

SANDWICH GENERATION CAREER ANALYSIS

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Abstract. Sandwich generation conflict occurs when individuals face challenges due to dual roles to balance the demands of work and family responsibilities. This study aims to analyze the status of the sandwich generation affecting individual careers, as well as to find out the inhibiting factors and drivers of the career development of the sandwich generation. Using qualitative methods, this study obtained data through interviews with 15 informants. There are negative results in the results of the sandwich generation's status on individual career development, namely individuals have a burden because they finance their own lives as well as their families and delay career development because they prioritize family responsibilities. The positive result of the sandwich generation status on career development is high work motivation. There are inhibiting factors, namely the sandwich generation often postponing career aspirations or further education due to urgent family needs and stress due to double demands. In addition, there are driving factors, namely support from superiors who focus on performance without considering personal conditions, support from colleagues in the form of encouragement to participate in certification/skill development, and fellow sandwich generations who support each other emotionally and help focus on work.

Keywords: Sandwich Generation; Career Development

I. INTRODUCTION

The *Sandwich Generation* was first introduced by Dorothy A. Miller in her journal entitled "*The Sandwich Generation: Adult Children of the Aging*" in 1981. Miller describes the *sandwich* generation as individuals sandwiched between two generations: elderly parents who need attention and their dependent children. Individuals in this group must bear the cost of living for both parties, both parents and children, simultaneously. This condition often causes great stress, as they feel torn between family responsibilities and increasingly complex job demands (Miller, 1981). Research conducted in Toronto defines the sandwich generation category as individuals over the age of 18 who have the responsibility to care for elderly parents or in-laws, as well as have children who are still financially and emotionally dependent (Chisholm, 1999).

Chisholm (1999, p. 178) expands the definition of the sandwich generation by explaining that the term refers to individuals who in their position to care for their young children or adult children, while caring for their parents or even elderly parents. This generation can consist of working couples who take care of children as well as elderly parents. This category has been around for more than 25 years, given the increasing number of couples who have the dual responsibility of caring for two generations at once.

In addition, Burke & Calvano (2017) in "*The Traditional Sandwich Generation*" explains that the sandwich generation generally involves individuals in their 50s and 60s who fall between two generations: elderly parents and their children, or even their grandchildren who need attention. However, this criterion is slowly evolving as demographics change, with more and more adult children staying with their parents due to financial hardship or inability to be economically independent. This gave rise to the broader sandwich generation phenomenon, which includes individuals of various ages caring for older family members, not just those aged 50-60.

Carol Abaya at Abramson (2015) in her research further developed the category of sandwich generation into two types: *club sandwich* and *open-faced sandwich*. The category of *club sandwich* includes individuals aged 50-60 who are squeezed by the responsibility of caring for elderly parents, children, and even grandchildren, while *open faced sandwich* is broader, encompassing anyone involved in caring for elderly family members, without being limited to a specific age or family status. In this study, the *category of open faced sandwich* was used, which refers to anyone involved in the care of an older family member, be it a parent, a partner, or an elderly relative, of various age ranges (Abramson, 2015, p. 251).

In Indonesia, the prevalence of the sandwich generation is also quite significant. Based on research conducted by Dewa,

Reksa, & Dewa Gede (2016), it was found that around 6.42% of 7,009 households in Indonesia are sandwich generations, with individuals having to manage demands from both sides: families who need attention and increasingly competitive jobs. A survey conducted by the Katadata Insight Center in 2021 also showed that almost 50% of respondents aged 25-45 years were included in the sandwich generation category. Only 13.4% of those feel financially ready to handle this dual responsibility (Astra Life, 2022). This shows that although many face large family responsibilities, many are not yet financially ready to handle them.

Furthermore, a survey conducted by Jakpat in 2020 revealed that 48% of Indonesians belong to the sandwich generation, with a fairly even distribution of ages between 20-44 years: 22% are 20-24 years old, 26% are 25-29 years old, 22% are 30-34 years old, 20% are 35-39 years old, and 10% are 40-44 years old. In terms of marital status, 51% are married, while 49% are not married. In terms of work, the majority (54%) work as employees, 27% work as freelancers or entrepreneurs, 8% work as housewives, 7% are students, and 5% work as professionals or experts (Jakpat, 2020).

A career is a series of jobs that lead to a better professional life and the achievement of life goals (Nurazizah, Asrori & Yuline, 2018). In career development, the aspect of job performance is very important. Rivai and Sagala in Ayudiarini (2012) emphasized that work achievement is the main factor in an individual's career development. If an employee has good achievements, this will support their career development. On the other hand, if work performance is below standard, then career development will be hampered. Therefore, good performance is indispensable in one's career journey.

Krumboltz theory is a career theory that focuses on individuals how to make career decisions based on learning experiences. Linando & Mayrhofer (2024) emphasized the importance of a study that focuses on factors that affect careers. They argue that career does not only describe a person's professional condition in the present, but also in the future.

However, for the sandwich generation, the dual pressures of work and family responsibilities often hinder their performance and career advancement. Linando (2021) states that employee performance is influenced by individual, organizational, and management factors. In the context of the sandwich generation, management that supports work-life balance is a key factor. Management that provides support to individuals who have family responsibilities will help them to cope with stress and manage their dual roles, which in turn can improve their performance in the workplace.

In this regard, the sandwich generation faces a major challenge in achieving a balance between work and family. Conflicts between these two roles, if not managed properly, can lead to excessive stress, which then affects job satisfaction, productivity, and overall well-being. Therefore, in order to achieve sustainable career advancement, sandwich generations need to develop the ability to manage time, stress,

and priorities, so that they can meet the demands of work and family without sacrificing their physical and mental health.

Based on the background that has been described earlier, the author will conduct a research entitled "Sandwich Generation Career Analysis". So this study aims to find out the status of the sandwich generation affects the career development of individuals and to analyze the factors that inhibit or drive the career development of the sandwich generation.

II. RESEARCH METHODS

This research was conducted through zoom and google meet. Because the scope of this study involves participants throughout Indonesia, the data collection process is carried out online using the zoom and google meet platforms.

