HUSTLE CULTURE, CAREER ANXIETY, AND SOCIAL MEDIA COMPARISON AS PREDICTORS OF PSYCHOLOGICAL WELL-BEING AMONG WORKING GENERATION Z STUDENTS

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RESEARCH BACKGROUND

Challenges Faced by Working Generation Z Students

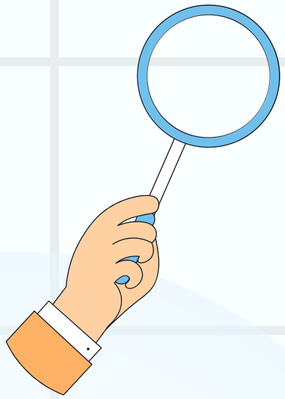
Generation Z students who work have to manage two responsibilities at the same time: completing academic activities and fulfilling work demands. These responsibilities require time, energy, and good self-management.

Several factors may be related to their psychological well-being, including the pressure to always be productive (Hustle Culture), worries about future career opportunities (Career Anxiety), and the habit of comparing personal achievements with others through social media (Social Media Comparison).

Therefore, this study examines whether these three factors influence the psychological well-being of working Generation Z students.



Research Objectives



The Purpose of This Study

This study aims to examine the influence of three independent variables on the Psychological Well-Being of working Generation Z students.

Hustle Culture X1

The tendency to prioritize productivity and continuous hard work, sometimes at the expense of personal time.

Career Anxiety (X2)

Feelings of worry about future career opportunities, job prospects, and career development.

Social Media Comparison (X3)

The tendency to compare personal achievements and life circumstances with others through social media.

RESEARCH METHOD

Approach and Data Collection



This study uses a quantitative approach with a cross-sectional survey design. The sample consisted of 149 Generation Z college students who were currently employed, selected through purposive sampling. Data were collected through an online questionnaire using Google Forms, consisting of 16 statements measured on a five-point Likert scale.

The data were analyzed using SPSS through validity, reliability, descriptive statistical, classical assumption, and multiple linear regression tests.

DESCRIPTIVE STATISTICS AND INSTRUMENT TEST RESULTS

Research Data and Instrument Feasibility

The study involved 149 respondents. The descriptive statistical results showed that Hustle Culture had a mean of 15.89, Career Anxiety 14.87, Social Media Comparison 12.38, and Psychological Well-Being 14.98. The validity test showed that all questionnaire items met the validity criteria, with an r-table value of 0.160.

The reliability test also showed that all variables had Cronbach's Alpha values above 0.60, indicating that the instruments met the reliability criteria used in this study.



T-TEST RESULTS (PARTIAL)

The Effect of Each Variable on Psychological Well-Being

The t-test results showed that Hustle Culture did not have a significant effect on Psychological Well-Being, with a significance value of 0.456.
Career Anxiety also showed no significant effect, with a significance value of 0.856. Similarly, Social Media Comparison did not have a significant effect, with a significance value of 0.975.

All significance values were greater than 0.05. Therefore, none of the three independent variables showed a statistically significant partial effect on Psychological Well-Being.



F-TEST RESULTS (SIMULTANEOUS)

The Effect of the Three Variables Together



The F-test results obtained an F-value of 0.189 with a significance value of 0.904.

Since the significance value was greater than 0.05, Hustle Culture, Career Anxiety, and Social Media Comparison did not show a statistically significant simultaneous effect on Psychological Well-Being among working Generation Z students.

COEFFICIENT OF DETERMINATION

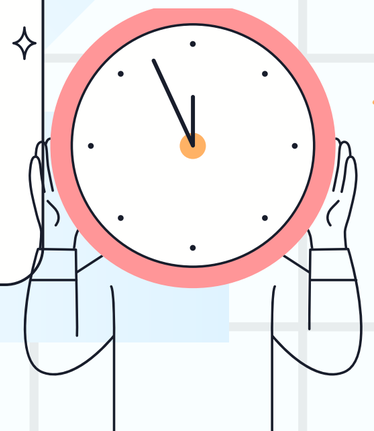
The Contribution of Independent Variables

The coefficient of determination test produced an R-Square value of 0.004, or 0.4%.

This indicates that Hustle Culture, Career Anxiety, and Social Media Comparison collectively explain only 0.4% of the variation in Psychological Well-Being.

Meanwhile, the remaining 99.6% represents variation that cannot be explained by the three independent variables in this research model.

These results indicate that the model has very limited explanatory power.



