



Strategies for Overcoming Unemployment among Freshgraduate

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Kata Kunci

Kata kunci: Strategy,
Unemployment,
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Abstrak

Pengangguran merupakan salah satu masalah utama yang selalu dihadapi setiap negara. Angka pengangguran yang tinggi menyebabkan persaingan untuk mencari pekerjaan semakin besar sehingga membuat lulusan perguruan tinggi yang belum bekerja. Tujuan dilakukan penelitian ini untuk mengatasi permasalahan pengangguran pada mahasiswa fresh graduate atas kurangnya skill dan lapangan pekerjaan yang sesuai dengan jurusan serta dari dampak covid 19, rendahnya skill dan lapangan pekerjaan untuk mahasiswa Fresh graduate sehingga dibutuhkannya strategi. Metode penelitian yang digunakan adalah penelitian literatur yaitu teknik pengumpulan data dan informasi melalui berbagai literatur atau referensi, yang berarti mengumpulkan data dengan memahami teori dari berbagai literatur yang relevan. Sumberdaya Manusia (SDM) yang terampil dan terlatih yang terorganisir dalam desa vokasi tentunya diharapkan dapat melakukan pemanfaatan sumber daya alam dan potensi / keunggulan daerah yang lebih bernilai ekonomis, berdaya saing dan memberikan hasil maksimum serta mampu membuka / menciptakan peluang kesempatan kerja bagi dirinya maupun orang lain sebagai upaya mengentaskan pengangguran terdidik. menciptakan peluang usaha dan berwira usaha bagi masyarakat yang membutuhkan lapangan pekerjaan melalui pembentukan kelompok-kelompok usaha sebagai upaya mengentaskan pengangguran terdidik melalui rintisan desa vokasi dengan pelatihan-pelatihan yang berdasarkan pada keunggulan daerah.

Keywords

Keywords Strategi,
Pengangguran,
Mahasiswa fresh graduate

Abstract

Unemployment is one of the main problems that every country always faces. The high unemployment rate causes competition to find work to become greater, resulting in college graduates who are not yet working. The aim of this research is to overcome the problem of unemployment among fresh graduate students due to the lack of skills and employment opportunities appropriate to their major as well as the impact of Covid 19, the low skills and employment opportunities for fresh graduate students so that strategies are needed. The research method used is literature research, namely a technique for collecting data and information through various literature or references, which means collecting data by understanding theories from various relevant literature. Skilled and trained Human Resources (HR) organized in vocational villages are of course expected to be able to utilize natural resources and regional potential/advantages that are more economically valuable, competitive and provide maximum results and are able to open/create employment opportunities for themselves and others. other as an effort to eradicate educated unemployment. creating business opportunities and entrepreneurship for people who need jobs through the formation of business groups as an effort to eradicate educated unemployment through vocational village pilots with training based on regional advantages.

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INTRODUCTION

Unemployment is a quite complicated employment problem and has become a concern in every country, including Indonesia. The problem of unemployment does not only occur nationally, but also in almost all cities/districts (Rasyid, 2016). The phenomenon of unemployed graduates and the large number of unemployed young people who are productive is one of the issues in the field of employment that requires extra attention, because they only add to the long list of unemployed people who are already piling up before (Suyanto & Ariadi, 2013). The increasing unemployment rate which is not matched by the large number of job opportunities will certainly make competition to obtain decent work suited to your skills even stronger. This will also be burdensome for students who have just graduated or are fresh graduates who have to look for work that suits their academic field while studying (Vira Zwagery, 2020). The increasing number of unemployed in each country has an impact on economic growth in a country (Franita & Fuady, 2019).

