becoming the realm of habits of generation Z. Generation Z grew up with the development of technology, where social media, the internet and sophisticated tools became endless food for them. Generation Z is the generation born in 1997-2012, (Arum, 2023). This is precisely the generation after the millennium or generation Y. Every day using social media, other sophisticated tools, busy with their gadgets describes generation Z. Where always relying on technology for every thing, be it in terms of education or in everyday life. Generation Z is also nicknamed the internet generation or iGeneration, (Arum, 2023).

With the use of this technology, Generation Z is better able to complete all activities in a matter of minutes. Searching for materials using only the web or applications will be found immediately. However, the ease of all this can indirectly affect their personality and character. Generation Z also has the characteristic of confidence, where they have the confidence to express their opinions or views in public. Generation Z is also creative, competitive, realistic, curious, independent, and exclusive (Hendrastomo, 2023). These characteristics are on average possessed by generation Z, although that is not all.

The generation Z is currently in college, and some have entered the workforce. Generation Z has the advantage of being more independent than the previous generation (Arum, 2023). Generation Z always tries new things and tries to learn by themselves using the technology that is available, for example, using the YouTube application to learn something or using the web to solve the difficulties they experience. Generation Z's life is indeed very much related to technological development.

## **RESEARCH METHOD**

The method used in this research is the qualitative method. Inductive thinking processes, which are predicated on objective, participatory observations of a

social phenomenon, are the foundation of qualitative research. The aforementioned social symptoms pertain to the past, present, and even the future (Islamuddin et.al 2023). Harefa (2018) also provides an explanation of qualitative research, which is a type of research that focuses on describing, assessing, and interpreting the subject matter. Researchers acted as the main instrument in the data collection and analysis process, with the main focus on interpreting the meaning of the data. The data collection method used in this research was interviewing. To fully understand the opinions, experiences, and thoughts of research participants regarding the research topic, researchers collected data through direct interaction with them, known as interviews.

In this research, a phenomenological approach was used because this approach aims at understanding the essence of human experience from the perspective of people who experience it directly. Participants with total amount 42 people in this research include members of Generation Z who have had experience with the research that was conducted. Interviews were conducted at the place and time agreed upon by the researchers and the resource person. Each interview result was handwritten by the researchers and combined the results of all interviews.

## **FINDINGS AND DISCUSSION**

From the interviews conducted, there were three questions that became the basis of this research. These questions were asked to generation Z and was analyzed in this research.

First question, what do you think is a profession that is not in line with your field of knowledge? There were 36 interviewees who answered this, and each of their answers was that a profession that is not in accordance with the field of knowledge is a job that a person has but does not match his educational background. There were also 6 people who answered that the profession is not in accordance with the field of knowledge is an expertise that is explored by someone or who makes a living but does not match the education he has.

The second question from what you know, is it true that there are many people who have graduated but work in fields that are not in accordance with their

knowledge? Almost all of the interviewees answered that this was true, because there were many reasons. However, there were also 4 people who answered that it was not true.

The third question is, what do you think are the factors that cause the profession to not match your field of knowledge? From the answers given by the resource person, researchers obtained information that the absence of job vacancies in the area where the resource person lives is one of the reasons why the profession does not match the field of knowledge they have. So the resource person chose to work in another field so that he could get a salary that could provide a living for the resource person and his family. The lack of job openings in their fields is also one of the causes of professions not being suitable for their field of knowledge. This reason was given by many sources; they said that their field of science or major did not have many job openings. There are also other causes, namely, not matching the expected salary. Several sources argued that the salary given as wages for the work carried out was not in accordance with their expectations. This is also due to changes in interests, having skills in various fields, and inadequate economic conditions. This is the opinion or reason from several other sources.

The wrong choice of major was also another cause. There are many participants who had reasons why the wrong choice of major is the biggest reason why the profession is not suitable for the field of science. They admitted that they chose the major they currently have due to pressure from their parents; some said that because they had no other choice before, that's why they chose the major they had. The next cause was having an interest in their profession rather than their field of knowledge. This means that some interviewees have more interest in other fields than their own. There were also sources who thought that having experience in other fields was also necessary to broaden our knowledge and that we should not always rely on the educational background we have, but rather on how we can process this knowledge to become better. Having a long distance was also another reason. This means that the resource person has a place to live that is far from job openings that match their field of knowledge. For question number three, it can be



concluded that the lack of job vacancies in the area where the informant lives, no job vacancies in accordance with the field of knowledge owned by the informant, salaries that do not match expectations due to changes in interests, skills in various other fields, and inadequate economic conditions, choosing the wrong major, believing that we should not always rely on the educational background we have but how to process the knowledge we have for the better, and the last cause is because the resource person has a greater interest in other fields than the field they have, has a greater interest in other fields other than the field they have, believes that we should not always rely on the educational background we have but rather on how we can process the knowledge we have to be better, and the last cause of the resource person's income was because of the distance from home to job vacancies that match the field of knowledge they have. Octavia (2024) says that large salaries can make Generation Z choose a profession that is different from their field of knowledge. Graduates are forced to look for jobs that are not related to their major if they cannot find work in that major (Kadir, 2020). Juliana also says that the true cause of employment mismatch is the large number of graduates from the same program, which forces companies to strictly screen candidates to determine who actually deserves the position.

From the answers given by the informants above, it can be concluded for the first question that a profession that is not in accordance with the field of knowledge is a job that is a source of earning a living from a person but is not in accordance with the field of knowledge that is loved in his education. Regardless of the practices that have been carried out, there is still a mismatch between labor and skills (Draissi, 2023). Draissi means that there is a lot of effort put into training for undergraduate graduates to acquire good skills, but in fact, there is still a mismatch between the profession and the skills they get after college.

From the opinions of the sources above, it is seen that there are many reasons why professions are not in accordance with the field of science. In fact, there may be many other causes than those given by the sources above. And overall, this research highlights that everyone must be able to consider the chosen field of science with the profession they will choose in the future.

## CONCLUSION

Choosing a profession is the right of every human being. Whether it is in accordance with the field of knowledge you have or different from the field of knowledge you have, it is not imposed or regulated by anyone. However, harmony between profession and field of knowledge is something that many people really want. However, in reality, there are still many people, especially generation Z, who have professions that do not match their field of knowledge. And in this research, the cause of this happening is what is being studied.

In this research, researchers used qualitative methods by interviewing several sources. And the results of the interviews that have been conducted show several reasons why the profession is not in accordance with the field of science, namely: lack of job vacancies in the area where the participant lives, no job vacancies that suit the participant's field of knowledge, salaries that do not match expectations due to changes in interests, skills in various other fields, and inadequate economic conditions, choosing the wrong major, having a greater interest in other fields than the field he has, believes that we should not always be based on the educational background we have but rather how we can process that knowledge to become better, and the final cause of the participant's income is due to the distance from home to job vacancies in your field of science.

From the causes above, it is suggested to other to continue and can also provide appropriate solutions to overcome or reduce professions that are not in accordance with this field of science.

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