Length of Time to Get a Job Back During the Covid-19 Pandemic in Badung District

A. A. I. N. Marhaeni[1*], Ni Nyoman Yuliarmi[2], Haris Sanjaya[3], Dewa Jati Primajana[4], Ni Made Itarini[5] (iD)

[1,2,3,4,5] Faculty of Economics and Business, Udayana University, Bali, Indonesia

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ABSTRAK

Pandemi COVID-19 berdampak pada perekonomian, khususnya industri pariwisata, sehingga banyak karyawan yang di-PHK kini berusaha kembali mendapatkan kesempatan kerja. Penelitian ini bertujuan untuk menganalisis secara simultan dan parsial pengaruh jenis kelamin, usia, pendidikan, dan status sosial ekonomi orang tua terhadap lama bekerja kembali. Penelitian ini merupakan penelitian kuantitatif yang dilakukan di Kabupaten Badung dengan jumlah sampel 100 orang. Teknik pengambilan sampel adalah accidental sampling dengan snowball sampling. Pengumpulan data dilakukan dengan menggunakan metode observasi, terutama yang berkaitan dengan data sekunder yang dibutuhkan. Teknik analisis data yang digunakan ada 2 yaitu statistik deskriptif dan statistik inferensial. Statistik deskriptif digunakan untuk mendeskripsikan variabel-variabel yang telah dikumpulkan, sedangkan statistik inferensial yang digunakan adalah regresi moderasi. Hasil penelitian menunjukkan bahwa jenis kelamin, umur, pendidikan, dan status sosial ekonomi orang tua berpengaruh positif terhadap lama waktu mendapatkan pekerjaan kembali. Status sosial ekonomi orang tua secara signifikan memoderasi pengaruh pendidikan terhadap lama waktu yang dibutuhkan untuk mendapatkan pekerjaan kembali. Penelitian ini diharapkan dapat menjadi strategi untuk mendapatkan pekerjaan lebih cepat setelah pandemi.

ABSTRACT

The COVID-19 pandemic has impacted the economy, especially the tourism industry, so many employees who have been laid off are now trying to get work opportunities again. This study aims to analyze the simultaneously and partially the effect of gender, age, education, and socioeconomic status of parents on the length of time to get a job again. This research is quantitative research conducted in Badung Regency with a sample of 100 people. The sampling technique is accidental sampling with snowball sampling. The data were collected by using the observation method, especially related to the secondary data needed. There are 2 data analysis techniques used, namely descriptive statistics and inferential statistics. Descriptive statistics are used to describe the variables that have been collected, while the inferential statistics used are moderation regression. The results showed that gender, age, education, and socioeconomic status of parents had a positive effect on the length of time to get a job again. The socioeconomic status of the parents significantly moderated the effect of education on the length of time it took to get a job again. This research is expected to be a strategy to get a job faster after the pandemic.

1. INTRODUCTION

Unemployment in Indonesia is one of the main problems that must be solved. Unemployment is the activity of someone who is not working and at the time of the survey the person is looking for work such as those who have never worked and are trying to get a job, those who have worked, for some reason stop or are laid off from work and are trying to get a job (Chakraborty et al., 2021; Deuchar & Dyson, 2020). Unemployment occurs as a result of the high rate of change in the labor force that is not matched by employment. This is due to the low growth of existing job creation. Development is said to be successful if it is able to improve the welfare of the community. The condition of the population greatly influences the dynamics of development. A large population followed by adequate population quality will encourage

*Corresponding author.
E-mail: marhaeni_agung@unud.ac.id (A. A. I. N. Marhaeni)

economic growth (Bod'a & Považanová, 2021; Fakih et al., 2020; Khraief et al., 2020). On the other hand, a large population but followed by a low quality population means that the population becomes a burden in development.

Unemployment is a classic problem faced by almost every country, including Indonesia. Unemployment often arises because the number of the existing workforce is relatively or absolute more than the available job opportunities, resulting in part of the labor force that cannot be absorbed by the labor market (Farida, 2022; Fatah et al., 2022). Unemployment can be defined as people who are not working and who have been actively looking for work during the previous four weeks, are waiting for a call back for a job after being dismissed or are waiting to report on a new job within four weeks (Puspadjuita, 2018; Saputra et al., 2019). The problem of unemployment in the regions is a problem that must be resolved. The main problem of unemployment in regional development lies in the emphasis on development policies that are based on the peculiarities of the region concerned by using the potential of human resources, institutions, and physical resources locally (regionally) (Prasetyo, 2021; Siregar, 2020). Every regional economic development effort has the main objective of increasing the number and types of job opportunities for local communities. Therefore, local governments and their community participation and by using existing resources must be able to estimate the potential of the resources needed to design and develop the regional economy (Esquivias et al., 2021; Sasongko & Huruta, 2019).

