An Analysis of the Impact of Age, Work Experience, and Gender on Job Search Duration Among Graduates

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A R T I C L E   I N F O

A B S T R A C T

The imbalance between the size of the labor force and the size of employment opportunities raises the problem of unemployment of educated workers. The problem of unemployment can impact the economic growth of the community. The problem of employment, especially the duration of job search for educated workers, is an important phenomenon that will be explored in this research. This research aims to determine and analyze the influence of age, work experience and gender variables on the length of time looking for work. The type of research conducted in this research is quantitative descriptive research. The data used in this research are primary data obtained from a questionnaire with a sample size of 50 working graduates. The data will be analyzed using multiple regression analysis methods using SPSS software. From the results of data analysis that has been done, the following conclusions can be obtained: 1) the age variable has a positive and significant effect on job search duration; 2) the work experience variable has a positive and significant effect on job search duration; 3) the gender variable has a positive and significant effect on job search duration; and 4) the three independent variables (age, work experience, and gender) simultaneously also have a significant effect on job search duration.

INTRODUCTION

Development is something that can improve the quality of life and welfare of a country, especially for the people who live in that country. Development can be said to be successful if it is able to improve welfare in a broad sense (Kline & Moretti, 2014). The influence of population conditions that have adequate quality will encourage economic growth and conversely a population that has low quality will be a burden in development. One of the important objectives in economic development is the provision of sufficient employment to catch up with the growth of the labor force, especially for developing countries, especially Indonesia, where the growth of the labor force is faster than the growth of employment opportunities (Darmawan, 2018).

Educational development with an emphasis on expanding employment opportunities tends to cause an increase in unemployment of educated workers rather than an increase in productive workers in accordance with employment needs. Unemployment is one of the main subjects in the discussion of macroeconomics besides inflation and economic growth.

In relation to unemployment, there are two main issues. The first is the factor that causes unemployment which is associated with market failure, the matching process between the labor force and available jobs, and the non-application of Walras' law in the labor market which indicates the existence of wasted human resources (Romer, 2001).

The second issue of unemployment is related to the labor market cycle associated with a country's economy. High levels of unemployment among young people are a structural fact of life that is inevitable when young people after completing formal education have to seek employment in a labor-surplus market (Fogg & Harrington, 2009). When linked to micro analysis, educated unemployment is related to the length of time spent looking for work (Altindag et al., 2021). The educated unemployed are those who have sufficient educational qualifications but still do not have a job (Dixit et al., 2008; Nijhof & Streumer, 2012). The category of sufficient education graduates those who have a high school education, diploma program, and bachelor's degree.

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The large number of educated unemployment in Indonesia is a significant problem. DePrince and Morris (2008) state that the existence of educated unemployment is due to a mismatch between the demand and supply sides of labor. Manacorda and Petrongolo (1999) added that educated unemployment is caused by the lack of qualifications of the educated labor force and the needs of the labor market. Over time more and more educated job seekers exceed the absorption capacity of the labor market. As the number of educated job seekers far exceeds the number of job vacancies available, the competition for jobs has intensified (Korunka et al., 2015). This causes many educated job seekers to scramble to get a job, so the probability of finding a job is low, as a result they take longer to get a job. In the long-term, this can lead to job dissatisfaction, economic inefficiency and stagnation in national productivity (Dong & Manning, 2017).

The higher the education level of the job seeker, the higher the reservation wage, resulting in a longer job search. The higher a person's level of education, the higher their expectations of salary and the type of job they want (Sinambela et al., 2021). This has led to the impression that university graduates tend to be job seekers rather than job keepers because the higher a person's education, the greater his or her expectation of a secure job. This group values stable employment over high-risk employment and therefore prefers to work for a large company rather than open their own business. This is also reinforced by the values developed in society, where working in large companies or government agencies is considered more prestigious and promises a more secure future than entrepreneurship (Halizah & Darmawan, 2022).

