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THE RELATION PATTERN BETWEEN EDUCATOR CHARACTERISTICS AND GENERATION Z STUDENT CHARACTERISTICS IN THE MILLENNIUM ERA

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ABSTRACT

Generation Z has certain different characteristics from the previous generations. This makes their perspectives to educator are different as well. The combination of the educator and generation Z student characteristic need to be addressed to create good quality educators for them. This research aims to find the relation of educator characteristics and generation Z characteristics. This study involves 222 students of Jakarta High Schools. The overall sample consist of students selected by purposive sampling. Correspondence analysis was used as the data analysis methodology describing the relationship pattern of educators' characteristics and generation Z characteristics. This research pointed out some results. They are (1) correlation between educators with full attention to details and generation Z students, (2) correlation between educators with good character and generation Z students, and (3) correlation between educators who is up to date to the changes and generation Z students.

INTRODUCTION

[1] The characteristics of Generation Z is different compared to the previous generations. [2] Generation Z born in the middle of developing IT, communication, the internet, and networking are generations who depend much on technology. They have low level of attention to others, low level of verbal communication, do not appreciate to process, and have high level of creativity. These characteristics bear both positive and negative impacts especially to their education development quality. Indonesia needs educators with the ability to fulfil their needs and adjust their teaching styles to the characteristics of generation Z, at the same time bringing good values that generation Z give less attention on it.

Currently, generation Z students have a low level of attention to others and the environment. Their educators must focus their attention to teach them this morality since it is a basic human need to act humane and loving others.

Generation Z have put a low attention to the process. It leads them to think that results are much important than the process. They tend to work on things effortless as long as the targeted results achieved. A good process is needed to develop a good result. This is the point their educators need to teach them.

In addition, educators will deal with generations used to communicate by the internet and social medias making their verbal communication ability hampered. As educators, they need to teach generation Z about the importance of maintaining verbal communication since it is required to build their personal identification. It is unavoidable that in their family, communication is done through social medias. Hence, the awareness of the need of verbal communication should be triggered by the educators.

Generation Z have a high level of creativity; they are expert in using the internet, and its technology. This fact should make educators push themselves to move forward to teach them.

For the previous generations, educators are considered as good lecturers if they are extraordinary discipline and give them attention. However, this will not be suitable with the generation Z. They bear decent characters. Studious and discipline will not always satisfy their expectation, even they could not care about. They are more interested in learning from their educators if they have reliable knowledge about technology and internet development, compared to the characteristics and educators' attention solely. This is the reason why the educators need to work hard to learn and adjust themselves to generation Z [3]. It is not an easy job; especially teaching is considered as a low paid job and many educators try to work in other industry at the same time [4].

Even though generation Z have those above-mentioned characteristics, there are some of them caring others and the environment, used to verbally communicate, and not accustomed to the internet. This depends on many factors including their family. As educators, they need to know what kind of student characteristic and educators they need, and give sufficient attention, who put characters primarily and keep up with times. Understanding the relation between students' characteristic and educators' characteristic, they can teach with proper method and manage their students according to their needs.

This study aims to find the pattern of relationship between characteristic categories of generation Z and of educators. We tested the hypothesis that there is certain relationship between educators' characteristics and generation Z characteristics.

Literature Review

Generation Z have lower attention to their surroundings. This has certain impact to their ability to socialize with others. As social beings, humans need other humans to live and interact one and another. This is easily understandable using Information and Communication Technology (ICT) growth approach. The internet, world wide web, and social media have drastically changed generation Z style of communication compared to the previous generations. They are disrupted by technology development. Their communication style and conventional interaction have digitally changed. They capable of and willing to interact with technology for hours, however they face difficulties or less attention to socialize with another person. These are the impact of technology which offers lots of interaction options compared to stiff and unattractive conventional interaction. These factors drive their low attention level.

Communication is sending messages from senders to receivers, from a person to another. There are at least two types of communication. They are monologue and dialogue. Monologue is a one-way communication where the sender of information actively sends messages, whereas the other passively receives. There is no interaction of both sides, yet instruction delivered, where one party dominates more. This is completely different in dialogue. It involves both ends to form a two-way communication. There is no chance to dominate one to another that can build up interaction in communication.

