

ABSTRACT

This study aims to analyze the differences of generation Y's work values based on gender and work status. The study also want to know which predictors variabel that have strongest discriminant for generation Y's work values based on gender and work status. Generation Y is generation who born beetwen 1980 untill 2000. The number of sample used in this research is 137 millennials by using nonprobability sampling. This study use discriminant analysis with the help of SPSS version 23.

Independent variables in this study are intrinsic work values, ekstrinsic work values, social/altruistic work values, and prestige work values. While the dependent variables used in this study are gender of generation Y and work status of generastion Y. Because there are two dependent variables, so this study use two model of discriminant in testing the research hypothesis.

The result of discriminant analysis indicate that there are significant differences between generation Y by gender and work status. Generation Y's work values based on gender and work status have the strongest discriminator variables on extrinsic work values.

Keywords: Generation Y, Millennials, work values, gender, work status.