By being willing to wait to find a job that matches their aspirations, it will result in an increase in the age of university graduates, as younger workers will experience a shorter unemployment period than older workers. Older workers experience a longer unemployment period than younger workers (Mukoyama & Sahim, 2004). Educated job seekers always try to find jobs with better wages, social security and work environment. Tjiptoherijanto (1989) explains that long unemployment means waiting for someone in the labor force to get a job. Therefore, the length of unemployment is identical to the duration of unemployment, which means the average length of time a person remains unemployed (Krueger et al., 2014). Increasing age tends to reduce the probability of getting a job for both male and female workers. The older a person is, the longer it takes to get a job. The older a person is, the longer it takes to get a job (Lahey, 2005; Neumark et al., 2019). It can be said that the longest period of unemployment is experienced by groups that can sustain their lives.

Work experience is also a determining factor in the length of time looking for work. Experience is a process of learning and increasing the potential for behavior both from formal or non-formal education which can be interpreted as a process that leads a person to a better pattern of behavior (Zainullah et al., 2013). Work experience is linked to a person's ability and ability to carry out the tasks assigned by him. Work experience is not only monitoring the skills, expertise, and skills possessed, but work experience can be seen from the experience of someone who has worked or the time span of working at an agency (Arifin & Putra, 2020; Darmawan & Mardikaningsih, 2021). The more experience gained, the more capable a person will be in carrying out his job so that getting a job is also much faster.

By having adequate work experience, the capability of skills increases. A person's work experience is usually seen more than workers with a high level of education. Work experience is a person's initial capital to enter a particular field of work (Sastrohadiwiryo, 2005) and increase their understanding of their work and workplace (Wang et al., 2014). Based on what has been described, this research aims to determine and analyze the effect of age, work experience and gender variables on the length of time looking for work.

RESEARCH METHOD

The type of research conducted in this research is descriptive quantitative research because the focus of the research is on analyzing the factors that influence the length of job search for educated workers in Sidoarjo. The sampling method uses purposive sampling technique, namely the researcher uses his own judgment with the criteria of S1 graduates who have worked, because the technique is purposive sampling, then 50 graduates who have worked in Sidoarjo are determined for the research sample. The data collection method uses a questionnaire method by considering the variables of age, work experience and gender. The data will be analyzed using multiple regression analysis methods using SPSS software so that the results of the classical assumption test, hypothesis testing (t test and F test), and the coefficient of determination will be known.

The age variable, expressed by the age of the respondent at the time of getting the job he is now engaged in. Measured in years. The work experience variable is measured by the length of time worked, the level of knowledge and skills and mastery of the job (Foster, 2001). The gender variable is measured by the gender of the respondent using a dummy scale: male gender (1), female gender (0).

RESULT AND DISCUSSION

Before testing the proposed hypothesis, a classic assumption deviation test will first be carried out. This test intends to determine whether the model to be used in this research is free from classical assumption deviations.
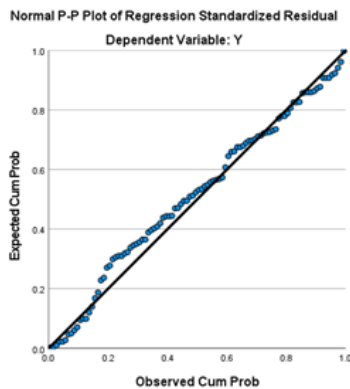

Figure 1. Normality Test
Source: SPSS Output Results

A good regression model is one that has a normal or near normal distribution. The way to detect it is by looking at the normal probability plot Figure 1 below. The normal probability plot graph in Figure 1 shows that the data points spread around the diagonal line and the distribution follows the direction of the diagonal line, thus the data distribution can be said to be normally distributed so that regression can be carried out with multiple linear models.

A good regression model should also not show a correlation between the independent variables. This can be seen by conducting a multicollinearity test. To detect the presence or absence of multicollinearity in this regression, it can be seen from the VIF for all independent variables not exceeding 10 and the tolerance value of more than 0.1. From the results of the SPSS output, it is known that the VIF and tolerance values owned by age (X1) = 1.213 and 0.824, work experience (X2) = 1.071 and 0.934, gender (X3) = 1.151 and 0.869. Thus, the level of collinearity can still be tolerated.