Unemployment is one of the main problems that every country always faces (Ishak, 2018). The high unemployment rate causes competition to find work to become greater, resulting in college graduates who are not yet working (Franita & Fuady, 2019). Based on data on increasing unemployment for diploma and university graduates, the Central Statistics Agency stated that there was a decrease in the unemployment rate in Indonesia as a whole as of February 2019. However, if we look at the level of education, the unemployment rate for undergraduates in this data is increasing. And February 2023 data from the Badan Pusat Statistik (BPS) notes that there are still 7.99 million unemployed in Indonesia, dominated by bachelor and diploma graduates, around 12% of the total. (Munadzirroh et al., 2023). It is not uncommon for students with certain majors to feel worried and anxious when facing the world of work (Rizki, 2021).

Therefore, the government needs to focus and focus on dealing with this problem. Government policy to deal with this can be started by conducting a study that explains the mismatch problem between the qualifications required by employers and the qualifications possessed by job seekers (Ahsan, 2007). Apart from that, the government's role in expanding job opportunities is not optimally focused on fresh graduates. So it is hoped that the government will provide and expand space and access for fresh graduates to be able to develop hard skills and soft skills through verified training that has been

recognized by companies. The Directorate General of the Director General for Development of Workforce Placement and Expansion of Job Opportunities needs to optimize the Independent Workforce Program by adding a focus on expanding job opportunities for fresh graduates by paying attention to the needs, interests, talents and skills of fresh graduates (Lusyana, 2021). The flow of globalization and demands for the development of science and technology are moving very quickly with several impacts on human resource management. This impact is said to be negative because the impression that immediately arises is that the use of various findings in the field of technology results in reduced employment opportunities (Gedeona, 2011). This condition is what triggers unemployment and unfortunately every year the number of unemployed continues to increase (Permady & Sugianto, 2020). This research was conducted to be able to provide strategies for overcoming problems among fresh graduate students related to increasing unemployment and difficulties in finding jobs that match the skills they had during their studies. Unemployment is the most complex macroeconomic problem and has a negative impact on people's welfare (Dinar et al., 2022). High unemployment has a direct and indirect impact on poverty, crime and socio-political problems which are also increasing. With a fairly large workforce, the flow of migration that continues to flow, as well as the impact of the prolonged economic crisis to date, the workforce problem has become very large and complex (Dewita Hia, 2018).

Based on the background described above, it is known that to overcome the problem of unemployment among fresh graduate students, there is a lack of skills and employment opportunities appropriate to their majors as well as the impact of Covid 19, low skills and employment opportunities for fresh graduate students, so a strategy is needed. In this research, topics related to strategies for overcoming the problem of unemployment among fresh graduate students will be discussed

LITERATUR REVIEW

Strategy

Strategy comes from the Greek word *Strategeia* (stratos = military, and ag = lead), which means the art or science of becoming a general. Strategy can also be interpreted as a plan for the distribution and use of military force and material in certain areas to achieve certain goals (Dewita Hia, 2018).

The problem of unemployment is that there is a theoretical strategy to reduce unemployment, namely that it must focus on a social economic

approach, namely by providing accurate information regarding employment opportunities, providing free job training for workers, supervising education and entrepreneurship programs, and providing inclusion-based information literacy social (Dinar et al., 2022),

Unemployment

Unemployment is a situation where someone who is in the labor force wants to get a job but has not been able to get it. A person who is not working, but is not actively looking for work is not classified as unemployed. Unemployment can occur due to imbalances in the labor market. This shows that the number of workers supplied exceeds the number of workers demanded.

The relationship between education level and unemployment rate is that education level can determine a person's employment status. This is because people who have a higher level of education tend to have a higher level of education as well (Permady & Sugianto, 2020)

Student

Students are an intellectual group that has two prominent characteristics, namely a young person and an intellectual candidate (Nurjanah, 2018). Students also have an important role as agents of change for an order of life that is realistically and logically accepted by society (N. W. Sejati & Prihastuti, 2012). There are so many fresh graduates who are unemployed, even though students are an intellectual group that has two visible characteristics, namely, as a young person and also as an intellectual candidate. As a student you must have an idea of the world of work. They also differ in which institution they want to work, or their desire to be more successful in the future and not become unemployed. Being a millennial student must be able to utilize technology as an arena of knowledge and be prepared to become a highly capable human being for the world of work.

