

Dimensions of Job Search for Vocational High School Graduates During the Covid-19 Pandemic

(Systematic Literature Review)

Zulkifli B*, Yatti Sugiarti

Graduate School
Universitas Pendidikan Indonesia
Bandung, Indonesia

*zulkifli.b2016@gmail.com, attisugiarti5@upi.edu

Abstract—The COVID-19 outbreak that is currently facing the world does not only have an impact on human health, but also has a major impact on the global labor market. This raises concern for job seekers who want to find work at this time. This study aims to analyze the dimensions of job search during the Covid-19 pandemic through a literature study of articles published in international journals. Based on the search criteria that have been determined, the authors found 10 appropriate articles published during 2019 to 2021. Next, the authors analyzed these articles and compiled the findings to answer the formulation of the problem in this study.

Keywords—*job searching, covid 19 pandemic, job search dimensions*

I. INTRODUCTION

Getting a job and working is everyone's hope and dream. By working will earn income and improve one's quality of life. Psychologically, work can explore individual development in the future [1]. On the other hand, being unemployed causes anxiety and fear about the future that will be faced later [2]. Thus millions of people around the world are engaged in job search every year [3]. Through several methods, job seekers obtain information to obtain data about job opportunities such as searching online data, through family members or friends, newspaper advertisements, employment agencies and sending applications directly to companies [4–6]. On the readiness side, a job seeker prepares himself as best he can to get the opportunity to compete with other job seekers such as self-motivation not to give up with repeated application rejections, good personality and high job search self-efficacy [7–10].

Currently the world is facing a health outbreak of the Covid-19 pandemic, causing serious impacts on human health, transportation, economy and other fields in various industries [11]. Due to the globalization pandemic, every country minimizes access in and out which has an impact on the world economy in general [12] potential job loss and decreased hiring [13]. From the research conducted [14] shows an increase in the number of unemployed in the Romanian labor market as a

result of the covid-19 pandemic. Similarly, in the Dutch labor market, the number of job vacancies decreased by 30%. This situation causes an increase in the number of job seekers, both unemployed seekers and job seekers who are already working [15].

II. LITERATURE

Based on the process and experience of looking for work, in the job search the following three dimensions of job search are described [16]:

A. *Job Search Intensity/Effort*

Job search intensity refers to the efforts and activities that job seekers put into their job search. This is indicated by an activity that shows the number of times job seekers are involved in a job search for a certain period of time

B. *Job Search Content*

Job search content refers to the pattern and quality of activities in which job seekers engage in job search. For example, job seekers make special preparations and are active in mobilizing searches through job search applications

C. *Temporality/Persistence of Job Search*

The temporal/persistence dimension of Job Search shows the increase in job search over time, what happens during the job search.

III. METHODOLOGY

Conducting a literature review, the author uses the Systematic literature review method. The selection of this method aims to reduce bias and apply a comprehensive research and analysis framework, combine references from several related studies, search an extensive database, and apply the specified exclusion criteria [17]. Furthermore, this systematic literature search determines the results of related and conducted research and clarifies the research problem.

A. Search Strategy

Systematic Literature Review consists of three stages: literature search and screening, literature analysis, and writing the results of the analysis in the form of scientific arguments. Literacy sources come from several online sources. Some of the library databases used are Google Scholar and Scopus. The publishers used were Scencedirect, Taylor and Francis, American Psychological Association and Springer. The keywords used for the literature search are job search, Covid-19, job search dimensions. In addition to keywords, there are special criteria to filter the literature search, namely articles published in the last three years (2019-2021), journals, and research articles.

B. Article Selection

In this phase, selected scientific articles related to job search are published in journals indexed in the Scientdirect (2400) and Google Scholar (48000) databases. The bibliographic research was conducted using the keywords “Job searching”+ “Covid-19”, the job search dimension. These journals were searched from 2019 to 2021. Based on the search strategy, 22 articles were retrieved and entered into citation management software such as Mendeley. Using the PRISMA method, the next step is automatic deduplication by software. Duplicate removal was performed, in which 12 identical items were removed. In the end, 10 items remained.

C. Inclusion/Exclusion Criteria

Eligibility criteria are required in selecting the appropriate articles. Articles were screened based on inclusion and exclusion criteria. Based on the exclusion criteria, articles that meet the requirements are selected, but for the type of book chapters, theses, short reports, studies or non-empirical articles, they are deleted. Article screening is carried out by monitoring titles and abstracts based on the relevance of article topics related to job search during the Covid 19 pandemic. Irrelevant articles have been deleted at this stage (see table 1).

