Career reorientation during the Covid-19 pandemic: Evidence from fresh graduates of Indonesian colleges

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Abstract

This research aims to examine the impact of the COVID-19 pandemic on the career reorientation of fresh graduates at Indonesian universities. This study is necessary to determine the changes in attitudes and perceptions of recent graduates as they seek employment, as measured by indicators of psychological quality, gender, and spiritual level. Three Focus Group Discussion meetings were held to achieve the best results, and questionnaires were distributed to 85 resource people. Furthermore, an interpretive analysis model was used to describe the differences in job attainment experienced by respondents before, during, and after the COVID-19 pandemic. According to the study's findings, several changes occurred in the career orientation of fresh graduates from various universities in Indonesia before, during, and after COVID-19. Before the COVID-19 pandemic, fresh graduates had a strong career orientation, as evidenced by their high absorption of job opportunities. Unlike the results of the COVID-19 pandemic, the impact of COVID-19 on new graduates' careers is significant, affecting mental and physical health as well as social interactions.

Keywords: Career reorientation; Fresh Graduates; Higher Education; Human Resources; COVID-19

Introduction

The COVID-19 outbreak had a significant impact on various sectors of life, namely the economy, trade, development, education, tourism, (Kurnaedi et al., 2021; Purnomo et al., 2021; Wahyuni et al., 2021) and career orientation. The existence of policies against carrying out activities from home, online learning, working from home, large-scale social restrictions, and the application of health protocols resulted in changes in the social structure felt by humans (Ramdani et al., 2021). The biggest impact is a significant increase in the poverty rate, layoffs, a slowdown in goods, money, and a lack of job opportunities. On the other hand, this effect is also felt by students who will graduate because limited activity and mobility provide little chance to get a job. As a result, the opportunity to find and develop a career is challenging; this can be seen from the analytical test conducted

on 34 online training participants "the effective winning competition in the mass of the COVID-19 pandemic," which states that students who graduate around the month of the COVID-19 pandemic and the new homeless workforce feels sad and confused about how to rise to a situation that is not favorable for their career (Syah, 2020).

The hope of realizing the dream of getting a job following the field of science you are engaged in is forced to be temporarily detained, or it can change due to the pandemic, which cannot be ascertained when it will end. Individual thinking to decide whether to stay in the desired career or try to change following the challenges of this era is called career orientation (Algadheeb, 2015; Draaisma et al., 2018; Purwanto et al., 2020). A career is defined as a pattern of work-related experiences that stretch throughout the work journey experienced by each individual/employee and can be broadly detailed into objective events (Thamrin and Bashir, 2015). One's career orientation is influenced by several factors: financial or salary awards, professional recognition, social value, work environment, job security, and ease of access to work (Duffy and Lent, 2008). The factors that influence this career orientation are exciting to research to choose the career (Rahmadhani and Virianita, 2020).

The COVID-19 pandemic came suddenly, leaving many people unprepared for psychological, financial, social, cultural, and other aspects of life. Psychologically, the impact of COVID raises a variety of personal, social, and health problems. According to Purwanto et al., (2020) a health crisis caused by obstacles experienced by students, parents, and teachers in online teaching and learning activities. Some of the challenges are the mastery of technology is still not adequate, the additional cost to pay internet quota, the existence of a new busyness for parents to accompany children to study at home, as well as communication and socialization between students, teachers, and parents, become reduced by time or very flexible work, becoming unlimited for teachers because they have to communicate and coordinate with parents, between teachers, and with the principal.

Pandemics also affect human relationships in interpreting the values of religiosity. The plague struck and spread throughout the land was interpreted as a warning to humanity to re-correlate the relationship with its Lord. Religiosity is a comprehensive element that makes a person referred to as a religious person (religious), not just have religion (Fitriani, 2016). The impact of pandemics is also proven to affect social and economic situations; according to Algadheeb & Abdulrahman (2015), changing conditions can make career orientation change. Draaisma et al. (2018) affirm this opinion by stating that interaction with the social and physical environment affects how one thinks about their career. Therefore, it is appropriate if this study focuses on how the career orientation of fresh graduate students who graduated during the pandemic chooses their career. Is there a change before, during, and after the COVID-19 pandemic? This paper explores the orientation of fresh graduate careers before and after the pandemic, whether the influence of religiosity and gender aspects affects career orientation choices.

Orientation choices are often influenced by gender bias perspectives that are still inherent in both men and women. Therefore, fresh college graduates may tend to choose jobs for the future based on stereotypes of the type of work according to assumptions that have been constructed in the majority of society. Some of the problems explored in depth in this paper including: reorientation of new graduate careers of colleges in Indonesia before and after COVID-19; perception of new graduate colleges in Indonesia in career selection seen from the perspective of gender equality; and the values of religiosity that appear in new graduate colleges in Indonesia in determining their career orientation. Research on career orientation has done a lot with diverse perspectives. Some associate career orientation with a locus of control (Algadheeb & Abdulrahman, 2015), religiosity and motives of achievement (Susanti, 2017), parental support and further study decision making (Zulaikha, 2014), career mentoring program (Draaisma et al., 2018), attitude towards the job and career knowledge (Cénat et al., 2020).

