

## PARENTAL INFLUENCE, SELF-EFFICACY, CAREER INTEREST, AND GENDER AS DETERMINANTS OF GEN Z CAREER CHOICES

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### *Abstrak*

Penelitian ini dilakukan dengan tujuan untuk menganalisis pengaruh orang tua, efikasi diri, minat karier, dan gender terhadap pilihan karier pada Gen Z di Kota Madiun. Penelitian ini dilakukan dengan pendekatan kuantitatif dan menggunakan teknik pengambilan sampel purposive sampling, melibatkan 385 responden Gen Z berusia 19–30 tahun. Pengumpulan data dilakukan dengan kuesioner, kemudian dianalisis menggunakan SPSS versi 25. Hasil penelitian menunjukkan bahwa pengaruh orang tua dan efikasi diri berpengaruh negatif signifikan terhadap pilihan karier, sedangkan minat karier dan gender berpengaruh positif signifikan terhadap pilihan karier Gen Z di Kota Madiun. Oleh karena itu, disarankan agar lembaga pendidikan, konselor karier, serta orang tua memberikan pendampingan pada pengembangan minat dan pemahaman peran gender untuk membantu Gen Z di Kota Madiun mengambil keputusan karier yang sesuai dengan potensinya.

**Kata Kunci:** Pengaruh Orang Tua, Efikasi Diri, Minat Karier, Gender, Pilihan Karier

### *Abstract*

*This study aims to investigate the effects of parental influence, self-efficacy, career interest, and gender on the career choices of Gen Z in Madiun City. This research applies a quantitative approach with purposive sampling as the sampling technique, involving 385 respondents aged 19–30 years. Data were collected through questionnaires and analyzed using SPSS version 25. The results indicate that parental influence and self-efficacy have a significant negative effect on career choices of Gen Z in Madiun City, while career interest and gender have a significant positive effect on the career choices of Gen Z in Madiun City. Therefore, it is recommended that educational institutions, career counselors, and parents provide guidance focusing on developing interests and enhancing gender awareness to help Gen Z in Madiun make career decisions that align with their potential.*

**Keywords:** Parental Influence, Self-Efficacy, Career Interest, Gender, Career Choice

## A. INTRODUCTION

Human resources are an important asset that determines the success of an organization.

Attainment of success within the workplace is determined by the accuracy of choosing a career,

because it affects satisfaction, productivity, and future career development. Gen Z was born in the 1995–2010 range, the generation grew up with technology, had access to extensive information, and was more independent in making decisions (Adityara & Rakhman, 2020). However, many of them experience a gap between job expectations and reality that encourages high intention to change jobs (Yonanda & Usman, 2023).

The phenomenon of high resignation rates among Gen Z is also seen in Indonesia. The survey jakpat.net (2024) shows that 60% of Gen Z respondents plan to resign, with the main reasons being salary dissatisfaction, a desire to explore new fields, and a lack of compatibility with the work environment. The report goodstats.id (2024) added that other contributing factors to resignation decisions include overwhelming workload, restricted career pathways, and dynamics with supervisors.. In Madiun City, the study outcomes proposed by Eviana and Hasanah (2023) found that of 375 Gen Z respondents, only 12% were working, 41.8% had worked, and 45.6% had resigned.

Individual development, such as career choice, plays a strategic role in determining a person's future direction. Career decisions should be based on careful consideration. Career choice is defined as students' ability to select one option among several alternatives that align with their interests and potential (Handani et al. 2023). This definition emphasizes the active role of individuals in choosing a career path that fits their internal characteristics as well as external conditions influencing the decision.

In Indonesian society, which is characterized by a collectivist culture, parental influence on children's decision-making, including career choices, remains very strong. Kumar (2023) demonstrated this influence through parental expectations, values, and aspirations that directly or indirectly shape children's career preferences. Parental expectations often serve as the primary reference for children in selecting their field of study and future profession. Parental influence is defined as a crucial factor encompassing encouragement, advice, and reinforcement of their children's career choices, which has been shown to have a significant relationship with the career decisions of young generations (Shakil et al. 2025).

According to Baharudin & Chin (2023), describe self-efficacy as an individual's belief in their own ability to overcome challenges and attain career success, which is positively linked

to career decision-making. A strong sense of self-efficacy enhances confidence in developing career plans and addressing work-related obstacles. Furthermore, individuals with high self-efficacy are generally more open to exploring areas of interest, as they trust their capacity to manage the tasks and difficulties encountered in those fields (Khildani et al. 2022).

