

The Effect Of Education Level And Labor Absorption On Unemployment In Indonesia

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Abstract

The problem of unemployment is a polemic for a country. The high population in Indonesia continues to grow, resulting in an increase in the number of existing workers. The current high number of workers exceeds the number of available jobs. The supply of labor that is more than the demand for labor will result in an increase in the number of unemployed. One of the factors associated with unemployment is alumni of a certain level of education, such as those from high schools and tertiary institutions, who are not absorbed in the labor market. High school graduates are faced with unequal competition with vocational high school graduates in terms of skills and work mentality. The availability of jobs to absorb high school graduates is still very small compared to vocational high school graduates. On the other hand, continuing education to college cannot guarantee success in getting a job as expected. This paper is expected to provide an overview and development of insights regarding the polemic of unemployment in Indonesia based on educational levels ranging from high school graduates to tertiary institutions. This research is a literature research with the object of study, namely literature and documents that examine the conditions of education and employment in Indonesia from the perspective of employment absorption, where the data collected is secondary data and then analyzed using descriptive analysis methods.

Keywords

Education Level, Labor Absorption, Unemployment

1. Introduction

Indonesia is a developing country with a fairly large population, and a large population in a densely populated area will cause social problems. The high supply of labor is not matched by the available jobs, which causes an increase in Indonesia's unemployment rate. Unemployment is a problem that has always existed in a country with a large population such as Indonesia (Prakoso, 2020). The problem of unemployment will continue to occur and will even increase and be difficult to eliminate, an increase in unemployment is due to a decrease in economic growth. A decrease in the economic growth of a country or region will reduce the absorption of

labor which is then followed by an increase in unemployment (Meilani, 2014). Unemployment is a problem that can damage a country's economy, therefore policies are needed that can reduce the increase in the number of unemployed (Angraeni et al., 2019).

Unemployment presents its own problems for the country. Unemployment can affect people's purchasing power. Because there is no income received, expenses to finance daily life are disrupted. The higher the education level of the unemployed, the more dangerous it will be for the country. As it is known that people expect a lot by getting a higher education, namely to get a coveted job and then improve their standard of living. In addition, limited job opportunities have made competition tighter among job seekers and they often apply for and accept any job even though it does not match their educational qualifications (Alam, 2016).

In general, the government's efforts to overcome unemployment in this country have been quite successful, especially in providing jobs, although not all of them have been able to absorb them. Based on data from BPS RI in the last 10 years the trend of decreasing unemployment in Indonesia is quite high, where in 2010 unemployment in Indonesia was 10.3 percent (of the total working age) there was a decrease to 7.0 percent (of the total number of workers). working age) in 2020. However, along the way there have been several problems that have caused the absorption of the workforce to not be maximized due to the availability of these jobs (Sinaulan, 2019). The government must be responsive and fast in solving the problem of increasing unemployment. The government must increase training - training for the community, in increasing the entrepreneurial spirit, expanding small and medium enterprises, so that they can be economically independent. The unemployment rate will decrease along with the government's economic improvements. The government can work with educational institutions at home and abroad to produce competent human resources (Franita, 2016).

1.1 Objectives

The purpose of this study is to see how much influence the level of education and labor absorption have on unemployment in Indonesia.

2. Literature Review

according to research conducted by (Junaidi & Fitri, 2016) with the conclusion Simultaneously education, wages and employment opportunities have a significant effect on educated unemployment in Jambi Province. The education variable has a positive and significant effect on educated unemployment in Jambi Province. This means that the higher the education of job seekers, the longer it will take them to look for work. The wage variable has no significant effect on educated unemployment in Jambi Province. The insignificant effect of the wage level is suspected because in general wages are rigid. Wages do not change immediately when there is a change but will be responded to in the long run. The employment opportunity variable has a negative and significant effect on the level of educated unemployment in Jambi Province. With increasing employment opportunities it will reduce educated unemployment.

2.1 educational theory

Improving the quality of human resources through investment in human capital (human investment) is an old idea. The term human capital was introduced by Gary S. Becker. In the process of economic growth which places more emphasis on the importance of physical capital accumulation (Fahri et al., 2020). Until the 1950s, economists assumed that labor power was given and could not be increased. In economic development, the role of the quality of capital is very important, especially in increasing production capacity, especially with regard to the presence of high quality human capital. The quality of education is said to be good if, with the same unit of time, a resident can produce higher output. To improve the quality of human capital three main variables need to be improved,

investment in human capital, one of which is education then health and the third is security. In the theory of "Human Capital" it is assumed that one can increase one's welfare through every additional one year of schooling, meaning that on the one hand it can increase one's work ability and income level, on the other hand it means facilitating one's income while studying (Harlik et al., 2013).

