

Interesting Features of a Career in Supply Chain Manager

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Abstract— Supply Chain Management Career Information and Education Requirements is the main objective of the current research. So for this purpose empirically whether the supply chain manager profession is still in demand by students in the industrial revolution 4.0 era is considered. Factors that influence students' career interests to be Supply Chain Managers are examined in th study. Accounting study program students in Semarang City Indonesia are used as the population in research. The sample was obtained as many as 312 respondents using a random method. SEM with Warp PLS is used as a data processing technique. The test results prove that 58.5% of respondents chose a career as an Supply Chain Manager, 38.2% chose to become civil servants, 3.3% chose to become entrepreneurs, this proves that the career of becoming an Supply Chain Manager is still in demand by accounting students. Financial rewards, labor market considerations, work environments, professional recognition, and social value have significant effects on career interests as supply chain managers. Gender moderates the influence of social values on career interests as Supply Chain Managers. However, professional training has no effect on career interests as supply chain managers. It means that the research succeeded in proving that there are several factors influencing the interests of career accounting students as Supply Chain Managers in the era of the industrial revolution 4.0.

Keywords— *Industrial 4.0, career interests, Supply Chain Managers profession.*

1. Introduction

Industrial revolution 4.0 is a global issue occurring in all countries in the world. The presence of the Industrial Revolution 4.0 brought changes to the adjustment of jobs in people, machinery, technology and processes in various fields of profession, including the accountant profession. The Industrial Revolution requires the accountant profession to adapt to developments in information

technology and big data. During the Industrial Revolution 4.0 there was an extraordinary shift in various fields of science and professions. Therefore the workings and practices of accountants need to be changed to improve service quality and global expansion through online communication and the use of cloud computing. Thus, the question is about whether the accountant profession is still in demand by students.

The main factor of a student motivated to continue his education to college is to have a career or position that is quite good as desired. At present the need for the world of work for the professional accountant profession is very high. It is based on data from (www.iaiglobal.or.id) in 2015, around 226,780 institutions in Indonesia require professional accountant services [1]. Whereas based on (www.kompas.com) the number of Supply Chain Managers in 2015 was 15,940, meaning that with the needs of this large number of institutions Indonesia could only contribute 7% of the number of available accountants [2]. It can be said that Indonesia is suffering a Supply Chain Manager crisis.

Indonesia is a country with relatively few Supply Chain Managers compared to other ASEAN countries, such as Singapore and Malaysia. The total population of Indonesia is 261,111 million [2]. Malaysia has a smaller population than Indonesia but has more Supply Chain Managers than Indonesia, which is 31,815 Supply Chain Managers, Singapore has 28,891 supply chain managers, and the Philippines has 18,214 supply chain managers [1]. This indicates the lack of supply chain managers in Indonesia.

The number will increase every year. However, according to IAI (2014) the number of professional accountants in Indonesia is still not in accordance with the required amount. That might be because the risk of the Supply Chain Manager being borne

is greater, namely in auditing the audited financial statements of the company, the Supply Chain Manager must be able to maintain independence. However, the income earned as a supply chain manager service, is not worth to the risk burden that must be borne [2].

The number of graduates of accounting courses continues to increasing every year. Graduates of S1 Accounting in Indonesia have around 35,000 people per year. While there are 2,064 CPA certified accountants from IAPI (www.tagarnews.com). This can provide opportunities for students in a career as a Supply Chain Manager. Rusmita in her research stated that 49.3% of students chose a career as a Supply Chain Manager [3]. This is in line with research from Ghani, et. al. which states that more respondents choosing to become Supply Chain Managers rather than holding managerial positions. The increasing number of accounting graduates has caused the number of accountants to work but has not been matched by an increase in the number of suitable Supply Chain Managers. Such condition triggers researchers to conduct a research in universities in the city of Semarang Indonesia [4].

Student interest in a career as a Supply Chain Manager is a major problem in the phenomenon that occurs within the scope of higher education that has been accredited A by BAN-PT (National Accredited Board-Higher Education). The increased of student interest in a career as a Supply Chain Manager will support the government's efforts to increase the trust of a particular institution. In the career selection chosen, accounting students have many views in order to determine what career is in accordance with the abilities of each student. Careers become one of the important bases for students to set goals. Therefore career plays an important role in a person. Planning to pursue a particular career early is the first step to achieve success. Then it is necessary to provide sufficient knowledge for accounting students that can stimulate interest in a career. Career interests of each student are various. The difference depends on various factors that influence it.

