

Work Value Perception and Government Agricultural Policies Influence Youth Career Interest in Farming: Tumpatan Nibung

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Abstract

This study was motivated by the low interest of the younger generation in pursuing agriculture as a career of the younger generation of Tumpatan Nibung Village in seeking a career in agriculture, even though the place has a remarkably huge potential of agricultural land. This research would examine how the perceptions of Work Value along with the Government Agricultural Policies impacted the younger generation with regard to their Career Interest in Tumpatan Nibung Village. The research adopted a quantitative design with a survey methodology, which was conducted among 100 respondents (ages 16-30 years) chosen by purposive sampling. A Likert-scale questionnaire was used to collect data, and analyzed with multiple linear regression in IBM SPSS Statistics 26. The findings indicate that Work Value Perception and Government Agricultural Policies have a positive and statistically significant partial and simultaneous influence on career interest in agriculture. The adjusted R-squared value of 0.755 indicates that these two variables explain 75.5% of the variation in career interest, while the remaining 24.5% is explained by other factors outside the scope of this study. These findings indicate that the perceived importance of work and the favorability of government agricultural policies among young people are factors associated with career interest in agriculture. Based on these findings, the government and agricultural extension workers should enhance outreach, access to agricultural programs, and mentoring for the younger generation.

Keywords: Career Interest, Government Agricultural Policies, Work Value Perception, Youth, Agriculture.

INTRODUCTION

Batang Kuis Subdistrict is among the localities in the Deli Serdang Regency which is characterized as an agricultural one with lots of agricultural land potential. Based on reports by Batang Kuis Agricultural Extension Center (BPP), the area of agricultural land in this area is about 1,145 hectares. Availability of this land means that the farming sector is still among the economic pillars in the community, and would likely sustain farming activities. Tumpatan Nibung Village, that includes about 8 hamlets and occupies an area of about 371 hectares, is one of the agricultural villages in Batang Kuis Subdistrict; its land use is 171 hectares of rain-fed rice field and 70 hectares of dry-land field or garden. Tumpatan Nibung Village has 7,956 people with geographical conditions on an elevation of 4-30 meters above the sea level, an annual rainfall of 1,821mm, and a temperature of 22.4-32 C, which facilitates farming practices (BPP Batang Kuis, 2025; Tumpatan Nibung, n.d.).

This has been coupled by potential in land and human resources but this potential has so far not been directly balanced with an increasing interest by the younger generation in agriculture as a career choice. The closeness of Tumpatan Nibung Village to the nonagricultural economic activity centres around the subdistrict capital of about 3 km and regency capital of about 15 km enables access to the different employment options. The latter circumstances enable the younger generation to oppose agricultural work to other occupations regarding the earnings, the employment stability, and the social status (Widiyanti et al., 2018). Assuming 171 hectares of rice fields should be under the management of farmers with a cultivated area of 0.5-1 hectare per farmer, then theoretically, about 170-340 farmers would be required. Nevertheless, the amount of the employed young population opting to join the agricultural industry is still relatively small, and with this a mismatch exists between the agricultural potential of the industry and workforce renewal. (Roidah et al., 2024).

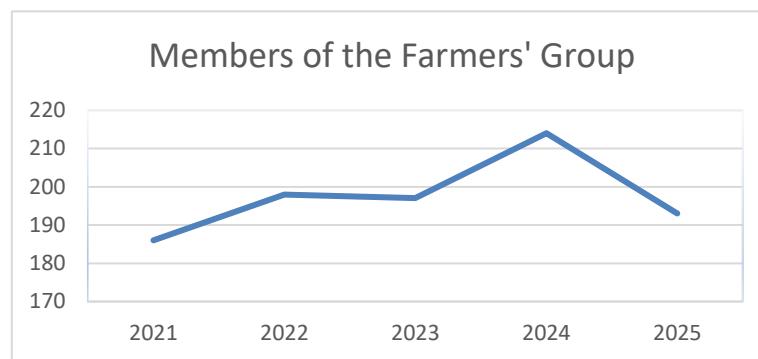


Figure 1. Number of Farmers in Tumpatan Nibung Village, 2021–2025
Source: Batang Kuis Agricultural Extension Office (2025)

