The Effects of Age, Education, and Knowledge About Online Job Websites Towards Employment in South Tangerang Indonesia

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ABSTRACT. Youth unemployment is a problem that many countries around the world are facing. This Research gathers 96 respondent questionnaires to enquire the effects of age, education and knowldge towards employment in South Tangerang Indonesia. The results are that knowledge about online job websites has significant negative impact to the probability of having a job. The interpretation is as follows, the greater that someone knows about online job websites then the lesser it will be the possibility of that person will obtain a job. It will decrease their chances to a factor of 0,794.

Keywords: Education, Knowledge, Online Job Website.

1. INTRODUCTION

Unemployment among youngster has started as soon as they are eligable for work. According to International Labor Organization (ILO), the younger work force is still having dificulties on finding their first job (ILO, 2011). Although not all of them is facing the same type of dificulties to gain access to be productive and usefull in the working market place, the level of dificulties varied among different countries. Never the less, in all countries there are still always a group of youngsters that face a different combination of high and persistent unemployment (Keese et al. 2013). The level of that youngster unemployment are the highest among other type of unemployment accross major countries around the world (ILO 2011; Keese et al. 2013; Morsy 2012). The official young unemployment rate in Germany in 2010 are recorded below 10% and in Spain recorded on range of 50% (Pasquali, 2012).

Young employee usually can be laid off easly than the older ones, because the older employee usually have more experience and more working hours than their counterparts (Furlong et al. 2012). Although the level of young employment are relatively high compared to older unemployments, usually the youngsters have shorter time to gain a new job in the working market place (O'Higgins 2001). Therefore, we've considered the effect of age in this research.

Young unemployment also can be caused by the lack of job skills among young employee. The decrease on employment demands beacause of economic conditions will cause a decrease on the entire agragate employment demands on the economy, therefore a high skilled and experienced worker are more preferable to be employed on such conditions. (O 'Higgins 2001). Educations based on enterpreunership are proven to be the best way to encounter unemployment and create jobs (Pandini, 2016). In Germany, education alongside with aprenticeship has possitively proven to make young workforce easier to gain a job (Federal Employment Agency, 2013c; Federal E.A., 2014 b). It inffered on passage above that education is an important key to face unemployment. Because of that, we've considered education as one of the factors that will suspectedly influenced employment in the young workforce.

Research paper that is published in Germany by Gurtzgen; Nolte; Pohlan; Van Den Berg, (2018) have enquired the effect of high speed internet connections can relate to employment. By using high speed internet connections data and the unemployment data, they have come to conclusion that highspeed internet connections will increase the chance of re-employment after one month of being unempoyed.

Nowdays, there is alot of websites that can make job seeker easier finding information about jab vacancy (Mulyana, 2019), Among several of the best jobsites out there is: Robs Jobs, Jobstreet, Linkedin, Jobs DB, Job Today, Freelancer. By considering the effect of high speed internet in the Germany job market, in this research we include the effect of having knowledge about job websites can influence the chance of having employment.

2. METHODS

In this research we use Descriptive Analysis and Multinomial Logit Regression to investigate the effects that financial inclusion and customer satisfaction have on customer shift to online lending company. The model that we will generate is mention below.

$$L_i(x) = \ln\left(\frac{P}{1-P}\right) = Zi = \beta_{10} + \beta_{11} Age_i + \beta_{12} Education + \beta_{13} Knowledge\ Job\ Site$$

Sumber : Nachrowi Djalal (2002)

The parameters on the model will then be estimated with Maximum likelihood technique.

2.1 Employment Status Data

Ideally job vacancy in a city must always be provided to the entire people in the community, including South Tangerang. But in reality, job **vancancy** in South Tangerang is still not adequate enough to fulfill the demand of the job workforce. Based on the collected data from respondents, we have acquired the employment status of the workforce sample in South Tangerang. The result is as seen on the pie chart below:
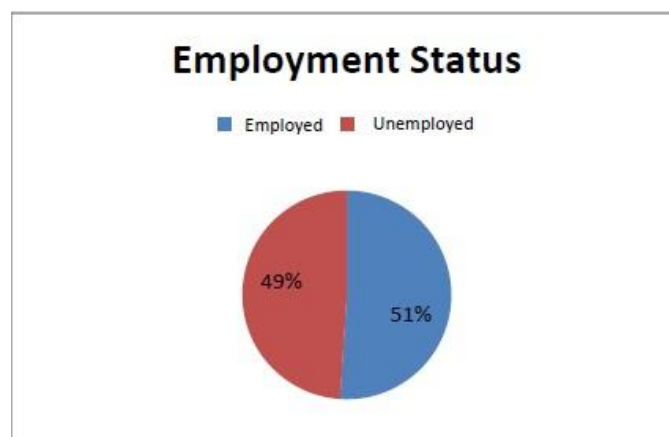

FIGURE 1. Employment Status Data

From the data collected we inferred that 51% of respondents in South Tangerang are employed and among them 49% are unemployed.

