

THE INFLUENCE OF WORK ETHIC AND PROFESSIONAL ETHICS ON CAREER SUCCESS AMONG GEN-Z IN DKI JAKARTA

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Abstrak

Keywords:

DKI Jakarta, Work Ethic,
Professional Ethics,
Generation Z,
Career Success.

This study aims to examine the influence of Work Ethic (X1) and Professional Ethics (X2) on Career Success (Y) among Generation Z in DKI Jakarta. Primary data were collected through a structured questionnaire and analyzed using multiple linear regression. The results reveal that Work Ethic has a positive and significant effect on career success, indicated by regression coefficient of 0.952, a significance value of 0.000, and a strong correlation ($r = 0.677$). This finding demonstrates that strong discipline, motivation, and responsibility significantly enhance Gen-Z's readiness and performance in the workplace. Furthermore, Professional Ethics also shows a positive and significant influence, with a regression coefficient of 0.874 and a significance value of 0.000, emphasizing the essential role of integrity, accountability, fairness, and professional conduct in shaping a credible and trustworthy career foundation. The simultaneous test ($F = 11.435$; Sig. = 0.000) indicates that Work Ethic and Professional Ethics jointly contribute significantly to Career Success. The coefficient of determination ($R^2 = 0.459$) shows that 45.9% of the variation in career success is explained by the combined influence of these two variables, while the remaining 54.1% is affected by other external factors such as work experience, competence, and organizational environment. Overall, the study concludes that Work Ethic and Professional Ethics function as two fundamental pillars that support optimal performance and strengthen the likelihood of career advancement for Generation Z in DKI Jakarta. Strengthening both aspects is therefore crucial in preparing young professionals to meet the demands of today's competitive and dynamic labor market.

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INTRODUCTION

Jakarta, as Indonesia's largest economic and business center, attracts a large number of young workers pursuing professional careers. Despite the many job opportunities in industry, services, technology, and government sectors, the high level of competition demands more than technical skills. A strong work ethic and adherence to professional ethics are essential components that determine one's ability to build a successful career in today's modern work environment.

Work ethic and professional ethics are increasingly significant in this fast-paced and competitive era. Both influence individual performance and shape a long-term professional identity. A strong work ethic enhances one's ability to perform tasks efficiently and responsibly. This quality enables individuals to complete tasks promptly and accurately due to their responsive attitude toward responsibilities (Pasaribu, 2022). Work ethic can be understood as a mindset reflecting diligence, discipline, responsibility, and continuous self-improvement. Employees with a high work ethic typically show strong commitment to their tasks, value punctuality, and can adapt to workplace pressure.

Professional ethics relates to the moral principles guiding individuals in making decisions and interacting with others in a professional setting. These two attributes are especially crucial for shaping the professional character of Generation Z who often demonstrate different perspectives and approaches compared to previous generations. According to Fitriansyah (2025), professional ethics serve not only as a moral code but also as a guide that helps individuals make wise and responsible decisions at work. Principles such as honesty, integrity, fairness, and respect for others provide the foundation for a conducive work atmosphere that fosters productivity.

Both elements complement each other in Jakarta's dynamic work environment. While professional ethics ensures that achievements are obtained through proper and honorable means, work ethic motivates individuals to strive for excellence. Although some members of Generation Z may face challenges in meeting workplace expectations due to their preference for flexible and digital work cultures, a national survey reported by *Republika Online* (2024) reveals that more than 80% of Indonesian Gen-Z still view ethics as essential in the workplace. They value transparency, work-life balance, and open communication. This indicates that despite generational differences, the awareness of ethical responsibility remains high.

LITERATURE REVIEW

Work Ethic

According to Simanjuntak (2020), work ethic refers to a set of constructive behavioral patterns and attitudes that develop within the workplace, grounded in strong cooperation and deep-rooted values, and reflected through full commitment to a comprehensive approach to work. It exceeds the act of completing tasks and represents one's values, principles, and moral integrity at work. A positive work ethic encourages individuals to work more effectively and efficiently, enabling faster and more accurate task completion (Pasaribu, 2022). Work ethic generally consists of two main categories: high work ethic and low work ethic. Individuals with a high work ethic show persistence, discipline, and the ability to manage time efficiently. Conversely, a low

work ethic is characterized by poor leadership, lack of discipline, tendency to overlook tasks, inability to manage time, wasteful behavior, and procrastination (Zahroh et al., 2024). Indicators proposed by Salamun et al. (2017) in Istiqomah et al. (2024) include:

Hard work – persistence in achieving goals despite obstacles.

