

Career Interests Among Young Adults of Minang Ethnicity in the Overseas of Lubuk Linggau City

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Abstract

This study examines the career interests of Minangkabau young adults living in Lubuk Linggau using the Social Cognitive Career Theory (SCCT) framework. A mixed-methods explanatory sequential design was conducted, starting with quantitative data from 78 members of the Minang Family Association assessed through Holland's RIASEC model, followed by in-depth qualitative interviews. The findings show that the Realistic type dominates career interests, followed by Artistic, Enterprising, Investigative, Social, and Conventional. Qualitative results reveal that career preferences develop through early apprenticeship experiences, informal skill learning within the *merantau* tradition, and exposure to entrepreneurial role models in diaspora networks. Internal motivation and self-confidence interact with family expectations, educational pathways, and cultural values emphasizing resilience and independence in work. Theoretically, this study contributes to SCCT by demonstrating cultural migration practices shape self-efficacy and outcome expectations. Practically, the findings suggest the need for culturally responsive career guidance to support youth employability in diaspora contexts.

Keywords: career interest, riasec model, social cognitive career theory

Abstrak

Studi ini mengkaji minat karier kaum muda dewasa Minangkabau yang tinggal di Lubuk Linggau dengan menggunakan kerangka Teori Karier Kognitif Sosial (SCCT). Desain sekuensial eksplanatori metode campuran dilakukan, dimulai dengan data kuantitatif dari 78 anggota Ikatan Keluarga Minang yang dinilai melalui model RIASEC Holland, diikuti dengan wawancara kualitatif mendalam. Temuan menunjukkan bahwa tipe Realistis mendominasi minat karier, diikuti oleh Artistik, Wirausaha, Investigatif, Sosial, dan Konvensional. Temuan kualitatif mengungkapkan bahwa preferensi karier berkembang melalui pengalaman magang awal, pembelajaran keterampilan informal dalam tradisi *merantau*, dan paparan terhadap panutan wirausaha dalam jaringan diaspora. Motivasi internal dan kepercayaan diri berinteraksi dengan harapan keluarga, jalur pendidikan, dan nilai-nilai budaya yang menekankan ketahanan dan kemandirian di tempat kerja. Secara teoritis, studi ini berkontribusi pada SCCT dengan menunjukkan praktik migrasi budaya membentuk efikasi diri dan harapan hasil. Secara praktis, temuan tersebut menunjukkan perlunya bimbingan karier yang responsif secara budaya untuk mendukung kemampuan kerja kaum muda dalam konteks diaspora.

Keywords: minat karier, model riasec, teori karier kognitif sosial

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INTRODUCTION

Career interest constitutes a critical component of individual career development, shaping both decision-making processes and the attainment of career goals (Otu, 2024; Shabur, 2024). Within the framework of the Social Cognitive Career Theory (SCCT), career interest is determined by self-efficacy, outcome expectations, and learning experiences situated within a broader social environment (Jiang et al., 2024). Recent studies further refine this understanding. (Chen et al., 2024; Jiang et al., 2024) for example, demonstrate that career awareness enhances interest by strengthening self-efficacy and outcome expectations, particularly in STEM education. Similarly, emphasize the significant role of parental support in fostering children's self-efficacy and career interests (Ramadlan et al., 2025; Thu et al., 2025).

These psychological processes, however, are embedded within specific sociocultural contexts (Noor et al., 2024; Pietromonaco & Overall, 2024). In collectivist societies, family expectations and social norms frequently exert a dominant influence on career decision-making (Arshad & Arshad, 2024; Hu & Yeung, 2024). A divergence between personal interests and socially prescribed career paths may lead to job dissatisfaction and reduced performance (B.-J. Kim & Lee, 2025). Reinforce this perspective, highlighting the profound role of cultural values in shaping career decisions across societies (Mansour, 2025; Sherefetdinova, 2024).