Based on Figure 1, the number of farmers who are members of farming groups in Tumpatan Nibung Village fluctuated from 2021 to 2025. These data illustrate the dynamics of the number of active farmers who are members of farming groups, but do not specifically indicate the involvement of the younger generation. The findings of the preliminary survey in the form of the interview with the Coordinator of the Batang Kuis Agricultural Extension Center (BPP), Ms. Ivong Verawaty, M.Si., corroborated this situation, saying that most of the active farmers in the village of Tumpatan Nibung belong to the age group over 40 at the moment when the survey was held because the number of young farmers is extremely insignificant (Interview, 2026). This shows that the presence of agricultural potential has not necessarily resulted into the regeneration of the agricultural laborers out of the young generation.

Conversely, there are technical forms of assistance in the production inputs which are supported by the government in promoting agricultural activities. With the assistance, as per Batang Kuis Agricultural Extension Office (BPP), two-wheeled tractor in 2021, 2023 electric hand sprayers and water pumps, 2024 3-inch water pumps, and 2025 hand sprayers and vegetable seeds will be provided. These different types of assistance show the government intervention of agricultural production tools and production inputs. Nevertheless, an interview with a young resident of Tumpatan Nibung Village, Abdi Syahrizal (21), showed that there are young people who prefer to work in other industries as the income of the agaras is regarded as variable and subject to the season whereas knowledge about governmental programs is not widespread among young individuals (BPP Batang Kuis, 2026; Interview, 2026).

In the aspect of career development, Greenhaus, Callanan, and Godshalk (2010) indicate that there are external and internal factors that impact career interests. Internal factors are the values, interests, and perceptions of work of a person whereas external factors are the availability of work opportunities, conditions, and policies that can either favor or be detrimental in making career decisions. The Work Value Perception is used as the internal factor in this study and Government Agricultural Policies are used as the external factors. Career interest is the attraction of something and inclination to a certain area of work by an individual that attracts an individual to the work as career choice.

Career interest is connected to the willingness of the younger generation to work, participate and build up in the sphere of agriculture in the agricultural sector. As Irwandi et al. (2026) demonstrate, the desire of the younger generation to work in the agricultural sector is an important parameter when making a career choice and updating the agricultural labor force. This interest is influenced by individual and environmental characteristics, such as place of residence, parents' occupations, parents' land ownership, and work experience (Irwandi et al., 2026). The concept of career interest in this research is based on the preference of the younger generation to take up farming as a source of future employment and career opportunity. The values connected to this career process are known as Career Decision-Making Self-Efficacy (CDMSE) including self-appraisal, occupational information, goal selection, planning and problem solving (Taylor and

Betz, 1983; Lasmini and Abidin, 2024). Work Value Perception is a job meaning, benefits and value perceptions that an individual collects due to a job. It is created by the interplay between job conditions and expectations of an individual and is being influenced by the experience, social environment, and cultural context (Choi, 2020). Work values are economic and non-economic (including income, financial stability, social status, meaning of work, satisfaction, and self-development opportunities). Considering the career decisions, the values of a job are differently rated by people, and thus, work value may be a crucial influence on career decisions (Li et al., 2025). In measuring perceptions of work value, Yang, Jiang and Pu (2021) made the following discovery: dimensions of economic value, respect value, ability value and interest value. In this study, the aspects of work value are used, including emotional value and social value, to determine the perception of the younger generation towards agricultural work.

Government agricultural policies are the combination of regulations, programs and government intervention with the goal of stimulating agricultural development, enhancing the welfare of farmers and providing a more favorable environment to farming. This assistance encompasses funding, training, extension, marketing as well as protection against agricultural risks (Nugroho et al., 2021). Publicly available policies can promote the sustainability of agricultural businesses and create the atmosphere in which more people will resort to the agricultural industry (Saragih et al., 2020). The operationalization of Government Agricultural Policies in this study will be based on access to agricultural financing, training programs, agricultural extension services and market access support as proposed by Kassem (2020).