2.2 Labor Absorption Theory

Absorption of labor is the acceptance of work actors to carry out tasks as they should or the existence of a condition that describes the availability of jobs (job opportunities) to be filled by job seekers (Ganie, 2017). Labor absorption is the number of jobs that have been filled which is reflected in the the growth in the working population. The working population is absorbed and spread across various sectors of the economy. The absorption of the working population is caused by the demand for labor. Therefore, labor absorption can be related to the demand for labor. The working population is absorbed and spread across various sectors, but each sector experiences different growth as well as each sector differs in absorbing labor (Fauzhiah, 2014)

Likewise with the ability of each sector to absorb labor. The difference in the rate of growth results in two things. First, there are differences in the rate of increase in work productivity in each sector. Second, there has been gradual sectoral change, both in terms of employment and in its contribution to national income. Differences in the growth rates of national income and employment opportunities show differences in the elasticity of each sector for employment (Buchari, 2016)

2.3 Unemployment theory

Unemployment is a macroeconomic problem that directly affects humans and is the biggest problem. For most people losing a job means reduced living standards and psychological stress. So it is not surprising that unemployment is a topic that is often discussed in political debates and politicians often claim that the policies they offer will help create jobs (Fahri et al., 2020). Open unemployment is created as a result of the increase in job vacancies which is lower than the increase in labor. As a result, an increasing number of workers are unable to find work in the economy. The effect of this situation is that in a long enough period of time they don't do any work. So they are unemployed for real and full time hence it is called open unemployment. Open unemployment can also occur as a result of declining economic activity, from technological advances that reduce the use of labor, or as a result of a setback in the development of an industry (Rahmalia and Triani 2017).

2.4 Relationship between Education and Unemployment

The level of education is one of the main factors for someone to get a job. Because education is one of the references to estimate the quality of a person. Someone with a high education tends to be considered to have a higher quality compared to people who have relatively lower education (Angraeni et al., 2019). In addition, education is also an important factor in the search for work, because available jobs tend to always have certain requirements and standards regarding the level of education and the quality of the workforce needed, such as someone who has graduated from a certain major or someone with long work experience. In Human Capital theory it is explained that knowledge, experience, education and expertise are important things for a workforce to increase company productivity (Suhendra & Wicaksono, 2020).

Education and unemployment have a relationship where the higher the average education in an area, the quality of human resources in that area will increase, thus increasing the probability of getting a job. Meanwhile, according to (Lukis Panjawa & Soebagiyo, 2014) the higher a person's education, the higher the ability and opportunity to work. Someone who has a high education tends to have diverse abilities or expertise so that it will increase employment opportunities and reduce unemployment problems (Muhdar, 2015).

2.5 The relationship between labor absorption and unemployment

Absorption of labor is one of the factors that affect the open unemployment rate, caused by the large number of uneducated and unskilled workers and the lack of attention from the government so that many workers are not absorbed and result in an increasing open unemployment rate (Bayu Windayana & Darsana, 2020).

3. Methods

This research is a type of literature study research by looking for theoretical references that are relevant to the cases or problems found. This research was conducted in the City of Bukittinggi for 1 (one) week by collecting secondary data in the form of data obtained from journals, documentation books, and the internet.

4. Data Collection

Literature study is used to carry out theoretical studies, literature and various research results by collecting data or sources related to education and unemployment as well as absorption of employment from various sources such as journals, documentation books, the internet and libraries.

5. Results and Discussion

Unemployment exists in every country, especially in normal unemployment, which is caused by a transition period from when a person leaves his old job and has not found a new job, or when he has just graduated from education and is looking for a job. Unemployment itself is a condition of someone who enters the workforce and is looking for a job but has not found a job (Soekapdjo & Oktavia, 2021). Various previous studies revealed a number of facts that there is a close relationship between employment based on education level and the level of unemployment that occurs.

Research conducted by (Irawan, 2022) can be concluded that the inflation rate has a significant positive effect on the unemployment rate in Banten. Economic growth has a significant effect on the unemployment rate in Indonesia. The minimum wage has a significant positive effect on the unemployment rate in Banten. Labor absorption has a significant positive effect on the unemployment rate in Banten.