In the Indonesian context, particularly among the Minangkabau (Minang) community, the cultural practice of *merantau* (outmigration) has long been recognized as a central factor in career development and economic mobility (Surata et al., 2025; Syapitri & Rahman, 2025). The Minang are widely associated with career interests in trade and entrepreneurship, underpinned by cultural values of independence and adaptability (Diapepin & Febrina, 2024; Sari et al., 2025). Further, social support within the community enhances career self-confidence and interest among young migrants (Huang & Miller Marsh, 2024; Yetim et al., 2025).

However, previous research has focused more on Minangkabau migrants in large cities (e.g., Padang, Pekanbaru, or Jakarta), while Lubuk Linggau, as a center of regional trade activity and a destination for Minangkabau social mobility, has received little research. Yet, this city's family-based economic configuration, migrant networks, and more established cultural identity create distinct dynamics in shaping career interests.

Emerging adulthood represents a critical developmental stage for establishing career interests, as individuals negotiate the transition from dependence to independence in both economic and personal decision-making (Asim et al., 2024; Pollard & Marea, 2025). During this period, young adults engage in processes of exploration and commitment informed by their abilities and social contexts (Hatamleh, 2024). Note that career decision-making self-efficacy plays a pivotal role in facilitating this exploration and alignment of career goals (Nguyen et al., 2024; Ramadlan et al., 2025).

Environmental factors, including family and community support, likewise exert significant influence in shaping career interests (Kholifah et al., 2024; Yang & Xiangming, 2025). Argue that cultural values moderate the relationship between self-efficacy and career interest, underscoring the centrality of cultural context (Mansour, 2025; Ramadhani et al., 2025). This perspective is especially relevant in Lubuk Linggau, a city in South Sumatra that has historically served as a destination for Minangkabau migrants and a center of economic activity (Fatinah et al., 2025; Nasution et al., 2025).



Lubuk Linggau provides a social and economic environment conducive to the development of career interests in trade and entrepreneurship (Kesuma et al., 2024; Rahma et al., 2024). Strong communal networks and cultural values that emphasize autonomy and entrepreneurial spirit constitute key resources for Minang young adults in this region (Diapepin & Febrina, 2024; Hestingtyas & Sinaga, 2024).

Despite this, the absence of clear career interest mapping among Minang youth in Lubuk Linggau may lead to career misalignment, reduced job satisfaction, and limited economic mobility (Isiaka, 2025; Mpate & Sango, 2024). Consequently, developing a comprehensive understanding of psychological and cultural influences on career interests is essential for designing effective interventions and policy initiatives in career development (Dagunduro et al., 2024; Maree, 2024). Against this backdrop, the present study seeks to identify the dominant career interests among Minang young adults affiliated with the Minang Family Association in Lubuk Linggau and to analyze the factors shaping their career orientations. The findings are expected to contribute to the formulation of culturally responsive career development policies and practices. Therefore, the present study identifies dominant career interests among Minang young adults in Lubuk Linggau and analyzes the factors shaping these interests. The findings are expected to inform culturally responsive career development strategies.

METHOD

This study employed a mixed-methods approach with an explanatory sequential design, beginning with quantitative data collection to obtain an initial overview of career interest tendencies among Minangkabau youth in Lubuk Linggau. The qualitative phase was subsequently conducted to explore these preliminary findings in greater depth, allowing for a more comprehensive and contextual understanding (Qaissi, 2024). The primary instrument used was the RIASEC inventory, which underwent a contextual adaptation and expert review process prior to its application. Three experts in educational psychology, career guidance, and research methodology assessed the clarity of language, the relevance of the indicators, and the cultural appropriateness of the items. Based on their feedback, several revisions were made to ensure the instrument aligned closely with the characteristics of the target respondents. The revised instrument was then pilot-tested on an independent sample and demonstrated strong internal consistency with a Cronbach's Alpha coefficient of 0.86, along with acceptable item validity (Aryani & Rais, 2017; Chu et al., 2025; Hanna et al., 2025)