As generation Z have tendency to bound or depend to technology, they interact more through technology. It is unavoidable that this generation are able to communicate both dialogue and monologue by machine. They will face difficulties when conducting verbal communication. This is the reason why they have a low level of verbal communication when communicating with another [5].

Technology has enabled us to create a certain long process to become short, simple and easy. This technology development has had formed and created certain process chain become more efficient and less time consumed. Instantly, quickness and precision are indicators of a successful technology development. Generation Z will build the same paradigm and mindset. They urge to instant, quick and short time of process. At certain points, those have a positive impact, such as speed of a process will drive a faster decision making. On the other hand, a precaution should be taken that a process is merely important throughout all human activities. Human should keep the process at certain position and making sure that it runs smoothly. When applied to generation Z, the spirit to value and conformance to the process may be faded as they merely focus on the results while ignoring the value of process.

The technology development progress is doubled exponentially in speed. Advancing from one phase to another is getting tighter and no longer requires more times. The conventional era has transformed into industrial revolution (RI) 1.0 requiring a hundred years of time. However, when it transformed to IR 2.0, it required only a few decades. The same pattern has had happened from IR 3.0 to 4.0. The transformation was in a very short period of time. This is the era where innovation and creativity development are aligned with technology development. Generation Z gain positive impact on the creativity built. The information and communication technology may encourage and facilitate this creativity level of generation Z who are dynamic, advanced and not monotonous. They tend to seek something new, efficient and innovative.

Generation Z who possesses a low attention level, low verbal communication skill, disrespectful the process, yet high on creativity level, must be carefully anticipated in the millennium era. Their educators occupy a key role to direct them to become a high quality of person. They must give attention, possess good character and keep up to date to current development. Recognizing generation Z characteristics could enhance the quality of educators [6].

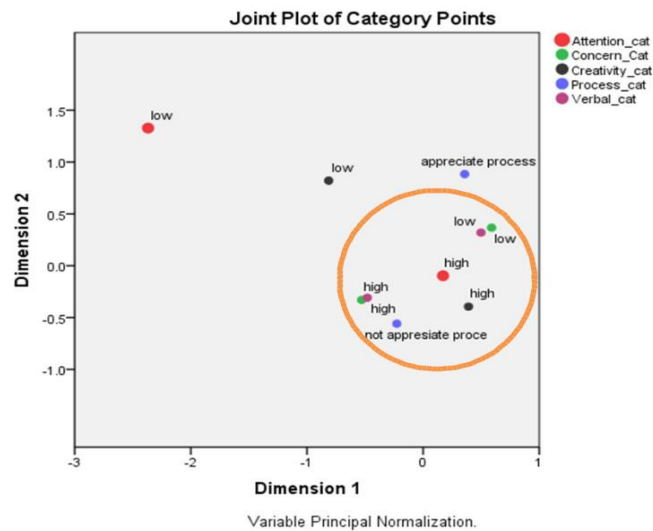
Variables Definition

This section describes some conceptual definitions of variables in this study. Attention refers to the size of attention given by educators to their students. Character covers educators' good character valued by students. Level of up to date signifies the level of educators' reliability to align themselves to current development. Level of care of others goes into the level of respondents care to

others. Verbal communication level pertains to the tendency to verbally communicate to others. Valuing the process investigates respondents' level in valuing the process that drive the results. Level of creativity is about respondents' level of seeking to discover new things and desires to go forward. All variables were then measured by 1 to 5 Likert scale, and classified into high and low.

METHODS

This study population are Jakarta High School students. The overall sample consist of 222 students selected by purposive sampling. Correspondence analysis was used as the data analysis methodology describing the relationship pattern of educators' characteristics and generation Z characteristics [7].



RESULT

This section describes characteristics of both educators and generation Z. The analysis indicates 93.2% of educators have high level of attention, 70.7% have high level of character, and 66.7% have high alignment to current development. Furthermore, 52.7% generation Z students show high level of concern, 67.6% have high level of creativity, 50.9% have high verbal communication level, and 61.3% do not show respect to the process.

