

STUDENTS' MOTIVATION IN CHOOSING A JOB (A Study of English Department Students' of STKIP Siliwangi Bandung)

Sudiyono

sudiyono32@yahoo.com

STKIP Siliwangi Bandung

ABSTRACT

This research is aimed to know the motivation of students' to choose a job. In this research the subjects of the research are the students of English Department of STKIP Siliwangi Bandung, academic year 2013-2013. Besides motivation, this research also wants to deep and to describe what are the reasons of the respondents to choose each motivation. In this research the writer used a descriptive qualitative method, a research which is used in the case study, documents analysis, and correlation research. As the result of data process analysis showed, there are 18 students of 80 respondents chose good working relationship as their choice to get a job. It means 22.5% of respondents chose 'good working relationship' as motivation of work. As the result of data process analysis showed, there are 18 students of 80 respondents chose good working relationship as their choice to get a job. It means 22.5% of respondents chose 'good working relationship' as motivation of work. As the result of data process analysis showed, there are 15 students of 80 respondents chose responsibility as their choice to get a job. It means 18.75% of respondents chose 'responsibility' as motivation of work.

Keywords: motivation, remuneration, working relationship, responsibility.

A. Introduction

There are many reasons/motivations for people to have a job, such reasons usually depend on the needs of each person.

To have a job, at least, aimed to fulfill the basic need of a human to earn and to survive his life. Although basic needs of every human being is almost the same (Mc. Groge, 2000; ---), but to choose a job they have different motivators.

The motivation in choosing a job usually depend on many factors: i.e. background of education, environment, class of society, and many others.

This research is aimed to know the three highest motivations of students' to choose a job. In this research the subjects of the research are the students of English Department of STKIP Siliwangi Bandung, academic year 2013-2013.

B. Literature Review

According to McClelland (2000) in Sudiyono (2009: 15), there are at least three factors to influence the job performance, they are; motivation, competency, and compensation.

Motivation is as the willingness to exert high level of effort toward organizational goals, conditioned by the effort's ability to satisfy some individual need. (Robin, 1998: 168). As David

McClelland said (1961) in Anwar PrabuMangkunegara (2005), that power, affiliation, and achievement are as a strong motivation in every individual.

Competencies are the knowledge, skills and attributes you can develop in every aspect of your life. As more and more supervisors focus on competencies in the hiring process, successful candidates will be those who can develop strong competencies, fill gaps with relevant experience and communicate their competencies effectively in résumés and interviews. The resources in this kit will help you do just that! Competencies are the knowledge, skills and attributes that you use at work, school and in other environments—in every aspect of your life. They can include skills that you already have but perhaps don't know how to describe. For example, let's say you're an expert with your smartphone and use it to keep track of appointments, social activities and academic work. This everyday activity has likely helped you develop your competencies in communication and project, task and organizational skills—not bad! (www://uvic.ca/coopandcareer/index.php).

Hendry Simamora (1999: 541) stated: 'Compensation is as a large understanding concerning with financial rewards that was received by people via their connection of works with an organization.' Milkovich (1997: 5) in Sudiyono (2012: 33) stated that "...compensation refers to all form of financial and tangible service and benefits employee receive as part of employment relationship."

Those three factors that influence job performance can't be run separately, they must be related one to others in the reality of practice. Otherwise, motivation is the only one strongest reason that leads someone in choosing a job.

C. Research Methodology

1. Research Design

Design of the research is to prepare some questioners of job motivations (twelve items) were taken from '*English for Business Studies – A Course for Business Studies and Economics Students.*'

Then, the respondents must fill three proper answers for the questioners as their reasons in choosing a job. The answers of the respondents will be made as data for this research.

After the respondents choose their proper answers (three proper answers) of choosing job motivations, soon they are requested to give the reasons why they chose such motivations in choosing a job. Refer to motivations guidance book as mentioned above, here are the list of motivations that's usually taken by average job seekers.

Table 1
List of Motivations in Choosing a Job

No	Motivation of Choosing a Job
1	Good remuneration
2	Good working relation
3	Good working condition
4	Job security
5	Possibility of promotion
6	Challenging job
7	Responsibility
8	Contact with people
9	A belief in what the organization does

No	Motivation of Choosing a Job
10	Job in which you can make a differ.
11	Opportunities to travel
12	Long holidays/vacations

Source : English for Business Studies

The students were given choice to choose three proper motivations of twelve ones (as mentioned) above and giving the reasons why they choose them.

2. Research Method

Research, referred to McMillan & Schumacher (2001: 26), is a systematic process of collecting data and logically analyzing data for some purposes. While Thomas Crowl (1996: 5) stated 'research is a way of knowing is its emphasis on systematic investigation.'