New college or university graduates who graduated during the Covid 19 pandemic did not experience significant changes in their choice of career orientation. The Covid 19 pandemic has affected the availability of job vacancies for fresh graduates in various fields of expertise (Sa'adah et al., 2020). Fear arises because of irrational beliefs that influence thinking patterns, emotional feelings, and personality. Other factors that influence fear are physical factors, trauma and conflict, circumstances, genetics and a bad starting place. This is also in accordance with a statement that new graduate students' feelings of anxiety when looking for work include feeling burdened, increased anxiety, fear and impaired self-esteem and even physical health (Rasyid, 2016).

METHODS

This research uses qualitative-descriptive analytical research using library research techniques. This research method uses a normative approach and the sociology of knowledge. Normative research is used to study strategies for dealing with unemployment problems among fresh graduates. Meanwhile, the sociological approach to knowledge is used to observe and analyze empirical facts in the field obtained from library materials that are relevant to the subject matter (Rianda, 2020). The research method is a scientific method used to reveal objective, valid and realistic data with the aim of finding, proving and developing knowledge so that it can be used to understand, solve and anticipate problems (Gedeona, 2011).

The research method used is literature research, namely a technique for collecting data and information through various literature or references, which means collecting data by understanding theories from various relevant literature.

The data source used in this research uses secondary data through books, scientific journals, relevant references, the internet, and other relevant sources.

In this research, a literature review technique is used which is sourced from sharing various types of relevant data. Apart from that, by carrying out other techniques such as literature reviews which can help complete research such as previous research to be able to summarize and help filter data that is no longer relevant.

This research uses analytical techniques through research activities carried out by researchers in a way to explain, detail and analyze existing events and phenomena. The research approach used by researchers is the descriptive approach. The descriptive approach explains what happens in the field in detail using data descriptions in the form of sentences and not in the form of numerical data (Anggraeni & Na'imah, 2022).

RESULT AND DISCUSSION

The main problem faced by every country is unemployment (Ishak, 2018). The growth in unemployment directly creates difficulties for the government to improve the welfare of its people, because it causes resources to be wasted and people's income decreases (Maulidia, 2023). The problem of unemployment is not only an economic problem, but also a social problem. The impacts it causes will influence the implementation of national development in both the short and long term, while the impacts caused are: national income and per capita income of the community becomes low,

productivity and labor wages are low. Waste of existing resources and potential, and lack of capital in a country (Permadhy & Sugianto, 2020).

One of the factors that causes the high unemployment rate in our country is that too many workers are directed to the formal sector so that when they lose their jobs in the formal sector, they are at a loss and cannot try to create their own jobs in the informal sector (Dewita Hia, 2018). Unemployment in this country is enormous and graduating from a well-known university (bachelor's degree) does not always guarantee the job you hope for (Adhyaksa & Rusgiyono, 2010). Indonesia, as a developing country, certainly has challenges in overcoming the unemployment rate. One indicator that influences state income and welfare is the unemployment rate. Thus, there is a need for a critical study of job satisfaction, which is still very low, in order to create a prosperous society (Teguh Ali Fikri, 2021).

The unemployment rate in Indonesia in 2019, namely 5.28%, still has not reached the target of the open unemployment rate set by Kementerian Ketenagakerjaan (Kemnaker) of the Republic of Indonesia in 2019 (Haryanto & Wibowo, 2022). Apart from that, in 2020 the pandemic occurred which caused a decline in the employment sector, namely higher unemployment. Data from the Indonesian Chamber of Commerce and Industry as of June 2020 shows that 6 million workers were laid off. New graduates as young people have experienced quite a significant impact from the Covid-19 pandemic. Based on BPS data in August 2020, the TPT of the young age group (15–24 years) is the highest TPT, reaching 20.46% (Lusyana, 2021). Since the discovery of the Covid-19 virus until it finally arrived in Indonesia and caused a pandemic situation, the national economy experienced a drastic decline. Based on data obtained during the second quarter of 2020, BPS explained that Indonesia's economic growth experienced a contraction when compared with the same quarter in 2019, reaching 5.32% (Mifrahi & Darmawan, 2022).