Discipline – adherence to written and unwritten rules.

Honesty – consistency in performing tasks in accordance with regulations.

Responsibility – completing tasks seriously and diligently.

Diligence – sustained effort and perseverance in completing tasks.

Professional Ethics

Professional ethics plays an essential role in maintaining credibility and integrity in the workplace. It governs how individuals carry out their professional responsibilities and consists of moral principles and standards. Elyasin (2025) emphasizes that professional ethics does not merely function as a moral code; it guides individuals to make wise and responsible decisions in their professional roles. It helps individuals behave according to moral standards and norms applied in their organization.

Work Ethic and Professional Ethics as the Foundation of Career Success

In social and professional contexts, the term “foundation” refers to the core values and principles shaping one's attitude, behavior, and career development. Individuals with a strong career foundation demonstrate commitment, integrity, and professionalism across various situations. They pursue not only short-term achievements but also long-term sustainability, moral responsibility, and quality performance. Optimal Quality of Work Life is fundamental for enhancing employee capacity both personally and professionally (Nurcahyo, 2024).

Factors Influencing Career Success

Career success may be evaluated objectively (e.g., position, income, mobility) or subjectively (e.g., satisfaction, meaning, personal fulfillment). Susilowati et al. (2021) found that proactive personality, communication skills, and family responsibilities significantly influence career success among accounting graduates. Proactiveness helps individuals identify and seize opportunities, communication supports productive relationships, and family responsibilities shape career decision-making. Nilawati et al. (2023) highlight the significance of personal values and self-orientation in shaping an adaptive career attitude in a rapidly changing environment. Consequently, career success is influenced by personal traits, social context, and organizational environment.

Generation Z in DKI Jakarta

Generation Z, born roughly between 1997 and 2012, emerges as a new workforce cohort in Jakarta bringing digital fluency, innovation, and openness to change. They are quick to adapt to technology, eager to grow, and highly aware of social and environmental issues. Gen-Z also encounters dynamic work arrangements such as remote work, project-based tasks, and multicultural environments. In these contexts, maintaining strong ethics and demonstrating high work ethic become essential differentiating factors.

HYPOTHESES

H01: There is no influence of Work Ethic (X1) on Career Success (Y) among Gen-Z in DKI Jakarta.

Ha1: There is an influence of Work Ethic (X1) on Career Success (Y) among Gen-Z in DKI Jakarta.

H02: There is no influence of Professional Ethics (X2) on Career Success (Y) among

Gen-Z in DKI Jakarta.

Ha2: There is an influence of Professional Ethics (X2) on Career Success (Y) among Gen-Z in DKI Jakarta.

H03: There is no simultaneous influence of Work Ethic (X1) and Professional Ethics (X2) on Career Success (Y) among Gen-Z in DKI Jakarta.

Ha3: There is a simultaneous influence of Work Ethic (X1) and Professional Ethics (X2) on Career Success (Y) among Gen-Z in DKI Jakarta.

METHODOLOGY

This study employs a descriptive quantitative approach designed to systematically and accurately describe the characteristics of work ethics and professional ethics among Generation Z in DKI Jakarta. Primary data were collected using a questionnaire instrument. The instrument was constructed in a structured question format and applied a Likert scale as the measurement framework for respondents' answers. The collected data were then processed using descriptive statistical techniques, including frequency, percentage, and mean calculations, in order to produce a more structured and informative quantitative understanding. This approach enables the researcher to present the actual conditions related to the understanding and application of work ethics and professional ethics as fundamental elements that support career success among young workers. The sampling techniques used included purposive sampling and random sampling, allowing the selection of respondents who accurately represent the target population. Through these methods, the study provides objective and credible information about the social phenomenon being examined, while also identifying key aspects and areas that require development in the context of work ethics and professional ethics among Gen-Z in the region. This approach allows the research to offer a structured scientific description of how work ethics and professional ethics function as core foundations for the career success of Generation Z in DKI Jakarta. Thus, the study is able to systematically map the essential functions of both aspects based on the collected data, illustrating their fundamental role in supporting the career achievements of Generation Z in Jakarta.

Types and Sources of Data

This study integrates the use of both primary and secondary data. According to Alir (2005), primary data refer to information collected directly by the researcher from original sources and have not undergone prior processing. Meanwhile, secondary data refer to information derived from processed or analyzed primary data. Secondary data are typically presented in more structured formats such as tables or diagrams and may be provided by the party that collected the primary data or by others who used the data (Husein Umar, 2013). In this study, primary data were collected directly from respondents through questionnaires containing statements on work ethics, professional ethics, and career success. Secondary data were obtained from various references, including books, reports, scientific journal articles, and other literature relevant to the research focus.