TABLE I. ELIGIBILITY CRITERIA

STORAGE CRITERIA	EXCEPTION CRITERIA
Year range: 2019-2021	Before 2019
Empirical research published through international conferences on job search	Types of book chapters, theses, short reports, studies or non-empirical articles
All disciplines related to job search	

IV. RESULTS AND DISCUSSION

A. Journals and Publishers

The process of selecting and selecting articles received 10 research articles. Based on the inclusion and exclusion criteria, the selected articles raised the topic of job search during the period/year of the COVID-19 pandemic. The data on the

articles that the authors found were presented in the table 2 below.

TABLE II. JOURNAL AND YEAR PUBLISHED

Article Code	Article Title	Journal	Publisher	Year
JS 01	Impact of the COVID-19 Pandemic on Job Search Behavior: An Event Transition Perspective	Journal of Applied Psychology	American Psychological Association	2020
JS 02	Job Search Self-Regulation During COVID-19: Linking Search Constraints, Health Concerns, and Invulnerability to Job Search Processes and Outcomes	Journal of Applied Psychology	American Psychological Association	2021
JS 03	Job Search during the COVID-19 Crisis	Journal of Public Economics	Science Direct	2020
JS 04	Looking for Talent in Times of Crisis – The Impact of the Covid-19Pandemic on Public Sector Job Openings	International Journal of Information Management DataInsights	Science Direct	2021
JS 05	COVID-19 crisis and challenges for graduates employment in Taiwan, Mainland China and East Asia: a critical review of skills preparing students for uncertain futures	Journal of Education and Work	Taylor & France	2021
JS 06	The effect of income support programs on job search, workplace mobility and COVID-19: International evidence	Economics and Human Biology	Science Direct	2021
JS 07	Psychometric properties of the Job Search Behavior Index (JSBI) in recent university graduates: a Rasch analysis	International Journal for Educational and Vocational Guidance	Springer	2021
JS 08	Identifying dimensions of job search strategy: A validation of measurement scale	Current Psychology	Springer	2021
JS 09	The route to employability: a longitudinal study on a sample of Italian job seekers	International Journal for Educational and Vocational Guidance	Springer	2021
JS 10	A temporal perspective of job search: The relation between personality attributes, motivation, job search behavior, and outcomes	Journal of Vocational Behavior	Science Direct	2020

From the table above, it can be seen that 10 of these studies were published by 4 reputable and Scopus indexed journal publishers, namely Science Direct, Taylor and Francis American Psychological Association and Springer Publications.

B. Design, Location, and Research Subject

The following table 3 presents the location, research design used by the authors and participants involved in the research.

JS 05	Qualitative	China	College
JS 06	Simple difference-in-difference method and multi-event analysis method	USA	Income Support Programs (ISPs)
JS 07	Rasch analysis	Ghana	429 fresh graduates
JS 08	Psychometric stability measures for job search strategies	India	504 Graduate of business school
JS 09	Longitudinal study	Italy	263 job seekers
JS 10	Quantitative descriptive	Dutch	397 job seekers

TABLE III. RESEARCH DESIGN AND SUBJECTS

Article Code	Study Design	Country	Participant
JS 01	Longitudinal methodology (broken random coefficient growth curve model)	USA	14 Organization Job Application
JS 02	Quantitative Descriptive	USA	228 job seekers
JS 03	Eurostat Stats	Sweden	Swedish job advertisement online data (Platsbanken.se)
JS 04	Quantitative text analysis and descriptive statistics	German	official central job platform for the public sector

The ten articles studied, in general, used different study designs. This relates to the subject and purpose of the study. Through various methods, researchers took data on several job application organizations, online job advertisements and a central job platform as a labor market, gradually during the COVID-19 pandemic to determine changes in job search behavior [18-20] to find out changes in job search behavior, job seeker responses and the impact of the pandemic on the labor market. Another study used job seekers as research subjects to look for obstacles during job search, job search strategies and to test the main predictors of employability during the Covid-19 pandemic [21-23] by distributing questionnaires.