The research population consisted of 78 Minangkabau youth who were members of the Minang Family Association (IKM) Lubuk Linggau, all of whom were included as quantitative respondents using a total sampling technique. Quantitative data were analyzed using descriptive statistics to map the distribution of career interest types based on the RIASEC model. In the qualitative phase, two participants representing the highest and lowest scores were selected through purposive sampling for in-depth interviews. Information regarding their educational background, work experience, and length of residence in Lubuk Linggau was collected to provide contextual insight into the career interest patterns they expressed. The interview data were analyzed using thematic analysis following the stages of open coding, axial coding, and selective coding. This systematic process aimed to identify recurring themes associated with the formation of career



interests. NVivo software was used to support data organization and the traceability of the analytical process.

The study was conducted in accordance with established research ethics principles. All participants provided informed consent, which outlined the purpose of the study, its potential benefits, and their rights as research subjects. Confidentiality was maintained through the use of anonymized codes and secure data storage procedures (Govindasamy et al., 2024; Landsverk et al., 2024). Participants were also informed of their right to withdraw from the study at any time without penalty. Through the integration of systematically analyzed quantitative and qualitative data, this study seeks to provide a deeper understanding of the career interest dynamics of Minangkabau youth within the social and cultural context in which they live.

RESULTS AND DISCUSSION

Results

The primary objective of this study was to identify the most dominant aspects of career interest among Minangkabau young adults in Lubuk Linggau. Career interests were measured using Holland's RIASEC model, which consists of six domains: Realistic, Investigative, Artistic, Social, Enterprising, and Conventional. Data were collected from 78 respondents who were members of the Minang Family Association in Lubuk Linggau. The results of the quantitative analysis are presented in Table 1, which shows the ranking of career interests by total group score and the number of individuals in each category.

Table 1.

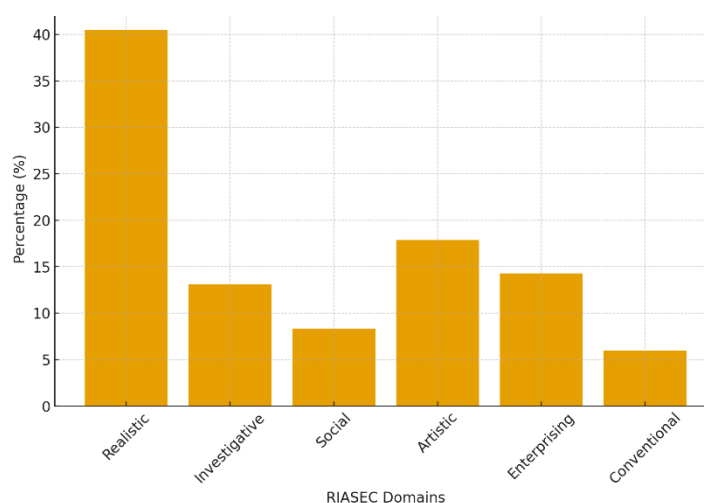
Ranking of Respondents' Career Interests

Career Interest Aspect	Total Score (Group)	Group Ranking	Number of Individuals	Individual Ranking
Realistic	2878	1	34	1
Investigative	3259	2	11	4
Social	3291	3	7	5
Artistic	3305	4	15	2
Enterprising	3382	5	12	3
Conventional	3512	6	5	6

As shown in Table 1, the Realistic aspect had the lowest total score (2878), which indicates that it was the most preferred career interest among respondents. This was also reflected in the highest number of individuals (34) demonstrating a tendency toward Realistic careers. Artistic ranked second with 15 individuals, followed by Enterprising (12), Investigative (11), Social (7), and Conventional with the lowest representation of only 5 individuals.