A. Age Data

We've collected data on the respondent age and the results are as seen in the piechart below:
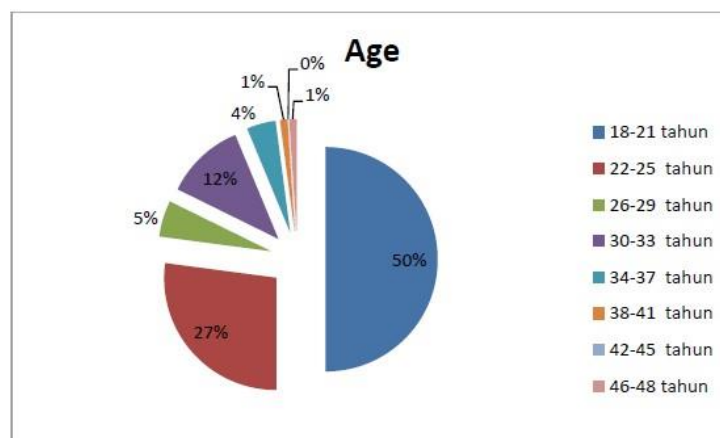

FIGURE 2. Age Data

From the pie chart we can cocluded that the dominant age which is 50% of our collected data are 18 to 21 years old. The second dominant age is 22 to 25 years old that consisited of 27% of the total respondent answer collected. Having a good educational background is a nice thing to prepare for entering the job market. We have collected samples from respondents to see their educational degree. The results are as seen below:
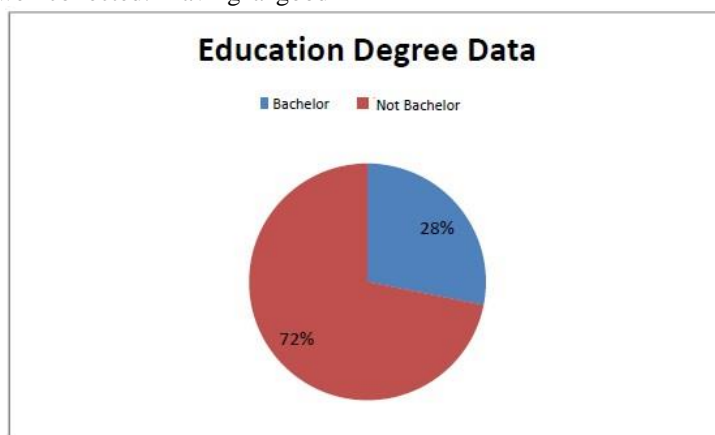

FIGURE 3. Education Degree Data

About 72% of respondent are not bachelor and majority of them has come high school background. About 28% of the data have a bachelor degree.

2.2 Knowledge About Online Job Websites

The effectiveness of digital technology nowdays has make jobseeker easier to obtain information about job vacancy online. There are so many available online job websites like JobStreet, JobsDB, Freelance and other online job websites. The below pie chart provides information about how many job websites that our respondent know.
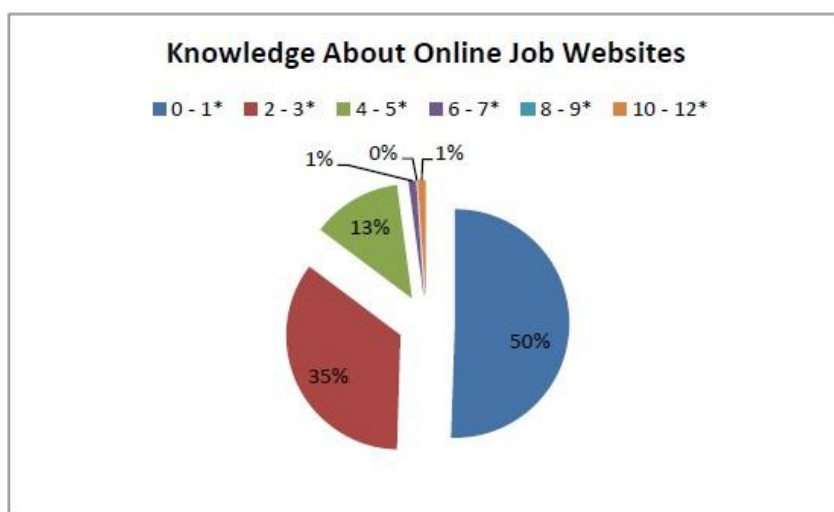