The research conducted uses a qualitative approach. According to Sugiyono (2018) qualitative research is commonly referred to as a naturalistic research method because the research is carried out under natural conditions, besides that it is also referred to as a qualitative method because the data collected and analysis are more qualitative. For this study, the researcher uses a type of phenomenological study where the phenomenological study is a description of the life experience of a certain individual in a phenomenon (Creswell, 1998).

This study uses the purposive sampling technique as a technique to select informants to be used in the research. The researcher chose to use a purposive sampling technique to ensure that the participants were the sandwich generation so that the data collected was relevant. The total number of speakers obtained was 15 people.

This study uses primary data Primary data was obtained through direct interviews with sources.

The subject of this study is the sandwich generation with the open-faced sandwich type where in this criterion there is no age limit so that anyone who is in a position to bear the cost of the generation above or below can be said to be the sandwich generation.

The data analysis technique used by the researcher is thematic. The purpose of using thematic analysis is to understand how the status of the sandwich generation affects a person's career and to know the factors that slow or accelerate a person's career. According to Braun and Clarke (2006), thematic analysis is a method to identify, analyze, and create themes in data.

III. RESULTS AND DISCUSSION

Respondents	Verbatim	Code	Group
HAN	Actually, career success in my opinion is when we can work according to our passion, according to our likes. So complaining about work is rare. Also, my family supports me. Yes, if for example we are supported by	Definition of Sandwich Career Success	Generation Status on Individual Career Development

Respondents	Verbatim	Code	Group	Respondents	Verbatim	Code	Group
	our family and the company also supports us, the environment is also good. Why can I define it like that? Because I'm tired of working in a toxic environment, I also want to be successful in my career because of the good environment. Not because I nudged other people like that				to support my family and my younger siblings until maybe my younger siblings can support themselves and can give to my parents too		
	There are, they are the same so they also tried to move me. Then there are also those who tell me to take certifications like that. Sometimes they also share job vacancy info, I also share job vacancy info with fellow staff too	Peer Support	Career Driving Factors of Sandwich Generation		Verbatim	Specific Barriers	Sandwich Generation Status on Individual Career Development
LL	The sandwich generation is a generation where someone has to support their own life and their family	Understanding of Sandwich Generation	Sandwich Generation Status on Individual Career Development	RM	...the sandwich generation is a generation that must continue the responsibility, yes. Not a burden, yes. Continuing the responsibility for the life of his family. Yes, he can help, help with the economy or other needs in the family, both for his parents, siblings, or several other family members, like that	Understanding of Sandwich Generation	Career Inhibiting Factors of Sandwich Generation
	Yes, there are. Maybe in terms of thinking, for example, the sandwich generation has a greater responsibility, more because there is a family that must be supported like that. So the responsibility of the work may also be higher than what is usually delicious, it's a bit different, maybe in my opinion the sandwich generation is a child who has to work to support his younger siblings and parents	Differences in Career Experience	Sandwich Generation Status on Individual Career Development		If it's a specific obstacle, no. Because in my opinion, to achieve a better career position, actually with a situation like this, it becomes a motivation. I shouldn't be stuck here. I have to be better, I have to give my parents more sales, that's one of the motivations. If you want to hinder, it's no different concept. If for example I have to be further away from my parents, that might be one of the obstacles. But for now it hasn't happened and hopefully it won't happen	Specific Barriers	Sandwich Generation Status on Individual Career Development
ISY	for my career orientation it doesn't really affect me in achieving my career goals. Maybe my efforts as I said earlier I have to work without leave so that later when I return to Indonesia I can build a shop	Understanding of Sandwich Generation	Sandwich Generation Status on Individual Career Development		If it's from a career level, there is. For example, yesterday, he was going to have an opening. If there are others, soft skill development, there is also. It so happens that I'm a child who likes to create content, so my company held a kind of bootcamp, like that. And we got paid for the bootcamp. Paid, bought the application, so we are still happy to do it. That's the small support from the company like that	Company Support	Career Inhibiting Factors of Sandwich Generation
	yes, these factors have a special effect on me as a sandwich generation in the context of my career because as I said earlier that becoming a migrant worker is not my will but because there is time pressure, such as my parents are getting older while my younger siblings are still small and my responsibilities to my family also make me have to put aside my career desires	Career Orientation	Sandwich Generation Status on Individual Career Development	ND	Sandwich generation in my opinion is someone who bears responsibility for themselves, the generation above them and also the	Understanding of Sandwich Generation	Career Driving Factors of Sandwich Generation

Respondents	Verbatim	Code	Group	Respondents	Verbatim	Code	Group
	generation below them. That's why there is the term sandwich because they are like sandwiches in the middle				supporting their parents too or at that time their children were in school, for example me and my younger sibling were in school, like that. So an irregular lifestyle or finances have an impact on the condition of my generation		
	I feel like I am a sandwich generation when my mother works but her income is not enough while I still have a younger sibling. Well from there I work for my mother and for my younger sibling who is still in school	Awareness of Being Sandwich Generation	Sandwich Generation Status on Individual Career Development		Career Differences	Sandwich Generation Status on Individual Career Development	Career Driving Factors of Sandwich Generation
	Career orientation or career target may be there now. I want to be a project manager in the future. But it certainly requires a very long process because I myself don't want to stay in one place where I am now. Because later on, if you work there will be a saturation point or there is a point that I have to upgrade, I am stuck here and have to upgrade at Rina. From there, I have a desire or ideal to work in a bigger company later. With a position that may be better in the future	Career Orientation	Sandwich Generation Status on Individual Career Development		At most from bonuses, then I actually get facilities like laptops, cellphones. So, and all the stationery I don't have to think about....Oh yeah, it really helps. Including internet packages are also provided, right? So yeah, it's really quite good. There's absolutely no thought of having to reduce your salary for work like that.	Company Support	Career Driving Factors of Sandwich Generation
	Maybe not, because I myself don't tell this at work. So, the sandwich boss may not know about it, because they influence my work, influence my skills, I need it or whatever, even though I do need it. But yes, they influence me because of my skills, and I also don't want to talk about it, because I don't want them to see me not from my skills, but from the stories I tell	Superior Support	Career Driving Factors of Sandwich Generation	TA	.... I feel like that. From the definition that I said earlier, I am one of the people who help the family economy, like that. Because I am the first child, yes, I have three younger siblings. And one is already in college. Another one is about to go to college. Another one is about to go to high school, right? Well, then before that, while I was in college, my parents had borrowed here and there, like that, to pay for my college. And the loans are still not finished, only a debt, right. Well, so now I work for myself, right? Supporting myself here. I migrated, yes, from Sumatra. Supporting myself here, then helping the family economy, helping to pay off previous debts, and also helping to support my younger siblings. So, I feel like I am a sandwich generation because, yes, that's right	Awareness of Being Sandwich Generation	Career Driving Factors of Sandwich Generation
	Maybe there is support from facilities, or other support? If there is support from the office itself, there is no direct support, but maybe there are some TNC patterns that in the place where I work now, there is a career ladder that will later become one of the goals or one of the plans	Company Support	Career Driving Factors of Sandwich Generation		.... but previously after I graduated from college I was	Specific Barriers	Sandwich Generation
L	....my condition is probably still helping the generation above me, namely my parents. Like from needs, then helping with their debts, paying their debts. Where this debt is, I don't know, maybe because of	Awareness of Being Sandwich Generation	Sandwich Generation Status on Individual Career Development				