A good regression model is one with homoscedasticity or no heteroscedasticity. To detect the presence of heteroscedasticity symptoms in the regression equation model, a graphical model is used as shown in Figure 2 below. From Figure 2, it can be seen that there is no particular pattern. This can be seen from the distribution of data (points) that occur randomly, both above and below the zero value on the Y-axis. Therefore, it can be concluded that the regression model used is good and suitable for use because there is no heteroscedasticity.
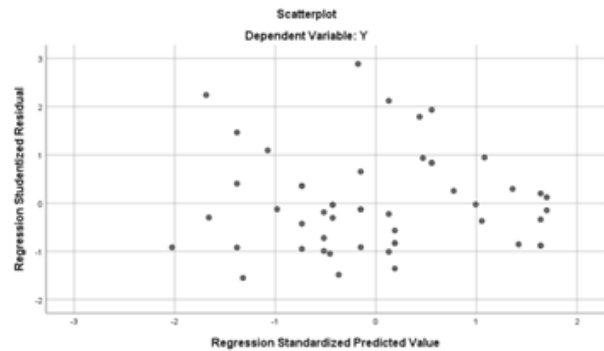

Figure 2. Heteroscedaticity Test
Source: SPSS Output Results

One way to detect autocorrelation is by using Durbin-Watson. In this research, the DW value = 1.399 so that autocorrelation is not a problem, because in accordance with the provisions that the DW value is still in the range of -2 to +2.

Table 1. t-Test and Regression Model

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	16.266	5.606		2.901	.006
	X.1	1.367	.647	.209	2.112	.040
	X.2	2.866	.656	.407	4.368	.000
	X.3	3.161	.611	.500	5.175	.000

Source: SPSS Output Results

The parameters used for the t test in this research are by comparing the significance value with the real level of 5% (0.05). From the results of data processing, it can be stated that: (1) the significance value of the age variable (X1) = 0.040 where the result is still below the significance value of 0.05 and the sign is positive, meaning that the age variable (X1) has a positive and significant effect on the variable job search duration (Y); (2) the significance value of the work experience variable (X2) = 0.000 where the result is still below the significance value of 0.05 and the sign is positive, meaning that the work experience variable (X2) has a positive and significant effect on the variable job search duration (Y); (3) the significance value of the gender variable (X3) = 0.000 where the result is still below the significance value of 0.05 and the sign is positive, meaning that the gender variable (X3) has a positive and significant effect on the variable job search duration (Y). From the analysis results in Table 1, the following equation is obtained Y = 16.266 + 1.367 X1 + 2.866 X2 + 3.161 X3 + e. This equation shows that the three independent variables have a positive contribution to the dependent variable in the model built.

Table. 2 ANOVAa

	Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1176.256	3	392.085	25.807	.000b
	Residual	698.864	46	15.193		
	Total	1875.120	49			

Source: SPSS Output Results

From the ANOVA test or F test (Table 2), the F-count value is 25,807 with a probability of 0.000, because the probability is still below 005, the regression model can be used to predict the job serach duration or it can be stated that age, work experience and gender simultaneously impact the job search duration.

Table 3. Coefficientsa

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.792a	.627	.603	3.898	1.399

Sources: SPSS Output Results

From the calculation results, it can be seen that the coefficient of determination (adjusted R2) obtained is 0.603. This value means that the variables of age, work experience and gender can explain 60.3% of the job search duration, while the remaining 39.7% that job search duration can be explained or influenced by other variables that have not been included in the analysis model in this research.

In general, this research can prove the hypothesis of each independent variable (age, work experience and gender) on the dependent variable (job search duration) because the results obtained are appropriate. This explanation can be described as follows.