At the beginning of March 2020, the Covid-19 pandemic entered Indonesia with an increasing number of infected and an increasingly widespread distribution area, so that it was declared a non-natural national disaster (Indartono et al., 2020; Nasir et al., 2021; Nasution et al., 2020). One of the sectors affected by the Covid-19 pandemic is the tourism sector. Badung Regency is one of the tourism areas in Bali Province (Suryahadi A, 2020; Zahrotunnimah, 2020). Due to the very fast transmission, countries have closed tourist visits so that it has a huge impact on the sustainability of the tourism industry. One of the areas where the tourism industry is very badly hit is Badung Regency, Bali Province. The decrease in tourist arrivals has an impact on the reduction of employees in the tourism industry so that this also causes unemployment to increase. The situation during the pandemic also indicates that the demand for labor is low, causing an imbalance between the supply of labor and the willingness of the economic sector to absorb labor (Sianipar et al., 2021; Soehardi et al., 2020; Wirawan et al., 2021).

The labor market is the total activity of those actors who bring together job seekers and job vacancies. These actors consist of from employers, job seekers, as well as intermediaries or third parties who provide ease for employers and job seekers to communicate with each other (Hartono, 2021; Migliore et al., 2021). The period of unemployment is a period in which a person continuously unemployment or the average length of unemployment of a worker. The length of time for workers to get back to work is related to several factors, the first of which is age. Age is an individual's age from birth to birthday. Working age is someone who is 15-64 years old (productive age) or someone who is expected to be able to earn income (A. P. Kurniawan, 2013; Lasut et al., 2017). The second factor is gender, gender shows the biological differences between men and women. Gender theory is a theory that distinguishes roles between women and men which results in differences in treatment (Liang et al., 2022; Quadlin, 2018). The third factor is education, education consists of formal, non-formal and informal education which can complement and enrich each other (Koedel et al., 2017; A. Kurniawan, 2017; Swaminathan & Jawahar, 2013). The next factor that affects the length of time workers get a job again is the socioeconomic status of their parents. Socio-economic status is reflected in the thought or control of wealth, prestige and economic power. Social status is a set of rights and obligations that a person has in society (Lange, 2012; Nicola et al., 2020).

Base on those problem and result of previous study, the researcher are interesting in conducting a study. The aims of this study are: 1) To simultaneously and partially the effect of gender, age, education, socioeconomic status of parents on the time needed to get a job again during the Covid 19 Pandemic; 2) To analyze the role of parents' socioeconomic status variables in moderating the effect of education on the time needed to get a job again during the Covid 19 pandemic.

2. METHODS

This study uses an associative quantitative approach. This study was conducted on workers who have found work again after the COVID-19 pandemic. The data in this study were collected by interview method using a questionnaire (Apuke, 2017; Sekaran & Bougie, 2016). This research was conducted in Badung Regency, where Badung Regency is a Regency that relies on the tourism industry, which has also resulted in Badung Regency having a very large impact due to the Covid 19 Pandemic. The population in this study are those who have found work again during the Covid Pandemic. 19. The number of respondents to be studied is determined by a quota of 100 people, which are spread throughout the sub-districts.

The data used is quantitative data, namely data that has a certain size in the form of numbers, and qualitative data is data that does not have a certain unit of measurement. Considering that the population is not identified or the number is not known with certainty, it cannot use probability sampling technique. The sampling technique used is accidental sampling combined with snowball sampling, which is part of the non-probability sampling technique. The dependent variable in this study is the length of time to get a job again. The independent variables in this study were gender, age, and education. The moderating variable in this study is the socioeconomic status of the respondent's parents.