The research results on female students in Madrasah Aliyah (MA) Diniyah Putri Pekanbaru, Riau, who know the differences in gender roles and characters are not related to gender. Still, some female students choose jobs based on gender stereotypes. However, with guidance counseling in selecting gender-sensitive careers, it is possible to reduce the perspective of gender bias in the selection of jobs in the MA students (Riswani and Hermansyah, 2015). The growing construction of gender bias in society also impacts young men from villages

who prefer to work rather than continue their education. This is influenced by the assumption that a family that acts as the primary breadwinner is male. So in these men, there are gender stereotypes and gender role conflicts that affect the tendency to prefer to work rather than continue education (Rahmadhani and Virianita, 2020). Research on careers related to religion and gender shows one finding that public and religious support greatly influences career commitment as a nurse in Saudi Arabia. Support from the spiritual aspect, including gender segregation in work, brings meaning to the continuity of a nurse's career commitment (Azim and Islam, 2018). Furthermore, there is a significant relationship between spiritual assistance, community support, and career satisfaction or confidence. A further sign states that spiritual support is not associated with career exploration (Duffy and Lent, 2008). The higher the spirituality and religiosity of a person, the more confident he is in making career decisions, this includes adapting to a new career.

During the COVID-19 pandemic alumni had difficulty finding work due to an unstable job market (Syah, 2020). Some of the solutions offered include synergizing the roles of parents, community, schools, or colleges. On the other hand, government involvement is also needed, especially with the budget management that must be cut for handling COVID-19. To understand the meaning of a career, two approaches are needed: 1) a career as an organization owner (related to certain positions and positions); 2) career as an individual quality that is not part of the organization or, in other words, career is a change in values, attitudes, and motivations that occur in each individual (Greenhaus et al., 2018). Career orientation consists of 2 aspects: developing attitudes towards careers, planning, and exploration, and developing career knowledge and skills, namely decision-making and career information (Creed et al., 2021). Career orientation is referred to as professional orientation, which means a process that describes the direction of a person's talents and attitudes towards his future career. Three aspects that underlie knowledge of decision-making leading to career selection are: understanding the steps of career decision-making, motivation and activities in studying how people succeed in careers and the ability to use knowledge and thinking to make career decisions (Vautero et al., 2021). At the same time, there are five aspects of career information: information about how a person has a career, a person's ability to his career, the qualifications needed, job descriptions, and why people move from one job to another (Alkasaby et al., 2021; Cuzzocrea and Lyon, 2011; Villarin et al., 2020).

This study developed the concept of career reorientation from the morgan employee experience theory (2017) combined with deepening through an initial survey of 50 fresh graduate students. Preliminary research shows some components that a person considers in finding work. The concept of employee experience was chosen because it is currently the most suitable theme used to photograph the work situation during the COVID-19 pandemic. This concept is also predicted to be one of the five main issues of The Future of Work presented by PWC (2020). Employee experience consists of 3 components: physical environment, technology environment, and cultural environment. Then the three are described in 12 aspects refer to preliminary research results in surveys to fresh graduates about career orientation. The 12 aspects of career orientation are religious values/ spirituality, gender, popularity, relationships/friendships, salary, location/ease of transportation, passion/ interest, self-esteem/prestige, scientific suitability, comfortable work environment, sophistication, technological facilities, and social benefits. These aspects are combined and form a single schema, such as table 1.

Table 1. Career Orientation Dimensions and Indicators

No	Dimension	Indicators
1.	Physical Environment	The Comfort of The Work Environment
		Salary
		Location/Ease of Transportation
		Relationships/Friendships

| No	Dimension	Indicators
2.	Technology Environment	Popularity
		The Sophistication of Technological Facilities
		Gender Conformity
		Self-Esteem/Prestige
3.	Cultural Environment	Religious Values/Spirituality,
		Social Benefits.
		Conformity with A Scientific Background
		Passion/Interest

The term gender means gender difference not biologically but rather the distinction of men and women judging by socio-cultural construction. Gender Analysis Pathway (GAP) developed by the National Development Planning Agency is a method of analysis to know the wide gender gap, starting with conducting research and integrating the results of gender issue analysis into policies/programs until in the process of drawing up action plans(Yeoward and Nauta, 2021). The perception of fresh graduates in career selection will be analyzed whether the gender gap is affected and what factors affect it. Religiosity theory is used to analyze the role of religious values in determining career orientation. Religiosity is a comprehensive element that makes a person referred to as a religious person (being religious), not just have religion (Fitriani, 2016). Cénat et al., (2020) divide religiosity into five dimensions: ideological dimension, ritual, intellectual, practice, and experience (experiential). The prolonged atmosphere of the COVID-19 pandemic raises concern for fellow human beings, including the possibility of increasing laughter to the Creator. The selection of religious values determines this career orientation to analyze how important religion is for fresh graduates in determining career choices.