FIGURE 4. Knowledge About Online Job Websites

About 50% of the data collected only know information about online job website in a range 0 to 1. About 35% of respondent know information about online job website 2 to 3 and 13% of the respondent only know about 4 to 5 online job websites.

3. RESULT AND DISCUSSION

3.1 Wald Test

The first step of the test for this binary logit model is Wald test. The result of the test can be seen on the table below:

TABLE 1. Uji Chi-Square

Variables in the Equation						
	B	S.E.	Wald	df	Sig.	Exp(B)
Step 0 Constant	,021	,205	,011	1	,918	1,021

From the table we can infer from the score of Sig. that with only having the intercept on the model without including independent variable such as X1, X2 and X3, the model is not significant on influencing the probability of someone getting a job.

3.2 Omnibus Test

The next test is Omnibus Tests of Model Coefficients. The test result can be seen from the table below:

TABLE 2. OMNIBUS TEST

Omnibus Tests of Model Coefficients				
		Chi- square	df	Sig.
Step 1	Step	4,980	3	,173
	Block	4,980	3	,173
	Model	4,980	3	,173

We can see that from the table the score of the Chi-Square model is 4.980 and the test was onducted using 3 degree of freedom. In the Sig. Column we can infer that all the variables cannot be simultaneously used to make estimation for the dependent variable.

3.3 The Goodness of Fit

The next analysis that we perform is R^2 Score analysis. The value of R^2 Score measures the proportion of variation fluctuation of data that can explained by the model being used in this research. The result can be seen by the table below:

TABLE 3. Determination Coefficient

Model Summary			
Step	-2 Log likelihood	Cox & Snell R Square	Nagelkerke R Square
1	126,708[a]	,051	,068

From the above table we can learn that the values of Cox and Snell R^2, Nagelkerke R^2 is 0.051 and 0.068. This scores means that age, education degree and knowledge about online job websites can only explain the fluctuation of variety being employed by the percentage of 5.1% and 6.8%.

3.4 Hosmer and Lemeshow Test

The Hosmer and Lemeshow test are used to measure if the probability predicted matched the probability of the observed data being tested.

TABLE 4. HOSMER AND LEMESHOW TEST

Hosmer and Lemeshow Test			
Step	Chi- square	df	Sig.
1	3,072	8	,930

We can infer from the table above that the result of the test are not significant, therefore the interpretation are as follows, the probability of predicted data matched the probability of the observed data that is being tested.

3.5 Partial Significance Test

This last test are being used to measure the partial significance of the model. The results of the test can be seen on the table below :

TABLE 5. Partial Significance Test

Variables in the Equation								95% C.I.for	EXP(B)
		B	S.E.	Wald	df	Sig.	Exp(B)	Lower	Upper
Step 1[a]	Usia	,018	,044	,168	1	,682	1,018	,935	1,109
	Didik	,487	,617	,623	1	,430	1,628	,485	5,458
	StKer	-,230	,132	3,054	1	,081	,794	,614	1,028
	Constant	-,041	1,053	,002	1	,969	,959		

a. Variable(s) entered on step 1: Usia, Didik, StKer.

By examining the Sig. Column we can infer that the only independent variable that is significantly influence the probability of having a job is StKer, that is knowledge about online job websites. The interpretation is as follows, the greater that someone knows about online job websites then the lesser it will be the possibility of that person will obtain a job. It will decrease their chances to a factor of 0,794.

3.6 The Model

After finish analyzing the data on employment for the job market in South Tangerang, the relevant model for this research is as follows:

$$Zi = \beta - 0{,}230\ \beta\ \text{Knowledge Job Site}$$

4. CONCLUSIONS AND FURTHER RESEARCH

Knowledge about how much people know about online job websites is found to be negatively significant factor that influence the probability of someone being employed. Therefore, the South Tangerang government must search otherways to increase the job employment among youngsters in South Tangerang. Such a way does not recquire the promotion of online job websites. Maybe job apprenticeship is the best suitable instrument to increase employment in the young workforce.

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