The results of research conducted by (Fina et al., 2021) show that the level of education has a significant effect on unemployment in South Minahasa Regency. Economic growth has a significant effect on unemployment in South Minahasa Regency. The minimum wage has no significant effect on unemployment in South Minahasa Regency. The level of education, economic growth, and the minimum wage simultaneously have a significant effect on unemployment in South Minahasa Regency.

The results of the research conducted (Prakoso, 2020) show that the education variable has a significant and negative effect on the unemployment rate, where an increase in the education level will reduce the unemployment rate. The inflation variable also shows a negative and significant effect on the unemployment rate in Indonesia. Which means that any growth in the inflation rate variable will have an impact on reducing the number of unemployed. The investment variable shows an insignificant impact on unemployment in Indonesia. This is due to the fact that most of the additional FDI is in the tertiary sector or the services and trade sector, which does not absorb a lot of manpower. The MSE variable affects the unemployment rate significantly and is negative. Which every increase in the MSE will reduce the number of unemployed in Indonesia. Variable average length of schooling, investment inflation and UMK simultaneously have a significant effect on unemployment in Indonesia.

Research conducted by (Pramudjasi. et al., 2019) shows that the total population has a positive and significant effect on the unemployment rate. Education has a positive and insignificant effect on the unemployment rate. Wages have a negative and significant effect on the unemployment rate.

Research conducted by (Indayani & Hartono, 2020) shows the result that the Covid-19 Pandemic can result in a weakening of Indonesia's economic growth rate. Indonesia's economic growth has decreased by 2.41% as a result of the coronavirus outbreak. So that this also resulted in an increase in the level of the state budget deficit. The 2020 State Budget experienced an increase in the deficit figure of 6.27% of the gross domestic product. In addition, the Covid-19 Pandemic also had an impact on the number of employees who were laid off so that they became unemployed due to layoffs from the employee's office for work which occurred in formal and informal sector workers. The majority of layoffs occurred in the micro-scale business sector. Layoffs in the informal sector reached 56.7% of the total workforce. Unemployment that occurs due to layoffs can also be one of the factors causing Indonesia's economic growth to weaken.

Research conducted by (Rachman, 2018) with the results of the independent variables Capital Value (X1), Labor Production (X2) Labor Wages (X3) and Business Age (X4) have a significant effect on reducing the unemployment rate. Variables Capital (X1), Labor Production (X2) Labor Wages (X3) and Business Age (X4) have an effect simultaneously and partially.

The results of research conducted by (Prawira, 2018) show that economic growth has no significant effect on the unemployment rate in Indonesia during the 2011-2015 period. The Provincial Minimum Wage (UMP) has a significant effect on the unemployment rate in Indonesia during the 2011-2015 period. The level of education has a significant effect on the unemployment rate in Indonesia during the 2011-2015 period. Economic growth, Provincial Minimum Wage (UMP), and education level together have had a significant effect on the unemployment rate in Indonesia during the 2011-2015 period.

Research conducted by (Junaidi & Fitri, 2016) with the conclusion Simultaneously education, wages and employment opportunities have a significant effect on educated unemployment in Jambi Province. The education variable has a positive and significant effect on educated unemployment in Jambi Province. This means that the higher the education of job seekers, the longer it will take them to look for work. The wage variable has no significant effect on educated unemployment in Jambi Province. The insignificant effect of the wage level is suspected because in general wages are rigid. Wages do not change immediately when there is a change but will be responded to in the long run. The employment opportunity variable has a negative and significant effect on the level of educated unemployment in Jambi Province. With increasing employment opportunities it will reduce educated unemployment.

Research conducted by (Sisnita & Prawoto, 2017) shows the result that the total population has a positive and significant effect on the open unemployment rate. The Regional Minimum Wage has no significant effect on the unemployment rate. The Human Development Index has a positive and significant effect on the open unemployment rate in Lampung Province. This is another factor affecting the unemployment rate in Indonesia.

The results of research conducted by (Khusnul 2015) show that the level of education with the literacy rate indicator has a significant effect with a positive relationship to the unemployment rate in DIY. Economic growth has no effect on the unemployment rate in DIY. The labor force with the TPAK indicator has a significant effect with a negative relationship to the unemployment rate in DIY. The minimum wage with the MSE indicator has a significant effect with a negative relationship to the unemployment rate in DIY. Education level, economic growth, labor force, and minimum wage have a simultaneous effect on the unemployment rate in DIY in 2009-2015.