Financial rewards or salaries are one of the factors that can influence career interests as a Supply Chain Manager. A career as a Supply Chain Manager can generate a large income. Large income becomes one of the considerations in career selection for accounting students, where a career as a Supply Chain Manager is a promising profession.

Salaries or financial rewards obtained based on the achievements of a company will make the attraction for each employee. This is in line with Felton et. al. which states that financial rewards or long-term salaries are more considered by students who choose to work as Supply Chain Managers [5]. Based on research conducted by Widyanti and Dewayani and Chasanah, it was known that financial rewards affect career interests as a Supply Chain Manager [6, 7]. This is not in line with research conducted by [8], which states that financial rewards do not affect career interests as a Supply Chain Manager.

In addition to the above factors, labor market considerations are also one of the factors that influence student interest in a career as a Supply Chain Manager. The thing that every student considers in job market considerations is job security, which is in the form of how long his chosen career can last long (not easy to be laid off) because as we know, the available jobs are very limited and competition in the world work is very tight, while information about job openings is now easily accessible. Based on research conducted by Widyanti and Dibabe et. al., it is found that labor market considerations influenced career interests as a Supply Chain Manager [6, 9]. However, this is not in line with research conducted by Siskayani and Saitri and Asmoro, et. al., that found that labor market considerations had no effect on career interests as supply chain managers [10, 11].

Professional training is also one of the factors that influences career interests as a Supply Chain Manager. It takes sufficient work experience for prospective accountants before entering the world of Supply Chain Managers work. Therefore, professional training is needed so that prospective accountants understand more about the world of work to be faced so that it can produce a fairly good quality of work. Based on research conducted by Siskayani and Saitri and Rindani, it was found that professional training influences career interests as a supply chain manager [10, 12]. The study was not in line with Sari's study which stated that professional training had no effect on career interests as a supply chain manager [13].

Another factor that can influence career interests as a Supply Chain Manager is the work environment, where the work environment itself can have a major influence on the quality of employees (Supply Chain Managers). Although these factors play an important role, there are still many

companies that do not pay attention to this. In this case, accounting students prefer a work environment that has considerable challenges, where if the challenges are successfully solved, students will get their own satisfaction with the results they do. Based on research conducted by Dawayani, et. al. and Wahyuni, et. al., it was found that work environment influences career interests as a Supply Chain Manager [7, 14]. However, these results are not in line with research by Asmoro, et. al. [11], that suggest that the work environment does not affect career interests as a supply chain manager.

Career interest as a supply chain manager is also influenced by professional recognition factors, where the higher the student's perception of professional recognition, the higher the students who choose a career as a Supply Chain Manager. A career as a Supply Chain Manager, is considered by students as work that can develop their potential, where students will be motivated by an acknowledgment of achievement given for what has been done. Based on research conducted by Siskayani & Saitri and Ambari and Ramantha, it is known that professional recognition influences career interests as a Supply Chain Manager [10, 15]. This is not in line with research by Asmoro, et. al. and Rindani that find that professional recognition does not affect career interests as a Supply Chain Manager [11, 12]

In addition, factors that can influence career interests as Supply Chain Managers are social values. In choosing the profession as a Supply Chain Manager, students consider social values to be able to interact directly with the surrounding environment and understand the behavior of each individual. For students social values are very important in a career as a Supply Chain Manager, because this serves as a process of interacting and improving social relations with the surrounding environment. Based on research conducted by Harnovinsah and Dibabe, et. al., it is indicated that social values influence career interests as a Supply Chain Manager [9, 16]. However this is not consistent with research conducted by Dewayani, et. al. and Siskayani and Saitri which reveal that social values do not affect career interests as Supply Chain Managers [7, 10].

Social scientists introduce gender as a differentiator between men and women whose character comes from innate as God's creation and the result of socio-cultural deeds that are learned and socialized

since the age of children. Gender can be defined as a character that is presented as a basis for identifying differences in women and men viewed in several ways. The research will discuss whether men tend to strengthening the influence of social values on career interests to become Supply Chain Managers compared to women or vice versa. From various research results above, it is found different results between researchers with other researchers. Therefore this is still interesting to review. The research question arising is whether financial reward, labor market considerations, professional training, work environment, professional recognition, and social value have an influence on career interests as Supply Chain Managers. The next reserch question is whether gender moderate the influence of social values on career interests as a Supply Chain Manager.