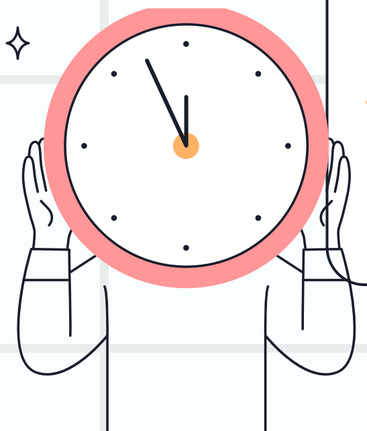
DISCUSSION AND IMPLICATIONS

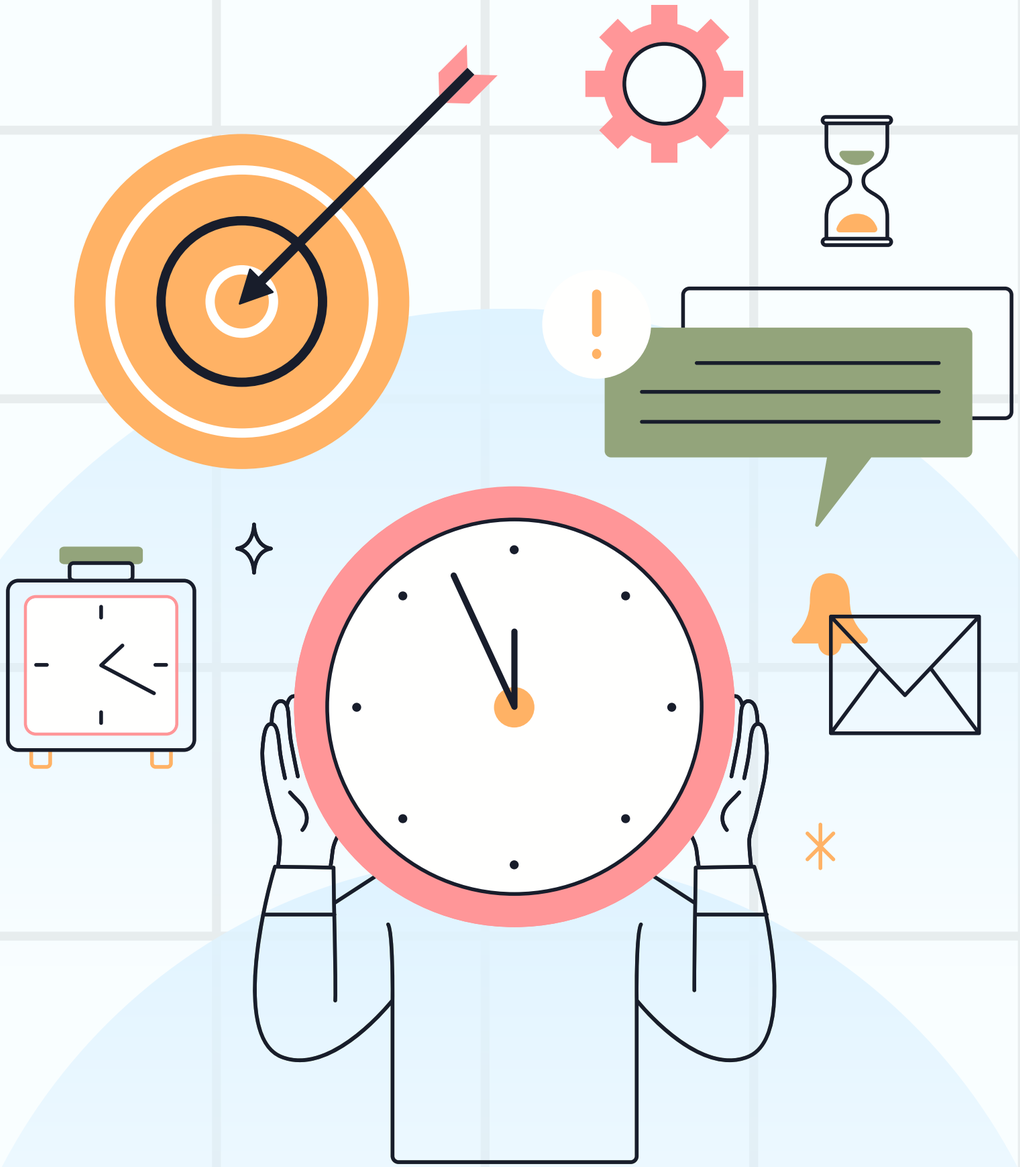
Understanding Psychological Well-Being Among Working Students

The research findings indicate that Hustle Culture, Career Anxiety, and Social Media Comparison have not been proven to significantly influence Psychological Well-Being in this study.

These results suggest that working students' psychological well-being may involve other factors beyond the three variables examined.

Therefore, future research should consider additional factors and broader respondent characteristics to provide a more comprehensive understanding of psychological well-being among working students.





CONCLUSION

Final Research Findings

Based on the results of this study, Hustle Culture, Career Anxiety, and Social Media Comparison do not have significant partial or simultaneous effects on the Psychological Well-Being of working Generation Z students.
All four proposed hypotheses were not supported by the statistical results.

The R-Square value of 0.004 indicates that the three independent variables explain only 0.4% of the variation in Psychological Well-Being.

Therefore, future research is recommended to include other relevant variables and expand the characteristics of respondents.



Thank You
For Your Attention