

EFFECTS OF CAREER PLANNING AND UNIVERSITY ENVIRONMENT SUPPORT ON PROPERTY MANAGEMENT AT UNIVERSITAS CIPUTRA, SURABAYA

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Abstract: The increase of high-rise buildings in Indonesia is not accompanied by an increase in the professional staff who manage them. This research was conducted because of the high demand for professional staff to manage high-rise buildings. Data were collected by distributing questionnaires by purposive sampling to 92 students in semesters 3 and 5 from two majors, namely Hotel and Tourism Business Major and Interior Architecture major. Quantitative descriptive method was used with multiple regression analysis which tested three hypotheses with two independent variables; Career Planning (X1) and University Environment Support (X2) and one dependent variable; Career Preparation (Y). The research results prove that career planning and university environment support have a role in career preparation independently or simultaneously. Thus, it can be concluded that students state the importance of specializing in property management in order to meet professional needs as property managers.

Keywords: career planning, university environment support, career preparation, property management, Ciputra University Surabaya

INTRODUCTION

The Council on Tall Buildings and Urban Habitat (CTBUH) states that Indonesia is ranked 8th out of 10 countries with the most skyscrapers in the world, with a total of 129 skyscrapers with heights above 150 meters and 48 buildings above 200 meters, as of August 2022. In the same year according to CTBUH, Indonesia would have an Autograph Tower with a height of 382.9 meters, which is the first building that has a height above 300 meters (Indonesia Expat, 2022). Furthermore, the Surabaya Public Housing and Settlement Areas and Land Affairs Office (DPRKPP) reported

that there would be 197 high rise building units in Surabaya by 2022.

The high development of high-rise buildings in big cities in Indonesia requires competent resources to fill the need for workers as managers of high-rise buildings. The Building Owners and Managers Association (BOMA) Indonesia notes that there is a gap between industry needs (demand) and the labor market (supply) in the property management sector. This is also supported by the statement of the President Director of BOMA Indonesia that there are only 192 out of 1000 buildings that have a BOMA certification in the Jabodetabek.

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Currently, most of the building managers who work in the field of property management come from educational backgrounds that are not related to high-rise buildings. Therefore, they lack competence as a property manager. In addition, the certification test carried out by BOMA Indonesia showed that it received less scores and required repeated tests during the certification process. Therefore, a course that focuses on management for high-rise buildings that provides knowledge about buildings, facilities, human resources, and systems in high-rise buildings is needed. It is the role of university environment support to prepare the students to embark their career professionally. Previous research by Gonzales (2017) explains that university plays an important role in supporting students' career development and transition into the workplace. A study for the similar issue stated that a human resource development process is needed in order to improve its performance effectively within the company recently and in the future (Noe, 2017). The development process refers to formal education, work experience, relationships, and measurements of personality and abilities that can improve employee competency in their field of work. In Indonesia, there is no formal education institution that has a property management specialization that can provide certification according to the industry demand.

Related to its vision, *Creating World Class Entrepreneurs*, Ciputra University is also committed to create Intrapreneurs that can be an expert in their fields. Intrapreneurship is entrepreneurship in companies (Friana & Indriana, 2015). According to Pinchot III (1985), intrapreneur is someone who focuses on innovation and creativity, as well as transforming a dream or idea he has into a profitable business to run

within the scope of the corporate environment. There are 3 pillars in intrapreneurship namely innovation, risk taking calculation, and creativity (Friana & Indriana, 2015).

In order to create the Intrapreneur graduates, Interior and Architecture Program together with the Hotel and Tourism Business Program of Ciputra University examined the problem regarding the gap between professional needs in the field of property management and human resources competencies needed in the industry.

Based on the description above, this study develops research hypotheses and questions related to the variables, as follow:

- Do Career Planning have a partial and significant effect on Career Preparation?
- Do University Environment Support have a partial and significant effect on Career Preparation?