According to Ndum et al. (2025), this interest is shaped by personal experiences, attraction to specific fields, and the values an individual holds. Markman and Du (2024) further note that early exposure to information about particular career types can significantly enhance students' interest in those fields, which in turn contributes to the formation of more directed long-term career decisions. This indicates that the early development of interests can facilitate the achievement of more focused and sustainable career goals.

Gender also plays a crucial role in the career choice process. Aditya and Hasibuan (2020) define gender as a social identity that differentiates individuals based on male and female categories and is associated with the roles expected in various contexts, including the workplace. In the career context, gender becomes a significant consideration as it can shape environmental expectations regarding an individual's potential, suitability, and preferences for specific professional fields.

The study outcomes proposed by Shakil et al. (2025) shows that parental influence is significantly related to children's career choices. However, the study outcomes proposed by Adeliyanti & Khoirunnisa (2020), which showed that family influence did not have a significant effect on career decisions. The study outcomes proposed by Pham et al. (2024) shows that self-efficacy has a significant relationship with career choices. However, the empirical results provided by Falah & Sarianti (2025) shows that self-efficacy is not significant directly to career choice, but significant through the mediation of career exploration.

Previous studies have shown varying findings regarding the influence of career interest and gender on career choices. Several studies indicate that career interest significantly affects an individual's career choice. However, Saputra (2021) reported contrasting evidence, suggesting that career interest does not have a significant impact on career choice. Similarly, Abayomi et al. (2020) found that gender plays a significant role in shaping perceptions and

career decisions, whereas Lukman and Juniati (2021) concluded that gender does not significantly affect career choice.

## **Literature Review**

### **Social Cognitive Career Theory (SCCT)**

Social Cognitive Career Theory (SCCT) developed by Lent et al. (1994) is one of the most influential approaches in understanding the career decision-making process. The empirical results provided by Zola et al. (2022), Social Cognitive Career Theory (SCCT) is a model in career development that explains the relationship between personal factors, contextual conditions, and sociocognitive factors in influencing the process of forming work interests, the formulation of career goals, and individual career behavior.

### **Career Choice**

Career choices is a complex decision-making process that lasts for a long time, where individuals consider various important aspects such as needs that must be met, personal values that must be met, personal values that are believed, training and education taken, the conditions of the work environment, and the ability to finally determine the profession that is considered most suitable for them (Shimoni et al. 2020).

### **Parental Influence**

Parental influence is the active role of parents in determining and influencing children's decisions in choosing a career, through the expectations and expectations that parents have for their children's career choices (Shakil et al. 2025).

### **Self-Efficacy**

Self-efficacy can be described as the personal conviction that one has the capacity to plan, regulate, and carry out the tasks required to achieve predetermined objectives. Such belief influences the way individuals respond to challenges, make decisions, and evaluate the likelihood of achieving success in their careers. (Ambiel & Noronha, 2022).

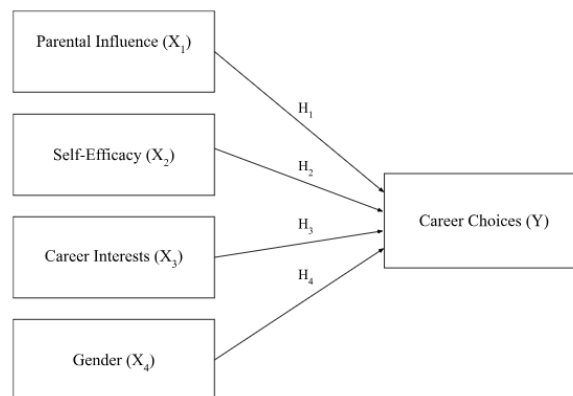
### **Career Interest**

Career interest is a high and consistent interest in a field of work that encourages individuals to choose education, training, and employment paths that are relevant to the field of interest (Ndum et al. 2025).

## Gender

Gender is a social characteristic attached to the roles of men and women, which is not only based on biological differences, but is mainly shaped through social, cultural, and societal processes that assign different roles, responsibilities, and expectations for both (Angwaomaodoko, 2023).

## Conceptual Framework and Hypothesis



**Figure 1. Conceptual Framework**

Anchored in the above conceptual framework, the hypotheses of this study are structured as follows::

H1: Parental Influence is influential and significant on Career Choices.

H2: Self-Efficacy is influential and significant on Career Choices.

