Analysis of Factors That Affect the Length of Job Search for Educated Workers in West Lombok Regency

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Article Info

ABSTRACT

This research aims to analyze the influence of wage level, education level, age, gender, and job training on the length of time looking for work for educated workers in West Lombok Regency. This research uses a type of research, namely qualitative with secondary data. Data obtained from SAKERNAS in 2023. The amount of data obtained was 200 educated workers. The analytical tools used are multiple linear regression, coefficient of determination test (R^2), partial significance test (t test) and simultaneous significance test (f test). The results of this study show that the variables of wage level, education level, age, gender and job training simultaneously do not have a significant effect on the length of looking for work. Meanwhile, the R^2 value is 0.026, this means that 2.6% of the length of time looking for work for educated workers is influenced by variables above which the remainder is influenced by other variables outside this research.

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1. INTRODUCTION

Economic development is a process that causes the capital income of a society's population to increase in the long term [1]. One of the important goals in economic development is to improve the living standards of low-income people in order to achieve prosperity and economic well-being. On the other hand, one of the strategies in the development process is to provide quality jobs so that the progress of employee work is faster compared to existing job opportunities. Various aspects in the development of Human Resources include the fields of health, nutrition improvement, education, training and job placement so as to make human resources more qualified. The quality of human resources and the quality of the workforce are influenced through technical skills, the level of academic intelligence and training in the community, or the absence of certain professional skills.

Labor force is the entire population of working age who is at least 15 years old or older who has the potential to produce goods and services. Based on the fact that at that age there are already many young people who are already working and looking for work [2]. An educated workforce is a workforce that has expertise in a certain field by means of formal and non-formal schools or education.

In a development plan, both in developed and developing countries, the problem of unemployment is a problem that must be solved, including unemployment in Indonesia which is one of the main problems

that must be solved. Unemployment is the activity of a person who is not working, while trying to find a job and those who have already worked, because of something stopped or were dismissed from work and are trying to get a job again [3].

Educated workforce unemployment occurs during a waiting period known as frictional unemployment. The length of the waiting period is also influenced by the level of education. Where there is a tendency that the higher the education, the longer the waiting period for the workforce.

In the West Nusa Tenggara Labor Force Participation Rate (TPAK) in August 2022, it was recorded at 70.93 percent, which means that out of 100 working-age residents, there are around 70 to 71 people in the labor force or are economically active both working and looking for work. This has increased compared to the previous year. TPAK in

August 2021 was 70.57 percent and TPAK in August 2020 was 70.45 percent. The increase in TPAK in August 2022 shows a change in the pattern of community activities to be more effective [4].

West Lombok Regency is one of the areas in West Nusa Tenggara Province (NTB) that absorbs a lot of labor. West Lombok Regency has a fairly high labor force participation rate of 71.69 percent. In other words, West Lombok Regency is one of the successful districts in terms of education implementation. If you look at data from the NTB Manpower and Transmigration Office [5] that the number of job seekers in West Lombok Regency is 12,599 and the number of job vacancies is 6,565, it can be said that the number of job seekers is more than the number of job vacancies, this is one of the factors that causes the number of unemployed in West Lombok Regency.

Table 1. The percentage of the population aged 15 years and above according to the highest education completed and the labor force, not the labor force in West Lombok Regency in 2021. As follows:

Highest Education Completed	Workforce				Not the Labor Force		
	Work	Unemployment	Sum	School	Managing RT	Other	Sum
Elementary School Graduation	98,58	1,42	100	8,34	72,64	19,01	100
Graduated from junior high school	95,69	4,31	100	51,06	38,38	10,56	100
Graduated from a general high school	94,94	5,06	100	32,08	52,94	15,08	100
Vocational completion	90,82	9,18	100	17,95	71,01	11,04	100
Diploma I/II/III	95,18	4,82	100	-	100	-	100
Universitas	96,11	3,89	100	18,16	49,78	32,06	100
Sum	96,08	3,32	100	24,89	59,03	16,09	100

Source: National Labor Force Survey (Sakernas) August 2021

Based on table 1, it shows that education with elementary school graduates who work more than vocational graduates is 98.58 percent, compared to diploma I/II/III graduates which is 95.18 percent, so that the

unemployment rate for elementary school graduates is minimal, which is 1.42 percent compared to vocational graduates, the unemployment rate is higher, which is 9.18 percent.