The results of research conducted by (Khamadani, 2011) show that GRDP and employment have a significant and negative relationship with unemployment, while the minimum wage has a significant and positive relationship with unemployment in East Java.

Research conducted by (Suaidah & Cahyono, 2013) concluded that the level of education variable has a significant positive effect on the unemployment rate. This means that the higher the level of education, the lower the number of unemployed. The increase in education is marked by an increase in the number of Aliyah/SMA graduates so that it will increase the ability of the workforce which will increase the competitiveness of the workforce and decrease the unemployment rate in Jombang.

6. Conclusion

Based on the theoretical study of the research results that have been presented above, it can be seen that the level of education and employment are interrelated variables in influencing the unemployment rate in Indonesia. The education level variable has a significant effect on unemployment in Indonesia and the labor absorption variable has a significant and negative effect on unemployment, where the higher the labor absorption rate in Indonesia, the unemployment rate will decrease.

Many potential impacts occur from educated labor unemployment. Therefore, real efforts are needed from the world of education to prepare graduates to be able to be absorbed by employment. The apprentice program needs to be reformulated by involving the business world and the industrial world so that its implementation can make a significant contribution to workforce preparation. With these strategic steps, the number of unemployed and especially educated unemployed workers can be reduced.

The level of education greatly influences a person's decision to choose to work or not. In fact, the number of unemployed graduates is greater than that of unemployed vocational/high school graduates. This means that more SMK/SMA graduates are absorbed by industry than undergraduate graduates. This is due to the fact that the majority of the industrial sector in Indonesia does not need highly skilled workers. Employees who are too smart are seen as demanding, especially regarding salary. This has made the industry think repeatedly about recruiting graduates. Never mind the industrial sector, small entrepreneurs (SME class), definitely prefer SMK/SMA graduates

over bachelors. To keep shop, do packaging, send goods, input data, and other simple things. After all, instinctively, a scholar would not want to be hired as a shopkeeper.

Departing from this fact, to overcome unemployment in Indonesia, there are five problems that are homework for the government and business actors. First, outsourcing is still less attention. It is believed that outsourced or outsourced workers in Indonesia are far from prosperous. Their salaries differ on average by 30 percent compared to contract employees at the same company. Outsourcing policies in countries like Japan are far better than in Indonesia, wage equality is evenly distributed between those with contract status and outsourcing. Second, low wages. The poor in Indonesia are not only from among the unemployed or have low education. The results of the LIPI study stated that around 43.67 percent of Indonesian workers are currently still below the poverty line. In February 2012, 57 percent of informal workers and 26.2 percent of formal workers were still below the poverty line. The workers surveyed came from various fields. Such as agriculture, mining, industry, building, trade, transportation, finance, services and others. The average salary for formal workers is only IDR 1,227,109. Meanwhile, for informal only IDR 779,812. Third, employment does not match education. The problem of unemployment in Indonesia is triggered by a mismatch between the level of education and the availability of jobs. This condition triggers an educated workforce, instead taking the work of unskilled groups. Based on data reported by the Central Statistics Agency (BPS), new tertiary education graduates make up 5 percent of the total workforce. The number of unemployed college graduates today is five times that of the unemployed adults. Fourth, access to job vacancies is difficult. The World Bank highlights the phenomenon of employment in Indonesia that does not match the needs of job seekers and employers as employers. This phenomenon appears to have arisen due to information inequality, especially among young people who have just graduated from school. 60 percent of the young workforce rely too much on information from conversations with friends or family. This indicates that there are difficulties in the labor force in accessing information about the labor market. Fifth, low labor skills. The government is obliged to mediate between educational institutions and employers. In this case, there must be training outside the job market to increase the skills of the younger generation who have just graduated from school. Indonesia should encourage skills training from employers. The need for support from the government, job providers and the active participation of students to improve skills (especially computer skills and English) which are considered to have the potential to be marketable in job-seeking competition. In addition, SMA/SMK graduates must understand information about job vacancies. Moreover, the apprenticeship system that applies to state-owned and foreign multinational companies engaged in the energy and mineral sector can be a means of increasing skills while being properly paid. Waiting for the Civil Servant Candidate Test (CPNS) and hoping to become a civil servant is still the favorite alternative so far that has been targeted by SMA/SMK graduates. Questioning the government's future plans to prepare training classes for high schools also feels the need to be accompanied by hands-on practice and using mentors from experienced successful entrepreneurs to train students' abilities to try/trade. So that they can be independent after graduating from school. Changing the mindset creates its own jobs instead of looking for work.

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