This signifies that educators have high level of attention to their students, most of them possess a good character, and are less aligned to current development. This implies that they need to align with technology development enabling them to teach well and more precisely. Additionally, it is evident that not all respondents bear all characteristics of generation Z. Half of them remain having high level of concern, high level of verbal communication, high level of creativity, and appreciate the process.

Based on the relationship pattern of characteristics of educators and generation Z, educators may set up the right figure and delivery method for generation Z students, aligned to their characteristics.

DISCUSSION AND CONCLUSION

Correspondence analysis was used to observe relationship pattern of categories of some categorical variables [8]. These categories are shown in the joint

categorical plots of the following correspondence analysis of each characteristic of educators and generation Z.

The Relationship Pattern of Educator Attention and Generation Z Characteristic
The relationship pattern is indicated in the following joint categories plot.

Figure 1. Attention Joint Categorical Plot

Figure 1 shows that educator’s high attention is related to generation Z who have high or low level of concern and verbal communication skill, have high level of creativity, and do not value the process. This may become a good recommendation for educators to give attention to their students especially those with a high creativity level and who are not valuing the process. The concern of students and their verbal communication are less affected. Regardless their level of verbal communication and concern, they need educator’s attention.

The Relationship Pattern of Characters of Educator and Generation Z Characteristics is shown in the following joint categories plot.

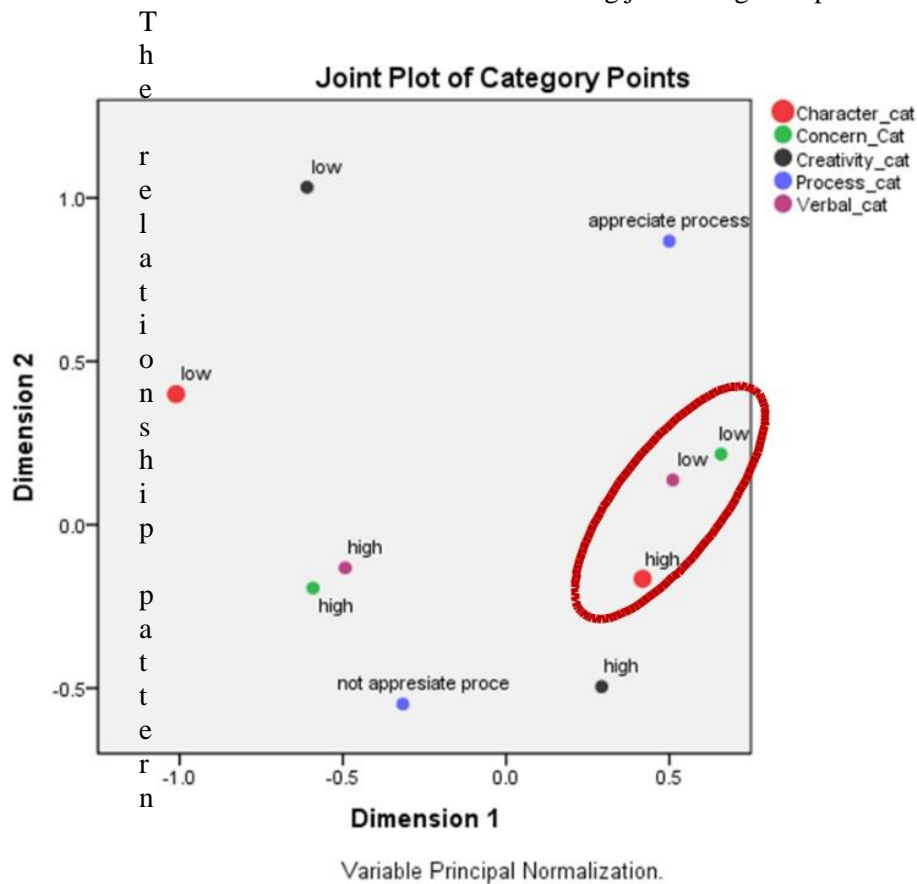


Figure 2. Character Joint Categorical Plot

Figure 2 indicates that high quality characters of educators is related to generation Z. The results showed that educators with good character are still needed by generation Z who have a high creativity level. To deal with certain generation Z, the educators needs to show good character. Those who have low verbal communication skill, communicating mostly by gadget and through

social medias need attractive educators. This is the reason the educators should show good character.