Diagram 1.
Percentage Distribution of Career Interests Across RIASEC Domains



The bar chart illustrates that the respondents' career interests are predominantly directed toward the Realistic domain, which includes practical, technical, and hands-on activities involving real objects or physical environments. This strong inclination suggests that many respondents feel more comfortable with occupations that require direct skills rather than with tasks that are abstract or administrative in nature. In contrast, interest in the Conventional domain is the lowest, indicating that routine, structured, and administrative work is less appealing to this group. The remaining four domains, Investigative, Social, Artistic, and Enterprising, display relatively balanced proportions, reflecting a diversity of interests without any extreme dominance. Overall, this pattern shows that the respondents tend to favor concrete, practice-oriented work, a finding that can serve as an important foundation for developing career guidance programs that align more closely with their orientations. In this study, lower total scores indicated stronger interest, whereas higher scores indicated weaker interest. Accordingly, the findings suggest that Minangkabau young adults in Lubuk Linggau predominantly exhibit career interests in technical and practical fields that require physical skills, such as technicians or other field-based occupations.

To complement the quantitative data, in-depth interviews were conducted with six participants, purposively selected based on the highest and lowest scores across the six career interest domains. The interviews aimed to explore internal and external factors influencing their career interests. The results are summarized in Table 2.



Table 2.
 Thematic Findings on Factors Shaping Career Interests of Minangkabau Youth

Main Theme	Subtheme	Participant	Theme Description	Direct Quote
Internal Factors	Personal interest & ability fit	Fadli (Realistic)	Prefers technical and field-based work; feels competent due to skills and educational background	"I enjoy fieldwork, and fortunately my major also supports it."
	Academic & scientific interest	Desi (Investigative)	Strong interest in science, especially chemistry	"I've liked chemistry since middle school, so majoring in science feels right for me."
	Personal aspiration	Khairina (Social)	Has wanted to be a teacher since childhood; motivated by prosocial values	"I want to be a teacher because I love sharing knowledge."
	Creative drive	Farid (Artistic)	Enjoys creative freedom and artistic activities	"I'm a free-spirited person, so I enjoy creating new things."
	Independence & preferred work style	Reynald (Enterprising)	Dislikes being controlled; prefers entrepreneurial or trade-based work	"I don't like being told what to do, that's why I chose business."
	Interest in service activities	Sumar (Conventional)	Enjoys serving and helping others in work settings	"I like service-oriented work; it feels more meaningful."
External Factors	Parental support	All participants	Parents provide encouragement or direction in career decisions	"My parents support me in my chosen career." (Desi)
	Peer influence	Fadli	Coworkers encouraged him to pursue a technical field	"My friends said I'm suited for technical work, so I gave it a try."
	Parenting style & family expectations	Farid	Family environment fosters freedom and creativity	"My family has always allowed me to express myself creatively."
Minangkabau Cultural Factors	Values of migration (<i>merantau</i>) & independence	All male participants	Expectations for young men to be independent shape	"As Minangkabau men, we're expected to live independently."



Main Theme	Subtheme	Participant	Theme Description	Direct Quote
			career decision-making	
	Parents as key career decision-makers	General	Early career choices often guided directly by parents	“My mother suggested that I work at a school first.”
	Social expectations of ‘respectable jobs’	Khairina, Desi	Teaching and civil service are viewed as honorable professions in the community	“Teaching is considered a good and respected job in our hometown.”

The qualitative findings reveal that the development of career interests among Minangkabau youth in Lubuk Linggau unfolds through a complex process shaped by the simultaneous interplay of individual psychological factors, learning experiences, and culturally embedded environmental influences. At the internal level, participants consistently described a sense of fit between their personal inclinations and the career paths they pursued. For example, participants with Realistic interests expressed comfort in hands-on, field-based work and emphasized that their academic background strengthened their technical competencies, whereas those with Investigative profiles highlighted an intrinsic attraction to scientific inquiry. These patterns suggest that career interests do not emerge spontaneously but are closely tied to individuals’ self-efficacy and their confidence in their own abilities.