Several past researches explored aspects involved in interest of the youth in the farming industry. Roidah et al. (2024) have discovered that interest in agriculture among young people is related to economic needs, family support, and the social environment. Ferlin (2024) has found a correlation between the perception of agriculture among young people in terms of income, business risk, social status and future prospects. In the meantime, Sitompul (2024) emphasised the need to ensure access of land and funds, technical education and policy backing in the uptake of the younger generation in the agricultural sector. This study has shown that the interest of young people is not solely concerned with personal issues, but it also depends on the environment and support availed to them. Whereas past research has been carried out to support or oppose the idea of economic, social, experiential or even government support as factors affecting career interest in the agricultural sector. However, limited studies have simultaneously examined of the value of agricultural work by the youth with the idea of government agricultural policy support as a factor capable of influencing career interest in agricultural sector. This is especially applicable to the real situation in Tumpatan Nibung Village since the village has the potential agricultural land and government assistance, but initial surveys show that there are still less young farmers in the village. Thus, this research hypothesizes that the career interest of the younger generation should be investigated with a fusion of internal factors such as, Work Value Perception on one hand, or external factors such as Government Agricultural Policies on the other hand.

Work Value Perception conceptually refers to youth evaluating agricultural job in terms of economic, emotional, and social advantages, recognition, abilities and compatibility with their interests. Meanwhile, Government Agricultural Policies explain how much the young people feel supported by the government in areas of financing, training, extension services and accessing the market. Differences in career interests of the youth in the agricultural sector are explained by the two factors.

CONCEPTUAL FRAMEWORK OF THE RESEARCH

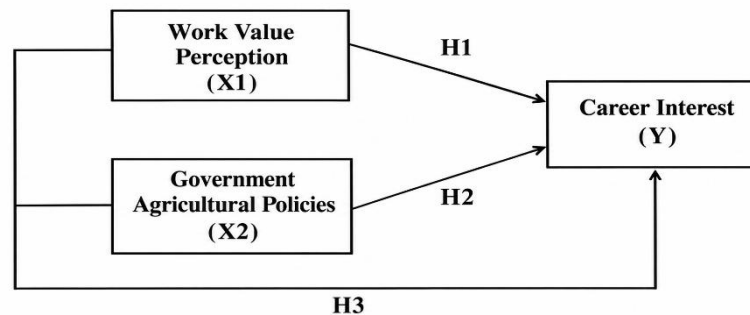


Figure 2. Conceptual Framework

On this basis, this paper analyzes the effects of the Work Value Perception and Government Agricultural Policies to the career interests of the youth in the agricultural sector, both independently and concomitantly. The current research will examine how Work Value Perception and Government Agricultural Policies relate to career interests of the younger generation in Tumpatan Nibung Village, Batang Kuis Subdistrict, Deli Serdang Regency. It is hoped that this research will be of value to academics by adding to the literature on the current career interest by the younger generation in the agricultural sector, and practical value to the government and the Agricultural Extension Center on improving the interest of the younger generation by reinforcing the value of work and availing agricultural programs.

In accordance with these aims and theoretical model, the hypothesis of the research is stated as follows:

H1: Work Value Perception has a positive and significant effect on Career Interest.

H2: Government Agricultural Policies have a positive and significant effect on Career Interest.

H3: Work Value Perception and Government Agricultural Policies simultaneously have a significant effect on Career Interest.

METHOD

This study employed a quantitative approach with an explanatory research design. where this qualitative approach assumes an explanatory research design that seeks to investigate how the perceptions of work values and government policies on agriculture affect career interest in farming among the younger generation in Tumpatan Nibung Village, Batang Kuis Subdistrict. The study population will be comprised of all youthful individuals between the ages (16–30) in Tumpatan Nibung Village as stipulated by the Law No. 40 of 2009 on Youth. According to the 2025 monograph information about Tumpatan Nibung Village, the population of the young people is 4,900. The margin of error of 10 percent was calculated in the Slovin formula so as to have a sample size:

$$n = \frac{N}{1 + n(e)^2}$$

N = 4,900 and e = 0,10, resulting in:

$$n = \frac{4.900}{1 + 4.900(0,10)^2}$$

$$n = \frac{4.900}{1 + 4.900(0,01)}$$

$$n = \frac{4.900}{50}$$

$$n = 98$$

The minimum sample size was 98 respondents based on the Slovin formula. To facilitate data collection and provide a slightly larger sample, 100 respondents were recruited. Respondents were selected using purposive sampling based on predetermined inclusion and exclusion criteria. The inclusion criteria were residents of Tumpatan Nibung Village, aged 16–30 years, willing to participate in the study and complete the questionnaire, and having awareness of or exposure to agricultural activities, agricultural work, or government agricultural programs.

Primary and secondary data are the types of data that will be used in this study. Primary data were collected by disseminating questionnaires to respondents on a five-point Likert scale assessing the variables of the Work Value Perception, Government Agricultural Policies and career interest in farming. Secondary data was sourced in governmental documents of the village, Batang Kuis Agricultural Extension Center (BPP) reports, and other scientific publications.

The data collected were evaluated by running several linear regression with the following equation model:

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + \varepsilon$$

Y is the aspect of the career interest in farming, X 1 is the Work Value Perception, X 2 is the Government Agricultural Policies, and the a is the constant, b 1 and b 2 are the regression coefficients and finally, epsilon is the error. Before the regression analysis, the data were questioned about the validity, reliability and normality. The t-test, F-test, and coefficient of determination (R 2) were used to test the hypotheses and establish the partial and concomitant impact of the independent variables on the dependent variable.

RESULTS AND DISCUSSION

The purpose of data analysis is to describe and interpret the data collected to ensure that the information retrieved can be interpreted and deduce conclusions about the nature of the population based on data retrieved in the sample. In the research, the help of Data analysis with IBM SPSS Statistics 26 was used to open and analyze the questionnaire with a system of data analysis. The analysis was conducted in a series of steps, such as testing of the instrument, descriptive analysis, test of normality, multiple linear regression analysis, test of partial (t), test of simultaneous (F) and the coefficient of determination (R). The relationship and input of Work Value Perception and Government Agricultural Policies on Career Interest among the young people in Desa Tumpatan Nibung were analyzed using these analyses. When analyzing data using SPSS 26, the following steps are to be followed (Syahbudi et al., 2023).

Validity Test

The validity test was performed to ensure the measure of the research construct by the instrument. Ghozali (2018) defines an item as being a valid measure of the variable being studied. With the help of the SPSS version 26, the test was carried out on 30 respondents based on the Pearson correlation of the product moment with the test. A valid item was when Pearson r value exceeded both the critical r (0.361) and the significance value (Sig.) less than 0.05.

Table 1. Validity Test Results for Work Value Perception (X1)

Item	Pearson's r	Critical r	Result
WVP1	0,699	0,361	Valid
WVP2	0,789	0,361	Valid
WVP3	0,814	0,361	Valid
WVP4	0,646	0,361	Valid
WVP5	0,617	0,361	Valid
WVP6	0,587	0,361	Valid
WVP7	0,756	0,361	Valid
WVP8	0,725	0,361	Valid

WVP9	0,852	0,361	Valid
WVP10	0,832	0,361	Valid
WVP11	0,805	0,361	Valid
WVP12	0,832	0,361	Valid

Source: Data compiled by the author, 2026

Referring to Table 1, the Pearson Values of all the statement items under the Work Value Perception variable are bigger than the critical r value (0.361). The Pearson r values are between 0.587 and 0.852 with the highest r being 0.852, which corresponds to item WVP9, and the lowest r, which is 0.587, which is associated with item WVP6. The findings point to the fact that all statement items provide sufficient coverage of the variable of the Work Value Perception, hence, all items can be viewed as valid and can be utilized in the further analysis.