2. Theoretical Background and Hypothesis

Entry-level positions may include such titles as assistant buyer, assistant purchasing agent and inventory clerk. Some mid-level positions requiring additional experience and training are materials manager, traffic manager, procurement specialist and purchasing analyst. Leadership roles may include strategic planning director, contracts and procurement director and vice president of supply management. Need hierarchy theory [17], two factor theory [18], Existence, Relatedness, Growth (ERG) theory [19], X and Y theory [20], are used as grand theories in this research. Maslow [17] explains that in a person there are 5 levels for needs, namely physiological needs, a sense of security, social, appreciation, and self-actualization. Starting from the level of the smallest needs to the largest needs, these needs must be met sequentially. If at the greatest level of human needs are not satisfied then humans will return to the level of the previous needs. This relates to financial rewards where each individual has a need to fulfill his life, especially in meeting the clothing and food needs that enter into physiological needs. This is the most basic need of every human being that must be fulfilled. In the labor market considerations security needs also contribute to the use of this theory, where in considering something, it must be based on the guarantees used, law and stability. Someone who feels insecure, he will always feel threatened by the presence of strangers around him,

and each individual will try to avoid it. Therefore, each individual has a need for security to protect himself from something that is considered threatening to his life.

According to Herzberg [18], to achieve a person's satisfaction or dissatisfaction there are two factors that motivate him. Intrinsic factors include satisfaction with money, recognition, competition, and orders from others and satisfaction with a challenge. These factors will also affect a person, especially in work, where someone's motivation will arise if he gets encouragement from each individual. Extrinsic factors include supervision, company rules, interpersonal relationships, salary, work atmosphere, status, and security guarantees. This is in line with professional recognition and work environment, where each individual in doing work requires recognition and challenges to their work. If at work there is no motivation from oneself then what is done is unsatisfactory or even results. Extrinsic factors are also related to the work environment, especially on interpersonal relationships in a scope of work. Where someone will be motivated if he gets encouragement from several groups of organizations where he works. If an organization has a positive influence, then the individual will feel motivated and can produce satisfying work for himself and the place he works.

ERG theory is the development of a hierarchy of needs theory which then categorizes as follows: existence, interconnectedness, and growth. Where in the theory is more binding than the Maslow Theory, if the lowest needs have not been met then it is not advisable to meet the needs at the next level. Needs are things that must be fulfilled at the same time, and if a person only focuses on one need it will be less effective for him. This relates to labor market considerations, financial rewards, where available human needs include goods that are used as physiological needs. The more information a person expands on a matter, especially in the scope of work, the application of ERG theory is said to be quite successful, because information for individuals is also a basic need that must be met. If someone does not know information about anything, then indirectly the person will not understand the development of the surrounding environment. Likewise with financial rewards, for someone financial appreciation is a major need in a career, where if in work he gets a reward will make motivation or encouragement in working in order to improve the quality of workers.

McGregor [20], says about human assumptions and behavior consists of: theory X considers that many subordinates tend to be less motivated in doing their work or do not like what is done in the work. Given these assumptions, it makes a manager tends to provide bonuses or threats to his work. Because of this, an employee will be more motivated to do his work so as to provide satisfying work results for the company. In this case the manager will tend to provide the same work routinely to his employees. Theory Y considers that many subordinates tend to be optimistic, and see their work as challenging. This argument makes a manager tends to encourage their subordinates to continue working so that the desired goals can be achieved. Regarding this, the challenges are very sustainable with the work environment, where these challenges can make someone to become more advanced. In this case the manager will give freedom to his employees to work in order to pour their principles to what is thought to advance the company where he works.

3. Hypothesis Development

Financial awards are a factor that plays an important role in efforts to improve students to become supply chain managers. Someone before entering the workforce will definitely consider salary. In a career as a Supply Chain Manager, the greater the award given will make students interested in a career as a Supply Chain Manager, while the lower the award given in work will make the student's interest in a career as a Supply Chain Manager less. According to Maslow's hierarchy of needs theory [17] concerning physiological needs, it is related to financial rewards aimed at supporting students to be motivated to pursue careers as Supply Chain Managers who can improve the quality of a company. This is in line with the current thinking of students who are considering financial rewards when choosing work, so the theory can support the research hypothesis.