Respondents	Verbatim	Code	Group	Respondents	Verbatim	Code	Group
	offered a Masters in Taiwan, yes a full cover student, right? Well, with the consideration of being a sandwich generation, I mean the economy at home is in dire need, like that. If I have a Master's degree, that means I'm not productive, aka I don't earn anything. I only finish my studies or continue my studies, so I can't earn money that can be sent to my family, like that. Even if I can earn money, it's mostly used for living expenses there, or what's it called, surviving there, in Taiwan at that time....		Status on Individual Career Development		relate, but because I feel like it's my responsibility.		
	If there's support from the company, maybe there's training, but the company doesn't look at background, they look at performance, so there will be some for that, but they don't look at the sandwich generation	Company Support	Sandwich Generation Status on Individual Career Development		.... I feel like that. From the definition that I said earlier, I am one of the people who help the family economy, like that. Because I am the first child, yes, I have three younger siblings. And one is already in college. Another one is about to go to college. Another one is about to go to high school, right? Well, then before that, while I was in college, my parents had borrowed here and there, like that, to pay for my college. And the loans are still not finished, only a debt, right. Well, so now I work for myself, right? Supporting myself here. I migrated, yes, from Sumatra. Supporting myself here, then helping the family economy, helping to pay off previous debts, and also helping to support my younger siblings. So, I feel like I am a sandwich generation because, yes, that's right	Sacrificing Career/Family	Sandwich Generation Status on Individual Career Development
	If there's support from my superiors, I don't think so, I don't think my superiors know I'm a sandwich generation, so the treatment from my superiors is the same as other employees	Superior Support	Career Inhibitors of Sandwich Generation	I	If you say whether you have hopes or not, you definitely have them. In terms of my family factors, I as the first child definitely have hopes for the future for my career. But it's more like later, we'll think about that later. More focused on work, work, work. If there are many hopes, I want to buy this, I want to buy that, work this, work that, there must be many hopes for a better career, but like later, even though there is a way, but later, finish one by one first. If one is better to leave, we take this option	Career Expectations	Career Inhibitors of Sandwich Generation
	If there's support from them, they have one of their colleagues who is a sandwich generation, so they often curse together, so it doesn't feel like it because their minds aren't divided, so they can focus on work, so it influences them to focus on work, where from focusing on work, next time it can be a career development, yeah	Peer Support	Sandwich Generation Status on Individual Career Development		Actually, it's more about family. The first is definitely dividing up time, if it's also for yourself, you've focused on your family, dividing up time for yourself. So actually, for people who can't focus on one thing, it will definitely be difficult, there will definitely be sacrifices. But it actually goes back to each individual.	Sacrificing Career/Family	Career Encouraging Factors of Sandwich Generation
MLK	If for now, I don't think so because I'm doing my current job and pursuing freelance architecture now	Career Orientation	Career Inhibitors of Sandwich Generation				
	As for my own career, there's none. I also have a principle that my fortune is also someone else's fortune, so so far I don't feel any different from my friends who don't make sandwiches. For me, maybe it's because I feel like it's my responsibility, if not me, who else, so sacrificing my family doesn't really	Differences in Career Experience	Career Encouraging Factors of Sandwich Generation				

Respondents	Verbatim	Code	Group	Respondents	Verbatim	Code	Group
	Some may be able to cover themselves and their families, some can't. But for me, I prioritize my family over myself				Usually, it's left alone if there are problems at home. Usually I don't bring it up	Maintaining Emotional and Mental Balance	Sandwich Generation Status on Individual Career Development
	Positive impacts can be said yes, first we have relationships at work, right, then also every month from that work we get paid, and from that salary we can make our younger siblings happy, then we can add to our parents, or maybe save for education, that's the positive	Positive Impacts	Sandwich Generation Status on Individual Career Development	SE	career hope is to get a job with a better career ladder, because where I am now I want to work in a company whose department has many people because where I am now it happens to be for my own department so sometimes I ask other departments if I ask about problems I am facing or to my superior directly. My superior is actually not the head of my department but the director so I don't have many friends to exchange ideas with so if there is another career development to a different company I want to get a company where there are many people in that department so I have more friends to exchange ideas with	Career Expectations	Career Inhibitors of Sandwich Generation
AY	if for the future career, honestly I haven't thought about it that far. I just think hopefully later I can get a better offer. Then what is it called, I can get it, not being able to live better. Then if there is a special plan, I actually want to continue school. Wanting to continue school for career development is also quite good, for example changing from D3 to S1, S1 to S2, there is a change in salary, right. So it can go up even though it has to be a bit long process, but it's quite good, I get knowledge and at the office my salary can also increase. Maybe in terms of education, it can accelerate your career because like I said earlier, if you change from D3 to S1, your salary can increase, well, with the increased salary, I can also support my parents more than now and of course I can have more savings	Career Expectations	Career Inhibitors of Sandwich Generation		if I have a successful career when my savings are more than my expenses in my opinion. For example, your salary is 10 million but your expenses are still 7 million and you can only save 3 million, my career has not been successful like that. But if my salary is 10 million and my expenses are 7 million, my expenses are only 3 million, that means my career is successful because my career can support me very well, that's how I define it because I'm used to calculating money, yeah	Definition of Career Success	Encouraging Factors of Sandwich Generation
	So far, what I've seen is that he sacrificed his career for the sake of his family. So, it seems like there are really many things that have to be braked, many things that have to be braked, have to be held back like later, later, later. But in the end, the money he has collected is used for other things, used for other things. In the end, the goals he wants, the things he wants will never be achieved if he doesn't force it	Sacrificing Career/Family	Career Encouraging Factors of Sandwich Generation		Maybe a career for the sake of family. If I feel the opposite, yes, because I'm a sandwich generation, so I sacrifice my family for my career, because I have to prioritize my career first, because there is a family to support, like that. So yes, with a higher career, so I will be used to supporting my family, but the consequence is that I rarely meet my family, like that	Sacrificing Career/Family	Career Inhibitors of Sandwich Generation