The data were collected by using the observation method, especially related to the secondary data needed. In addition to the observation method, the interview method was also used to collect data that would be used to answer the research objectives and in-depth interviews to obtain more in-depth information about various matters relating to the research objectives. There are 2 data analysis techniques used, namely descriptive statistics and inferential statistics. Descriptive statistics are used to describe the variables that have been collected, while the inferential statistics used are Moderation Regression.

3. RESULTS AND DISCUSSIONS

Results

By collecting data based on the results of observations, structured interviews, and in-depth interviews, with a total of 100 respondents, the following is a description of the research data. Gender is an important thing that needs to be known from the respondents. It is important to see if the majority of workers who are laid off and laid off are male or female. Figure 1 represents the characteristics of respondents by gender.
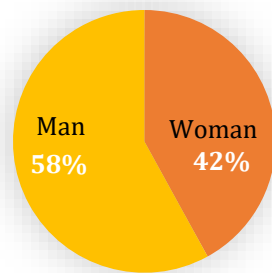

Figure 1. Distribution of Respondents by Gender

Base on Figure 1, the distribution of respondents based on gender in this study was dominated by male respondents. This is because male workers often have a higher work participation rate than female workers. In addition, men are still seen as the main breadwinners in the family, thus requiring them to enter the labor market to earn income, for the sake of their family needs, although perhaps women in the family earn higher incomes, women's income is still seen as additional income for the family. Figure 2 represents the characteristics of respondents by age
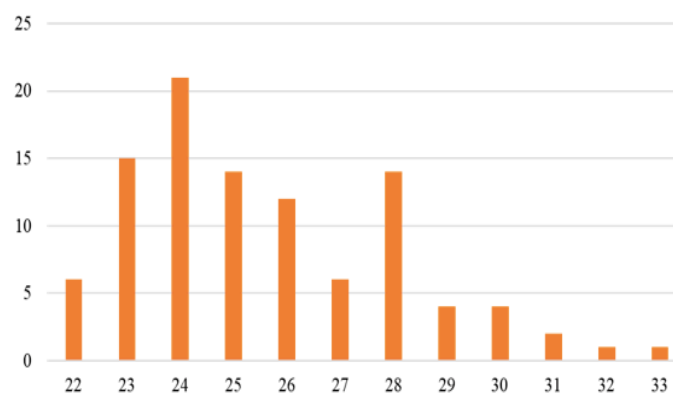

Figure 2. Distribution of Respondents by Age

Bae on Figure 2, show the distribution of respondents by age where respondents aged 24 years have the highest number and are followed by age 28 years. Age is one of the most important factors to pay attention to because this has a huge influence on a person's level of productivity. Distribution of respondents by education is show in Figure 3.
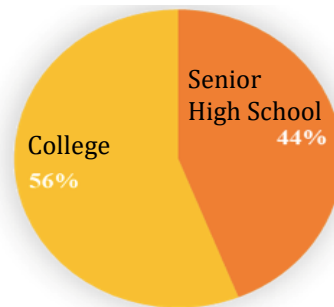

Figure 3. Distribution of Respondents by Education

Base on Figure 3, the distribution of respondents based on education in this study is dominated by respondents with college education. High education indicates that the resources have good quality, and this also makes job seekers who have higher education have the ability to find out labor market information so that they will be more flexible in choosing the desired job.

Before the partial test, the model is tested first to ensure that the model used to estimate the time to get the job back is correct or valid. This model test becomes the initial analysis to be able to decide whether all of the independent variables are indeed able to predict the variation of the dependent. After testing the valid model, then further analysis can be carried out. Based on the results of the regression analysis that has been made, it can be presented in Table 1.

Table 1. Simultaneous Test Results

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	661.219	5	132.244	59.327	0.000
	Residual	209.531	94	2.229		
	Total	870.750	99			

Based on Table 1, it can be concluded that H0 is rejected and H1 is accepted. This can be seen from the calculated F value of 59.33, while the resulting significance value is 0.000 which is smaller than 0.05. Thus it can be concluded that this regression model is feasible to use, and the independent variables which include gender, age, education, and parents' socioeconomic status have a simultaneous influence on the length of time to get a job again. The next step is to see what percentage (%) of the influence given by each variable including gender, age, education, and parents' socioeconomic status on the length of time in obtaining a job which refers to the R Square value.