This research is also supported by the theory of ERG Aldefter [19] which is the development of Maslow's hierarchy of needs theory [17] regarding existence which means students have an interest in providing the basic needs of each human being. Where these needs are the scope of the theory presented by Maslow [17] about needs and security. Research conducted by Rindani [12] concluded that financial rewards affect the career interests of students in a career as a Supply Chain Manager. Based on statements and previous

research, the hypothesis is formulated as follows:

H₁: Financial rewards affect career interests as a Supply Chain Manager.

Job market considerations are important factors related to career selection by students, due to fairly selective competition and the minimum number of job vacancies. The limited information about job vacancies is also a matter that can influence student interest in choosing his career to become a Supply Chain Manager. The amount of labor market considerations is directly proportional to the interest of students in a career as a Supply Chain Manager, and vice versa if the company does not provide security guarantees to its employees, students are less interested in entering the company. This is in line with students' thoughts about the number of cases of layoffs at large companies, so students will consider the job market more as a Supply Chain Manager.

The research is also supported by ERG Aldefter's [19] theory regarding existence, which means that someone has an interest in providing job security needs, where these needs are included in the scope of Maslow's [17] theory of basic human needs and security. In a study conducted by Widyanti and Dibabe et. al. [9] concluded that labor market considerations influence the career interests of students as Supply Chain Managers. Based on the arguments and previous research, the formulation of the hypothesis is as follows:

H₂: Labor market considerations influence career interests as a Supply Chain Manager.

A Supply Chain Manager must undergo training in accordance with his field in order to meet the requirements as a professional accountant, as well as having more or less 3 years experience working in the KAP. Professional training is an important aspect that can influence students in choosing their careers as Supply Chain Managers, which is related to efforts to increase their potential to do their jobs as Supply Chain Managers. The higher the level of professional training conducted by a company, the higher the quality of students who will work as Supply Chain Managers, and vice versa if in a career as a Supply Chain Manager without professional training, the quality of work done by students is not good. This is in accordance with students who have new experience in a career as Supply Chain Managers, so they can better understand the scope of Supply Chain Managers.

According to Maslow's theory of hierarchy of needs [17] regarding self-actualization, someone in

their particular work in the field of Supply Chain Managers must have done training from an institution to increase their potential and achieve desired results. The need for self-actualization is divided in two, one of which is self-respect which includes the need for independence, mastery, strength, and confidence competence. The results of research conducted by Rindani [12] concluded that professional training influences the career interests of students as Supply Chain Managers. Based on the statements and previous studies, the researchers formulated the hypothesis as follows:

H₃: Professional training influences career interests as a supply chain manager.

The challenges faced in the work environment of Supply Chain Managers are very diverse so that it causes work pressure that can result in providing maximum results. Employees tend to preferring jobs that have many challenges and variations in work. An employee at work if there are only a few challenges in the job, he will feel bored. But if in work the employee has many challenges in his work and the employee feels unable to work, then he will feel hopeless about his work environment. Now, students are more selective in choosing work environments that can make them more developed. This research is supported by the theory of two factors Herzberg [18] regarding the intrinsic factor explained that the challenge is related to student interest in a job, where students will be more interested in a job that has a work environment with a big challenge. In addition to this theory, this study is also supported by X McGregor [20] regarding the assumption that employees tend to be lazy in doing their jobs, so that managers must take action by doing an authoritarian style. While theory Y relates to the assumption that employees tend to like their work and are motivated by what is done so that the results achieved are according to the desired target, so that managers in decision making involve all employees. Based on research conducted by Dawayani, et. al. [7] and Wahyuni, et. al. [14], it was concluded that the work environment influences the career interests of students as Supply Chain Managers. Based on the arguments and previous studies, the researchers formulated the hypothesis as follows:

H₄: Work environment influences career interests as a Supply Chain Manager.

Professional recognition includes something related to the success of a job. Professional recognition enables students to develop their abilities and work

with other professions for their achievements. The increasing professional recognition in a job, the better the quality of the work produced. This is in accordance with students who will pursue a career in Supply Chain Managers, where students not only work in their fields but also develop their potential for professional recognition. Thus, the potential possessed by students can be developed.