Respondents	Verbatim	Code	Group	Respondents	Verbatim	Code	Group
	there is no support	Superior Support	Career Encouraging Factors of Sandwich Generation		constant negotiation that continues to happen and emotionally. The way to handle it is I have to remember that my priority is that I work not for a career, more precisely I work to fulfill the needs of me and my family. If for example there is a job that can give more for my needs, I have no problem if I have to be demoted roughly and I do not work for personal ambition but more to fulfill my family's needs that I keep remembering, remember the purpose, remember the goal what is that that helps me. so that my mentality is a bit stronger again and finally we, lately I was able to go through it not smoothly but yeah it was pretty good it was a bit bloody at that time		
CM	....because since 2018 I have been working Maybe around 70% of my salary I always spend on the needs of my previous generation Whether it's for food, primary secondary needs that might be like cigarettes and all sorts, cigarettes and all sorts of things I fulfill....	Sandwich Generation Awareness	Career Inhibitors of Sandwich Generation		If for example I can divide my time it has a good impact Not thinking too much can also relax and enjoy	Positive Impacts	Career Driving Factors of Sandwich Generation
	Okay, the definition of career success because my priority and goal is to fulfill the needs of my family and myself. As long as it can be fulfilled and I still have spare, for example, a salary of so many million, so many tens of millions, it can cover the needs of my family and myself, plus there is still some left over for traveling for vacations, plus there is still some left over for example buying a new cellphone, for example, or not buying for hobby needs, for example, if all of that has been fulfilled, in my opinion, that is a successful person. I think so because it means that his job he has done very, very well in his career until he can fulfill the three things well, that's the level of success I want to achieve	Definition of Career Success	Encouraging Factors of Sandwich Generation		In my opinion like me as a sandwich generation it certainly does not hinder us, for example, for example I am now working in a company that is not too big. I want to be bigger, it actually does not hinder us, it's just like we are confused, you know, if for example we want to go to a bigger company, there automatically has to be a selection process that is quite long, right? While we still have to work at the old company so we can't resign first, you know, we have to always work, that hinders it. To achieve a higher career, I don't think so, it's just that we have to always work so that our family can still eat	Specific Obstacles	Sandwich Generation Status on Individual Career Development
	Specific obstacles to achieving career goals or achieving career goals are more about time Because there is time that I have to I can't say the real obstacles because after I think about how each person in the office works, it depends on each of them if they are lazy at work, they automatically need more time outside the office to do their work	Specific Obstacles	Group		How to maintain emotions if I used to be in 2021 That was 2021-2022 if for example stress from work I was at home like that after I thought more maturely so I could be more emotional So now it's never just the most silent	Maintaining Emotional and Mental Balance	Sandwich Generation Status on Individual Career Development
	I choose that option because at least I can fulfill his needs even though I am not physically present to help him, it will be a little difficult for a while like 4-5 hours, but at least I can bring his needs home. This is a	Maintaining Emotional and Mental Balance	Sandwich Generation Status on Individual Career Development				

Respondents	Verbatim	Code	Group
	If there is no career ladder, it's just that at the beginning of the year my salary was raised and I was made a permanent employee... It helps because we don't have to worry about being fired like that, employees in the future	Company Support	Sandwich Generation Status on Individual Career Development
DND	If the obstacles are like that, it doesn't seem like it's just like the obstacles are like fighting with yourself, right? Like at home, stress is getting involved. It turns out that the pressure at the office is even more so So the obstacles are for yourself, you know. Then, like how to manage your time. Then, like how should you not bring home matters to work. Don't bring work matters to home.	Specific Obstacles	Sandwich Generation Status on Individual Career Development
	There aren't any yet. Not visible yet. Not yet. Because it's not finished. I mean, the point is it's not finished. Funding for it, you know. Not visible yet. It's still a long way off. But that's already a positive impact, Sis. Right, Sis Dinda, it's come this far. Already working. It's been quite a long time, right?	Positive Impacts	Sandwich Generation Status on Individual Career Development

The Status of the Sandwich Generation on Career Development

This study aims to understand how the sandwich generation views their career development through interviews with several speakers who have similar and different experiences. The understanding of the concept of the sandwich generation in general was revealed in interviews with interviews. The ND resource person explained, "In my opinion, the sandwich generation is the one who bears the responsibility for himself, the generation above him and also the generation below him. That's why there is a sandwich term because it is like a sandwich in the middle." This statement describes an individual who is in a middle position between two generations, with dual responsibilities. LL reinforces this view by saying, "The sandwich generation is the generation in which one has to pay for one's own life and one's family," suggesting that these responsibilities include both personal and family needs. ISY further explained, "The sandwich generation is a child who has to work to support his younger siblings and parents," leading to the understanding that a child in this position feels bound to support the family, both his

parents and siblings. RM added, "The sandwich generation is the generation that he has to continue his responsibilities to, yes. It's not a burden, yes, this is. Continuing responsibility for his or her family's life," clarifying that this responsibility is considered an obligation to maintain the welfare of the family, not a burden.