Human Resource Management is a policy and practice required by someone in managing aspects of human resources from a management position, starting from recruiting, screening, training, adjustment, and final assessment (Dessler, 2013). Human Resource Management in general can be well understood in terms of systems or functions. According to (Santosa & Devi, 2021). Human Resource Management in the sense of a system is a management system that is deliberately designed to ensure that the talents and potential possessed by individuals within the organization can be managed effectively and efficiently. Human resource management is an activity that must be carried out within the organization so that the knowledge, abilities and skills possessed by individuals can be in accordance with the objectives of the work being carried out (Kadarisman, 2012). According to study, the functions of human

resource management are planning, organizing, directing, controlling, procuring, developing, compensating, integrating, maintaining, and disciplining (Malayu, 2007).

Based on the book entitled *Management*, it is stated that the function of development in human resources is an activity to improve the ability of professionals and managers, referring to providing education to professionals and managers in providing the skills they need for their future work (Kinicki & Williams, 2008).

Career Development is a personal enhancement that is done by someone to be able to get a career plan by a company with the aim of achieving a work plan in accordance with the flow of the organization (Ardana, 2012). Career development is the level of personal activity carried out by someone to achieve the career plans that have been planned (Handoko, 2016). According to Arifianti & Safitri (2022) it can be concluded that career development is a process carried out to improve one's self-ability while at the same time achieving a career plan from the flow of a company organization. Indicators of Career development are education, training, and work experience (Suwena, Tripalupi, & Negara, 2014).

Career planning is defined as a process by which individuals can identify and take steps to achieve career goals (Simamora, 2011). Research on career planning states that career planning is an individual initiative to find out the strengths and weaknesses they have, set career goals to be achieved, and make plans to find out the need for future career development (Chang Boon Lee, 2002). Individual career planning maximizes their potential, have goals and be able to focus on pursuing their business in accordance with their chosen career. There are several indicators in determining career plan-

ning as follows: studying career information, discussing careers with adults, attending additional education/courses, participating in extracurricular activities, attending training related to the desired job, knowing the desired job conditions, knowing the educational requirements for the desired career, be able to plan what to do after graduation/graduation from school, know ways and opportunities to enter the desired career, manage free time effectively (Suherman, 2009).

University environment support plays a role in developing entrepreneurial intentions towards entrepreneurship education, mentoring, networking, business incubator program culture, and infrastructure, as well as being a resource from the university (Shirokova et al., 2016). The campus/university environment is a place where students experience the learning process and carry out various activities (Furqon, 2018). There are several indicators in determining university environmental support such as growing one's principles and self-confidence, influencing one's growth and development, a place where students will undergo the learning process, a place where students will carry out various activities, aiming to be able to have competence in the cognitive aspect and to have competence in affective aspects, aiming to be able to have competence in psychomotor aspects (skills) (Wati, Sukmawati, & Alamsyah, 2019).

Career preparation is an important concept to determine the right career decision (Skorikov, 2007). Career preparation will describe the time and effort taken to achieve the desired career goals (Niu, 2010). In research on career planning, it is stated that a flexible career plan needs to be complemented by the right career strategy such as networking, im-

proving skills and being involved in work for implementation that is also very necessary (Chang Boon Lee, 2002). There are several indicators in determining career preparation (Sagen, Dallem, & Laverty, 2000), as follows: advanced skills courses, career cooperative education, course in major, course out major, internship, mentor, related work experience, student organization, volunteer, work experience. Further, the hypotheses are:

- H1: Allegedly Career Planning (X1) have a partial and significant effect on Career Preparation (Y), (X1 → Y).
- H2: University Environment Support (X2) have a partial and significant effect on Career Preparation (Y), (X2 → Y).

The conceptual framework is shown on Figure 1.