In this research the writer used a descriptive qualitative method, a research which is used in the case study, documents analysis, and co-relation research.

According to WiliamWiersma (1991: 14), 'qualitative research is context-specific with the writer's role being one of inclusion in the situation.' The other scientist stated, 'a qualitative method is used to examine question that can be best answered by verbally describing how participants in a study perceive and interpret various aspect of their environment.' (Crowl, 1996: 10).

3. Instrument of the Research

Instrument of the research can be formed as a survey, questionnaire, test, scale, rating or tool designed to measure the variable, characteristic, or information of interest, often behavioral or psychological characteristic.

Instrument on this research is a set of questionnaires that should be answered by respondents. Respondents must answer the same question with several possibility answers based on each respondent's opinion.

4. Research Site and Subjects

Research site of this paper is perception of the respondents to the motivation that made them to decide a job.

Subjects of this research are students of English Department, STKIP Siliwangi Bandung. These subjects are known as populations; due to Thomas Crowl stated, 'populations are groups consisting all people to whom a writer wishes to apply the findings of a study.' Besides, he also stated that 'samples are subsets of people used to represent populations.' (Crowl, 1996: 8).

5. Data Collection

To collect the data, writer did some steps as follow:

- Setting a questionnaire with the same alternative to answer.
- To collect each answer of every respondent.
- To collect the same group of the answers.
- To rank the big three group of answers were chosen by the respondents.
- To count the respondents' choice of the answers.

6. Data Analysis

Data analysis is meant to be a rigorous process, using data that has been carefully produced and managed. (Blaxter, 1996: 186).

According to Maxwell (1996: 78) 'data analysis is probably the aspect of qualitative research that most clearly distinguished it from experimental and survey research.'

Data analysis in this research was done to know what motivators that can motivate the respondents in choosing a job. The motivators, then ranked from the first, second, and third. For each rank, the respondents are ought to give the reasons why they chose such answers.

7. Research Procedure

Procedure of this resear was set by the researcher simply and following the natural steps as follow;

- a. Preparing instruments (questionnaires) to be distributed to the respondents.
- b. Explaining the aim of the research to the respondents.
- c. Explaining the respondents how to choose the answers that must be really suitable with each own interest.
- d. Grouping the respondents' answers suitable with their choices.
- e. Ranking the respondents' answers to be three major choices.

D. Findings and Discussion

1. Findings

a. First motivation

As the result of data process analysis showed, there are 32 students of 80 respondents chose good remuneration as their choice to get a job. It means 40% of respondents chose 'good remuneration' as motivation of work.

b. Second motivation

As the result of data process analysis showed, there are 18 students of 80 respondents chose good working relationship as their choice to get a job. It means 22.5% of respondents chose 'good working relationship' as motivation of work.

c. Third motivation

As the result of data process analysis showed, there are 15 students of 80 respondents chose responsibility as their choice to get a job. It means 18.75% of respondents chose 'responsibility' as motivation of work.

Such above findings can be described on the following figure

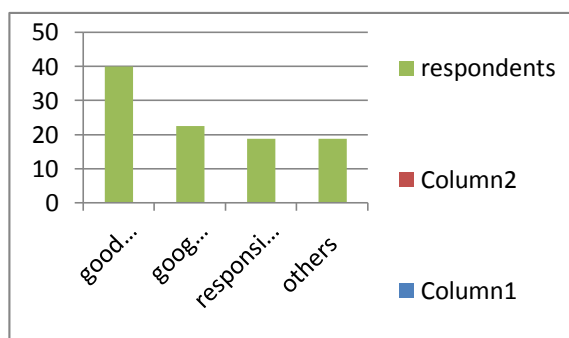


Figure 1 :
Students' Motivation (in %)

2. Discussion

- a. The reasons of the respondents to choose good remuneration as their first choice are as follow:
 - 1) everyone needs money,
 - 2) money can make/give motivation to work,
 - 3) money is the most important thing,
 - 4) everything needs money.
- b. The reasons of the respondents to choose working relation as their second choice are:
 - 1) making job done well,
 - 2) making funny and enjoy,
 - 3) making harmonic atmosphere to work.
- c. The reasons of the respondents to choose responsibility as their first choice are:
 - 1) responsibility is first step,
 - 2) responsibility as the most important thing in work.
 - 3) Responsibility could motivate to work.
 - 4) Responsibility makes work accountable.

E. Conclusion and Suggestion

1. Conclusion

Perception of the students of English Department - STKIP Siliwangi Bandung, academic year 2012-2013 in choosing a job is based on: good remuneration, good working relationship, and responsibility.

2. Suggestion

This finding of the research should be description for STKIP Siliwangi Bandung to know what motivation of his students in choosing a job.

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