Regarding the moment of awareness of their position as the sandwich generation, several speakers described how they first realized this role. ND stated, "I felt like a sandwich generation when my mother worked but her income was insufficient while I still had a younger sister. From there I worked for my mother and for my younger brother who was still in school." This awareness arises because of the urgent financial needs of the family. L, in his statement, revealed, "My current condition may still help the generation above me, namely my parents. As out of necessity, continue to help his debts, pay his debts." This shows that contributions to parents also involve debt payments. TA described her experience by saying, "I feel like I belong to the sandwich generation because I am the first child, I have three younger siblings. One is already in college, the other wants to go to college. And during college, my parents had borrowed here and there for my tuition fees. Now I work for myself, help the family economy, help pay off my parents' debts, and help my younger siblings." TA also describes how she feels caught between the obligation to be independent and the responsibility to her family. CM added, "Since I have been working since 2018, maybe about 70% of my salary has always been spent on the needs of my previous generation. Whether it's for food, secondary primary needs, such as cigarettes," shows how big a financial role he has to play to meet the needs of his family.

Views on the future of the career were also revealed in interviews with interviews. Resource person I revealed, "If you say you have hope or not, you definitely have, in terms of my family as the first child, I definitely have hope for the future, for a career path. It's just that it's more later, we think about it later. Focus more on work, work, work." Although there are hopes for career advancement, I prioritize completing family responsibilities before thinking about the next career step. AY, though he doesn't have a detailed plan yet, hopes to get a "better offer" and says, "Hopefully I can live a better life later. If there is a special plan, I want to continue the school for career development." AY assessed that continuing education can increase career opportunities, such as continuing from D3 to S1 or S2 which has the potential to increase income. SE also expressed a desire to get a job with a better career path, hoping to work in a company with a larger department, where he can learn from more people and get more intensive support in developing his career.

Regarding career orientation, the speakers showed differences in how they prioritize work. The ND resource person revealed, "Career orientation or career targets may be there now. I want to be a project manager in the future. But it certainly takes a very long process." ND emphasized the importance of continuing to grow and seek new opportunities

in a greater workplace if his career stagnates. MLK, on the other hand, has a more flexible approach and does not feel bound by a rigid career orientation. "For my own career, there is none. I also have the principle of sustenance for others as well," explained MLK, who focuses more on freelance work in the field of architecture. ISY also prioritizes long-term goals outside of formal work, explaining, "For my career orientation does not really affect in achieving my career goals. Maybe my business, as I said earlier, I have to work without leave so that later when I go home to Indonesia, I can build a store." For ISY, the current work serves as a means to raise capital for larger businesses.

Regarding the difference in career experience between the sandwich and non-sandwich generations, the Navy resource person stated, "Maybe the difference is in the financial management. If the non-sandwich ones because of their dependents are for themselves, they are more free to spend on what they want." AL considers the sandwich generation to be more limited in financial management because many must be allocated for family needs. LL expressed the same thing, "The sandwich generation has a greater responsibility, yes, more because there is a family that must be provided." LL emphasized that the sandwich generation has higher job responsibilities because they have to support their families. However, a different view emerged from the MLK resource person who said, "For my own career, there is none. I also have the principle of sustenance, I have other people's sustenance too, so so far I don't feel any different from my friends who are non-sandwiches." MLK did not feel a significant difference in his career even though he belonged to the sandwich generation. L also has a similar view to MLK, "In the workplace, the average fate happens to be that rich, too, I don't see that difference," which shows that in his environment, many people have similar situations, so the career difference between the sandwich and non-sandwich generations is not so noticeable.

Table 1. Summary of the Results of the Status of the Sandwich Generation on Individual Career Development

The Status of the Sandwich Generation on Individual Career Development
Negative
Having the burden of financing one's own life as well as one's family
Delaying career development because prioritizing family responsibilities
Positive
High work motivation

Source: Researcher Processed Data (2024)

Inhibiting Factors and Drivers of Sandwich Generation's Career Development

This study explores the diverse views of the interviewees regarding the factors that hinder careers for the sandwich generation. Many of them revealed that the obstacles they face are not always immediate, but are often related to the tension

between family responsibilities and their career ambitions. The DA interviewee, for example, stated that although he did not feel an immediate obstacle in achieving his career goals, he faced confusion and uncertainty related to the opportunity to move to a larger company. The inability to resign from his current job due to the need to remain supportive of the family created a situation in which he had to continue working at his current company, even though he wanted to develop further. This illustrates how responsibility to family often limits career choices.

In contrast, TA resource persons faced more specific obstacles related to family financial pressure. He was once offered the opportunity to continue his undergraduate studies in Taiwan with a full scholarship, but decided to postpone the opportunity due to his family's financial condition that required his support. According to him, as a sandwich generation, he feels responsible to continue working and making money to meet the needs of his family. This choice to postpone further education reflects how the sandwich generation often has to sacrifice personal ambitions for the sake of maintaining family well-being.

A different view also emerged from the CM speakers, who saw career obstacles as a problem of time management. According to him, the way everyone manages their time affects the achievement of career goals. Those who are unable to manage their time well tend to need extra time outside of work hours to complete their tasks, which in turn can hinder their career development. On the other hand, ISY's resource person described obstacles as a problem of greater time pressure. Becoming a migrant worker was not his choice, but he felt that it was a path that had to be taken because of his responsibility to his aging parents and younger siblings. For ISY, career ambitions must be temporarily put aside in order to fulfill obligations to family.

DND's resource person, who focuses more on internal challenges, stated that career obstacles for him are more mental. He described the conflict between work and personal life that made him feel trapped under pressure. The strain that is brought from home to the office and vice versa can interfere with his professional performance, thus making career achievement more difficult. Meanwhile, the RM resource person has a more positive view of this challenge. According to him, despite the many challenges that arise in his role as a sandwich generation, he feels more motivated to continue striving to achieve higher career goals, especially to provide financial support to his family. For him, this pressure is not a barrier, but a driver to continue to develop.