Research Method

This qualitative-quantitative research/mix method was carried out in analyzing and elaborating on career reorientation issues for new university graduates in Indonesia. The aim is to explain and understand the cases experienced by fresh graduates of Indonesian universities during the COVID-19 pandemic in achieving desired jobs using indicators of psychological quality, gender, and religious attitude (Hajdukiewicz and Pera, 2020). This method aims to explain and understand the cases experienced by fresh graduates from universities in Indonesia during the COVID-19 pandemic. New university graduates in Indonesia thoroughly and thoroughly explore how to reorient their careers before, during, and after graduating from college. Whether or not there are differences in perceptions about their career orientation can be seen from the psychological analysis, gender, and differences in their religious values.

Primary data is the main material in analyzing research findings; primary data was collected by side snowball technique from 86 postgraduate students in Indonesia. The criteria for informants are students who pass the thesis exam between February and December 2020 or during the COVID19 pandemic. The data collection model is divided into two parts: First, through a Focus Group Discussion (FGD) conducted three times for 30 days; Second, answer the systematic and structured questions that the researcher has compiled in the distributed questionnaire. Furthermore, data analysis processing with the Interpretative model is carried out. Interpretive model data analysis is an attempt to find explanations about social events based on the perspectives and experiences of the informants (Roxburgh and Roe, 2014; Sabucedo, 2017). So the findings of this study describe the change in career reorientation of fresh graduates before the COVID-19 pandemic, during COVID-19 and Post COVID-19.

Figure 1. Respondent's Religion
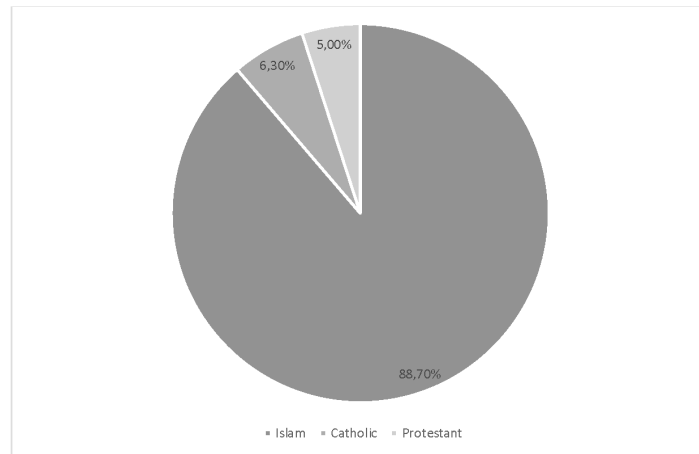
Majority of respondents (88.7%) which is a fresh graduate of various colleges, both religious and public colleges in Indonesia are Muslims, while a total of 11.3% of religions other than Islam are Catholic Christianity and Protestant Christianity.

Figure 2. Respondents Based on Program Study
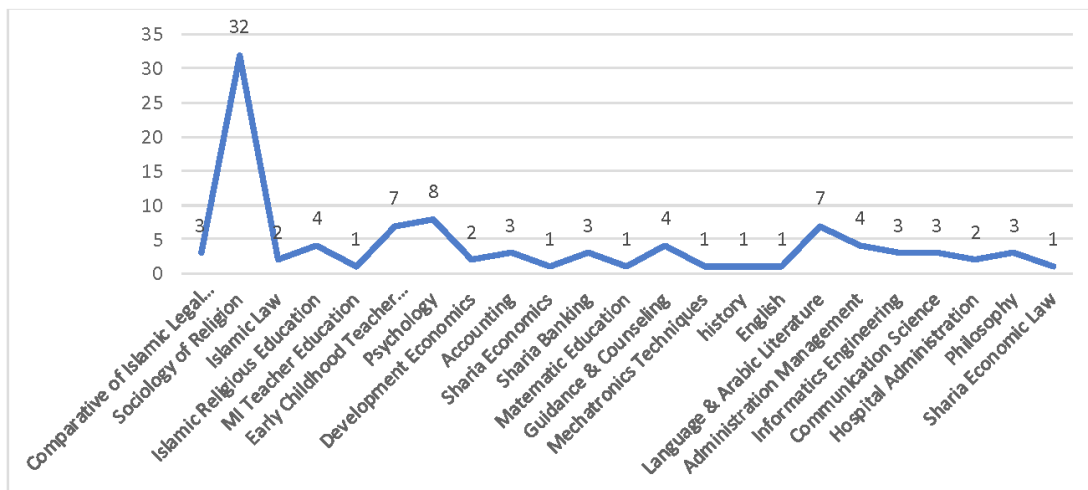
Of the 97 respondents who filled out the questionnaire through a google form, they came from various courses in several colleges in Indonesia, such as Accounting, Guidance and Counseling, Philosophy, Islamic Religious Education, PAUD, Comparative Schools, Hospital Management, Informatics Engineering, and others.