Table 2. Validity Test Results for Government Agricultural Policies (X2)

Item	Pearson's r	Critical r	Result
GAP1	.754	0,361	Valid
GAP2	.893	0,361	Valid
GAP3	.698	0,361	Valid
GAP4	.888	0,361	Valid
GAP5	.875	0,361	Valid
GAP6	.830	0,361	Valid
GAP7	.847	0,361	Valid
GAP8	.601	0,361	Valid
GAP9	.843	0,361	Valid
GAP10	.829	0,361	Valid
GAP11	.707	0,361	Valid
GAP12	.765	0,361	Valid

Source: Data compiled by the author, 2026

According to Table 2, the Pearson r values of all Government Agricultural Policies items are between 0.601 and 0.893 exceeding the value of critical r (0.361). The value of item GAP2 is the greatest (0.893) and the value of the item GAP8 is the lowest (0.601). Hence, the validity satisfies the validity criteria and all items are valid and appropriate to measure Government Agricultural Policies variable.

Table 3. Validity Test Results for Career Interest (Y)

Item	Pearson's r	Critical r	Result
MK1	.659	0,361	Valid
MK2	.901	0,361	Valid
MK3	.670	0,361	Valid
MK4	.696	0,361	Valid
MK5	.860	0,361	Valid
MK6	.761	0,361	Valid
MK7	.800	0,361	Valid
MK8	.503	0,361	Valid
MK9	.824	0,361	Valid
MK10	.813	0,361	Valid
MK11	.518	0,361	Valid
MK12	.722	0,361	Valid

Source: Data compiled by the author, 2026

Table 3 shows that all Career Interest items have Pearson r values larger than the critical r value (0.361). All the Pearson r values include 0.503 (uniformity of the highest value of 0.901) to 0.901, the greatest and the smallest values, respectively. These findings suggest that all items fairly measure the Career Interest variable and can thus be used to analyze further.

Reliability Test

According to Ghozali (2024), reliability refers to the extent to which a questionnaire consistently measures an indicator of a variable or construct. A questionnaire will be said to be satisfactory when there is uniformity in the responses of respondents with regard to the statements. The Cronbachs Alpha was used to carry out the reliability test in this paper through the help of SPSS version 26. When the Cronbach Alpha of the instrument is above 0.70, then it is said to be reliable.

Table 4. Reliability Test Results

Variable	Cronbach's Alpha	N of item	Result
Work Value Perception	.927	12	Reliable
Government Agricultural Policies	.945	12	Reliable
Career Interest	.921	12	Reliable

Source: Data compiled by the author, 2026

All the variables are deemed to be reliable since their Cronbach Alpha is more than 0.60, as seen in Table 4. The Alpha of the Cronbach of Work Value Perception, Government Agricultural Policies, and Career Interest is 0.927, 0.945 and 0.921 respectively. Thus, none of the research instruments has low internal consistency and can be further analyzed.

Normality Test

Ghozali (2018, as cited in Perkasa et al., 2023) explains that the normality test is applied to assess the assumption whether or not the residual values of regression model are normally distributed. A good regression model is one in which the residuals are normally distributed. In this research, the test of normality was carried out by means of the Kolmogorov-Smirnov test which is used to test normality by the One-Sample test with the help of SPSS version 26. The data are said to be normally distributed when the value of Sig. (significance value) is above 0.05. On the contrary, when the sigma or significance value is lower than 0.05, then the data is not normally distributed.

Table 5. Normality Test Results

One-Sample Kolmogorov-Smirnov Test	Unstandardized Residual
N	100
Test Statistic	0,078
Asymp. Sig. (2-tailed)	0,142

Source: Data compiled by the author, 2026

According to Table 5, the one-sample Kolmogorov-Smirnov test of normality on 100 respondents have an Asymp. Sig. (2-tailed) value of 0.142. This value is much higher than the significance level of 0.05 ($0.142 > 0.05$) and this implies that the residuals are normally distributed. Thus, the regression model satisfies the normality assumption and the multiple linear regression analysis can be performed to investigate the impact of the Work Value Perception and Government Agricultural Policies on Career Interest.

Multiple Linear Regression Analysis

According to Ghozali (2024), regression analysis is used to measure the strength of the relationship between two or more variables and to determine the direction of the relationship between the dependent and independent variables. Multiple linear regression analysis examines the linear relationship between two or more independent variables (X) and a dependent variable (Y).