METHOD

Sampling Procedure

The population in this study were students of the Interior and Architecture Department (INA) and Hotel and Tourism Business (HTB) who have the opportunity to choose a specialization in Property Management at Ciputra

University, Surabaya. The calculation result with the formula from Slovin (Akdon, 2007), with a possible error of 10% and a confidence (α) of 90%. Based on this formulation, the required number of respondents was 83 students, while the questionnaire was distributed to 92 students in semesters 3 and 5 from the INA and HTB majors. This was done because the purposive sample had to be chosen carefully so that it was relevant to the research, so from the results of the respondents who met the requirements only 92 respondents were used. Purposive sampling is a technique in determining the sample with certain considerations (Sugiyono, 2017).

Questionnaires were distributed between October - November 2022 at the Department of Interior-Architecture (INA) and Hotel and Tourism Business (HTB), Ciputra University Surabaya. The characteristics of the selected sample were male and female students, in semesters 3 and 5 who because of their semester level were considered capable of deciding which courses to take. Respondents from the INA majors were in semesters 3 and 5, with a total of 44 students. Meanwhile, students from HTB were in semester 3, and there were 48 students. Thus, the total number of respondents obtained was 92 students.

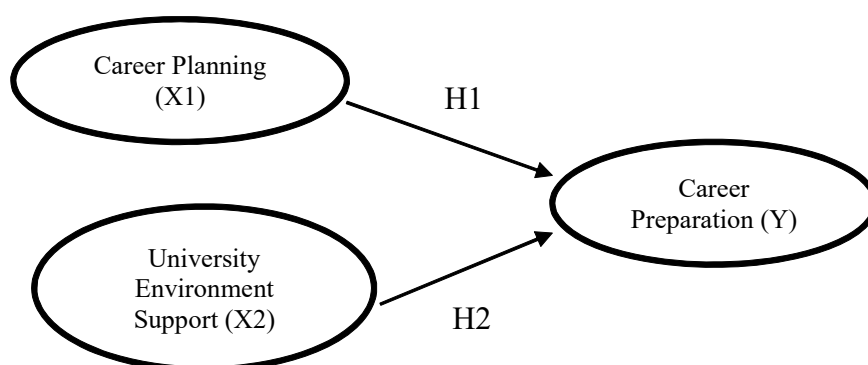


Figure 1 Conceptual Framework

Data Analysis

The career planning is explained by empirical indicators in the form of studying career information and knowing the desired job conditions. While the campus environment is explained by empirical indicators in the form of psychomotor competence and cognitive competence. The career preparation variable is explained by empirical course indicators in major, namely vocational courses oriented to the chosen specialization. Further, data analysis was using regression analysis.

Result

Based on the results of the questionnaires that have been distributed, a table is made to show the data on the number and majors who have filled out the questionnaire (Table 1). The results of the questionnaire showed that as many as 92 respondents had filled out the questionnaire consisting of 44 students majoring in Interior and Architecture (INA) with a total percentage of 47.8% and 48 students majoring in Hotel and Tourism Business (HTB) with a total percentage of 52.2%.

A questionnaire is said to be reliable if one's answers to statements are consistent or stable from time to time (Ghozali, 2009). The results of the reliability test are declared consistent or reliable if the value of Cronbach's Alpha is 0.70. The results of the reliability test showed that the Cronbach alpha value was 0.795.

Regression Analysis. The results of the analysis show a correlation coefficient (R) of 0.672 indicating a strong relationship between career planning and university environment support variables with career preparation. The relationship is strong because the value of the dependent variable is getting closer to 1. Meanwhile, the value of the coefficient of determination or R square shows the percentage contribution of the independent variable to the dependent variable of 0.452 or 45.2% and the remainder is (100% - 45.2% = 54.8%) is influenced by variables not included in this model.

From the analysis of variance, the value of the calculated F is 36.737 with a significant level of 0.000. Because the calculated F value is much greater than 3.105, this regression model can be used to predict career preparation. In other words, career planning (X1) and university environment support (X2) together affect career preparation.