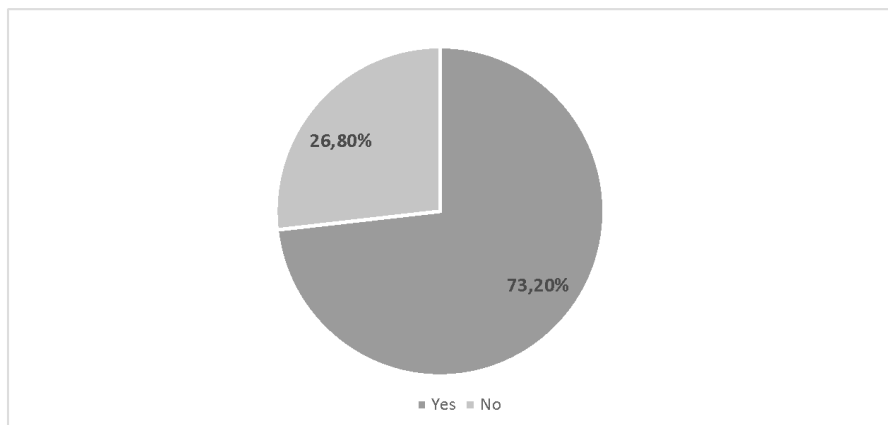**Figure 3. Number of Informants Who Have Been Studied With Working**

Figure 3 illustrates that most respondents worked during college (73.2%), and only 26.8% did not work during college. The steps prepared to obtain research data are: First, collecting all references related to career orientation both from: a) print media (books, journals, freelance articles, government regulations, and laws, etc.), b) media electronics (internet, social media, television news, etc.), c) interviews with relevant respondents (students in general, people who have been laid off, business owners, and others). Second, make research instruments in the form of questionnaires and questionnaires. Third, searching for fresh graduates at several colleges in Indonesia using the snowball sampling technique. Fourth, distributing questionnaires and questionnaires through google forms.

The questionnaire includes statements about one's ability to be a research informant, personal identities, and questions about one's early career. After completing the Google form, data is gathered through Focus Group Discussion (FGD). In the time and after the COVID-19 pandemic, FGD is conducted through facials and interspersed with workshops on career insights. This FGD was held on November 21, 2020, from 8.30 a.m. to 15.30 p.m., both online and offline, at the Ibis Style Hotel Yogyakarta hotel. The FGD was attended by 12 participants who filled out Google forms and 85 subjects from various colleges in Indonesian. Researchers and research assistants accompany and record the FGD. This is done in order to obtain more complete and accurate data.

The method of data analysis is interpretive analysis. The analysis technique analyzes the experience of respondents related to factors that influence career decisions during the COVID-19 pandemic—the research used in psychology, sociology with gender analysis, and the values of religiosity. The study results are expected to explain the factors that make it challenge to choose a career and get the right solution for career reorientation during the COVID-19 pandemic. To ensure the validity of data used triangulation techniques (Satispi et al., 2021; Sugiyono, 2016). Triangulation is used to check the correctness of data both from structured interviews in the google form and during FGD to reduce bias.

Results

Based on the results of filling google form, the researcher obtained information as follows. Fifty-eight people claimed to have worked during undergraduate school, while the remaining 19 people had never worked during college. The work done during college includes online business, being a stall employee, teaching freelance, pulse agent, becoming a fisherman, writing short stories, making and selling food, being a staff in an agency, nuns, and freelance graphic design, working in the laundry, internet cafes, supermarkets, restaurants, e-cigarettes, and sewing.

After graduating, some of the informants continue their jobs since college; some have quit their jobs for various reasons. They have returned home but have not had time to find work and entered the COVID 19 pandemic. When entering the COVID 19 pandemic, most have been able to find their jobs by utilizing their technological capabilities. Some open programmers to recover hacked accounts, some teach online, online businesses, write books, journals, and essays online, become private tutors because many parents have difficulty accompanying their children's Study from Home, as well as doing activities from home such as cooking that is then sold, helping manage the business of parents, and sewing masks. Their activities continued after the COVID-19 pandemic and prepared to develop their business further after normal conditions returned. Essentially there is no meaningful change between before, during, and after the COVID-19 pandemic.

Popularity and credibility remain the primary considerations for respondents in finding a job. Before, during, and after the COVID-19 pandemic, the agency's good name became a priority in finding a job. Under no circumstances would most informants prefer to work in an agency well known by the public to feel safe and comfortable internally. The public will also judge the goodness and agree if they work in the agency.