The Relationship Pattern of Recency of Educators and Generation Z Characteristics

The relationship pattern of the recency is shown in the following joint categories plot.

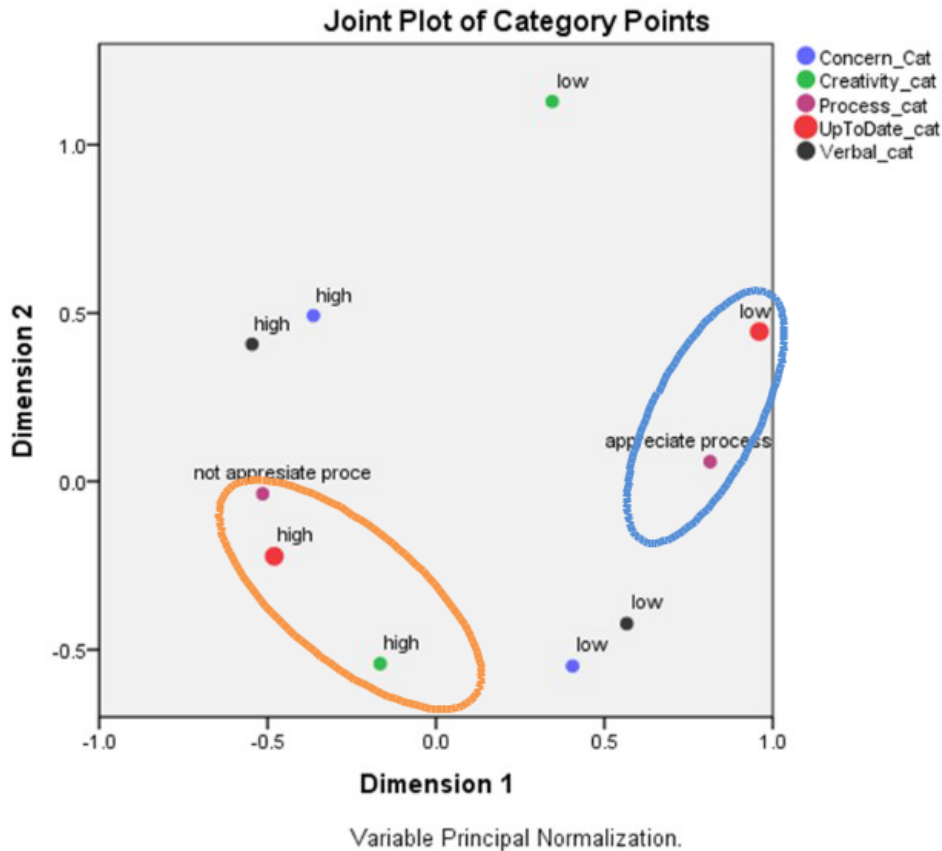


Figure 3. Up to Date Joint Categorical Plot

Figure 3 demonstrates that educators who are up to date do related with generation Z who do not value the process and who has a high level of creativity. The results showed that educators are supposed to keep abreast of technology development, especially by generation Z who do not value the process and have high creativity level. They tend to underestimate educators who are not up to date like themselves. For generation Z who value the process, it is acceptable to receive education from educators using conventional method of teaching.

This could inspire educators to see generation Z students of their own, and set up the required attitude and choose the right teaching method for them. The data shown that educators bear a low recency. This will be a challenge for educational institution to build and prepare educators who are ready to teach generation Z.

This study concludes that educators’ high attention is related to generation Z who bears low or high level of verbal communication skill, high level of

creativity, and who do not appreciate the process. Educators with good character is related to generation Z with low level of concern, low level of verbal communication, and high creativity level. Up-to-date educators are related to generation Z who mostly do not appreciate the process and who have high level of creativity, whilst the less up-to-date educators are related to generation Z who appreciate the process.

This study recommends the educators to pay attention and learn about generation Z characteristics, and push themselves to be in line with recent technology development. This could help them to keep up with the progress and teach generation Z with proper teaching method.

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