



Analysis of determining factors for the length of job search for the first job in Badung Regency

Anak Agung Yumita Dewi^a and A A I N Marhaeni^a

^aFakultas Ekonomi dan Bisnis, Universitas Udayana, Bali, Indonesia

ARTICLE HISTORY

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ABSTRACT

The purpose of this study was to analyze the simultaneous and partial effect of education, age, migration status, perception of the ease obtaining a job, and prakerja ownership status on job search duration at first job, to analyze the role of prakerja ownership status in moderating perception of the ease obtaining a job on job search duration at first job in Badung Regency, and to analyze the difference on job search duration at first job based on education level. This study uses quantitative method with associative approach. The number of sample in this study is 105 sample with sampling techniques using accidental sampling and snowball sampling. Collecting research data by observation, structured interviewd, and in-depth interviews. Moderated regression analysis was used in this study. Based on the result of testing, education, age, migration status, perception of the ease obtaining a job, and prakerja ownership status simultaneously have an effect on job search duration at first job in Badung Regency. Education, age, and perception of the ease obtaining a job have a negative and significant effect on job search duration at first job. Workforce who are migrant need shorter time to find job at first job than workforce who are non migrant in Badung Regency. Workforce who have prakerja card need shorter time to find job at first job than workforce who have not prakerja card in Badung Regency. Prakerja ownership status moderates the influence of perception of the ease obtaining a job on job search duration at first job in Badung Regency. There are difference on job search duration at first job based on education level.

KEYWORDS

education; age; migration

1. Introduction

Economic development is a process of increasing a country's per capita income sustainably (Bendesa & Arisusanti, 2023). The goal of development is to improve the welfare of society both economically and socially. Another objective of economic development is to create economic growth and employment for the benefit of the entire population (Sanjaya & Marhaeni, 2023). As a developing country, Indonesia continues to experience economic development. Achieving economic development requires a diverse workforce. High-quality human resources are essential for optimal development, while low-quality human resources can be a burden. Indonesia has sufficient human resources to develop, but it also faces employment issues, particularly unemployment.

The theory of labor demand describes the negative relationship between wage levels (the price of labor) and the quantity of labor employers are willing to hire (Marhaeni & Manuati, 2004). Addressing unemployment issues is challenging for governments. Unemployment is a problem faced by all countries worldwide (Pramana & Marhaeni, 2018). Table 1 shows fluctuations in unemployment rates in Bali Province, with Badung Regency having the highest unemployment rate in 2022 at 6.87 percent. The implementation of large-scale social restrictions (PSBB) significantly halted economic activities in many regions, including Badung Regency, impacting employment and increasing unemployment. High unemployment levels prevent communities from maximizing their welfare (Aryanti & Marhaeni, 2022).

Table 1. Unemployment in Bali Province by Regency/City (Percent) 2019-2022

Regency/City	2019	2020	2021	2022
Jembrana	1.44	4.52	4.11	3.94
Tabanan	1.29	4.21	3.94	3.83
Badung	0.40	6.92	6.93	6.87
Gianyar	1.46	7.53	6.90	6.78
Klungkung	1.57	5.42	5.35	1.96
Bangli	0.75	1.86	1.80	0.76
Karangasem	0.62	2.42	2.32	3.09
Buleleng	3.12	5.19	5.38	5.20
Denpasar	2.29	7.62	7.02	5.08
Bali Province	1.57	5.63	5.37	4.80

Source: Badan Pusat Statistik (BPS) Kabupaten Badung, 2023

Unemployment refers to individuals who are not working at all, are looking for work, or are actively trying to get a job (Sukirno, 2011). Unemployment requires individuals to be mentally prepared to work for any offered wage and actively seek employment (Cahyani, Marhaeni, & N, 2023). Unemployment is caused by various factors related to individual characteristics and the environment during the job search (Mono et al., 2023). Prolonged unemployment can negatively impact a region or country. Education is a key factor affecting unemployment. Human capital theory suggests that individuals can increase their income through higher education and skills. Education is seen as an investment with long-term returns. Research by L Linggawati and Wenagama (2023) indicates that higher education levels negatively and significantly affect unemployment rates. Higher education leads to greater productivity and quality of human resources, reducing the likelihood of unemployment.