Location is an essential consideration in finding a job before, during, and after the COVID-19 pandemic. It's just that they want a work location that makes them comfortable and safe from contracting the COVID-19 virus. Because of that, they choose the location or the road to work does not pass many people gathered. They choose a

work location that is easy to reach by public or private transportation from their home without moving to a new house near their office. Concerning educational background, most informants have relinquished consideration of the suitability of work with their scientific experience. They have realized that the job opportunities are not always following their knowledge. They are also ready to adjust to their work demands, learn new things, and develop their skills and abilities. This is the flexibility they have because they need to get a job. However, they also prefer to get a job that suits the science learned in college so that there is not too much to learn and adapt. On average, when it comes to the benefits of their work, they answer that they want to benefit from the work they get, which is guaranteed social, health, and a decent salary. Because with the welfare they get, they can share it with the surrounding community. They are also happy if the agencies where they work think about the community, so they feel proud that the agency conducts social activities.

All informants have goals expected to be achieved after graduating from college. The professions desired are diverse, ranging from entrepreneurs, judges, advocates, civil servants, private employees, archaeologists, architects, police, program officers, teachers, lecturers, nuns, and others. Although most ideals have not been realized, some have answered realized. The criteria for the realization of these ideals are presented with different explanations. Some stated that the current job position was as expected; some said they had interned at the institution following the aspirations. Others were optimistic that the expectations were realized because they already had requirements towards realizing those ideals. Consideration of the majority's gender does not affect their job selection. However, many still choose the type of work based on gender considerations. This selection of gender differentiation is based on different reasons, such as being uncomfortable when hanging out with the opposite sex, the type of work that is only suitable for a gender, or a company that only needs a specific gender. Gender differentiation in choosing this job does not shift before, during, or after the Pandemic period.

The salary earned by the informants has a variety of nominals. We are starting from 1 million to above 20 million. Most informants want a salary of between 5-10 million, and the most respondents want to receive compensation according to the usual nominal, no need to go up and not go down. The salary desired in the post-COVID 19 pandemic period increased from the previous nominal. The average increase is in the range of 1-5 million. The nominal decrease in salary desired during the COVID-19 pandemic is very reasonable because each feel that this pandemic significantly impacts the income generation of workers.

**Figure 4. The Expected Salary of Informants Before the Pandemic**
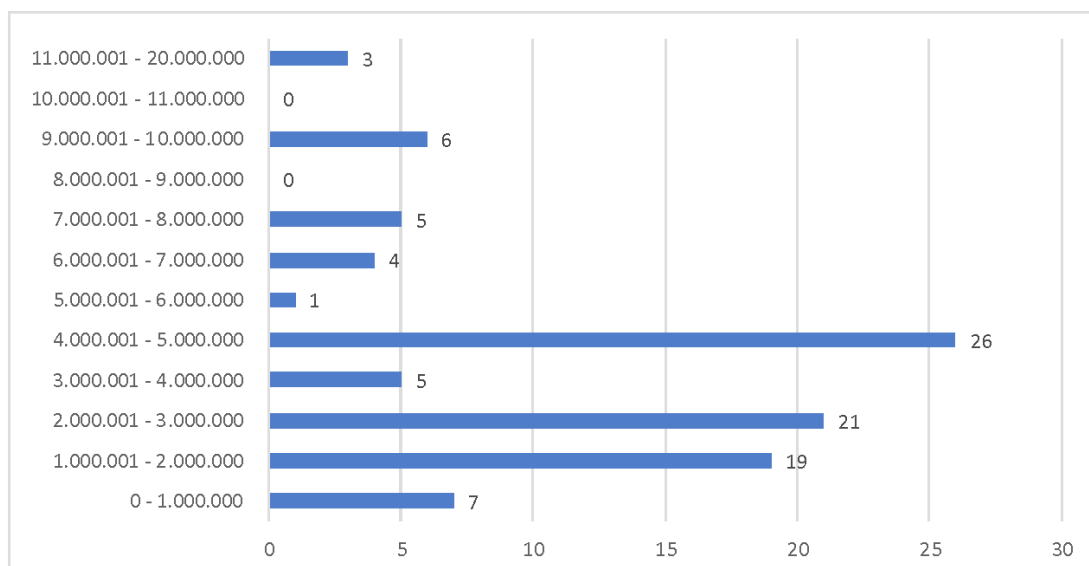
Note: Average IDR. 4.568.041,24

Based on the graph of 4 research results on respondents during the period before the pandemic against the expected salary, it turns out that the respondents are pretty realistic about the compensation they want to earn.

The highest percentage (17.5%) respondents expect to get a salary of 4.5 million, then the order below (15.5%) was 3.2 million, and 14.4% expected a total of 2 million. Few expect a modest salary like 8 million or 10 million, It can happen possibly due to considerations they have just completed or graduated college.