In addition to education level and gender, age, wages and job training are also factors in how long a person looks for a job [6]. The length of time job seekers spend looking for work will vary between labor force groups, and will get longer as they age. According to this interpretation, only the high unemployment rate in the elderly group can cause danger or problems because it shows the inability of the economy to absorb the core energy of the labor force [7]. In the age group of 20-29 years, many have dropped out of school, but many still depend on their children, pensions, investment results, or house rent [2].

One of the considerations in job seekers is wages. The wage rate has an effect on the balance of the labor market because it affects the demand and supply sides. The determination of the minimum wage is an important issue because in essence it aims to ensure that workers' income is not lower than a certain level, increase worker productivity, and develop companies in a more efficient way of production (Soemarsono in [6]).

Job training can increase employee productivity and work ethic. The availability of job training is very helpful in improving the individual's ability to accept jobs and working hours accordingly. People who have previously participated in work-related training will find it easier to get a job compared to people who have never participated in work-related training.

Based on the results of previous research, the results of research from [8], show that all variables, namely wage level, education level, age, and gender, have a positive and significant effect on the length of job search. Meanwhile, the results of the same study reviewed by Yosef Hartoko [9], show that education level, age, have a negative and significant effect on the length of job search.

Based on the background description above, the author is interested in researching and exploring "Analysis of Factors Affecting the Length of Job Search for Educated Workers in West Lombok Regency"

2. METHODS

This study uses an associative quantitative research method. According to Sugiyono [10], the associative research method is research that aims to find out the relationship between two or more variables, looking for roles, influences, and causal relationships, namely between independent variables and related variables (dependent). The location of this research was carried out in West Lombok Regency with a research time of 3 months. The population in this study is an educated workforce who are respondents to the 2023 West Lombok Regency SAKERNAS. The types of data used in this study include secondary data sourced from SAKERNAS West Lombok Regency in the form of data on wage levels, education levels, ages, genders and job training. Data collection is carried out through literature both from scientific books, journals and previous research results from BPS. The sample of this study was 200 people, selected based on the educated workforce data of SAKERNAS respondents in West Lombok district in 2023 which were in accordance with the variables used in this study.

Analysis Tools

To answer the question, a multiple linear regression analysis tool was used to determine the relationship between the independent variable (X) and the dependent variable (Y).

The general forms of Multiple Linear Regression equations are:

$Y = \alpha 0 + \beta 1 X1 + \beta 2 X2 + \beta 3 X3 + \beta 4 X4 + \beta 5 X5 + e$

Where:

Y : Long Job Search

$\alpha 0$: Constant Number

$\beta 1 - \beta 4$ = Regression Coefficient of each independent variable

X1 : Wage Level

X2 : Education Level

X3 : Age

X4 : Gender

X5 : Job Training

e : Error

The analysis technique is equipped by conducting a classical assumption test to obtain unbiased estimation results and

hypothesis testing is carried out with several tests including the t-test, the f-test and the determination coefficient (R2).

3. RESULTS AND DISCUSSION

Factors that are suspected to affect the length of job search are wage level, education level, age, gender and job training. The following will show the results of estimation of the regression model using the OLS method.

Table 2. Multiple linear regression results

Coefficientsa

Model		Unstandardized Coefficients B	Std. Error	Standardized Coefficients Beta	T	Mr.
1	(Constant)	3,382	1,052		3,214	,002
	Wage Levels	-1,382E-7	,000	-,144	-1,592	,113
	Education Level	,013	,108	,011	,117	,907
	Age	,008	,015	,038	,538	,591
	Gender	,197	,379	,037	,521	,603
	Job Training	-,381	,349	-,078	-1,093	,276

a. Dependent Variable: Long Job Search

Based on the results of the calculations that have been carried out, the multiple linear regression equation is obtained as follows:

$$Y = 3{,}382 - 0{,}000000138X_1 + 0{,}013X_2 + 0{,}008X_3 - 0{,}197X_4 - 0{,}381X_5 + e$$

Classical Assumption Test

1. Normality Test

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		30
Normal Parametersa,b	Mean	,0000000
	Std. Deviation	,96806061
Most Extreme Differences	Absolute	,126
	Positive	,126
	Negative	-,092
Test Statistic		,126
Asymp. Sig. (2-tailed)		,200c,d

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

Based on the results of the Kolmogorof-Smirnov test above, the Asymp value is seen. Sig of 0.200 > 0.05 This shows that the data in this study is normally distributed.