The second factor affecting job search duration is age. A negative age coefficient indicates that older individuals view employment as essential due to increasing needs. Research by Dinda and Marhaeni (2023) shows that age negatively and significantly affects the waiting time for educated workers. Young people tend to be selective in job choices, leading to longer job search durations. Migration also influences job search duration. Lee's migration theory (1984) states that individuals migrate to achieve higher incomes. Migrants respond positively to opportunities in destination areas, making them less likely to be unemployed compared to non-migrants (Wibisono, 2020). Migrants are less concerned about job types, resulting in shorter job search durations compared to non-migrants.

Self-efficacy is an individual's belief in their ability to plan and execute actions to achieve specific goals (Bandura, 1997). Confident individuals view new challenges as opportunities rather than threats. Research by Wahyuni, Hamid, and Firdaus (2023) indicates that self-efficacy is negatively related to work anxiety, meaning those with high self-efficacy recover their confidence quickly after failures. Prakerja card owner-

ship is another indicator. In facing global competition, knowledge alone is insufficient; certified training and skills are also necessary. Prakerja card ownership adds value to competent workers, reducing unemployment likelihood. Research by Romadhon and Zikra (2022) indicates that certified training significantly and negatively impacts youth unemployment. Certified skills training increases job opportunities.

The objectives of this study are to analyze: 1) the simultaneous effect of education, age, migration status, perception of ease of obtaining a job, and Prakerja card ownership status on job search duration for the first job in Badung Regency; 2) the partial effect of these variables on job search duration; 3) the role of Prakerja card ownership in moderating the perception of ease of obtaining a job on job search duration; 4) differences in job search duration based on education level.

2. Methodology

The study design is quantitative with an associative approach. The location is Badung Regency. The study uses both quantitative and qualitative data from primary and secondary sources. The independent variables are education, age, migration status, and perception of ease of obtaining a job. The population comprises workers aged 15-25 who have obtained employment in Badung Regency. The sample size is 105, determined using non-probability sampling methods, including accidental sampling and snowball sampling. Data collection methods include observation, structured interviews, and in-depth interviews. Moderated regression analysis is employed, with the equation:

$$Y = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \beta_4 X_4 + \beta_5 M + \beta_6 X_4 M + \mu \quad (1)$$

Information:

Y = Job search duration for the first job in Badung Regency

X1= Education

X2= Age

X3= Migration status

X4= Perception of ease of obtaining a job

M= Prakerja card ownership status

β_0 = Constant

$\beta_1, \beta_2, \beta_3, \beta_4, \beta_5, \beta_6$ = Regression coefficients

μ = Error term

3. Result and Discussion

3.1. Respondent Characteristics

Respondent characteristics include education, age, migration status, perception of ease of obtaining a job, Prakerja card ownership status, and job search duration.

Based on Figure 1, it can be observed that the percentage of respondents at each education level is the same. This distribution was intentionally designed to facilitate the analysis of differences in the duration of the first job search according to education level.

Figure 2 shows that the age distribution of respondents follows an inverted U pattern, indicating that the largest population group is workers aged 20-24 years. This is because individuals who have recently completed their 12 years of compulsory education typically start seeking employment immediately.

