

The Influence of Educational Mismatch on Future Career Perspectives with Generation as a Moderating Variable

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ABSTRACT

Research this aims to test whether the influence of educational mismatch on future career perspective, and to test how generation influences educational mismatch on future career perspective. The population in this research is the workforce included in the category of Generation Y and Z. The method used is a quantitative method through questionnaire distribution. The number of respondents involved in this study is as many as 130 workers. Testing was done with the method of Moderated Regression Analysis (MRA). Test results of this study show that educational mismatch does not have a significant influence on the future career perspective of the workforce in Indonesia. Generation Y and Z apparently can influence the occurrence of educational mismatch with work toward future career perspective, meaning Generation Y and Z increasingly have the view that educational background is not too important in their future career.

Keywords: *Generation, Career, Mismatch, Education.*

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INTRODUCTION

Every year, the amount of the labor force continues to increase, but this is inversely proportional to the limited number of job opportunities, with data from the International Monetary Fund recording that as many as 281.6 million people are included in the labor force but have not found work (International Monetary Fund, 2025). As a result, Indonesia has become the country with the highest unemployment rate in ASEAN, which creates high competition in the labor market, where dynamic and uncertain conditions require the workforce to adapt quickly to suit existing conditions (Peter, 2014). One of the requirements for competing in the labor market in Indonesia is having a higher education background, which is considered an investment in obtaining appropriate skills and jobs, although in practice there is still a mismatch between higher education background and jobs obtained, especially in humanities majors which recorded the highest level of mismatch (Park & Luo, 2023; Wong et al., 2008). Education mismatch with work that has been studied since the 1970s consists of vertical mismatch (workers have a higher or lower level of education than their jobs) and horizontal mismatch (education does not match the job) [3]; the Indonesian labor market is now characterized by a multi-generational workforce that influences work values, expectations, and work motivation (Wong et al., 2008); many workers choose their first job as a stepping stone without considering educational suitability even though generations influence future career perspectives (Cortadas-Guasch, 2024); this condition is important in HR management because it can increase turnover which is detrimental to the company, so this study examines how generations moderate the relationship between educational mismatch and future career perspectives.

In a number of decades lately, the phenomenon of educational mismatch – incompatibility between background behind education individual with the work he does – the more become spotlight, especially in the middle dynamics market fast work changed. In Indonesia, data from BPS (2023) shows that more than 30% of graduates' college tall work on position that is not requires qualification academic they, signify height mismatch numbers. Phenomenon this increasingly complex along change orientation career on generation young people, especially Generation Y (millennials) and Generation Z, which tends to more flexible and look for meaning in work compared to stability solely (LinkedIn Workforce Report, 2023).

From the side theoretical, perspective career perspective includes how individual interpret, plan, and navigate journey his career throughout life (Super, 1990; Savickas, 2005). Temporary that, generational differences theory explains that difference values, expectations, and attitude work between generation participate influence perception and decision career they (Twenge, 2010; Mannheim, 1952). Generation Y is known more emphasize balance work-life and development self, whereas Generation Z grows up with expectation to flexibility work and strong digital identity.

However, until now still there is a significant research gap, especially in Indonesian context, related connection between educational mismatch and perception career cross generation. Combining studies perspective sociological, psychological, and contextual for understand the impact of mismatch on preference and decision career Generation Y and Z in Indonesia are still limited. In fact, understanding this crucial for designing policy employment and responsive education to dynamics demographic and demands economy time now.

Problem main challenges faced in the market power Indonesian work is mismatch between education and work that is undertaken, which can influence satisfaction work and prospects career power work, and emergence challenge new from power work multigenerational with motivation and mark different work (Cortadas-Guasch, 2024); research this use approach theoretical with identify problems, collecting data, and analyze it use theory mismatch education vertical that explains about background behind more education tall or more low from his job and horizontal mismatch that explains mismatch background behind education power work with job held for analyze condition environment potential work influence system education or interest to major certain. Theory values work includes cognitive aspects related to self-development, including job diversity, interests, intellectual simulation, continuous learning, creativity, and challenges (Wulandari & Kismono, 2023); the generational approach in this study focuses on Generation X, who are close to financial uncertainty and tend to choose jobs for secure income, as well as Generation Y who tend to be narcissistic, easily depressed, and seek meaning in work (Wulandari & Kismono, 2023); future career perspective is defined as how individuals value their future careers and link their current jobs to career prospects, so that if their current jobs are considered supportive, productivity and work enthusiasm will increase, while if not, high turnover is unavoidable (Wulandari & Kismono, 2023).