However, not all speakers see sacrifice as something that hinders their careers. ND's resource person, for example, explained that for the sandwich generation, personal sacrifice is often inevitable. The desire to pursue personal career ambitions is often shifted or postponed in order to fulfill responsibilities to parents and younger siblings. This was also expressed by SE, who admitted that as a sandwich generation, he prioritizes family over his career. However, he also realized that with a higher career, he could provide better

financial support for his family, even if that meant he could rarely be with his family.

On the other hand, resource person I prioritizes family over personal career development. For I, dividing time between career and family is a big challenge, but he chooses to sacrifice his career for the sake of his family. This is in line with AY's statement which describes how many sandwich generations are forced to hold back their career ambitions due to urgent family financial needs. However, although many feel their careers are hampered by these sacrifices, some speakers such as MLK feel that family responsibilities are a major obligation to be fulfilled, even if it comes at the expense of other aspects of their lives.

When talking about the support they receive from the work environment, the majority of interviewees feel that they do not receive special support regarding their status as a sandwich generation. The ND speaker, for example, stated that he did not talk about the role of his sandwich generation to his superiors, so his superiors did not know the challenges they faced. This was also voiced by TA and SE resource persons, who felt that their superiors did not provide special support because they were not open about their condition. On the contrary, some resource persons such as HAN felt active support from colleagues who also faced similar challenges. Colleagues at work share information about job openings, certification opportunities, or even just provide moral support. This shows that solidarity among colleagues who also understand the challenges of the sandwich generation can be very helpful in reducing the burden felt.

On the other hand, the RM interviewee explained that although he didn't expect much emotional support from his friends, he still felt their contribution in terms of tasks and work. Co-workers tend to be willing to work together and share tasks, which allows RM to focus more on juggling dual responsibilities at home and work. This kind of support, while not always emotional, can help ease the workload and make room for personal life balance.

Regarding the support provided by the company, the speakers reported quite diverse experiences. Some of the speakers, such as L, felt helped by the facilities provided by the company, such as laptops, mobile phones, and internet packages, which reduced their personal financial burden. This facility allows them to work more efficiently without having to worry about additional expenses for the operational needs of the job. On the other hand, DA speakers feel that even though there is no clear career path in the company where they work, salary increases and employee status still provide an important sense of security. This sense of security helps her to focus more on her work without worrying about future job uncertainty.

In addition to facilities, some companies also provide support in the form of training or skill development. RM's resource person, for example, revealed that the company where he works provides paid soft skill development training, which is very helpful in improving self-skills. TA resource persons also acknowledged that although the training is provided based on job performance and is not specific to the

sandwich generation, it is still considered a good support for career development. Although the support provided by the company is not always specifically aimed at the sandwich generation, it still makes an important contribution to their professional development.

Thus, although the challenges faced by the sandwich generation in managing careers and family responsibilities are complex, many of them feel that they have important support, both from colleagues and the facilities provided by the company. Such support allows them to stay afloat and even thrive, despite having to sacrifice many aspects of their personal lives.

In maintaining emotional and mental balance as a sandwich generation, the interviewees showed various patterns that they applied to manage the challenges they faced. The CM speaker, for example, explained how he maintains a balance by always remembering his main goal at work, which is to meet the needs of his family, not for personal ambitions. CM revealed, "I chose that option because at the very least I can meet his needs even though I am not physically present... But at least I can bring home what he needs." According to him, despite internal negotiations regarding time and attention, the awareness of his responsibility as a financial provider helps calm his mind and strengthen his mentality, despite the difficulties. This suggests that by focusing on a larger goal, it can still function optimally despite the challenges.

DA's interviewee, on the other hand, stated that he used to bring stress from work to home, but over time he learned to control his emotions. "In the past, I was still like that, in 2021-2022, for example, if I was stressed from work, I was at home," she said. However, now she prefers to be silent and not let work problems interfere with her personal life. This reflects developments in emotional management and the ability to limit the impact of work on personal life.

Meanwhile, AY's resource person prefers not to bring home problems to work, as he said, "Usually if there is a problem at home, I usually don't raise it." This pattern indicates an effort to maintain boundaries between professional and personal life. While this strategy helps maintain temporary calm, AY also acknowledges that delaying resolving home issues can have a negative impact if the problem is not addressed immediately.

DND speakers talked about how the positive impact of work-family balance has not been fully seen, but it is still felt in the form of job stability and financial contribution to the family. "Nothing yet, not yet seen, not finished... The point is that we have not finished financing it," he said. This shows that although long-term results have not yet been achieved, the process of achieving such a balance provides stability in work and family life, which can ultimately have a positive impact in the future.

On the contrary, the NRS12 resource person emphasized that by dividing his time appropriately between work and family, he can feel more relaxed and enjoy life without the burden of his mind. "For example, if I can divide my time well, the impact is not much to think about, I can relax, enjoy,"

she said. This suggests that good time management can help reduce stress, improve quality of life, and create better relationships with families.

A similar view was also expressed by resource person I, who stated that the balance between work and family has a positive impact in the form of financial support. "The positive impact can be said to be yes, first we have a relationship at work, then also per month we are paid, and from that salary we can make our younger siblings happy... can save for education," he said. This shows that this balance not only has an impact on the family's financial stability, but also provides a sense of personal achievement and strengthens family relationships.

In these various ways, each interviewee revealed the patterns and strategies they applied to maintain a balance between work and family responsibilities, even though the challenges faced remained complex and diverse.

Table 2. Summary of the Results of the Status of the Sandwich Generation on Individual Career Development

Inhibiting Factors and Drivers of Sandwich Generation's Career Development
Inhibiting Factors
The sandwich generation often puts off career aspirations or further education due to the urgent needs of the family.
Stress due to the dual demands of family and work becomes an internal obstacle, including difficulty separating home and work problems.
Driving Factors
Colleagues support by encouraging them to participate in certification/skill development and share job information.
Fellow sandwich generations support each other emotionally and help focus on work.