H3: Career Interest are influential and significant to Career Choices.

H4: Gender is influential and significant to Career Choices.

## B. METHOD

This research employs a quantitative approach to analyze the influence of parents, self-efficacy, career interest, and gender on Gen Z career choices in Madiun City. The problem of this research is based on the phenomenon of Gen Z's high desire to resign from work. The investigation was performed using directly sourced data collected through survey instruments distributed to 385 Gen Z respondents aged 19–30 residing in Madiun City, using purposive sampling techniques. The collected data was then analyzed using multiple linear regression with the help of SPSS software version 25 to analyze the impact of each independent variable

on career choices. The implementation of research activities includes the preparation of instruments, the dissemination of questionnaires, data processing, and the interpretation of the findings derived from the analysis, which serve as the basis for hypothesis testing.

## C. RESULTS AND DISCUSSIONS

### Descriptive Statistical Test

Table 1. Descriptive Statistical Test

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
Parental influence	385	20.00	40.00	39.9714	2.83793
Self-Efficacy	385	15.00	32.00	24.1403	4.00534
Career Interest	385	12.00	24.00	18.1740	3.07855
Gender	385	14.00	24.00	21.0390	2.06182
Career Choices	385	23.00	40.00	34.9455	3.19254
Valid N (listwise)	385				

Source: SPSS 25 Output

Based on table 1. descriptive statistical test, the conclusions outlined below may be established:

1. The parental influence variable recorded the lowest score at 20.00 and the highest at 40.00, with an average score of 39.9714 and a standard deviation of 2.83793.
2. The self-efficacy variable recorded the lowest score at 15.00 and the highest at 32.00, with an average score of 24.1403 and a standard deviation of 4.00534.
3. The career interest variable recorded the lowest score at 12.00 and the highest at 24.00, with an average score of 18.1740 and a standard deviation of 3.07855.
4. The gender variable recorded the lowest score at 14.00 and the highest at 24.00, with an average score of 21.0390 and a standard deviation of 2.06182.
5. The career choice variable recorded the lowest score at 23.00 and the highest at 40.00, with an average score of 34.9455 and a standard deviation of 3.19254.

### Validity Test

Table 2. Validity Test

Variable	Number of Statement Items	Range r-count	r-table	Sig.	Conclusion
Career Choices	10	0.559–0.673	0.100	0.000	All Valid
Parental Influence	8	0.500–0.840	0.100	0.000	All Valid

Variable	Number of Statement Items	Range r-count	r-table	Sig.	Conclusion
Self-Efficacy	12	0.527–0.698	0.100	0.000	All Valid
Career Interest	9	0.538–0.714	0.100	0.000	All Valid
Gender	5	0.637–0.689	0.100	0.000	All Valid

Source: SPSS 25 Output

Based on table 2. validity test, the results indicate that all statement items across the variables are considered valid

## Reliability Test

Table 3. Reliability Test

Variable	Alpha Value Calculate	Cronbach Alpha	Information
Parental Influence	0.893	0.60	Reliable
Self-Efficacy	0.758	0.60	Reliable
Career Interest	0.686	0.60	Reliable
Gender	0.745	0.60	Reliable
Career Choices	0.820	0.60	Reliable

Source: SPSS 25 Data Processing

Based on table 3. reliability test, all variables achieved Cronbach's Alpha coefficients higher than 0.60, suggesting that the instruments meet the reliability standard..

## Normality Test

Table 4. Normality Test

One-Sample Kolmogorov-Smirnov Test		
	Unstandardized Residual	
N		385
Normal Parameters	Mean	0.0000000
	Std. Deviation	1.16002729
Most Extreme Differences	Absolute	0.039680
	Positive	0.037938
	Negative	-0.039680
Test Statistic		0.039680
Asymp. Sig. (2-tailed)		0.200000

Source: SPSS 25 Output

Based on table 4. normality test, with an Asymp.Sig result of 0.200, which is higher than the threshold of 0.05, the data are considered normally distributed.

## Multicollinearity Test

Table 5. Multicollinearity Test

Independent Variables Research	Variable Influence Factor (VIF)	Tolerance	Information
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Parental Influence (X1)	1.038	0.963	Not Happening Multicollinearity
Self-Efficacy (X2)	1.010	0.991	Not Happening Multicollinearity
Career Interest (X3)	2.930	0.341	Not Happening Multicollinearity
Gender (X4)	3.009	0.332	Not Happening Multicollinearity

Source: SPSS 25 Output

Based on table 5. multicollinearity test, with tolerance results higher than 0.10 and VIF scores not exceeding 10, the data meet the requirements of the multicollinearity assumption.