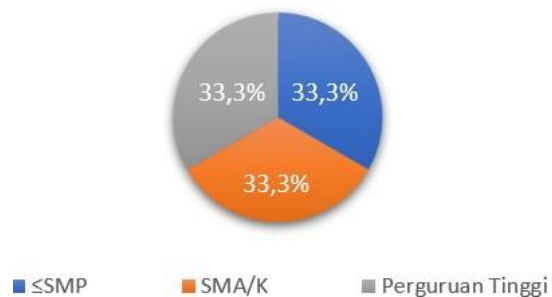


Figure 1. Respondent Distribution by Education

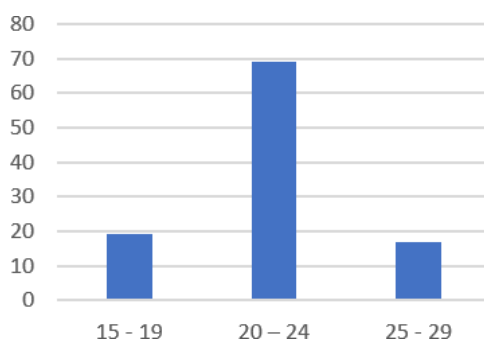


Figure 2. Respondent Distribution by Age

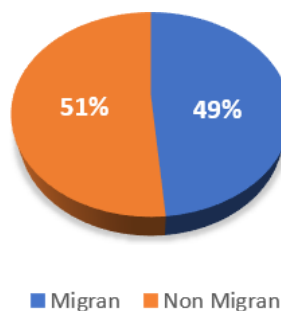


Figure 3. Respondent Distribution by Migration Status

Figure 3 indicates that the labor force participation rate in Badung Regency is dominated by native residents (non-migrants).

Table 2. Respondent Perception of Ease of Obtaining a Job

No.	Statement	Strongly Agree	Agree	Neutral	Dis-agree	Strongly Disagree	Total
1	Ease of obtaining job vacancy information	33 (31.4%)	37 (35.2%)	33 (31.4%)	2 (1.9%)	0 (0.0%)	105 (100.0%)
2	Ease of submitting applications	32 (30.5%)	49 (46.7%)	23 (21.9%)	1 (1.0%)	0 (0.0%)	105 (100.0%)
3	Ease of obtaining a job	21 (20.0%)	34 (32.4%)	28 (26.7%)	22 (21.0%)	0 (0.0%)	105 (100.0%)

Based on Table 2, respondents' perceptions of the ease of obtaining a job consist of several indicator statements. The indicator for the ease of obtaining job vacancy information shows that job vacancy information is widely disseminated through social media, making it easily accessible to all residents. The indicator for the ease of submitting applications indicates that respondents are familiar with the available technology and tools for quickly creating resumes and cover letters, making the application submission process easier. The indicator for the ease of obtaining a job shows that, despite respondents finding it easy to access job vacancy information and submit applications, about one-fifth of respondents still find it difficult to secure a job. This variable uses factor analysis to derive a value that represents the three response statements during regression analysis.

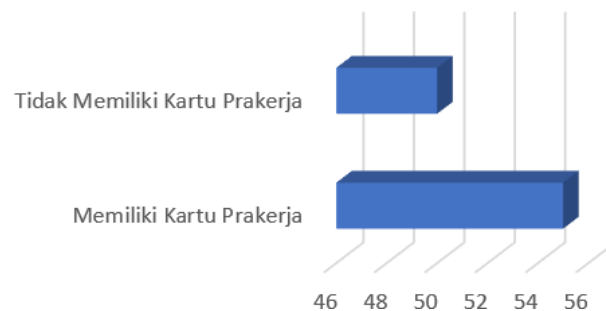


Figure 4. Distribution of Respondents by Prakerja Card Ownership

Based on Figure 4, it is evident that the distribution of Prakerja cards is quite extensive among the community. The public recognizes the importance of developing job competencies through the training provided in the Prakerja card program, which significantly increases their chances of being absorbed into the workforce.

Table 3. Validity Test Results

No.	Variable	Pearson Correlation	Conclusion
1	Ease of obtaining job vacancy information	0.823	Valid
2	Ease of submitting applications	0.849	Valid
3	Ease of obtaining a job	0.842	Valid

Table 3 shows that the variable perception of the ease of obtaining a job is considered valid because the Pearson Correlation value is greater than 0.3.

