

CHAPTER I

INTRODUCTION

1.1 Background

Emerging adulthood is a recently discovered term in psychology which is defined as individuals aging between 18-29 years old and are going through the process between late adolescence and young adulthood (Arnett, 2015). Emerging adults are starting to be more independent as they are exploring their lives for future planning. This means there are various uncertainties in this moment of transition which could be causing pressure towards an individual. Reaching the end of emerging adulthood, usually an individual has secured independent sufficient living, a romantic partner and career path (Halfon, Forrest, Lerner, & Faustman, 2017).

Here we can see that there is a struggle to gain stability in work, hence having a proper career path or searching for environments that support career development might be the interest of emerging adults especially fresh graduates. Work itself is a crucial aspect for bachelor's degree fresh graduates who are searching for jobs or even considering entering graduate school. Hence, the concern regarding career paths stressed to the pursuit of self-sufficiency is very important.

Emphasizing of the struggle to get work or even stability in work, the numbers of unemployment in Indonesia rose immensely in the past year. Badan Pusat Statistik stated that by the end of 2020 unemployment

will increase between 4 to 5 million people reaching up to 11 million unemployed people (Ronald, 2020). This huge leap in the number of unemployment is mainly due to the weakening of economy in the presence of Covid-19 pandemic. With the unclear end of the pandemic, it is predicted by the Ministry of National Development Planning (BAPENNAS) that the number of unemployment may reach to a peak of 12.7 million people by 2021 (Thomas, 22 June 2020).

Another survey done by PT. Unilever showed that “60 percent of the younger generations that just started to pave their career have changed workplace in three years, some even changed twice or thrice” (Ngantung, 2013). This shows that young workers have a low retention rate in workplaces which may be caused by various reasons such as job insecurity, no prospective growth or even difference of values within the workplace (Smith, 2015). In facing the struggle of searching for job stability and great career development, emerging adults need resilience to endure in moments of long processes which don't include only positive experiences yet including negative experience such as incompatibility with the work environment and others.

Other than the problems mentioned above, the last one is regarding discrepancies between the supply and demand. First, based on *Badan Pusat Statistik* the number of *angkatan kerja*, people aged 15 years old and above that had a job, yet currently on a break or unemployed, increases rapidly each year. Total of *angkatan kerja* in February 2017 is 131.55 million people, in February 2018 is 133.94 million people, in February

2019 is 136.18 million people and in February 2020 is 137.91 million. Hence, we can see that through the years the number of people needing a job increases however, positions do not increase following the speed of the increase of *angkatan kerja* especially in the midst of pandemic. Hence, this increases the competition between the applicants. This is supported through an interview with Noviana, a fresh graduate currently looking for a job, who stated that “ in my field of job, only two to five position are offered each month, so the competition between applicants is real” (Noviana, Personal Communication, October 25, 2020).

The discrepancy between supply and demand does not end on regarding the number of applicants and position however it is also regarding the skills or qualifications wanted by the companies. There are some skills or qualifications needed by companies which are not obtained through the learnings in academic institutions hence needing extra training or the inability to land the job (Helmi Shelmi, 16 Mar 2019). With the problems mentioned above, the process to get a job in Indonesia is already hard but with the presence of this pandemic it adds to the burden. Not only that, but the lack of closure obtained by the applicants also acts as an extra burden, as there are times that employers does not reply to applicants. Based on the interview, two out of the four mentioned that they would be more thankful if they were to get a reply stating that they do not land the job instead of nothing (Jessica & Winston, Personal communication, October 25, 2020).

Further in the simple interview with four bachelor's degree fresh graduates who are currently searching for a job, they all mentioned that the role of parents is still important. Since they are still currently searching for a job they have no other choice than to rely more on their parents. They may rely on the parents financially; however, it also includes consultation, guidance and references. Financially, parents still provide resources such as food and money itself as the kid has no income yet and fathers tend to be more involved in greater expenses (Noviana, Personal communication, October 25, 2020). Consultation includes on planning for the job seeking process and even making several back up plans together with the kid which may also lead to references such as job vacancies through their father's connection (Vinnie, Personal communication, October 25, 2020). Lastly guidance, on what to prepare during the job seeking process or even when adjusting to work and office life for they are skills or preparation that are beyond university curriculum (Winston, Personal communication, October 25, 2020). Hence, it can be seen that the role of parents including fathers are still significant in this stage of life.