### Heteroscedasticity Test

Table 6. Heteroscedasticity Test

Type	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta	t	Sig.
(Constant)	0.706	0.450		1.569	0.117
Parental Influence (X1)	-0.005	0.011	-0.24	-0.453	0.651
Self-Efficacy (X2)	0.011	0.005	0.102	1.937	0.054
Career Interest (X3)	-0.031	0.022	-0.128	-1.433	0.153
Gender (X4)	0.014	0.018	0.067	0.733	0.464

Source: SPSS 25 Data Processing

Based on table 6. heteroscedasticity test, with significance values greater than 0.05 across variables, the regression model is considered free from heteroscedasticity problems.

### Multiple Regression Linear Analysis Test

Table 7. Multiple Regression Linear Analysis Test

Type	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta	t	Sig.
(Constant)	7.101	1.235		5.751	0.000
Parental Influence (X1)	-0.075	0.030	-0.049	-2.479	0.014
Self-Efficacy (X2)	-0.033	0.015	-0.042	-2.151	0.032
Career Interest (X3)	0.698	0.061	0.386	11.530	0.000
Gender (X4)	0.907	0.052	0.592	17.431	0.000

a. Dependent Variable: Career Choices

Source: SPSS 25 Output

Based on the table 7. multiple regression linear analysis test, the following describes the regression coefficients that form the multiple regression model equation:

$$Y = a + b_1X_1 + b_2X_2 + b_3X_3 + b_4X_4$$

$$Y = 7.101 + -.075 + -.033 + .698 + .907$$

**Hypothesis Test (t-Test)****Table 8. Hypothesis Test (t-Test)**

Type	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta	t	Sig.
(Constant)	7.101	1.235		5.751	0.000
Parental Influence (X1)	-0.075	0.030	-0.049	-2.479	0.014
Self-Efficacy (X2)	-0.033	0.015	-0.042	-2.151	0.032
Career Interest (X3)	0.698	0.061	0.386	11.530	0.000
Gender (X4)	0.907	0.052	0.592	17.431	0.000

a. Dependent Variable: Career Choices

Source: SPSS 25 Output

Based on table 8. hypothesis test (t-test), then it can be concluded:

1. First Hypothesis Testing (H1). The parental influence variable shows a calculated t-value of -2.479, which is smaller than the t-table value of 1.966, with a significance level of 0.014. Therefore, H1 is accepted, indicating that parental influence has a significant negative effect on career choices.
2. Second Hypothesis Testing (H2). The self-efficacy variable shows a calculated t-value of -2.151, which is smaller than the t-table value of 1.966, with a significance level of 0.032. Therefore, H2 is accepted, indicating that self-efficacy has a significant negative effect on career choices.
3. Third Hypothesis (H3). The career interest variable shows a calculated t-value of 11.530, which is greater than the t-table value of 1.966, with a significance level of 0.000. Therefore, H3 is accepted, indicating that career interest has a significant positive effect on career choices.
4. Fourth Hypothesis Testing (H4). The gender variable shows a calculated t-value of 17.431, which is greater than the t-table value of 1.966, with a significance level of 0.000. Therefore, H4 is accepted, indicating that gender has a significant positive effect on career choices.

**Coefficient Determination Test****Table 9. Coefficient of Determination**

Model Summary					
Type	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.931a	.866	.864	1.16649	1.847

a. Predictors: X1, X2, X3, X4

b. Dependent Variable: Y

Source: SPSS 25 Output

Based on table 9. coefficient of determination test, the Adjusted R Square value of 0.864 indicates that 86.4% of the variation observed in the career choice construct is accounted for by the four independent variables examined in this research.

**D. CONCLUSIONS**

Considering the analysis and discussion presented, it can be inferred that parental influence and self-efficacy negatively and significantly affect career choices, whereas career interest and gender positively and significantly affect career choices.. This research has limitations on the scope of the research area that is only focused on Gen Z in Madiun City and on the research variables used, namely parental influence, self-efficacy, career interest, and gender, which only represent some of the factors that influence career choice.

**E. SUGGESTIONS**

Recommended that future researchers broaden the research area and incorporate additional variables to generate a more thorough understanding of the factors shaping Gen Z's career choices.

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