Table 4. Reliability Test Results

No.	Variable	Cronbach's Alpha	Conclusion
1	Ease of obtaining a job	0.775	Reliable

Based on Table 4, the Cronbach's Alpha value for the variable perception of the ease of obtaining a job is greater than 0.6 (Ghozali, 2016), indicating that the variable is reliable.

3.2. Classical Assumption Tests

The suitability of a regression model can be assessed through classical assumption tests. The classical assumption tests conducted in this study include normality, multicollinearity, and heteroscedasticity tests.

Table 5. Normality Test Results

Statistic	Value
N	105
Test Statistic (Kolmogorov-Smirnov)	0.086
Asymp. Sig. (2-tailed)	0.053

The normality test results using the Kolmogorov-Smirnov Test show that the Test Statistic value for the regression model is 0.086, with an Asymp. Sig. (2-tailed) of 0.053, which is greater than $\alpha = 5$ percent (0.05). This indicates that the data is normally distributed, passing the normality test, and that the regression model is suitable for further analysis.

Table 6. Multicollinearity Test Results

Model	Tolerance	VIF
Education (X1)	0.705	1.419
Age (X2)	0.777	1.288
Migration Status (X3)	0.689	1.452
Ease of obtaining a job (X4)	0.482	2.074
Prakerja Card Ownership (M)	0.788	1.269

Table 6 shows that each variable has a tolerance value greater than 10 percent (0.10) and a VIF less than 10, indicating no multicollinearity. Thus, the model is suitable for prediction.

Table 7. Heteroskedasticity Test Results

Model	Unstandardized Coefficients	Standardized Coefficients	t	Sig.
	B	Std. Error	Beta	
1	(Constant)	1.715	0.532	3.224
	Education (X1)	-0.040	0.022	-0.206
	Age (X2)	-0.032	0.023	-0.153
	Migration Status (X3)	-0.032	0.110	-0.034
	Perception of Ease of Obtaining a Job (X4)	-0.024	0.066	-0.050
	Prakerja Card Ownership (M)	0.023	0.103	0.025

Source: Primary data processed, 2024

Based on Table 7, which presents the heteroskedasticity test results using the Glejser method, each variable has a significance value greater than the established significance level (0.05). This indicates no relationship between the independent variables and the absolute residuals, meaning that this study does not exhibit heteroskedasticity and is suitable for prediction.

3.3. Simultaneous Effect of Education (X1), Age (X2), Migration Status (X3), Perception of Ease of Obtaining a Job (X4), and Prakerja Card Ownership (M) on Job Search Duration for the First Job in Badung Regency (F-Test)

Based on the first research objective, the F-Test was conducted to determine whether the variables of education, age, migration status, perception of ease of obtaining a job, and Prakerja card ownership significantly influence the job search duration for the first job in Badung Regency.

Based on Table 8, the F-Test results using SPSS show an F-calculated value (45.84) greater than the F-table value (2.306) with a significance level of $0.000 < 0.050$. This indicates that education (X1), age (X2), migration status (X3), perception of ease of

Table 8. F-Test Results

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	149.075	6	24.846	45.842	0.000
Residual	53.115	98	0.542		
Total	202.190	104			

obtaining a job (X4), and Prakerja card ownership status (M) simultaneously have a significant effect on the duration of the job search for the first job in Badung Regency

Table 9. Determination Coefficient (R2) Results

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.859	0.737	0.721	0.736

Based on Table 9, the R2 value of 73.7 percent indicates that the variation in the duration of the first job search in Badung Regency is influenced by education (X1), age (X2), migration status (X3), perception of ease of obtaining a job (X4), and the indirect effect of Prakerja card ownership status (M).