Table 2. R Square Relationship between, Gender, Education, Age, and Parents' Socio-Economic Status

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.871	0.759	0.747	1.493

Based on Table 2, it can be seen that the value of the coefficient of determination or R square is 0.747 or equal to 74.7 percent. This figure means that the variation in the length of time to get a job again is 74.7 percent determined by variations in the variables of gender, age, education, and parents' socioeconomic status, while the remaining 25.3 percent is influenced by other variables outside the model. With a coefficient of determination like this, it can be concluded that the model used to predict the length of time to get a job again during the Covid-19 pandemic is quite good. Other variables that may be relevant to be included in the next study such as the area of residence, namely whether in rural or urban areas, work experience, previous networking which are important variables during the Covid 19 Pandemic.

Before analyzing the role of the moderating variable, namely the socioeconomic status of parents, it will be seen the partial effect of all the independent variables used. The analysis or discussion will be seen based on the results of the analysis as contained in Table 3.

Table 3. Moderation Regression Analysis Test Results

Model		Unstandardized Coeffiecients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	19.101	1.870		10.217	0.000
	Gender	-0.926	0.327	-0.155	-2.833	0.006
	Age	-0.432	0.077	-0.361	-5.584	0.000
	Education	-1.826	0.373	-0.307	-4.895	0.000
	Socioeconomic Status of Parents	-0.623	0.255	-0.210	-2.443	0.016
	Interaction education with Socioeconomic Status of Parents	-0.673	0.334	-0.158	-2.017	0.047

Based on the results of the analysis in Table 3, it can be concluded that all independent variables have a partially significant effect on the dependent variable, namely the length of time to get a job again.

Discussion

Based on the results of the moderating regression output, it can be explained that all the variables used have a significant effect either simultaneously or partially. Variables that are estimated to have a positive or negative effect also give appropriate results, including the results of the analysis of the moderating regression. The analyzed data is able to provide information that is relevant to concepts, theories, and other empirical studies. Thus the results of this study can strengthen the role of human capital and social capital in an effort to seize job opportunities during the COVID-19 pandemic.

The results of data analysis showed that the variables of gender, age, education, and parents' socioeconomic status were able to predict the length of time it took respondents to get a job again during the Covid 19 Pandemic in Badung Regency. Age has a partially significant negative effect on the length of time it takes to get a job again during the Covid 19 Pandemic. If the respondent's age increases by 1 year, the length of time to get a job will decrease by -0.043 years. This means that the more mature the respondent is, the shorter the time needed to get a job again during the pandemic. This is because as a person gets older, they tend to have more work experience so that it will make the process of looking for work easier during the pandemic. The length of time job seekers are looking for work will differ between groups in the workforce, and is longer with increasing age. The high unemployment rate among young people is a structural "fact of life", which cannot be avoided if young people leave school to find work in a market of excess labor (Alvarez-Cedillo et al., 2019; Sasongko & Huruta, 2019). According to this interpretation, only the high unemployment rate in the older age group can pose a danger or problem because it indicates the inability of the economy to absorb the "core workforce" of the labor force. It can be said that the longest period of unemployment is experienced by groups that are able to sustain their lives. Although many in the 20-29 year age group have dropped out of school, many still depend on their children, pensions, investment returns, or house rent (Fenia, 2022; Ghufron, 2018).

Based on research by previous study which uses socioemotional selectivity theory to predict how job characteristics will change as workers age (Rhoades & Eisenberger, 2002). The results of his research provide some support for the theory that the relationship between increasing age is opposite to income. This means that increasing a person's age makes it more difficult for a person to regain employment and income. This is because the older a person is seen as not having much free time to focus on his work, and is considered to be unlike other young people who still have a lot of free time. According to previous study as workers age, the level of worker productivity increases along with the increasing productive age of workers, and the closer to old age, the productivity level of workers decreases due to various reasons, both physical and health factors that affect it (Laminia & Muniroh, 2018). Research by other study reveals that older workers have better work skills (Chung et al., 2015).