The current research is also supported by the theory of the two factors Herzberg [18] regarding the existence of encouragement to achieve its own satisfaction at work. This relates to professional recognition, where if an employee gets recognition for the work that has been achieved, he will feel satisfied with the capabilities they have. Other supporting theories in this study are Maslow's [17] hierarchy of needs regarding prestige, fame, domination, status, honor, acceptance, appreciation from others, appreciation, and being important people related to professional recognition, where someone will tend to feel happy if in performing their work there is recognition in the form of work performance. In a study conducted by Siskayani & Saitri [10] and Ambari and Ramantha [15], it was concluded that professional recognition influences the career interests of students as Supply Chain Managers. Based on the statements and previous studies, the researchers formulated the hypothesis as follows:

H₅: Professional recognition influences career interests as a Supply Chain Manager.

Social values are a society's view of the career they have lived. Students have different views about various types of professions according to the type of work and collaboration with field experts. With this social value, it is possible for students to improve the process of interaction with others, so that in choosing a career as a Supply Chain Manager, students are strongly influenced by factors of social values. The relationship of students with the surrounding environment is measured by how much the ability of social values possessed by students in a career as a Supply Chain Manager. This is in accordance with what is applied to each company, where in the company there is always teamwork, so students can interact with new people and people who are already known.

The research is supported by Maslow's hierarchy of needs theory [17] regarding self-actualization related to social values, where each individual has a need to respect oneself, and obtain appreciation

from others. Research conducted by Harnovinsah [16] and Dibabe, et. al. [9] concluded that social values affect the career interests of students as Supply Chain Managers. Based on the arguments and previous studies, the researchers formulated the hypothesis as follows:

H₆: Social values influence career interests as a Supply Chain Manager.

Basically gender is a difference in behavior and personality between men and women. The existence of these personality differences will affect the performance it has. Based on the theory of needs hierarchy, Maslow's [17] hierarchy of needs regarding self-actualization is related to social values, where each individual has the need to respect oneself, and obtain appreciation from others. Supply Chain Managers have a pretty heavy task, therefore, Supply Chain Managers are more dominated by men than women.

H₇: Gender moderates the influence of social values on career interests as a supply chain manager.

4. Empirical Tests

Primary data by distributing questionnaires to respondents used as a medium to obtain information sources. All accounting study students in the city of Semarang were made as the population in this study. Samples were randomly obtained with criteria as final semester students and accounting study program students whose institutions were accredited with "A". Measurement of these variables uses a Likert scale where each statement is given a score or point, namely: Strongly Disagree (STS), number = 1; Disagree (TS), number = 2; Neutral (N), number = 3; Agree (S), number = 4; Strongly Agree (SS), number = 5. Partial Least Squares-Structural Equation Modeling (SEM) version 5.0 is used as a data analysis technique using path analysis and latent [21-23].

5. Results

Respondents in this study were 312 respondents, with an explanation of 198 respondents or 63.5% were female and 114 respondents or 36.5% were male. 58.5% of respondents chose a career as an Supply Chain Manager, 38.2% chose to become civil servants, 3.3% chose to become entrepreneurs, this proves that the career of becoming an Supply Chain Manager is still in demand by accounting students. The following are the results of processing research data:

Table of Hypotheses Testing Results

Path	Direct Effect		Remark
	Coefficient	p-value	
Finance → Career	0,07	0,10*	H ₁ is accepted
Labor → Career	0,12	0,02**	H ₂ is accepted
Training → Career	0,05	0,19	H ₃ is rejected
Env → Career	0,08	0,08*	H ₄ is accepted
Regocn → Career	0,30	<0,001***	H ₅ is accepted
Social → Career	0,29	<0,001***	H ₆ is accepted
Gender*Social → Career	-0,09	0,06*	H ₇ is accepted
Model Fit Indicators			
Average Path Coefficient (APC)	0,141	0,003**	
Average R-square (ARS)	0,550	<0,001***	
Average Variance Inflation Factor (AVIF)	2,074		

Source : the processing results of PLS, 2020

Note: *, **, and *** indicate significance (one-tailed) at the 0,10*; 0,05**; and 0,01*** levels, respectively.