Table 6. Model Summary

Model	R	R Square	Adjusted R Square	Std.Error
1	.872	.760	.755	2.585

Source: Data compiled by the author, 2026

Table 6 shows that, The R Square of 0.760 indicates that Work Value Perception and Government Agricultural Policies jointly explain 76.0% of the variance in Career Interest, while the Adjusted R Square of 0.755 indicates that the adjusted explanatory power of the model is 75.5%.

Table 7. Parsial (T) Test Results

Variabel	B	Std.Error	Beta	t	Sig
(Constant)	10.712	3.714	-	2.884	.005
Work Value Perception (X1)	1.322	.088	1.119	14.995	.000
Government Agricultural Policies (X2)	.517	.101	.383	5.130	.000

Source: Data compiled by the author, 2026

Based on Table 7, the regression equation is $Y = 10.712 + 1.322X_1 + 0.517X_2$. The constant of 10.712 shows that with Work Value Perception and Government Agricultural Policies constant, the value of Career Interest is 10.712. The Work Value Perception coefficient is 1.322 meaning that the career interest is increased by every one-unit increase in X1 by 1.322, other variables constant, and the coefficient of Government Agricultural Policies is 0.517 meaning the career interest change by one unit increase in X2 is increased by 0.517 other things unchanged. Both coefficients are positive which means that higher Work Value Perception and Government Agricultural Policies have a relation to increased Career Interest.

Table 8. Simultaneous Test Results (ANOVA/F-Test)

Model	Sum of Squares	df	Mean Square	F	Sig
Regression	2053.149	2	1026.575	153.600	.000
Residual	648.291	97	6.683		
Total	2701.440	99			

Source: Data compiled by the author, 2026

Table 8 showed that the fallen F-value is 153.600 with a significance level of $0.000 < 0.05$. The results reveal that simultaneously Work Value Perception and Government Agricultural Policies positively and significantly influence interest in a Career as a Farmer. Thus, Hypothesis 3 (H 3) is accepted. These results suggest that changes in the dependent variable are jointly explained by the two independent variables, which implies that the regression model to be adopted in the current study is suitable in explaining the relationship between the variables.

The Effect of Work Value Perception on Career Interest in Farming

Findings of the partial test show that perceive work value is positively and significantly related to career interest in farming. This is demonstrated by a significance value of $0.000 (< 0.05)$ with a regression coefficient of 1.322. These findings suggest that the more the younger generation views the value of work as a farmer positively, the more the interesting the profession will be to them in their career. This observation concurs with the Career Management theory as

posited by Greenhaus, Callanan, and Godshalk (2010) that states that career development is determined by internal forces which includes values, interests, and how an individual perceives a job. Young people who perceive the farming profession as economically and socially meaningful, and capable of providing recognition, and skills building in addition to matching their activities will have increased interest in the agricultural industry in the context of this research study. This study also confirms the findings of the study by Yang et al. (2021), which says that perceptions of work value are elective to the dimensions of economic value, respect value, ability value, and interest value that together determine the considerations of an individual when it comes to a job. The given results are aligned with the study conducted by Silalahi et al. (2023), as the researchers highlight that affirmative beliefs can enhance a person who wants to make a career decision. In addition, these findings can be related to the research by Ferlin (2023), which shows that the reason behind the low interest among younger generation members to join the agricultural sector is negative attitude to the farming profession especially in terms of income and business risks. As such, positive image building of the farming profession is an important element to being able to create more career interest in the younger generation towards Tumpatan Nibung Village. The results of this paper also provide the fact that personal perceptions are the basis on which one develops interest on a given job. The better an individual feels about a job, the more the interest in that job as a career. Practically, a certain group of youths in Tumpatan Nibung Village perceives agricultural labor as possessing an unpredictable income, which is seasonal in nature. Such conditions suggest that the younger generation has a close association between perceptions of economic value of a job and their interest in pursuing their career.

The Effect of Government Agricultural Policies on Career Interest in Farming

The results of the analysis indicate that the government policy towards agriculture positively and significantly influences career interest because the significance value is 0.000 (less than 0.05) and the regression coefficient of 0.517. This shows that the more positive the young people feel about government agricultural policies, the more they are interested in their careers in the agricultural sector.