3.4. Partial Effects of Education (X1), Age (X2), Migration Status (X3), Perception of Ease of Obtaining a Job (X4), and Prakerja Card Ownership Status (M) on Job Search Duration for the First Job in Badung Regency (t-Test)

The t-Test essentially shows the extent to which an individual independent variable explains the variation in the dependent variable. It is used to examine the significance of the influence of education (X1), age (X2), migration status (X3), perception of ease of obtaining a job (X4), and Prakerja card ownership status (M) on the duration of the job search for the first job in Badung Regency.

Table 10. t-Test Results

Model	Unstandardized Coefficients	Standardized Coefficients	t	Sig.
Constant	11.229		13.251	0.000
Education (X1)	-0.314	-0.555	-8.966	0.000
Age (X2)	-0.174	-0.284	-4.776	0.000
Migration Status (X3)	-1.403	-0.505	-8.051	0.000
Ease of obtaining a job (X4)	-0.353	-0.253	-2.664	0.009
Prakerja Card Ownership (M)	-0.646	-0.233	-3.984	0.000
Interaction (X4M)	-0.334	-0.156	-2.042	0.044

Based on Table 10, the moderation equation is as follows:

$$Y = 11,229 - 0,314X_1 - 0,174X_2 - 1,403X_3 - 0,353X_4 - 0,646M - 0,334X_4M + \mu \quad (2)$$

The t-Test results indicate that education (X1) has a calculated t-value (8.966) greater than the t-table value (1.66), with a significance level of 0.000. Therefore, education has a negative and significant effect on the duration of the first job search in Badung Regency. This result aligns with studies by L Linggawati and Wenagama (2023), D Dhewanata and Saskara (2023), Dewi & Bendesa and Arisusanti (2023),

and Yirenkyi, Debrah, Adanu, and Atitsogbui (2023), which state that higher education levels reduce the likelihood of unemployment. This supports human capital theory, which posits that education increases potential income (Kaufman, 1999), and higher education levels can decrease unemployment rates. Similarly, age (X₂) has a calculated t-value (4.776) greater than the t-table value (1.66), with a significance level of 0.000. Thus, age has a negative and significant effect on the duration of the first job search in Badung Regency. This finding is consistent with research by Pratomo (2017), Romadhon and Zikra (2022), Mishra Kumar, Mishra, and P (2022), and Dinda and Marhaeni (2023), which indicate that age negatively impacts unemployment. The negative coefficient for age suggests that younger individuals, lacking skills and experience, are more likely to be unemployed. As individuals age, they view employment as essential and tend to be less selective about job types due to increasing needs.

Migration status (X₃) has a calculated t-value (8.051) greater than the t-table value (1.66), with a significance level of 0.000. There is a difference in job search duration for the first job between migrants (dummy variable 1) and non-migrants (dummy variable 0), with migrants taking less time to find their first job compared to non-migrants. This finding aligns with studies by N. N. Hasanah, Harlen, and Kadir (2015), U. U. Hasanah, Zulham, Mahrizal, and Affandi (2021), and Oppusunggu, Jaelani, and Setiadi (2022), which indicate that migrants not only seek employment but also create new job opportunities and migrate due to workplace relocations. Research by Chandra Bhatt and D (2023) and Al-Maruf, Pervez, Sarker, Rahman, and Ruiz-Menjivar (2022) states that migrants possess the necessary skills for their destination and are less selective about job types. This is consistent with Lee's migration theory, which suggests that migrants respond positively to opportunities and can identify opportunities in the destination area.

The perception of ease of obtaining a job (X₄) has a calculated t-value (2.664) greater than the t-table value (1.66), with a significance level of 0.009. Therefore, the perception of ease of obtaining a job has a negative and significant effect on the duration of the first job search in Badung Regency. This result aligns with research by Wahyuni et al. (2023), which indicates that self-efficacy is negatively related to job search anxiety. Additionally, research by Cosmas, Kimong, Kiyah, and Albert (2023) suggests that individuals with better self-defense mechanisms tend to have shorter job search durations.

