

## ACKNOWLEDGEMENT

Praise to God Almighty for His blessings from the beginning to the end of this thesis. The thesis titled: “**A PHENOMENOLOGY STUDY OF YOUNG LECTURERS IN HIGHER EDUCATION: BUILDING PROFESSIONAL IDENTITY OF CHALLENGE, CAUSES, EFFECTS, AND EFFORTS IN UNIVERSITY XYZ**” is a partial fulfillment of the requirements for Master Degree in Educational Technology at Universitas Pelita Harapan.

In the process of writing this thesis, writer would like to address various parties who have been given supports, advices, suggestions, and encouragements. Therefore, writer would like to acknowledge and extend sincere gratitude to the following people:

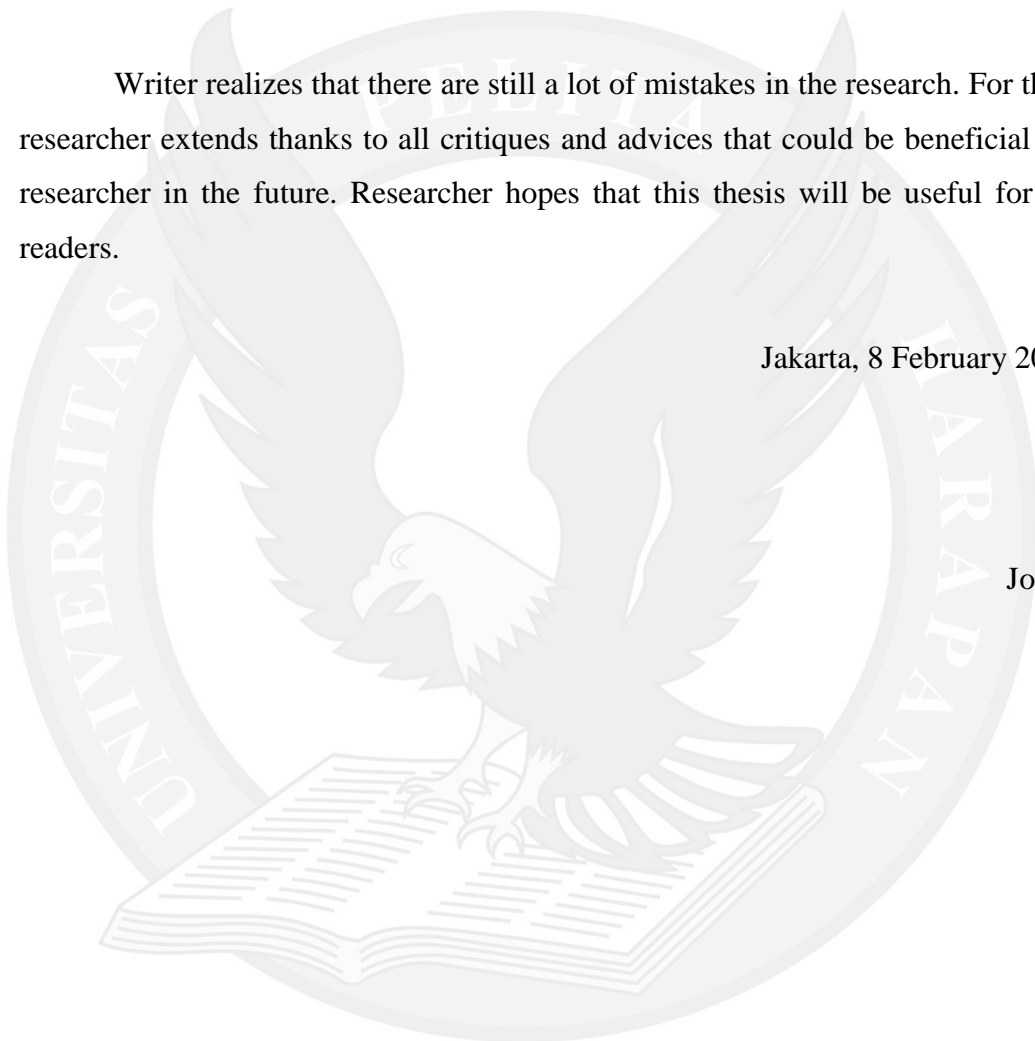
- 1) Dr. Susi Susantijo, S.H., LL.M. as Dean of Post Graduate Program whom have agreed to signed the thesis.
- 2) Dr. Niko Sudibjo, S.Psi., M.A. as Head of Study Program Master Degree in Educational Technology whom have support all the learning processes in the program and as committee member for during thesis defence for his inputs and critiques for the betterment of this thesis.
- 3) Dr. F. Budi Hardiman as Thesis Advisor for this thesis. A sincere thank you for his excellent supports and advices throughout the making of this thesis.
- 4) Dr. Rudi Pramono, as Head of the Examiners for his inputs and critiques during thesis defence.
- 5) All lecturers in Master Degree Educational Technology Universitas Pelita Harapan that provided most valuable lessons to writer.
- 6) All participants in this research, to the lecturers and students who participated willingly to make this academic work possible.
- 7) All academic, library, and general affairs staffs of Universitas Pelita Harapan that support the making of this research.
- 8) To researcher's family members for their endless support since the beginning until the end of this learning process.