2. **Multicollinearity Test**

Coefficientsa

Model		Collinearity Statistics Tolerance	BRIGHT
1	(Constant)		
	Wage Levels	,616	1,624
	Education Level	,615	1,626
	Age	,993	1,007
	Gender	,982	1,018
	Job Training	,978	1,023

a. Dependent Variable: Long Job Search

Based on the Collinearity statistic value from the output above that the tolerance value is more than 0.1 and the VIF is less than 10, the conclusion is that the multicollinearity test, there are no symptoms of multicollinearity.

3. **Heteroscedasticity Test**

Coefficientsa

Model		T	Mr.
1	(Constant)	3,734	,000
	Wage Levels	-,831	,407
	Education Level	,186	,853
	Age	-1,699	,091
	Gender	-,124	,901
	Job Training	-,715	,475

a. Dependent Variable: Abs_RES

The table above shows that there is no heterokedasticity in the regression model, considering that the significance value (sig.) for all independent variables is greater >0.05.

4. **Autocorrelation Test**

Model Summaryb

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,162a	,026	,001	2,43362	1,630

Durbin Waston's statistics of 2.011 then it is concluded that there is no autocorrelation.

Statistical test results

1. **Coefficient of Determination (R2)**

The determination coefficient (R2) analysis in multiple regression analysis is used to show how much the percentage of independent variable variation used in the model is able to explain the variation of the dependent variable. While the rest are explained by other reasons outside the model.

Model Summaryb

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,162a	,026	,001	2,43362

Based on the table, it is known that the R2 value obtained is 0.026, meaning that the variables of wage level, education level, age, gender, and job training together affect the old variable of job search by 2.6% while the remaining 97.4% is influenced by other variables outside this study.

2. Results of the Simultaneous Significance Test (Test F)

The simultaneous test (test f) was carried out to determine the simultaneous or simultaneous influence between independent variables, namely variables such as wage level, education level, age, gender, and job training on dependent, namely the length of job search.

ANOVA

Model		Sum of Squares	Df	Mean Square	F	Mr.
1	Regression	30,906	5	6,181	1,044	,393b
	Residual	1148,969	194	5,923		
	Total	1179,875	199			

From the test results, the F value was calculated at 1.044 with F table 2.26 with a significance of 0.393. Therefore, the significance is greater than 0.05 (0.393 > 0.05), so it can be concluded that the variables of wage level, education level, age, gender, and job training simultaneously have no effect on the length of job search.

3. Results of the Partial Significance Test (t-Test)

Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	T	Mr.
1	(Constant)	3,382	1,052		3,214	,002
	Wage Levels	-1,382E-7	,000	-,144	-1,592	,113
	Education Level	,013	,108	,011	,117	,907
	Age	,008	,015	,038	,538	,591
	Gender	,197	,379	,037	,521	,603
	Job Training	-,381	,349	-,078	-1,093	,276

In this study, the level of significance to be used is at the level of 5% ($\alpha = 0.05$) and 10% ($\alpha = 0.1$). If the significance level of the variable is below the specified significance level, then the variable has a significant influence on the related variable.

1. Based on the table above, it can be seen that the results of the significance test show a probability value of 0.113 > 0.05. This shows that the wage level variable has a negative and insignificant effect on the length of time to find a job.
2. Based on the table above, it can be seen that the results of the significant test show a probability value of 0.907 > 0.05. This shows that the variable of education level has a positive and insignificant effect on the length of time to find a job.
3. Based on the table above, it can be seen that the results of the significant test show a probability value of 0.591 < 0.05. This shows that the age variable has a positive and significant effect on the length of job search.
4. Based on the table above, it can be seen that the results of the significance test show a probability value of 0.603 > 0.05. This shows that the gender variable has a negative and insignificant effect on the length of job search.

5. Based on the table above, it can be seen that the results of the significance test show that there is a probability value of 0.276 > 0.05. This indicates that the variable of job training has a negative and insignificant effect on the length of job search.

DISCUSSION

Wage Level Variable

Based on the above regression, the wage level variable has a coefficient of -0.00000138 with a significance level of 0.113. This shows that the wage level variable has a negative and insignificant effect on the length of job search for educated workers in West Lombok district. This means that job seekers who have a higher wage level will have a longer job search time of -0.00000562% compared to job seekers who have a lower wage.