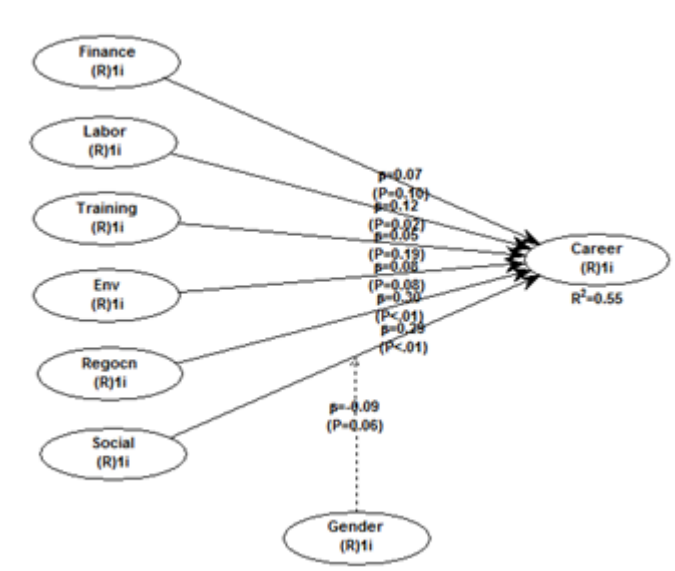


Figure 1. Result SCM in Careers

The hypothesis testing results table shows that the financial rewards variable influences career interests as a Supply Chain Manager. A career as a Supply Chain Manager can generate a large income. Large income becomes one of the considerations in career selection for accounting students, where a career as a Supply Chain Manager is a promising profession. Salaries or financial rewards obtained based on the achievements of a company will make the attraction for each employee. This is in line with Felton et. al. [5] which states that financial rewards or long-term salaries are more considered by students who choose to work as Supply Chain Managers. This is consistent with the research hypothesis and is in line with Maslow's hierarchy of needs theory [17] and ERG Aldefter's theory

[19]. Maslow's hierarchy of needs theory [17] explains the physiological needs associated with financial rewards that aim to support students being motivated to pursue careers as Supply Chain Managers that can improve the quality of a company. This is consistent with the current thinking of students who consider financial rewards when choosing work. Likewise with the theory of ERG Aldefter [19] which explains about existence which means students have an interest in providing the basic needs of each human being. The findings of this study are in line with research conducted by Rindani [12] concluding that financial rewards affect the career interests of students in a career as a Supply Chain Manager. This is not in line with research conducted by Saputra and Law [8], which states that financial rewards do not affect career

interests as a Supply Chain Manager.

Research findings related to labor market considerations, show that labor market considerations affect career interests as a Supply Chain Manager. Every student must consider the job market, which is about job security, which is in the form of how long their chosen career can last long (not easy to be laid off) because as we know, the available jobs are very limited and competition in the world of work is very tight while information about job vacancies is now easily accessible. The findings of this study indicate conformity with Maslow's hierarchy of needs theory [17] and ERG Aldefter's theory [19], which states that one level of need theory is the need for security which includes the need for protection, security assurance, stability, structure, law, order, and free from anxiety and fear. Similarly, Aldefter [19] developed Maslow's hierarchy of needs [17] by categorizing hierarchies into his ERG theory. one of the ERG theories is existence, this group has an interest in providing basic material for human needs. This includes items which, according to Maslow [17], are considered physiological and safety needs. The findings of this study are in line with Widyanti and Dibabe et. al. [9] which states that labor market considerations significantly influence the interest in becoming a Supply Chain Manager. However, the findings of this study are not in line with Wahyuni [14].

This research proves that the variable professional training does not affect career interests as a Supply Chain Manager. Students perceive that professional training will be obtained after work, so this does not affect students' interest in becoming Supply Chain Managers. In addition students perceive that after work the abilities (skills) of students will be increasingly honed, so that professional training does not affect the interests of students becoming Supply Chain Managers. The findings of this study are consistent with Sari's [13] research which proves that professional training does not affect students' interest in becoming supply chain managers. However, this is not in line with research from Siskayani and Saitri [10] and Rindani [12] namely that professional training has a significant influence on the interests of accounting students to pursue a career as Supply Chain Managers.