- 9) Friends of Batch 36, especially friends in Educational Technology/*Teknologi Pembelajaran* class that always provide supports and insights in this journey.
- 10) Friends in Batch 36B whom researcher loves as good friends. Researcher thank them for their amazing supports, time of joy and laughter since the first class until now. An utmost heartfelt gratitude to know all of you and be part of the family.

Writer realizes that there are still a lot of mistakes in the research. For that, researcher extends thanks to all critiques and advices that could be beneficial for researcher in the future. Researcher hopes that this thesis will be useful for all readers.

Jakarta, 8 February 2018

Johan



## TABLE OF CONTENT

**COVER PAGE**

**ORIGINALITY STATEMENT OF THE THESIS**

**THESIS SUPERVISOR'S APPROVAL**

**ABSTRACT**

**FOREWORD**

**TABLE OF CONTENT**

**LIST OF FIGURES**

**LIST OF TABLES**

**LIST OF APPENDICES**

**CHAPTER I INTRODUCTION**

1.1.	Background of the Problem.....	1
1.2.	Problem Identification.....	4
1.3.	Research Focus.....	6
1.4.	Research Questions.....	8
1.5.	Research Objectives.....	9
1.6.	Research Significances.....	10
1.7.	Research Systematic.....	11

**CHAPTER II THEORETICAL FRAMEWORK**

2.1.	Generation Cohort.....	16
2.2.	Developmental Psychology.....	22
2.3.	Herzberg's Dual Factor Theory.....	27
2.4.	Chickering and Reisser's Seven Vectors on Needs Development.....	30
2.5.	Rasmussen's Theory of Participatory Approaches.....	32
2.6.	Concepts of Lecturer: Identity, Competencies, and Functions.....	35

**CHAPTER III RESEARCH METHOD**

3.1.	Research Method: Qualitative Study using Phenomenology.....	38
------	---	----

3.2.	Research's Place, Time, and Subject .....	46
3.3.	Research Setting.....	51
3.4.	Data Collection Technique.....	51
3.5.	Data Analysis Technique.....	52
3.6.	Validity and Reliability .....	54
3.7.	Research Instruments.....	56
3.8.	Clarification of Bias .....	61
<b>CHAPTER IV FINDINGS</b>		
4.1.	Findings from Young Lecturers.....	63
4.2.	Findings from Students.....	81
<b>CHAPTER V ANALYSIS</b>		
5.1.	Categorizations of Findings.....	86
5.2.	Challenge of Young Lecturers: the Need for Recognition .....	94
5.3.	Causes of Challenge in the Need for Recognition .....	103
5.4.	Effects of Challenge in Struggle for Recognition .....	110
5.5.	Efforts in Encountering Challenge in Need for Recognition .....	117
5.6.	Professional Identity Formation Process as Young Lecturers.....	122
<b>CHAPTER VI CONCLUSION AND RECOMMENDATIONS</b>		
6.1.	Conclusion .....	125
6.2.	Recommendations .....	128
6.3.	Research Limitations .....	131
<b>REFERENCES</b>		<b>133</b>

## LIST OF FIGURES

Figure 2.1. Model of Interrelations between Theories.....	16
Figure 2.2. Categorization of Generational Cohorts .....	18
Figure 2.3. Reactive-Proactive Approaches.....	33
Figure 5.1. Overview of Professional Identity Formation Process in Life of Young Lecturer.....	122



## LIST OF TABLES

Table 1.1. Numbers of Students in Two of Most Popular Concentrations in University XYZ.....	8
Table 2.1. Herzberg’s Hygiene and Motivational Factors.....	28
Table 3.1. Research's Timeline.....	46
Table 3.2. Interview Questions to Young Lecturers.....	57
Table 3.3. Interview Questions to Students .....	60
Table 5.1. Dissatisfier Factors in Case of Young Lecturers.....	95
Table 5.2. Satisfier Factors in Case of Young Lecturers .....	96
Table 5.3. Evidences of Forms of The Need of Recognition in Case of Young Lecturers.....	97
Table 5.4. Exhibits of Sources and Evidences of the Need of Recognition in Case of Young Lecturers .....	100
Table 5.5. Millennials Characteristics in Young Lecturers.....	104
Table 5.6. Emerging Adulthood Characteristics in Young Lecturers .....	106
Table 5.7. Evidences of Causes of Challenge in Struggle for Recognition.....	107
Table 5.8. Effects of Lack of Recognition in Case of Young Lecturers.....	114
Table 5.9. Efforts in Encountering Challenge in Struggle for Recognition .....	118

## LIST OF APPENDICES

APPENDIX A	Interview Transcript R.....	A - 1
	Interview Transcript P.....	A - 13
	Interview Transcript H.....	A - 24
	Interview Transcript Jo.....	A - 34
	Interview Transcript C.....	A - 44
APPENDIX B	Interview Transcript And.....	B - 1
	Interview Transcript Ja.....	B - 3
	Interview Transcript Jos.....	B - 5
	Interview Transcript W.....	B - 7
	Interview Transcript Ant.....	B - 9
	Interview Transcript Ev.....	B - 12
	Interview Transcript El.....	B - 14
APPENDIX C	Email Answer R .....	C - 1
	Email Answer P .....	C - 2
	Email Answer H .....	C - 3
	Email Answer Jo .....	C - 4
	Email Answer C .....	C - 5
APPENDIX D	Profile of R.....	D - 1
	Profile of P.....	D - 2
	Profile of H.....	D - 3
	Profile of Jo.....	D - 4
	Profile of C.....	D - 5