The socio-economic status of parents has a significant negative effect partially on the length of time it takes to get a job again during the Covid 19 Pandemic. This means that the higher the socioeconomic status of the respondent's parents, the shorter the time needed to get a job again in pandemic period. By gender, it shows that men get back to work faster than women. This is in line with the stigma in society that still considers men as the head of the family as well as being the backbone of the family economy. Women usually take care of the household carrying out their obligations as a mother and wife, usually working only to complete and increase family income (Guenther, 2015; Kusumah et al., 2021). This condition men are required to be able to meet the needs of the family and more active in looking for work compared to women. The labor participation rate of men is always higher than the participation rate women's work because men are considered the main breadwinners for family, so that male workers are usually more selective in choosing work in accordance with their aspirations both in terms of income and position compared to

female workers Almost all men who have reach working age are involved in economic activities because men are the main breadwinner in the family. Based on previous research it shows that women have a higher call-to-work rate than men. This suggests that in-group bias affects recruitment patterns, which can reinforce existing gender segregation in the labor market (Van Geel, 2016). Based on research by previous study shows that working time is the period of time people work from when they enter until now they are still working (Lakshmita et al., 2022). Terms of work can be interpreted as the period or length of time an employee enters a company for a certain period of time. The results also show that the majority of workers with a period of service greater than the previous 2 years will find it easier to get a job again. It can be concluded that the longer the employee's working period, the higher the productivity will be so that it will be faster to get workers back. Workers with short tenure are at risk of lowering their work productivity.

The results of this study indicate that respondents with higher education get back to work faster than those who are not highly educated, it can also be interpreted that the higher the education, the shorter or shorter the time to get a job again. This is because the higher the education of the respondent, the faster the respondent will obtain information related to job opportunities in accordance with his education. Someone with a high education tends to understand information technology more easily so that it will be faster to get a job because they already have access to information. Long periods of unemployment are more common in those with higher education than those with low education, but the difference is not that big (Cetin & Kinik, 2015; Sushchy, 2021). Unemployment rates are much higher for those with secondary education, most of whom come from middle- and high-income families. Therefore it need more selective in finding suitable jobs while they are unemployed. Previous study states that education is one of the causes that affect the increase in creativity, but that creativity can be influenced by increased breeding, skills, technology and performance levels (Setiawan, 2016). Education is an activity carried out by workers in an effort to understand the profession, as well as actions, which cause changes so that with education a person will find it easier to get a job again.

The socio-economic status of parents is able to significantly moderate the effect of education on the time needed to get a job again during the Covid 19 Pandemic. The higher the socioeconomic status of parents, the more negative the effect of education on the time it takes to get a job back during the Covid Pandemic. 19. The results of this study indicate that in addition to the quality of human capital that comes from within the respondent, networking or social capital is no less important in trying to get a job back during the covid 19 pandemic. The transportation sector, processing industry, trade and tourism & hospitality are the sectors most affected by the Covid 19 Pandemic (Azzahrah, 2022; Sani, 2022). Badung Regency, which is a tourism area, of course, is also affected by the pandemic which causes unemployment during the pandemic.

Strategies that can be taken to reduce unemployment during the Covid-19 pandemic are to provide job market information (job fairs) and hold job training programs, such as competency-based training, technology-based training and entrepreneurship training. One sector that can be developed to reduce unemployment is MSMEs (Amri, 2020; Larasati, 2022). The growth of MSMEs can be a solution in increasing job growth because in the digital era that is not too affected by the Covid 19. With the growth of MSMEs, it is hoped that it can be a breath of fresh air to open new jobs and help reduce unemployment.

The implication of this study show the alignment between the world of education and the demand for labor is important to do. Therefore, the government should carry out a link and match system between the world's education and labor demand. Educational institutions, especially upper secondary and tertiary institutions must be integrated directly with the company according to with the scientific field. Educational institutions must open vacancies and opportunities as widely as possible in an area that is urgently needed by the company so that will reduce the number of unemployed. At a certain age, job seekers are expected to be more active in looking for work information about job vacancies according to education level and expertise it has.

4. CONCLUSION

The variables of gender, age, education, parents' socioeconomic status have a simultaneous effect on the time it takes to get a job again during the covid 19 pandemic, this means that the model used is able to predict the length of time to get a job back during the covid 19 pandemic in the Regency Badung. Men get back into work more quickly than women, respondents with higher education get back to work faster than those with no higher education. The older respondent, the shorter the time needed to get a job again. The higher the socioeconomic status of parents, the shorter the time needed to get a job Back during the covid 19 pandemic. The socioeconomic status of parents significantly strengthens the negative influence of Education on the length of time to get a job Returning during the Covid 19 pandemic in Badung Regency Bali province.

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