Finally, Prakerja card ownership (M) has a calculated t-value (2.042) greater than the t-table value (1.66), with a significance level of 0.000. Therefore, workers with a Prakerja card take less time to find their first job compared to those without a Prakerja card in Badung Regency. This finding aligns with studies by Romadhon and Zikra (2022), Rozikin and Oktasari (2023), and Aditya Putri and F (2021), which indicate that certified training significantly reduces unemployment. Training can be viewed as an investment to better prepare individuals for the job market.

3.5. The Role of Prakerja Card Ownership (M) in Moderating the Effect of Perception of Ease of Obtaining a Job (X₄) on Job Search Duration for the First Job in Badung Regency

The Prakerja card ownership status variable has been shown to moderate the relationship between the perception of ease of obtaining a job and the job search duration for the first job in Badung Regency. This is evident from the interaction coefficient of perception of ease of obtaining a job with Prakerja card ownership status, which is

negative (-0.334) and significant, as well as the negative and significant coefficient of perception of ease of obtaining a job (X4) (-0.353). Therefore, Prakerja card ownership status strengthens the relationship between the perception of ease of obtaining a job and the job search duration for the first job. This variable is classified as a pseudo-moderator, which means it moderates the relationship between the independent and dependent variables while also acting as an independent variable (; 150) (Utama & Suyana, 2016). The ability of Prakerja card ownership status to strengthen the effect of perception of ease of obtaining a job implies that possessing a Prakerja card enhances respondents' perceptions of job search ease and views failure as a challenge, thereby shortening the time required to find a job.

3.6. Differences in Job Search Duration for the First Job Among Graduates of Primary, Secondary, and Higher Education

A difference test was conducted to determine whether there are significant differences among the three educational groups (primary, secondary, and higher education) in terms of job search duration for the first job in Badung Regency.

Table 11. Average Job Search Duration by Education Level

Education Level	Average Job Search Duration
≤SMP	3.66 months
SMA/K	2.94 months
Higher Education	1.83 months

Based on Table 11, the average job search duration for each education level varies. The higher the level of education attained by respondents, the shorter the time required for them to find a job.

Table 12. Kruskal-Wallis Test Results

Variable	Chi-Square	df	Asymp. Sig.
Job Search Duration	31.100	2	0.000

Table 12 shows that the calculated chi-square (χ^2) value of 31.100 is greater than the table chi-square value of 5.99, with an asymp. sig. value of 0.000, which is less than the significance level ($0.000 < 0.05$). This indicates significant differences in the job search duration for the first job among primary, secondary, and higher education levels. The higher the education level, the shorter the job search duration. This finding is consistent with the study by S Safarli and Abdullayev (2023), which found differences in job search duration based on education level (primary, secondary, and higher education graduates).

4. Conclusions and Recommendations

Education, age, migration status, perception of ease of obtaining a job, and Prakerja card ownership status simultaneously affect the duration of the job search for the first job in Badung Regency. Education, age, and perception of ease of obtaining a job have a negative and significant impact on the job search duration for the first job in Badung Regency. Migrant workers tend to take less time to find their first job compared to non-migrant workers in Badung Regency. Workers with a Prakerja card tend to take

less time to find their first job compared to those without a Prakerja card in Badung Regency. Prakerja card ownership acts as a pseudo-moderator, strengthening the effect of the perception of ease of obtaining a job on the job search duration for the first job in Badung Regency. There are differences in the job search duration for the first job among primary, secondary, and higher education levels in Badung Regency.

The government should focus on improving the quality of education to enhance the educational standards of the population, which can be achieved through scholarship programs for underprivileged residents. Changing the mindset regarding job preferences is essential, as workers often wait for desired jobs and reject other opportunities, especially if the pay is below their expectations. Prioritize training programs and skill development through the Prakerja card program to improve human resource quality (both hard skills and soft skills) to better compete in the job market.

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