Data Analysis Technique

The data analysis methods used in this study were conducted in two stages: descriptive analysis and inferential analysis.

- a. Descriptive analysis was applied to present a comprehensive overview of respondent characteristics and the response patterns for each research variable.

To improve clarity, the findings were presented in tables, charts, or diagrams.

b. Inferential analysis was used to evaluate the influence between research variables. Before conducting regression testing, multiple linear regression analysis was performed, which included:

- Normality Test, to determine whether the data were normally distributed
- Multicollinearity Test, to assess whether independent variables were highly correlated
- Heteroscedasticity Test, to ensure that residual variances were homogeneous
- Autocorrelation Test, to examine whether correlations existed among residuals

After all classical assumption tests were fulfilled, multiple linear regression analysis was conducted using the general equation:

$$Y = \beta_0 + \beta_1X_1 + \beta_2X_2 + \beta_3X_3 + \beta_4X_4 + \beta_5X_5 + e$$

Where:

Y = Dependent variable

β_0 = Y value when X = 0 (constant value)

$\beta_1, \beta_2, \beta_3, \beta_4, \beta_5$ = Regression coefficients

X1, X2 = Independent variables

Following the classical assumption testing, hypothesis testing procedures were conducted. First, a t-test (partial test) was used to identify the influence of each independent variable on the dependent variable by comparing the t-value with the t-table. Next, an F-test (simultaneous test) was applied to evaluate the collective influence of all independent variables on the dependent variable, thereby determining the overall strength of the model. Third, the coefficient of determination (R^2) was used to measure the proportion of variation in the dependent variable explained by the independent variables. This value reflects the extent to which the independent variables contribute to explaining the changes in the dependent variable in this study. These stages are essential for ensuring the validity, reliability, and strength of relationships among variables analyzed in the multiple linear regression model (Sunarsi & Syawaludin, 2025).

RESULTS AND DISCUSSION

Normality Test

Table 1. Kolmogorov–Smirnov Normality Test
One-Sample Kolmogorov-Smirnov Test

		Standardized Residual
N		30
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	.96490128
Most Extreme Differences	Absolute	.128
	Positive	.088
	Negative	-.128
Kolmogorov-Smirnov Z		.699
Asymp. Sig. (2-tailed)		.713

a. Test distribution is Normal.

b. Calculated from data.

Source: Processed primary data, 2025

Based on the table, the Asymp. Sig. (2-tailed) value is 0.713, which exceeds 0.05; therefore, the data are declared normally distributed.

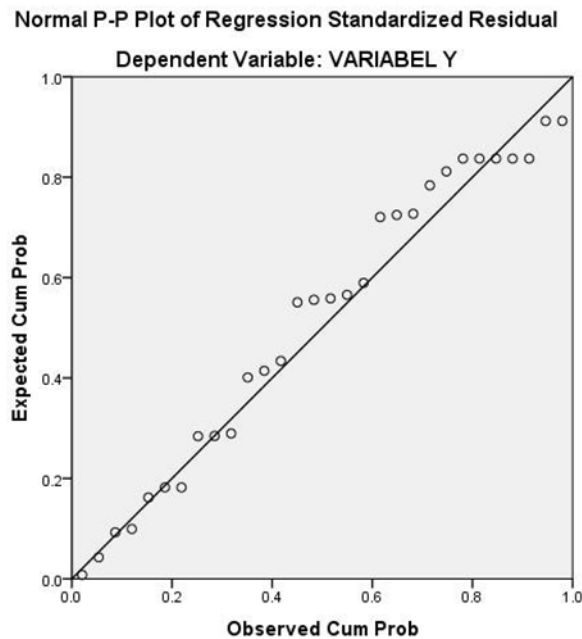


Figure 1. Probability Plot

Source: Processed primary data, 2025

The probability plot shows that the residual points follow the diagonal line, indicating no substantial deviation from a normal distribution. Thus, the regression model residuals can be visually interpreted as normally distributed.