Figure 5. The Salary that Wanted Informant in COVID-19 Pandemic Era
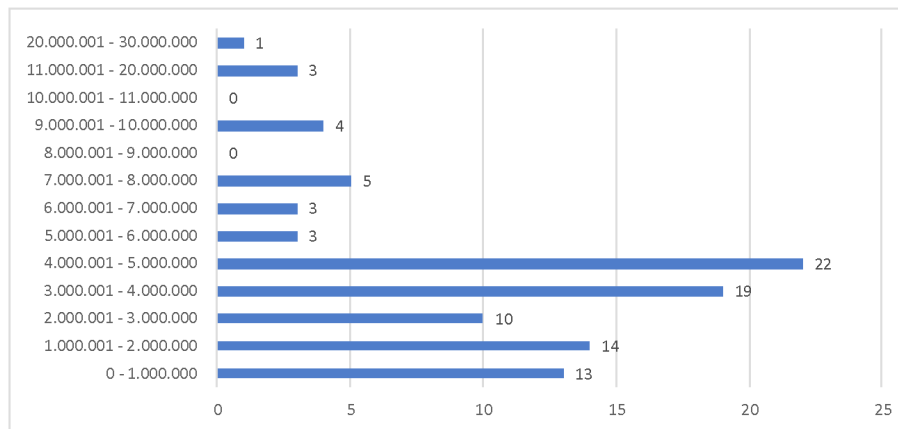
Note: Average IDR 4.469.072,16

During the COVID-19 pandemic, respondents' expectations of the salary they want to earn are higher than before the pandemic. It can be seen in figure five that most respondents (22.7%) expect a salary of 4-6 million, 19.5% expect a salary of 3-4 million, 10.3% expect a salary of 2-3 million. On the other hand, some respondents also want a significant income, namely 7-20. This reason is inseparable from the many pressures of needs that must be faced during the COVID-19 pandemic.

Figure 6. The Salary that a wanted Informat after COVID-19
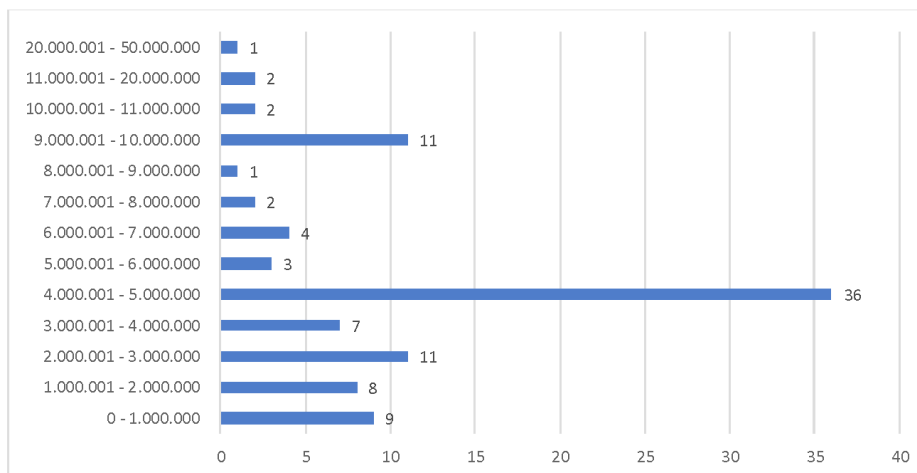
Note: Average IDR 5.978.350,52

After the COVID-19 pandemic, respondents returned to a relatively realistic figure of 37.5%, expecting a salary of 4 million. But there is a small percentage of respondents who wish to get high salaries such as 20 million, 30 million even more than 35 million. Prestige is also a significant consideration in job selection because by getting a prestigious job, confidence becomes high, work becomes more motivated, and think more advanced. Even so, the majority are still unaffected by the prestige of the work. Because it is still a beginner, the important thing is not to interfere, the origin of halal work and experience working first. These reasons underlie each of his choices—the outlook during the period before the pandemic changes during the pandemic period. About 20 informants stated that job selection is based on self-esteem. The number of pandemics is 13 informants, equal to the number of post-pandemic periods. This suggests that this pandemic period influences a person's decision to determine a job based on the prestige or prestige of the position. Most importantly, do not bother in difficult

times and get a halal job.

The utilization of technology in work is expected to be realized through the availability of internet access, wifi dissection, supporting places is expected to support the realization of a technology-based performance. The use of social media as a means of promotion and marketing, e-commerce, systems, and well-available programs, becomes an option desired by informants. Before, during, or after the pandemic, the classification of the time did not undergo significant changes. Only globally mentioned the need for a change in the use of technology from conventional to digital, and one option states the need for safe elevator facilities for offices located in multi-story buildings.