Discussion

The bar chart results reveal a strong concentration of respondents’ career interests in the Realistic domain, which encompasses technical tasks, practical work, and hands-on activities involving physical objects or real-world environments. This dominant inclination not only reflects a preference for field-based occupations but also indicates an orientation toward concrete skills and direct application rather than abstract analysis or administrative routine. The quantitative pattern aligns with qualitative insights showing that most participants express greater confidence in technical-practical tasks than in highly structured or repetitive office-based roles. This suggests a close relationship between their self-efficacy in physical-technical abilities, prior learning experiences, and their perceptions of realistic career opportunities available within their socio-economic setting (Altunay & Erol, 2024; Barraclough et al., 2025). Among Minangkabau migrants living in Lubuk Linggau, such preferences may also reflect cultural values emphasizing independence, the need for practical competencies, and the expectation of quickly acquiring skills directly marketable in their new environment.

Conversely, the relatively low interest in the Conventional domain indicates that routine, administrative, and highly regulated work is less appealing to these young adults. This pattern suggests that they do not typically seek job stability through bureaucratic or repetitive tasks but rather gravitate toward roles that offer autonomy, variety in tasks, and opportunities to apply practical skills. Their preferences appear to lean toward occupations that enable flexibility and hands-on problem-solving, an inclination that may



be shaped by their previous exposure to informal work environments, family economic contexts, or schooling experiences that emphasized practical competencies (Johnson et al., 2025; Nirmalkumar et al., 2025). Meanwhile, the remaining four domains Investigative, Social, Artistic, and Enterprising display relatively balanced proportions, signaling that despite a strong orientation toward technical work, respondents still possess a diversity of interests formed through academic experiences, social interactions, and personal inclinations. This balance indicates that their career identities are not singular or rigid; instead, they operate within a dynamic spectrum of potential career orientations (Grabarski et al., 2025; Liu et al., 2024).

A deeper examination of the data shows that lower total scores, representing stronger interest, are concentrated in the Realistic domain, further confirming that field-based occupations such as technicians, mechanics, or other skill-oriented professions are primary choices for many respondents. This preference is well explained through the lens of Social Cognitive Career Theory (SCCT), which highlights the influential role of self-efficacy built from past learning experiences both formal and informal in shaping career interest. Realistic and attainable outcome expectations, such as quicker entry into the workforce, reasonably stable income, and clear local labor market demands, also reinforce this preference (Eckhardt, 2024). Additionally, cultural expectations within Minangkabau communities, which emphasize diligence, practical capability, and economic responsibility especially for young men living as migrants further shape these career inclinations. Taken together, the pattern demonstrates that Minangkabau young adults' career interests in Lubuk Linggau are not merely personal preferences but rather the result of an interplay between individual experiences, social support systems, and internalized cultural values, culminating in a strong orientation toward technical and practice-based career fields.

External factors also play a decisive role in shaping career directions. Parental support emerged as the most consistent influence across all RIASEC domains, whether expressed through approval, encouragement, or direct guidance. In several cases, family environments even established explicit boundaries regarding which occupations were considered acceptable (Dutry et al., 2025; Wei, 2024). Peer influence additionally reinforced career decisions, particularly among participants working in technical or trade-related sectors.

The cultural context of Minangkabau identity adds a distinctive layer, distinguishing these findings from those of the general population. Cultural values such as independence, the responsibilities associated with being a *merantau* (migrant) male, and respect for certain professions, such as teaching or commerce, form a framework of expectations that young people internalize (Arraki & Bustami, 2025). Within this cultural climate, family expectations extend beyond individual preferences and reflect broader communal values. As internal and external factors interact within this cultural value system, the resulting career preferences become more grounded, coherent, and aligned with the traditional structure of Minangkabau social life.

The qualitative findings reinforce the quantitative results by illustrating how both internal factors (such as personal interests, hobbies, and educational background) and external influences (such as parental support, upbringing, and peer influence) shape career interests. For instance, participants with strong Realistic interests expressed enjoyment of hands-on work and practical tasks, while those inclined toward Enterprising



careers emphasized autonomy and entrepreneurial motivation (Chang et al., 2025; Hardillah & Hanani, 2025). Across all domains, parental support consistently emerged as a central external factor.