Source: Researcher Processed Data (2024)

The Status of the Sandwich Generation Towards Career Development

Based on the results of the research that has been described, the sandwich generation is a group of individuals who have dual financial and emotional responsibilities, both towards the generation above them (parents) and the generation below them (children or younger siblings). They serve as economic anchors for both generations, often having a significant impact on their career development. According to Annisa, Siti & Muhammad (2024). The sandwich generation is a group of individuals who are sandwiched between two responsibilities, namely the upper generation (parents) and the lower generation (younger siblings). This burden forces the sandwich generation to make difficult decisions between meeting the needs of their families or pursuing their career aspirations, which ultimately leads to role conflicts as well as high psychological pressure. According to Woda & Pontoan (2024), single parent women

in the sandwich generation face double pressure in taking care of children and caring for elderly parents, which can increase stress, anxiety, and the risk of depression, thus affecting their psychological well-being.

Based on the results of the analysis, the researcher identified the negative and positive impact of the status of the sandwich generation on the career development of individuals. The negative impact on the sandwich generation is having a burden because they have to pay for their own lives as well as their families and delay career development because they prioritize family responsibilities. According to Roots research (2021), this dual responsibility often triggers significant financial stress, which impacts mental health as well as the ability of sandwich generations to plan for their future.

Individuals' awareness of their role in the sandwich generation shows an understanding that most of their income is directed towards meeting the needs of their families. They realize that these responsibilities include not only financial roles but also emotional and social support, which ultimately reduces the space for self-development and long-term careers. As Sudarji, Panggabean, and Marta (2022) said, the sandwich generation faces significant stress due to the demands of multigenerational roles, especially for working women where these demands often trigger emotional and cognitive conflicts such as guilt, loss of concentration, and overthinking, thus affecting their ability to balance personal and family roles. This puts them in a difficult situation, as they have to choose between continuing their education to increase career opportunities or maintaining family financial stability. Ultimately, many sandwich generations define success not only in terms of accomplishments, but also in the ability to balance roles and meet the needs of the family.

A phenomenon supported by Holland's career selection theory (1997), from the perspective of career expectations, although the sandwich generation has aspirations to achieve success and a better career path, many of them postpone this personal ambition to prioritize family welfare. Limited time and energy make them focus more on short-term financial stability than career growth based on passion or personal orientation. They often choose a job that is more stable than one that suits their interests. Based on interviews with interviewees, their career decisions tend to be influenced by the need to manage family responsibilities, which often slows or limits career development.

In terms of career orientation, the sandwich generation shows diverse preferences depending on personal and family goals. Some individuals stay focused on the job at hand without a long-term career goal, while others have ambitious plans but still adjust to the limitations at hand. There are also those who see careers as a means to build their own businesses in the future. Although each resource person has a different orientation, the similarities can be seen in how they should adjust their personal ambitions to large family responsibilities. According to Khalil & Santoso (2022), the career orientation of the sandwich generation is influenced by

role conflicts, where family priorities often trump personal ambitions.

The difference in experience between sandwich and non-sandwich generations is also seen in the way they manage finances and careers. According to research by Kusumaningrum (2019), the pressure of parenting for children and elderly parents simultaneously causes physical fatigue, stress, and time restrictions. This burden has a significant impact on their ability to meet personal needs or pursue career development. These findings reinforce the argument that the sandwich generation has limitations in managing finances and careers compared to the non-sandwich generation who are more free to set their priorities.

The sandwich generation is more cautious in spending and has a priority on family needs, while the non-sandwich generation has greater freedom to fulfill personal desires. Great financial responsibility makes the sandwich generation focus more on stability than rapid career development, which is in line with the findings of Wihana, Ariatna, Wulandari, & Sidiq (2024) about the need for employees to fulfill family responsibilities. However, some individuals of the sandwich generation do not feel burdened by their role, viewing sustenance as part of a shared responsibility. This shows the variation in views on facing family and career responsibilities among the sandwich generation. In line with the findings of Pratita, Jamaluddin, & Nurokhmah (2021) stated that the sandwich generation has a greater burden of family expenses, so they face higher financial obligations and have less free time than the non-sandwich generation.

The positive impact of the sandwich generation status on the career development of the sandwich generation is high work motivation. This dual responsibility often makes individuals feel the need to maintain financial stability. Linando, Hartono & Setiawati (2018) found that family can be a source of motivation for an individual's work. In the context of the sandwich generation, the family is a driving factor for individuals to work harder and develop professional skills.

This motivation serves as an incentive to work harder and develop professional skills, as there is an impetus to achieve economic security and better fulfill their dual roles. According to research by Timmers & Gielens (2022), individuals in the sandwich generation show higher levels of work motivation compared to colleagues who do not have the same responsibilities due to additional financial responsibilities that they need to fulfill. This shows that the dual responsibility of the sandwich generation not only puts pressure on them, but also inspires them to be more committed and achievement-oriented at work.

Inhibiting Factors and Drivers of Career Development

Based on the overall findings of the study, it is known that the obstacles faced by the sandwich generation in achieving career goals reflect a deep complexity, where external factors such as financial responsibility and internal factors such as emotional conflicts interact with each other. Both financial and emotional aspects are often top priorities for individuals

in this group, resulting in sacrifices of personal ambitions and opportunities for professional development. Luvena (2023) stated that work family conflict affects the career development of female employees, this happens because they often delay attending training or have similar interests due to the responsibility of taking care of children, so they cannot fully carry out their roles as housewives and workers at the same time. This role conflict can give rise to high mental and physical pressure, which ultimately affects performance and job satisfaction. Some of the sandwich generation also consider this obstacle as motivation to achieve higher, however, still, they face challenges in balancing personal and career responsibilities (Greenhaus & Beutell, 1985).