Table 2. Career Orientation before, during and after the COVID-19 Pandemic

Order of Precedence	Career Selection Considerations		
	Before	**During**	**After**
1	Religious Value/ Spirituality	Religious Value/Spirituality	Religious Value/Spirituality
2	Passion / interest	Passion / interest	The comfort of the work environment
3	The comfort of the work environment	Location/ease of transportation	salary
4	Relationships/friendships	salary	Passion / interest
5	Suitability of scientific background	The comfort of the work environment	Suitability of scientific background
6	Popularity	Social benefits	Location/ease of transportation
7	salary	Suitability of scientific background	Social benefits
8	Location/ease of transportation	Relationships/friendships	Popularity
9	Social benefits	Popularity	Technological sophistication
10	Self-esteem/prestige	Technological sophistication	Relationships/friendships
11	Gender	Gender	Gender
12	Technological sophistication	Self-esteem/prestige	Self-esteem/prestige

Table 2 shows that there are three main priorities of career orientation before the COVID-19 pandemic: religious values/spirituality, passion/interest, and comfort of the work environment. The lowest considerations are self-esteem/ prestige, gender, and technological sophistication. Before the COVID-19 pandemic, FGD participants who were fresh graduates had a work orientation that focused more on religious values, passion, and comfort of the work environment. They need a job that suits their scientific background, needs a enough salary, wants to get good work friends, a workplace that is easy to reach from home, and can benefit the surrounding community. But these six considerations are not very prioritized. They prefer a job that can secure their religion, passion, and comfort. His interests or passions defeat his scientific background. Many fresh graduates feel that the majors taken in undergraduate education are not following their interests. When majoring at the time of applying for S1 is due to the direction of the teacher, family, or following friends who sometimes do not suit their interests or passions.

Then during the COVID-19, it shows that there are 3 top priorities of career orientation during the COVID-19 pandemic: religious value/spirituality, passion/interest, and location/ease of transportation. The third order is different from table 2 (the period before the pandemic). This is natural because, in a pandemic period

like today, most people want to gather with family so prefer to find a job close to home. Because in times of crisis, such as the COVID-19 pandemic, many conditions are unclear, uncertain, and full of submission. People prefer to be close to family even with a not very high salary. The lowest career orientations are technological sophistication, gender, and self-esteem/prestige. During the COVID-19 pandemic, technology has been automated in working so that aspects of technical culture are no longer a concern because it has become commonplace. School from home and work from home, all use online, using advanced technology. Therefore, it is no longer an orientation, but a routine inevitably has to be followed.

Self-esteem or prestige is also a final consideration because finding a job today is problematic if it does not have strong competence. Many people are housed both temporarily and permanently (break up work). In addition, there are a lot of jobs shifted by technology, and some companies are cutting their salaries. Therefore, prestige is no longer employed by fresh graduates. For them, the important thing now is how to get a job during the COVID-19 pandemic. It happens because many workers who experience layoffs not to be laid off from work or get a job that is not following its prestige are not a problem.

Lastly, the table shows the career orientation after the COVID-19 pandemic. There are 3 top priorities of career orientation after the COVID 19 pandemic: religious value/spirituality, the comfort of the work environment, and salary. After the pandemic, career orientation changed more realistically. Salary becomes the third career orientation after the convenience of the work environment. Compensation takes precedence over passion or interest. Fresh graduates imagine that if conditions have returned to standard, there is no pandemic anymore; they think that in a career, it is necessary to consider the level of salary received because the need for life is also higher. In addition, they hope that the economy has returned to normal so that the conditions during the pandemic are restrain, such as traveling, shopping, and other lifestyles, will again need money.

There are three lowest considerations: relationships/friendships, gender, and self-esteem/prestige. After the COVID-19 pandemic, relationships/friendships are not the primary consideration when choosing a career. Perhaps because of the habit of "staying at home" during the COVID-19 pandemic, friendship in work is considered essential. So is the prestige of a career. Currently, FGD participants who are fresh graduates of colleges imagine that they choose a safe and comfortable career after the pandemic. There is no need for stylish prestige because those who have never worked believe that prestige is achieved after a successful career of many years. For the early days, they did not immediately gain a high level at work, but gradually from beginner to expert to achieve prestige.

Discussion

From Table 2, it can be concluded that in the period before, during, after the COVID-19 pandemic, new graduate career orientation prioritizes religious values as an essential orientation, followed by passion or interest orientation, the comfort of the work environment, and salary. This shows that in subjects in generation Z, it turns out that consistently prioritizing religious/spiritual values is the most critical work orientation. Some informants stated that it is more notable in praying and worship than in the days before the plague about the quality of worship and proximity to God during this pandemic. Some others perform worship as usual, as before the pandemic. In terms of concern for others has increased, especially for victims affected by the virus.