This study employed a ranking scale to measure the career interests of young Minangkabau adults who are members of the Minangkabau Family Association (IKM) in Lubuk Linggau. The assessed career interest dimensions included realistic, investigative, social, artistic, enterprising, and conventional. The findings revealed that the majority of respondents preferred realistic career interests, reflecting a tendency to pursue occupations related to practical and technical skills (Barth & Masters, 2024). Realistic career interests are closely associated with self-efficacy in practical and technical tasks that require manual skills and concrete problem-solving abilities, such as in telecommunications network technician roles, which were among the occupations chosen by respondents in this study (Eckhardt, 2024; Harris, 2022). This indicates a consistency between the present findings and their research regarding the influence of self-efficacy on career choice in technical fields.

Investigative career interests ranked second among respondents' preferences. Explain that individuals with investigative interests tend to be drawn to activities related to research, analysis, and scientific problem-solving (Bressler et al., 2021; Reiss et al., 2023). In this study, subjects who pursued careers in chemistry and chemical engineering reflected these characteristics. Some argue that career decision-making self-efficacy significantly motivates career exploration in scientific domains (J. Kim & Doo, 2022; Makki et al., 2023). Social career interests also appeared relatively popular, reflecting respondents' interpersonal skills and an inclination toward professions focused on helping others. Oliveira and Ferreira (2021) found that individuals with strong social values and cultural identity are more likely to choose careers in social and educational fields. Respondents working as teachers in this study represent such characteristics. Artistic interests, chosen by several respondents, indicate a preference for careers that allow creative expression and freedom. Emphasize that careers in the arts are often linked to the need for individual self-expression and creativity, supported by self-efficacy in artistic domains (Berkemeyer et al., 2024; Hastings et al., 2024).

Enterprising interests, which highlight individuals' inclination toward leadership and entrepreneurship, were also consistent with the findings. Who connected cultural values and social support with entrepreneurial intentions among Minangkabau youth. Respondents pursuing careers in trading and entrepreneurship clearly embodied these traits (Arraki & Bustami, 2025; Diapepin & Febrina, 2024). Conversely, conventional interests were the least chosen, which corresponds with the findings. Who reported that conventional interests are associated with structured, administrative, and routine-oriented tasks. Respondents who selected this category, such as bank tellers, expressed comfort with tasks involving service delivery and administrative management.

Internal factors such as interests, talents, and motivation strongly influence the development of career interests (Al-Said, 2023; Mansour, 2025). In addition, external factors such as family support and social environment play a crucial role in shaping career preferences (Mansour, 2025; Nzasi, 2023). This is consistent with the current study's findings, which highlight the significant role of parents and peers in determining respondents' career interests.



Furthermore, emphasized that cultural and educational factors largely shape career direction, with education serving as the primary foundation for career choice, while the family functions as a mediator and provider of support (Wang et al., 2024). This is consistent with the present study, in which all respondents considered education to be the basis for their career selection. In conclusion, the career interests of Minangkabau young adults in Lubuk Linggau are influenced by both internal factors, such as personal interests and self-efficacy, and external factors, particularly family support and the social environment (Situmorang & Lewoleba, 2025).

CONCLUSION

Based on the study's findings, the career interests of young Minang adults in Lubuk Linggau are dominated by the Realistic type, indicating a preference for technical and practical work. These patterns are not only influenced by internal factors such as personal interests and self-efficacy. Still, they are also significantly shaped by external factors, including family support, cultural expectations, and traditions migrating. The results of this study strengthen the framework of Career Social Cognitive Theory (SCCT) by showing that cultural migration practices and collectivist values also shape individual career outcome expectations and self-confidence in career choice. Implicitly, career guidance programs need to be designed to respond to local cultural and social contexts to support the job-readiness of youth in the diaspora. For further research, it is recommended to conduct a more in-depth exploration of the role of local wisdom values and to expand the sample to include other ethnic groups to enrich cross-cultural understanding of the development of career interests.

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