Based on the hypothesis testing results table, work environment variables significantly influence career interest as a Supply Chain Manager. This means that accounting students prefer work

environments that have considerable challenges, where if the challenges are successfully solved, students will get their own satisfaction with the results they do. The findings of this study are in accordance with the two-factor theory proposed by Herzberg [18] and X&Y theory [20]. Herzberg's two-factor theory [18], one of which is the intrinsic factor includes orientation to money, recognition, competition, and other people's commands, and the last includes challenges, enjoyment, personal enrichment, interests, and self-determination. Theory X and Y theory [20], theory X, revealed in general, employees are lazy and are reluctant to work. Such an assumption, to run a management company tends to use the authoritarian style. Theory Y, reveals that in general employees at work love their jobs, work full of responsibilities, are creative, motivated, proud of the work achieved, and like new challenges. The existence of such opinions, to run a management company tends to implement a participatory style. The results of this study are in line with research by Dawayani, et. al. [7] and Wahyuni, et. al. [14], showing that the work environment has a significant effect on career interests as a Supply Chain Manager. In contrast to Asmoro, et. al. [11]

Evidence from the hypothesis testing results table shows that the professional recognition variable influences career interests as a Supply Chain Manager. This can be interpreted that a career as a Supply Chain Manager, is considered by students as work that can develop their potential, where students will be motivated by an acknowledgment of achievement given for what has been done. This research is also supported by the theory of the two factors Herzberg [18] regarding the existence of encouragement to achieve its own satisfaction at work. This relates to professional recognition, where if an employee gets recognition for the work that has been achieved, he will feel satisfied with the capabilities they have. Other supporting theories in this study are Maslow's [17] hierarchy of needs regarding prestige, fame, domination, status, honor, acceptance, appreciation from others, appreciation, and being important people related to professional recognition, where someone will tend to feel happy if in performing their work there is recognition in the form of work performance. In a study conducted by Siskayani & Saitri [10] and Ambari and Ramantha [15] concluded that professional recognition influences the career interests of students as Supply Chain Managers.

However, the findings of this study are not in line with Asmoro, et. al. [11] and Rindani [12] prove that professional recognition or professional appreciation does not have an influence on students' interest in pursuing a career as a Supply Chain Manager.

Variable social values significantly influence career interest as a Supply Chain Manager can be seen in the hypothesis testing results table. Means for students social values are very important in a career as a Supply Chain Manager, because this serves as a process of interacting and improving social relations with the surrounding environment. This evidence is in line with Maslow's [17] needs hierarchy theory, regarding the need for self-esteem. There are 2 kinds of self-esteem needs, namely respecting oneself and getting appreciation from others. Self-respect includes the need for independence, mastery, strength and competence of confidence and obtaining appreciation from others the need for position, fame, domination, status, honor, being accepted, appreciation from others, being appreciated and being important. This research is also in line with the theory of perception, the perception arising from the community of a job, the more motivated someone to choose certain types of work, which certainly will create a perception both for the community or someone who does the work itself for a job. The results of this study are consistent with the results of Harnovinsah [16] and Dibabe, et. al. [9] states that social values have a significant effect on career interests as Supply Chain Managers. But different things are shown by the results of research by Asmoro, et. al. [11] and Rindani [12].

Finally, it appears that gender moderates the influence of social values on career interests as a Supply Chain Manager. This means that men strengthen social values towards career interests as supply chain managers rather than women because the task of supply chain managers is very heavy besides men needing more self-actualization than women. By being a Supply Chain Manager, men feel they are superior in getting awards from others. This is in line with the theory of needs hierarchy, Maslow's [17] hierarchy of needs regarding self-actualization related to social values, where each individual has the need to respect oneself, and obtain appreciation from others.

6. Conclusions

The test results prove that the variable financial

reward, labor market considerations, work environment, professional recognition and social value have significant effects on career interests as supply chain managers. Moreover, gender moderates the influence of social values on career interests as a supply chain manager. However, professional training variables have no effect on career interests as Supply Chain Managers. The implication of the research is about the importance of the role of lecturers to carry out activities that support students to have a positive perception about the supply chain managers profession. In addition, the accounting study program can invite professional supply chain managers to interact with students so that it will give them broad insights about the Supply Chain Managers profession as well as to encourage and motivate them by providing real-life examples and success stories of supply chain managers careers. This is in line with the research of Ticoi and Albu [24] which emphasizes the importance of the factors that motivate the choice of the profession as accountants and the image of accounting in society in driving these motivations.

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