Multicollinearity Test

Table 2. Multicollinearity Test Results

Coefficients ^a											
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
		B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1	(Constant)	-1.293	4.821		-.268	.791					
	VARIABEL X1	.981	.456	.698	2.152	.040	.677	.383	.305	.191	5.242
	VARIABEL X2	-.033	.468	-.023	-.071	.944	.605	-.014	-.010	.191	5.242

a. Dependent Variable: VARIABEL Y

Source: Processed primary data, 2025

The results show that the tolerance values for work ethic and professional ethics are both 0.191, exceeding the minimum threshold of 0.10. Meanwhile, the VIF value of 5.242 is still below the maximum permissible limit of 10. These findings indicate that the regression model is free from multicollinearity between Work Ethic (X1) and Professional Ethics (X2).



Autocorrelation Test

Table 3. Autocorrelation Test Results

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.677 ^a	.459	.418	2.646	1.450

a. Predictors: (Constant), VARIABEL X2, VARIABEL X1

b. Dependent Variable: VARIABEL Y

Source: Processed primary data, 2025

The Durbin Watson value is 1.450, slightly below the acceptable upper bound of 1.5666–2.4334, indicating mild positive autocorrelation. However, the level of autocorrelation is weak enough that the regression model remains suitable for further analysis.

Heteroscedasticity Test

Table 4. Heteroscedasticity Test Results

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
		B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1	(Constant)	-2.430	2.507		-.969	.341					
	VARIABEL X1	.075	.237	.131	.315	.755	.317	.061	.057	.191	5.242
	VARIABEL X2	.121	.244	.207	.497	.623	.325	.095	.090	.191	5.242

a. Dependent Variable: ABRESID

Source: Processed primary data, 2025

The results show that the significance values for Business Ethics (X1) and Professional Ethics (X2) are 0.755 and 0.623, respectively both above 0.05. Thus, the model does not exhibit heteroscedasticity. The residual variance is constant, confirming that the model meets the classical assumption and is appropriate for use.

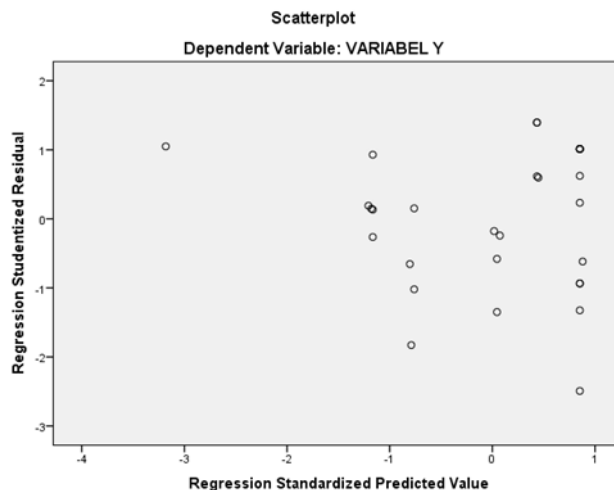


Figure 2. Scatterplot

The scatterplot shows randomly dispersed residual points without any identifiable pattern, confirming that the regression model is free from heteroscedasticity. Therefore, the classical assumptions are fulfilled, and the model is appropriate for

analysis.

Multiple Linear Regression Analysis

Table 7. Results of Multiple Linear Regression on Work Ethic (X1), Professional Ethics (X2), and Career Success (Y)

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-1.293	4.821		-.268	.791
	VARIABEL X1	.981	.456	.698	2.152	.040
	VARIABEL X2	-.033	.468	-.023	-.071	.944

a. Dependent Variable: VARIABEL Y

Source: Processed primary data, 2025

The regression equation obtained is:

$$Y = -1.293 + 0.981X1 - 0.033X2$$

This means that without work ethic and professional ethics, the baseline career success score is -1.293. The coefficient for X1 (0.981) indicates that work ethic has a positive influence on career foundations, whereas the coefficient for X2 (-0.033) indicates a very small negative influence of professional ethics.

Coefficient of Determination Analysis (R Square)

Table 11. Partial R Square for Work Ethic (X1) and Career Success (Y)

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.677 ^a	.459	.439	2.599	.459	23.708	1	28	.000

a. Predictors: (Constant), VARIABEL X1

b. Dependent Variable: VARIABEL Y

Work ethic contributes **45.9%** to Gen-Z career success in Jakarta. This influence is statistically significant, demonstrating that improved work ethic increases the likelihood of achieving career success.

Table 12. Partial R Square for Professional Ethics (X2) and Career Success (Y)

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.605 ^a	.366	.343	2.813	.366	16.145	1	28	.000

a. Predictors: (Constant), VARIABEL X2

b. Dependent Variable: VARIABEL Y

The R value of **0.605** indicates a strong relationship between Professional Ethics (X2) and Career Success (Y).