The results of this study are in accordance with Kaufman's theory [11], which states that the length of job search depends on the level of income/minimum wage received relative to the distribution of income/wage supply frequency. If one sets the minimum wage received low, then the job offer will be accepted quickly or the unemployment period will be short. This is related to the consideration that with higher education they will tend to want a job with a decent income so that it takes longer to find a job.

Variable Education Level

Based on the results of the regression above, the variable of education level has a coefficient of 0.013 with a significance level of 0.907. It can be interpreted that the level of education has a positive and insignificant effect on the length of time to find a job in West Lombok Regency. These results provide empirical evidence that the higher the level of education, the longer the job search will be related to the high motivation to get a suitable job or proportional to the return on education costs. This means that the higher the education, the smaller the time to find a job or the level of education increases by one unit, then the time to find a job will decrease by 0.8%.

The same research results also occurred in the previous research of Sutomo and Vincent Hadiwiyono and Prihartini BS, [12], which stated that it had a positive effect on the probability of finding a job. The results of the study mean that the higher the level of education, the greater the probability of finding a job. In this case the second hypothesis is proven. The main reason for this significant positive influence is related to the consideration that a person with a higher education will tend to know information in the job market, so that job seekers are more free in choosing suitable jobs and more selective in finding suitable jobs, so it takes longer to decide on a job.

Age Variable

Based on the regression results above, the age variable has a coefficient of 0.008 with a significance level of 591. This shows that the age variable has a positive and insignificant influence on the length of time to find a job in West Lombok Regency. This means that as a person ages, the time needed to find a job will be smaller or if age increases, the time needed to get a job will decrease.

The results of this study are supported by previous research conducted by Harkoto [9] which states that age has a negative and significant influence on the length of job search, where for every 1-year increase in age, the length of job search will be shorter. The results of this study show that with the increase and decrease in the length of job searching, it will be related to the experience of the workforce at work. Young workers are considered to not have enough work experience, making it more difficult to get a job than workers over 26 years old who are quite experienced.

Gender Variable

Based on the results of the regression above, the gender variable has a coefficient of 0.197 with a significance level of 0.603. This shows that the gender variable has a negative and insignificant effect on the length of job search for educated workers in West Lombok Regency. In other words, a person's gender will not have a significant effect on the time it takes for the person to find a job.

The existence of this movement has proven to be able to shift the paradigm that men are much better than women. It is evident from this movement that the employment opportunities between men and women are balanced so that the length of time to find a job between men and women is relatively the same so that there is no longer an influence between genders and the length of job search on the educated workforce. This is in line with the research of Pratama and Andriani [13] who argue that gender does not affect labor productivity. This condition certainly makes companies no longer pay attention to the gender aspect but focus on the productivity of their workforce. In addition, companies in an increasingly modern era are also required to have high quality human resources, especially in the skill of managing inputs so that companies only focus on the abilities of their prospective workers.

Job Training Variables

Based on the regression results above, the job training variable has a coefficient of -0.381 with a significance level of 0.276. This shows that the variable of job training has a negative and insignificant effect on the length of job search in West Lombok Regency. It can be interpreted that if a person takes part in job training, the time needed to find a job will be faster than those who have never taken job training.

The results of this study are supported by previous research conducted by Meldona and Siswanto [14] who argue that the existence of job training will provide benefits to improve the abilities of job seekers and will shorten a person's time in looking for a job. According to Simanjuntak [2], the existence of job training will encourage an increase in productivity obtained by the company so that the company can maximize its profits. Therefore, someone who has skills and has participated in training will be much accepted by the company so that they have a faster time to find a job than those who have never participated in training.

4. CONCLUSIONS

Based on the results of the research using the multiple linear regression analysis tool above, it can be concluded that:

Wage levels, education levels, age, gender, and job training simultaneously do not have a significant effect on the length of job search for educated workers in West Lombok Regency. For the results of the partial test, the level of education and age had a positive and insignificant effect on the length of job search, while the variables of wage level, gender and job training had a negative and insignificant effect on the length of job search for educated workers in West Lombok Regency.

Suggestion

Job seekers are expected to have knowledge and work experience and it is expected that researchers who want to conduct research on the length of job search for an educated workforce are advised to add other variables beyond the variables used in this study.

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