Based on the results of FGD, most fresh graduates who have worked since college prefer religious principles in living their careers. This priority of spiritual values has always been the first choice before and after the COVID-19 pandemic. Spiritual values in determining the orientation of this career, indicating the status of fresh graduates not only have religion (having religion) but also live according to the teachings of religion (being religious) (Beier et al., 2020; Cuzzocrea, 2020). Religion is the completeness of identity and an internal choice in the dimension of practice. Practice in question is an action that is done following religious values. The placement of spiritual values as a priority is practicing the concept of religion in living and developing his career (Alkasaby et al., 2021). Some informants prioritize a workplace that provides worship and tolerance of prayer times in the work environment. Glock and Stark condition this choice into ideological dimensions and ritual dimensions (Zarghi and Bolghan-Abadi, 2021). The relationship with the creator should implement religion as a living belief

through the size of worship (ritual). A significant finding in this study is the awareness of fresh graduates in determining career choices cannot be separated from the religious element. The priority of spiritual values is not binding on pandemic conditions only, but in the days before and after the pandemic.

The consistent career orientation at the lowest position is a prestigious and gendered career. This shows that fresh graduates realize that a career is gradually not directly in a good job (prestige), but it takes achievement and time to achieve it (Azim and Islam, 2018). Gender is not a priority because fresh graduates already have a good enough insight into gender equality in their careers (Draaisma et al., 2018). Therefore, they do not think about which job is right for them, judging by the consideration of gender roles. This was also reinforced by the results of FGDs with fresh graduates who stated that they did not choose jobs based on gender stereotypes but rather passion or interest in the work they are doing. While most informants said that their job selection was based on educational background, some people stated that their job selection was not related to the educational experience. In this case, they prefer a career based on their passion or interest. The results confirm that a person's career orientation will change according to the situation and conditions. The pandemic period makes many people want a job to survive. Based on a diploma or ideal salary, there is no desire to find a prestigious, famous, and great relationship. Because getting a job during a pandemic is enough when compared to people who have lost their jobs.

The results of this research are very typical, in contrast to the effects of previous examinations that were in the situation and normal conditions. For example, Thamrin & Bashir (2015) argues the highest career orientation is salary followed by work activities, suitability of educational background with employment, sophisticated work facilities, and job reputation. Similarly, van den Berg, Appel-Meulenbroek, Kemperman, & Sotthewes (2020) research results explain that the primary career orientation is salary, work facilities, the comfort of the work environment, and the prestigious type of work, Chen & Tseng (2021) and Shechter et al (2020) also proves that one's career orientation is determined by financial rewards, professional recognition, and a comfortable work environment. All of this is highly irrelevant to the current crisis.

Moreover, because the characteristics of participants who are on average 19-22 years old or are in a realistic period that is no longer in the period of fantasy or tentative development (Azim and Islam, 2018; Beier et al., 2020), then in this pandemic, they see more real conditions. During this pandemic crisis, the most important thing is to get a job to survive, not to seek comfort, luxury facilities, pride in a prestigious job, or an ideal salary. Still, enough to get an appointment to meet the needs of daily life is enough. This statement is also in line with (Algadheeb, 2015; Cuzzocrea and Lyon, 2011), which states that teenagers prefer careers from the workplace and conformity with their science. Still, adults are better prepared with any profession, even if it is not in harmony with their science. However, this can be different when in old age, parents prefer a job that suits their ability rather than having to learn to adjust to a position that is not following their field (Beier *et al.*, 2020).

Conclusions

Before COVID-19, career considerations prioritized religious values, passion, and a comfortable work environment. During COVID-19, the order of importance becomes religious values, spirit, and location/ease of transportation. After COVID-19, the order changed to spiritual matters, environmental comfort, and salary gain. Second, the perception of fresh graduates from colleges in Indonesia in choosing a career from the perspective of gender equality is not affected by gender stereotypes constructed in society in selecting a career or job. Gender roles are not the main element in career choice before, during, and after the COVID-19 pandemic.

Meanwhile, religious values greatly influence the choice of career orientation for new college graduates in Indonesia. The survey results that prioritize religious values before, during, and after the pandemic. This finding answers people's concerns about hedonistic millennials; even the salary option is the third option that only exists in the post-COVID-19 post-pandemic period. The career orientation of fresh graduates during this pandemic has not changed while still prioritizing religious values as a priority consideration. The renewal of this research lies in the theoretical framework built on fresh graduate brainstorming, which is mapped into the concept of employee experience to create a new vision for fresh graduate career orientation. In addition, this finding is different from

the findings of previous studies, which found career orientation during the COVID-19 pandemic was different from the last normal situation. The limitation of the research lies in the unfinished concept of career orientation through model testing. Therefore, in further analysis, it is necessary to conduct further research on testing the model of career orientation ideas for fresh graduates, which is used as the central concept in this study.

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