In general, the duality of roles played by the sandwich generation often causes aspects of their careers to be sacrificed in order to fulfill family responsibilities. Prioritizing family often makes them postpone or even put aside personal career ambitions. In the context of Work-Family Conflict, this theory states that conflicts between work and family roles occur when the demands of these two roles are incompatible with each other, so fulfilling the demands of one role can hinder the fulfillment of the other role (Kossek & Ozeki, 1998). On the other hand, some individuals from this group choose to sacrifice time and interaction with family in order to achieve higher careers and potentially provide enough income to support their families.

Furthermore, internal factors such as stress and time management also have a major impact on the performance and job satisfaction of the sandwich generation. Research shows that work-family conflict is negatively correlated with job satisfaction and life satisfaction, where individuals who feel depressed by this role conflict tend to be less satisfied with their jobs (Kossek & Ozeki, 1998). Some individuals see this obstacle as a push to improve their performance. In relation to previous research, Wihana, Ariatna, Wulandari & Sidiq (2024) found that employees in the bureaucratic sector, who are classified as the sandwich generation, often feel trapped in stable but unsatisfactory jobs due to the demands of fulfilling family responsibilities.

These role conflicts also create challenges in navigating between their family's needs and career ambitions, which often require difficult decisions and compromises. Khalil & Santoso's research (2022) confirms that role conflicts not only limit the career development of sandwich generations, but also reduce satisfaction in their professional lives. However, several generations of sandwiches have developed varied coping strategies, which rely on support from their families, working conditions, and personal values (Folkman & Lazarus, 1984).

In terms of positive impacts, the balance between work and family brings benefits to some individuals in this generation. This is in line with the findings of Hidayat & Linando (2024). They feel that the financial stability they have achieved is able to provide family support, especially in their educational needs and daily needs. In addition, good time management skills are able to reduce stress, maintain mental health, and provide space for individuals to enjoy life

more calmly. Although this positive impact may not be visible in the short term, this stability provides long-term benefits in the life of the sandwich generation (Clark, 2000).

Furthermore, the majority of individuals in this generation choose not to open their personal conditions to their superiors, so employers are often unaware of the challenges faced by their employees. The concern that opening up a personal problem will affect the boss's perception of professional abilities is the reason why many of them choose to handle this problem independently. The lack of support from the boss shows that the burden of being a sandwich generation is considered a personal responsibility. Social Exchange theory explains that relationships in the workplace are greatly influenced by mutual perceptions and mutual respect (Blau, 2017; Davlembayeva & Alamanos, 2023). Lack of communication about personal challenges can hinder support from the boss, so this responsibility must be borne by the individual. Thus, support from the boss often focuses on improving performance without taking into account the employee's personal condition.

In addition, the company's support for the sandwich generation also varies in the form of facilities, bonuses, or policies related to career paths. Some companies provide facilities such as laptops, mobile phones, office stationery, and internet packages, which help employees work more efficiently without having to incur operational costs. The bonuses provided provide important financial support, which helps balance work responsibilities with family needs. In line with the findings of Nurvitasari, Kristina & Dianawati (2022) which states that career development, employee empowerment, and organizational support have a positive and significant influence on employee satisfaction in a simlutant and partial manner. While this support is not specifically targeted at the sandwich generation, the benefits are very noticeable in helping them maintain a balance between work and family life. The career development structure in the company also provides motivation for workers to achieve long-term goals as well as create stability in their careers. In some cases, a salary increase or appointment to a permanent employee provides financial security, which helps the sandwich generation manage their dual responsibilities. In research, Difa & Furyanah (2022) stated that bonuses given to employees can increase employee morale and performance.

According to research conducted by The SMERU Research Institute (2020), this support in the form of professional collaboration encourages the improvement of individual competencies in a more flexible and community-based way. On the other hand, support from colleagues also tends to be more holistic, including providing encouragement for professional development through certifications, sharing information on career opportunities, and upskilling.

On the other hand, in maintaining emotional balance, the sandwich generation shows high emotional maturity, where they learn not to bring the stress of work home and prefer to calm down when faced with problems (Lazarus & Folkman, 1984). These coping strategies help them cope with stress better, which in turn maintains their psychological well-being.

IV. CONCLUSION

The study as a whole shows that being part of the sandwich generation has a significant impact on an individual's career development. Those in these positions, who have responsibilities for the needs of parents and children, often face difficulties in balancing the demands of work with family obligations. As a result, many are forced to postpone or put aside their career ambitions in order to meet the financial and emotional needs of their families. This condition often leaves individuals in the sandwich generation position feeling trapped between two main priorities, which affects their ability to focus on career development optimally.

The main inhibiting factor faced by the sandwich generation is related to the double burden they carry, namely the need to manage time between work and family. The stress that arises from this tension can lead to decreased productivity and job satisfaction. This is further exacerbated by the lack of support received from superiors, who often do not know the personal condition of their employees. Many individuals in this group are reluctant to open up about the personal challenges they face, fearing that it will affect their employer's perception of their professional performance. As a result, they often have to manage the burden of responsibility independently without sufficient help or understanding from the company.

However, the study also identified that some individuals in the sandwich generation successfully used the condition as a driver to thrive. Some of the driving factors found in this study include social support obtained from coworkers, many of whom have similar experiences. This support provides additional enthusiasm and motivation that helps them stay focused on their work, despite facing tough personal challenges. In addition, most respondents highlighted the importance of the ability to separate household problems from work as a strategy for maintaining optimal performance and stable mental health.

From an emotional point of view, the sandwich generation has shown progress in terms of stress management and emotional maturity. Most individuals in this group have learned not to bring work problems home and instead, keep the dynamics of family conflict from impacting their performance at work. This better stress management is driven by their ability to set clear priorities, both in the context of work and personal life. These strategies help them maintain a healthy balance of life, thus avoiding the physical and emotional exhaustion that often arises from the double burden they face.

Thus, although the sandwich generation faces complex challenges in managing careers and family responsibilities, this study shows that with the right strategies and adequate support, they are able to thrive professionally. Factors such as support from colleagues, company policies that support work-life balance, the ability to manage emotional balance, as well as motivation to meet family needs contribute greatly to their sustainability and career development. The challenges they face, while severe, are part of an ever-evolving adaptation

process in their quest to find a balance between professional life and family responsibilities.

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