METHOD

Study this uses a quantitative method with statistical analysis to test hypotheses, where quantitative research studies phenomena through hypotheses and analyzes the connection between variables to formulate conclusions using formulas and data. This study is cross-sectional in nature, only conducted once at a specific point in time, using a survey questionnaire method to collect primary data obtained directly from respondents, as well as secondary data from articles and research journals. The population of this study includes all workers in Indonesia, while the sample consists of 130 people who fulfilled the required criteria: born between 1981–1995 (Generation Y) and 1996–2010 (Generation Z), had an educational background that does not match their current job, and have worked for at least one year, using non-probability sampling with a purposive sampling method (Robst, 2007).

Primary data was processed by identifying respondents who met the required criteria, then conducting a survey using questionnaires to obtain data about daily work dynamics, while secondary data was collected from journals and related websites on Generation Y and Z, educational mismatch, as well as future career perspectives. Data analysis includes validity and reliability tests of the measurements as well as a Moderated Regression Analysis (MRA) test to assess the model, with the analysis steps in the form of multiple regression, calculation of the sum of squares of regression residuals, and comparison of the F-count with the F-distribution.

FINDINGS AND DISCUSSION

The results were analyzed from a total of 130 data points collected. Table 1 shows the characteristics of the respondents.

Table 1. Respondent Characteristics

Characteristics	Generation Y	Generation Z
Gender:		
Man	10 (25.64%)	31 (34.06%)
Woman	29 (74.36%)	60 (65.94%)

Table 2. Regression Calculation of X1 and X2 on Variable Y

Model	Coefficient ^a				t	Sig.
	Unstandardized Coefficients	Standardized Coefficients		Beta		
	B	Std. Error	Beta			
1 (Constant)	30,767	2,068			14,880	<0.001
X1	0.788	0.468	0.151		1,683	0.095
X2	0.599	0.342	0.157		1,753	0.082

a. Dependent Variable: Y

From the test results that have been carried out, it can be seen that the significant value of Horizontal Educational Mismatch (X1) is more than 0.05, so it can be concluded that Horizontal Educational Mismatch does not have a significant effect on future career perspectives. The significant value of Vertical Educational Mismatch (X2) is more than 0.05, so the conclusion is that Educational Mismatch (Vertical) does not have a significant effect on future career perspectives.

Table 3. Model Summary

Model	R	R square	Adjusted R Square	Standard Error of the Estimate
1	0.191 ^a	0.036	0.021	4,900

a. Predictors: (Constant), X2, X1

It is known The r square value of 0.036 means that the contribution of the influence of X1 and X2 is 0.36%.

Table 4. Regression Calculation with Moderating Variables

Model	Coefficient ^a				t	Sig.
	Unstandardized Coefficient	Standardized Coefficient		Beta		
	B	Std. Error	Beta			
1 (Constant)	24,555	8,400			2,923	0.004
X1	0.103	2,000	0.020		0.052	0.959
X2	2,066	1,261	0.541		1,638	0.104
M	4,028	4,670	0.374		0.863	0.390
X1*M	0.343	1,096	0.162		0.313	0.755
X2*M	-0.919	0.71	-0.495		-1.273	0.205

a. Dependent Variable: Y

The significance value of the Horizontal Education mismatch interaction variable with the generation moderation variable is 0.755 (>0.05), so the conclusion is that the Generation variable is not able to moderate X1 against the Moderation variable.

The significance value of the Horizontal Education mismatch interaction variable with Generation is 0.205 (>0.05), so the conclusion is that the moderating variable is not able to moderate the X2 variable against the Moderation variable.

Table 5. Model Summary

Model	R	R Square	Adjusted R Square	Standard Error of the Estimate
1	0.326 ^a	0.106	0.070	4,766

a. Predictors: (Constant), X2*M, X1, M, X2, X1*M

R square value 0.106 influence It means variables X1 and X2 against Y after There is variables Moderation changed become by 10.6%. The calculation results show no significant difference between generations Y and Z regarding future career perspectives, but generations moderate the relationship between educational mismatch and future career perspectives, which means that different generations experience educational mismatch with their jobs that affect future career perspectives; in addition, the majority of research respondents have a humanities educational background, so it can be concluded that humanities majors most often experience educational mismatch with jobs.

Next , the results research show that mismatch education , good both horizontally and vertical , no influential significant to perspective career time front , so that background behind education in Indonesia is not become condition main For get work or control something work , and with thus somebody still can do his job without obstacle although own background behind education that is not according to ; tendency force Work For get work And condition economy moment This Also become factor external driving mismatch education No too noticed by force work , and results This in accordance with study previously shown that flexibility And uncertainty market power Work impact negative on mismatch work , even for graduate of education high (Peter, 2014).

CONCLUSIONS

This study concludes that educational mismatch does not significantly influence the future career perspectives of the Indonesian workforce, with Generations Y and Z moderating the relationship, suggesting that educational background is perceived as less important for their future careers. This study is limited by the imbalance in the number of Generations Y and Z, so further research is recommended to target a balanced sample. Data were collected only once, so a longitudinal method is recommended to verify the variation in educational mismatch and future career perspectives between generations, as well as the moderating effect between generations.

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