Table 13. Simultaneous R Square for X1 and X2 toward Y

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.677 ^a	.459	.418	2.646	.459	11.435	2	27	.000

a. Predictors: (Constant), VARIABEL X2, VARIABEL X1

b. Dependent Variable: VARIABEL Y

The results show **R = 0.677** and **R Square = 0.459**, indicating that Work Ethic (X1) and Professional Ethics (X2) jointly have a strong influence on Career Success (Y). The value of **F = 11.435** with **Sig. = 0.000** confirms the significance of this effect.

Partial Hypothesis Testing (t-Test)

Table 14. t-Test for Work Ethic (X1)

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-1.398	4.502		-.311	.758
	VARIABEL X1	.952	.195	.677	4.869	.000

a. Dependent Variable: VARIABEL Y

Source: Processed primary data, 2025

Work Ethic (X1) has a positive and significant effect on Career Success (Y), with a coefficient of 0.952, t-value of 4.869, and significance level of 0.000.

Table 15. t-Test for Professional Ethics (X2)

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.105	5.077		.021	.984
	VARIABEL X2	.874	.217	.605	4.018	.000

a. Dependent Variable: VARIABEL Y

Professional Ethics (X2) also has a positive and significant effect on Career Success (Y), with a coefficient of 0.874, t-value of 4.018, and significance level of 0.000.

Simultaneous Hypothesis Testing (F-Test)

Table 16. F-Test Results for X1 and X2 Toward Y

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	160.144	2	80.072	11.435	.000 ^b
	Residual	189.056	27	7.002		
	Total	349.200	29			

a. Dependent Variable: VARIABEL Y

b. Predictors: (Constant), VARIABEL X2, VARIABEL X1



Source: Processed primary data, 2025

The results show that Work Ethic (X1) and Professional Ethics (X2) simultaneously have a significant influence on Gen-Z career success (Y) in DKI Jakarta with $F = 11.435$ and $p < 0.05$. Therefore, H_0 is rejected, and H_3 is accepted.

DISCUSSION

Effect of Work Ethic (X1) on Career Success (Y)

The simple regression analysis indicates that Work Ethic (X1) has a positive and significant effect on Gen-Z career success in DKI Jakarta. The regression coefficient of 0.952, t-value of 4.869, and significance level of 0.000, along with a contribution of 45.9% and a strong correlation ($r = 0.677$), show that work ethic is a key factor enhancing Gen-Z's readiness and capability to meet modern workplace demands. Thus, work ethic acts as a vital pillar in achieving optimal performance.

Effect of Professional Ethics (X2) on Career Success (Y)

The regression analysis shows that professional ethics has a positive and significant impact on career success, with a coefficient of 0.874, t-value of 4.018, and significance of 0.000. Individuals who demonstrate integrity, fairness, responsibility, confidentiality, and professional behavior tend to gain stronger reputations and trust in the workplace. The correlation value ($r = 0.605$) also indicates a strong relationship, showing that Gen-Z actively practices professional ethical principles.

Simultaneous Effect of Work Ethic (X1) and Professional Ethics (X2) on Career Success (Y)

The F-test results reveal that Work Ethic and Professional Ethics significantly influence Gen-Z career success in DKI Jakarta. With $F = 11.435$, $Sig. = 0.000$, and a combined correlation of $R = 0.677$, the two variables explain 45.9% of the variance in career success, while the remaining 54.1% is influenced by other factors such as work experience, competence, and organizational environment.

CONCLUSION

1. Partial Effect of Work Ethic (X1): Work ethic has a positive and significant partial effect on Career Success. The regression coefficient of 0.952 and significance of 0.000 confirm that work ethic strongly contributes to enhancing Gen-Z career success, supported by a strong correlation ($r = 0.677$).
2. Partial Effect of Professional Ethics (X2): Professional ethics also has a positive and significant partial effect on Career Success. The regression coefficient of 0.874 and significance of 0.000 show that values such as integrity and responsibility are essential. The strong correlation ($r = 0.605$) confirms that professional ethics greatly supports career success.
3. Simultaneous Effect of X1 and X2: Work Ethic and Professional Ethics jointly have a significant influence on Gen-Z Career Success. The F-value of 11.435 with a significance of 0.000 validates that both variables are important predictors. The R Square value of 0.459 indicates that 45.9% of the variation in career success is explained by work ethic and professional ethics, while the remaining 54.1% is influenced by external factors.

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