The results of the first research show that the age variable has a positive and significant effect on job search duration. This result also indicates that the older a person is, the duration of job search period (Bairagya, 2015), so young workers will experience a shorter unemployment period than old workers. This finding reinforces the view that age is one of the important factors affecting one's chances of entering the job market. These results agree with research conducted by Pasay and Indrayanti (2012); Lumapelumey (2019); Hartoko (2019); Mayoni et al. (2020); Zatzah et al. (2021). This condition is generally associated with the level of productivity because young age groups tend to be more productive when compared to older age groups. Likewise, employers will consider labor productivity based on their age, because the higher level of work competition results in employers being more selective in choosing the workforce to be hired (Haltiwanger et al., 1999; Skirbekk, 2004).

Employers tend to be more selective when hiring relatively old age groups, even though they have more work experience, but with older physical conditions, their productivity is considered to be decreasing. In labor competition relatively older age groups tend to have a longer time, so it can be said that increasing age will impact on job search duration. Under these conditions, it is important for productive age groups to be more active in improving their quality by participating in training or workforce skills improvement programs (Beaver & Hutchings, 2005).

The results of the second research show that the work experience variable has a positive and significant effect on job search duration. Several research conducted by Ukkas (2017); Mayoni et al. (2020); Zatzah et al. (2021) also support the results of the second research. This result indicates that job seekers who have work experience will have a relatively faster job search period than job seekers who do not have work experience. This shows that work experience is needed when entering the workforce because an educated workforce but does not have supporting work experience will become an operational burden for employers in terms of training costs for new employees (Sziraczki & Reerink, 2004). Experienced workers are better prepared to enter the world of work because when they are employed in accordance with their current job with work experience that has been exceeded, they work more productively when compared to the inexperienced, so unemployment is more from the inexperienced group (Mardikaningsih & Putra, 2021). Therefore, by having work experience, it is more likely to get a job in the near future because of the various expertise, skills possessed, and knowledge in the labor market is also broader.

The results of the third research show that the gender variable has a positive and significant effect on job search duration. The results of this third research are in line with research from Arrozi and Sutrisna (2018); Hartoko (2019); Sari (2022). These results provide empirical evidence that there is a difference on job search duration between male job seekers and female job seekers. This is because men are more active in the world of work, because of the assumption of society that men should work to meet their daily needs, because men are the backbone of the family who have the obligation to provide for their families (Infante & Darmawan, 2022). Gender as a determinant of a person looking for work is because there are jobs that require that only certain genders can be hired because it will make a person more focused and in accordance with the field that is suitable for the work provided because sometimes different genders, different types of jobs are suitable for him to get (Yani et al., 2014).

CONCLUSION

From the results of the data analysis that has been carried out, the following conclusions can be obtained: 1) the age variable has a positive and significant effect on job search duration; 2) the work experience variable has a positive and significant effect on job search duration; 3) the gender variable has a positive and significant effect on job search duration; and 4) the three independent variables (age, work experience and gender) simultaneously also have a significant effect on job search duration.

Based on the findings, several suggestions can be made as an effort to help solve labor problems, especially for undergraduate workers as follows: 1) it is necessary to have a more informative and effective job market that facilitates the meeting between job seekers and jobs offered in the job market. Information about job vacancies, required qualifications, and company profiles that are easily accessible and transparent; 2) a special institution is needed that provides training, upgrading, and counseling so that the workforce will be better prepared to enter the job market; 3) all education implementers in universities are expected to be more active in realizing the link and match program with the world of work. This program is not only a form of preparation to enter the world of work but rather to develop creative and innovative thinking patterns to open their own jobs (entrepreneurship) if indeed in the near future after graduating from college have not obtained a job. Universities provide opportunities for internships in companies or institutions, especially for young workers. Thus young workers are more experienced and better prepared to go directly into the world of work; 4) for female job seekers to put aside the assumption of society that only men should work, but women are also allowed to actively participate in the world of work to develop all their abilities to be applied in the world of work; and 5) further research is needed to add other independent variables that are proven to have an influence on the length of time looking for work for graduates.

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