Other than the concerns regarding work, emerging adults has to figure out regarding their love life. In this stage of development, the search for a life-long partner and deeper romantic relationship is emphasized which includes higher level of intimacy and more complicated decisions such as marriage (Arnett, 2000). Based on Arnett (2015), earlier median age for marriage has shifted to an older age which landed on the emerging adulthood stage. In Indonesia, the median age for marriage in early 2020

shows a younger age for women (19-21 years old) compared to men (22-24 years old) (Ihsan, 9 January 2020). This age perfectly falls upon the earliest stage of emerging adulthood, and more specifically usually parents start to question regarding marriage or at least long-term relationship near the end of higher studies or even at a younger age for those lower in economy status or living in the countryside.

However, to reach the decision of marriage, an emerging adult has many to consider which focuses on the identity refinement of the individual (Arnett, 2015). The considerations taken by an emerging adult may involve about one's identity which leads to the formation of a criteria in the search for a long-life partner. This process may take time since to know what character they prefer, and they are suitable with requires an emerging adult to meet a lot of people or even experience prior romantic relationship which means involves a breakup. This indicates that the exploration of intimacy and romance aspect may also be filled with unsuccessful relationships and dismay although some may see the troubling parts as an insightful experience to specify their preference for a partner and some may not.

Looking at the description of emerging adult's development stage, it shows that in this stage there are various matters that an individual has to figure out in a deeper and more responsible manner which includes tougher decision making since they are starting to plan out their lives that builds the future such as career path and family building. In addition, emerging adults are feeling in between and facing numerous uncertainties.

This shows that an emerging adult is presented with greater pressure despite the expectation for positive transition to adulthood and with this moment of stress, it opens greater chance for the development of resilience since resilience can grow in the presence of problems. Hence, this research is specified to see the resilience of emerging adults since resilient individuals may be able to bounce back from different problems that surface in life (Campbell-Sills, Cohan, & Stein, 2006). Resilience will bring advantageous to the individual as it allows the individual to manage resources well and get through difficult situations in a constructive manner, hence an important quality to have for positive transition to adulthood.

Various factors affect positive transition to adulthood such as the presence of life changing situations, new and second chances and the presence of supportive adult that goes with the individual during the process (Masten et al., 2004). First, parents are most likely to be the closest adults to an individual as they have been taking care and nurturing and individual since young. In addition, in a previous research, father's involvement is one strong predictor of resilience in adolescent. Furthermore, father's involvement has shown various associations with characteristics or self-attributes that acts as a factor of resilience. Lastly, Arnett (2015) also mentioned that although an emerging adult may go on their journey in life, if things are not going well for them, they might go back to their parents for help and support. However, most research regarding father's involvement are done starting birth until adolescent and

minimum are done beyond that age group due to the thought of independence.

Hence, it creates an argument whether father's involvement or even parent's involvement in an older age is considered critical leading to the context of this research on looking at the impact of father's involvement on the resilience of bachelor's degree fresh graduates even when father's involvement itself has been proven to take part in the development of self-attributes that are related to resilience. The context of emerging adults is specified to bachelor's degree fresh graduates since it's usually the start of figuring out regarding work and more serious decisions regarding romantic attachment, whereas at a later age in emerging adults may have one aspect or more figured out, hence emphasizing the phenomenon.

1.2 Problem Formulation

The effect of father's involvement to resilience in emerging adulthood specifically bachelor's degree fresh graduates in Jabodetabek.

1.3 Purpose of Research

Based on the problem formulation above, this study has the goal to see whether the involvement of fathers perceived by the kid affects resilience during the transition to adulthood.

1.4 Significance of Research

1.4.1 Theoretical Significance

There is only minimal research done regarding father's involvement in Indonesia especially connected to resilience. Hopefully,

this study can help generate other research regarding father's involvement which is still an unfamiliar theory in Indonesia. Other than that, researcher hopes that this research will contribute to the development of psychology theory and understanding especially in developmental and positive psychology. So that, there will be further enrichment to the knowledge regarding involvement of parents specially father towards the effort to optimize an individual's functioning.

1.4.2 Practical Significance

Hopefully through this research many new insights regarding the involvement of paternal role in childrearing can be obtained. If the result emphasizes the role of the father, it may reduce the social stigma regarding women being the only one held responsible in childrearing. It may also add on the change of perspective of how the father should be when getting involved with the kid. As for the participants of this research, they may get to gain new understanding about their relationship with the father.