C. Research Objectives and Findings

TABLE IV. RESEARCH OBJECTIVES AND FINDINGS

Article Code	Author	Aim	Finding
JS 01	Lynn A. McFarland Sydney Reeves and W. Benjamin Porr	This study examines how job-seeking behavior changed at the start of the COVID-19 pandemic, the weeks following the incident, and whether the physical contact required by different occupations moderated this trend.	The onset of the pandemic creates an immediate increase in job-seeking behavior (job applications), and this effect persists into the post-onset period
JS 02	Jaelyn Koopmann, Yihao Liu, Yijue Liang ² , and Songqi Liu	Offers a theoretical explanation of how job search constraints alongside immunity as a novel psychological state posed by COVID-19 together determine job seeker self-regulation and, in turn, key job search outcomes	Self-regulation of job search hinges on job seekers' COVID-19 immunity, a new resource protective cognition that reflects optimistic perceptions of how job seekers feel at risk of catching and falling ill due to COVID-19
JS 03	Lena Hensvik, Thomas Le Barbanchon and Roland Rathelot	Measuring job search responses to the COVID-19 pandemic using real-time data on job postings and the display of job advertisements on Sweden's largest online job board	This job search response has the potential to amplify the labor demand shock.
JS 04	Julian Kocho, Ralf Plattfaut and Ingo Kregel	This research article reports on the results of a research project on the impact of the pandemic on the public sector labor market	Public institutions, in addition to a significant increase in work from home, have a huge demand for IT jobs
JS 05	Ka Ho Moko, Weiyang Xiong and Huiyuan Ye	discusses some of the main issues related to youth transition from education to work, in particular addressing graduate employment issues facing communities in Mainland China, Taiwan, Hong Kong and other East Asian societies	Preparing students to be adaptive to the rapid social and economic changes resulting from the unprecedented global COVID-19 crisis, higher education institutions must seek more flexible approaches to prepare them for the future.
JS 06	Abraham Abebe Asfaw	Assessing the effect of Income Support Programs (ISPs) on job search efforts, workplace mobility, COVID-19 cases, and death growth rates	Found that ISPs led to a 4.4–8.29 percentage point reduction in workplace mobility and a 6.6–11.6 percentage point reduction in the rate of job search efforts
JS 07	Enoch Teye-Kwadjo	Understanding graduate job search behavior universities turning to the labor market in Ghana	Rasch analysis shows that JSBI-7 is unidimensional, valid, and3eligible. The results show that the JSBI-7 is a promising measure for use among job seekers in Ghana
JS 08	Chetna Priyadarshini, Pratyush Banerjee and Prema Chhetri	Validating the scale of the job search strategy by Crossley and Highhouse in the Indian context	The job search strategy scale is a valid and reliable measure among entry-level job seekers in India
JS 09	Alessandro Lo Presti, Assunta De Rosa ¹ and Monica Zaharie	Examine the main predictors of employability, based on the latest conceptual model of employability developed by Lo Presti and Pluviano (Organ Psychol Rev 6(2): 192–211, 2016)	Employability is determined more by personal dispositions than by external factors, such as living circumstances and that the most impacting variables are proactive personality, core self-evaluation, and level of education.
JS 10	Sarah M. van den Heekan, Edwin AJ van Hooft, Annelies EM van Vianen	examines the relationship of time-related personality attributes, job search motivation, and their interactions with self-regulatory job search behavior and subsequent outcomes of the job search process	Our findings demonstrate the importance temporal perspective of job search and suggest that the role of personality attributes is related to time and motivation.

The beginning of the pandemic caused many policy changes, one of which was policies in industry related to the world of work and had a major impact on the labor market and job vacancies. Thus, a change in job search behavior occurs [18]. To deal with changes in job search behavior during the COVID-19 pandemic, in his research, Enoch Teye-Kwadjo measured the Job Search Behavior Index (JSBI) as a measure to be used by job seekers in Ghana [24].

Changes in job search behavior should be followed by job search strategies during the covid 19 pandemic. Research conducted by Chetna at al., validated the scale of job search strategies to help job seekers at the entry level [22] so as to minimize the obstacles faced when looking for a job.

D. Discussion

The global COVID-19 pandemic has had an impact on human health, so new policies have been put in place, such as restrictions on mobility, working from home, avoiding physical contact and others. This policy has had an impact on other sectors, such as the closure of various crowded centers. This has an impact on the global economy so that many workers are laid off from their jobs, job vacancies are decreasing while job search responses are increasing [19] this led to a change in job search behavior during the early part of the pandemic [18]. For this reason, it is necessary for the preparation and strategy of new graduates and job seekers to prepare job applications.

Julian K et al [20] From his research, during the COVID-19 pandemic, there was a fairly high increase in employees working from home via electronic devices using information technology (IT). Thus educational institutions must prepare students to be adaptive to the rapid social and economic changes resulting from the unprecedented global COVID-19 crisis, to seek more flexible approaches [25], one of which is the mastery of information technology (IT). In addition, during the job search period, personality attributes, strategies and self-motivation are needed [9].

V. CONCLUSION

The global outbreak of the Covid 19 pandemic in almost all of the world is a very large event (of novelty, disruption and very high criticality) causing a large economic impact and affecting industry and the workforce. job loss and increased unemployment and job search barriers [21]. In response to this happening in almost all countries, several researchers conducted research on validating job search strategies [22], measuring job search behavior index [24] and test the main predictors of employability [23] to help new graduates and job seekers during the covid 19 pandemic in their job search.

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