From the t test it can be seen that the significant value of the career planning variable (X1) is $0.000 \leq 0.05$ and the t count is $4.846 > t$ table 1.990. This means that H1 is accepted as a career planning variable that has a significant effect on career preparation (regression coefficient = 0.445). From the results of the t test, it can be seen that the significant value of the university environment support variable (X2) is $0.00 \leq 0.05$ and the calculated t value is $3.529 > t$ table 1.990. This means that H2 is

Table 1 Questionnaire Results from Students

No.	Department	Quantity (Person)	Quantity (%)
1	Interior Architecture (INA)	44	47.8
2	Hotel and Tourism Business (HTB)	48	52.2
Total		92	100

accepted as a university environment support variable that has a significant effect on career preparation (regression coefficient = 0.324).

Classical Assumption Test. The heteroscedasticity test produces scatter plots graphs, it can be seen that the points spread randomly, and are scattered both above and below the number 0 on the Y axis. It can be concluded that there is no heteroscedasticity in the regression model so that the regression model is suitable for predicting career preparation based on career planning variables and university environment support. The multicollinearity assumption test produces a VIF value, which is $1.368 < 10$, so it can be concluded that there is no multicollinearity between the career planning variable (X1) and the University Environment Support variable (X2). The results of the normality test display a histogram graph and a normal plot graph. It can be concluded that the histogram graph gives a normal distribution pattern. The data will spread around the diagonal line and follow the direction of the diagonal line, or the histogram graph shows a normal distribution pattern, so the regression model meets the normality requirements.

DISCUSSION

Based on the test results, it can be concluded that Career Planning (X1) and University Environment Support (X2) have a partial and simultaneous effect on Career Preparation (Y). This shows that specialization in the Property Management major is needed to improve student competence in preparing for future careers.

The Effect of Career Planning on Career Preparation

The significant value of the t test for the career planning variable is $0.00 < 0.05$ and the

variable regression coefficient is positive so that it can be concluded that the Career Planning variable (X1) has a positive and partially significant effect on Career Preparation (Y).

These results are relate with the theory of Career planning, it was explained that career planning is an initial process carried out by a person towards his career goals, therefore in carrying out the stages of career preparation it is necessary to carry out career planning in advance (Simamora, 2011). Therefore, the first hypothesis in this study which states that there is a significant influence between Career Planning on the Career Preparation of Hotel and Tourism Business and Interior Architecture students can be accepted and the first formulation of the problem can be answered.

The results of this study are supported by research that has been done before, namely from the research of (Atmaja, 2014) which states that in order to be able to make career preparations, a first step is needed, namely career planning. One of the preparations made is to take the level of education or relevant in the selection of certain jobs or positions/professions in accordance with the wishes of each individual.

The Influence of University Environment Support on Career Preparation

The significant value of the t test for the University Environment Support variable is $0.00 < 0.05$ and the variable regression coefficient is positive so that it can be concluded that the University Environment Support variable (X2) has a positive and partially significant effect on Career Preparation (Y). Therefore, the second hypothesis in this study which states that there is a significant influence between University Environment Support on the Career Prepara-

tion of Hotel and Tourism Business and Interior Architecture students can be accepted and the second problem formulation can be answered. These results support a research that the University environment support plays a role in developing entrepreneurial intentions towards entrepreneurship education, mentoring, networking, business incubator program culture, and infrastructure, as well as being a resource from the university. This shows that the University has an important and significant role in helping students prepare for careers (Shirokova et al., 2016).

The results of this study are supported by research that has been done before which stated that universities need to develop students' skills in both generic and academic terms according to the needs of the labor market (Torres-Coronas, Vidal-Blasco, & Simón-Olmos, 2022). By providing comprehensive training to students, they will also train their responsibilities in career preparation to develop their skills.

The results of this study contribute to the development of a learning model for property management specialization at Ciputra University which collaborates between entrepreneurship education, hospitality, and architecture. Students who graduate from the property management specialization will receive a building manager certification that is in line with industry demand, so that it is beneficial for students' future career planning.

This research was limited to the object and the number of samples tested, namely only a sample of 92 students from Ciputra University. Besides, in the process of collecting data through questionnaires, it cannot be analyzed further regarding the opinions or reasons for each answer chosen by the respondent.

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