These findings can be compared to the theory that was suggested by Greenhaus et al. (2010) which explains that the way to develop career is not only up to internal factors but external ones include the environment, opportunities, and the support provided by government policy. Some of the policies that were identified to improve the confidence levels of the younger generation in regards to the future of farming and, eventually, raising interest levels in the agricultural sector as a career option in this study include policies like access to financing, training, extension services and market access.

These results are consistent with the study by Kassem (2020) that says that the weakening of the younger generation to be involved in agricultural work can be achieved through government policies that offer concrete support to the agricultural sector. The findings of the research also support the works done by Haryanto and Nugroho (2021) and Saragih et al. (2020) who underpin that the effectiveness of agricultural policies depends almost entirely on the accessibility of different governmental initiatives to the populace. Therefore, enhancing the efficiency of the policy outreach and implementation is an important step to ensuring more of the younger generation may be interested in the agricultural sector career-wise. Practically, the government has offered assistance in the form of inputs like tracts, water sprayers, hand sprayers as well as seeds. Nonetheless, according to the results of interview, the younger generation is not aware of the information about the programs of agriculture practice and, therefore, the availability of information is one of the crucial aspects in regard to the development of interest in careers.

The impact of the Perception of Work Value and Government Agricultural Policies on the Career interest in Agriculture.

According to the results of the simultaneous test, a combination of Perceived Work Value and Government Agricultural Policies has positive and significant impact on Career Interest as shown by a calculated F-value of 153.600 with a significant level of 0.060 0.000 (<0.05). Also the adjusted R-squared of 0.755 points to the fact that the two variables explain 75.5 percent of the change in career interest and 24.5 percent is due to other factors that the present study does not cover.

These findings imply that the way young people are interested in the farming profession as a career depends not only on how the job is perceived to be valued by them but also through practical government assistance provided to the profession through a number of agricultural policies. The two are mutually supporting in developing the career interest of the younger generation. This observation is in line with a study conducted by Hasanah et al. (2025) that revealed that the attractiveness of a company, corporate image, and occupational prospects sway an individual in his or her job selection. Despite the differences in the contexts of the research, these findings suggest interest in a specific job is affected by a set of internal and external factors. This supports the study observation that the perception of the value of work as an internal variable and the policies of the government in the agricultural sector as an external variable have a combined impact on the interest of the young generation in a career in the agricultural sector.

This research paper corroborates the theory developed by Greenhaus et al. (2010) that there is an interplay between internal and external factors in career development. When the young generation has a positive attitude towards the farming profession and at the same time they have the perception that the government policies will support them properly, then they will be more interested in pursuing a career in the agricultural profession. The findings of this study (empirically) also cover a research gap that exists in past research, which mainly investigated either individual perceptions or government policies. In this paper, it has been shown that both these variables are largely explanatory when combined to offer the career interest of the younger generation in the agricultural sector especially in the Tumpatan Nibung Village.

CONCLUSION

According to research findings, Government Agricultural Policies and Work Value Perception were identified to have a positive and significant influence on career interest of younger generation in Tumpatan Nibung Village both partly and at the same time. The more the younger generation feels about the value of working in the agricultural sphere, the more the career interest; however, governmental support through financing, education, extension services and market access also play a role in the generation interest towards the agricultural area. At the same time, these two variables explain 75.5% of the change in career interest and the rest 24.5 was determined by other factors, which are not contained within the research model. These results show that more effort is needed to make the younger generation more interested in their careers by creating positive attitudes towards agricultural work and enhancing the policies that benefit the younger generation directly. Thus, it is recommended that local governments and Agricultural Extension Centers should broaden the access to agricultural programs, expand distribution of youth into them, and enhance mentoring, training, access to financing, and access to the market. Youth should also be more receptive to agricultural sector as a sphere which provides economic perspectives and business prosperity. Moreover, the research model can be extended in the future, by including other variables like family support, income, social environment, self-efficacy, interest in entrepreneurship, and so on to obtain a more comprehensive picture of the Career Interest of the younger generation.

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