Unemployment has the potential to give rise to various crimes and social, political unrest and poverty (Dewita Hia, 2018). One factor in the increasing unemployment rate is the lack of work readiness of each individual. Apart from the large number of companies that need more professional workers, it is also difficult for someone who has just completed their education to get a job, causing the unemployment rate to increase (Viona Clara, Hasim; Priscilla Viona, Susanto; Zamralita, Zamralita; Venesia, 2023).

Education in Indonesia faces challenges that are not easy. Not a few college graduates who have good grades are confused about what they should do when they return to society. There are also college graduates who feel they are not ready and able to step into the world of work, especially fresh graduates (Adhyaksa & Rusgiyono, 2010). Education must be oriented towards the competencies required by the world of work because the percentage of unemployed among the educated continues to increase (Firmansyah et al., 2022).

The impact of unemployment spreads to all sectors of the economy. Unemployment is also an obstacle to the process of economic development. How could we not feel the impact now. The economy is declining, poverty is everywhere which ultimately results in a lack of social welfare and hampers economic growth. Moreover, Indonesia is a country that is still developing. Problems like this must be resolved immediately with various policies from the government (D. P. Sejati, 2020).

Unemployed individuals tend to mostly come from the workforce with a high school level, either general or vocational, and a Bachelor's degree compared to secondary and primary education levels. This is due to the lack of synchronization between educational planning and the availability of employment opportunities. The higher the level of education that the workforce has, the higher their aspirations will be to get a more appropriate position or job opportunity (Rianda, 2020).

Factors causing unemployment include education, not having adequate skills, minimal job opportunities in the area and limited access to information. The government must increase facilities and infrastructure in the field of education, motivate itself to develop the quality of its human resources, need assistance to improve people's skills and be able to create jobs by working with investors (Permadhy & Sugianto, 2020).

Skilled and trained Human Resources (HR) organized in vocational villages are of course expected to be able to utilize natural resources and regional potential/advantages that are more economically valuable, competitive and provide maximum results and are able to open/create employment opportunities for themselves and others. other as an effort to eradicate educated unemployment. creating business opportunities and entrepreneurship for people who need jobs through the formation of business groups as an effort to eradicate educated unemployment through vocational village pilots with training based on regional advantages. Pioneering a vocational village based on regional excellence is very feasible as a

solution needed by job-seeking communities, the business world and industry (Setiawan, 2013).

This study examines the phenomenon behind the increasing prevalence of educated unemployment, and at the same time formulates an appropriate treatment program to reduce the increase in educated unemployment in society (Suyanto & Ariadi, 2013). National development is an effort to create a just, prosperous, competitive, advanced and prosperous society. One of the obstacles in the development process is the large number of unemployed (Permadhy & Sugianto, 2020). Currently entering the world of work is not easy. Indonesia is still facing a big problem regarding the availability of jobs that are not proportional to the number of existing workers. This can be seen from the large number of workers in Indonesia, but this number is inversely proportional to the availability of jobs which has resulted in an increase in the unemployment rate in Indonesia, especially for undergraduate graduates (Munadzirroh et al., 2023).

Several other problems that also affect employment are the still low inflow of foreign capital, protectionist behavior of a number of developed countries in accepting commodity exports. Several other problems that also influence employment are the still low inflow of foreign capital (investment), security stability, protectionist behavior (travel warning) of a number of western countries towards Indonesia, climate change which causes global warming which creates a world food crisis, rising world oil prices, global markets and various bureaucratic behaviors that are less conducive or tend to make it difficult for business development, as well as increasing pressure labor wages amidst a business world that is still sluggish. Apart from the problems mentioned above, factors such as poverty, inequality of employee income, economic growth and political stability also greatly influence employment in Indonesia (Dewita Hia, 2018).

anxiety about being unemployed through counseling strategies. At Phonemona, many students are unemployed because they feel anxious about applying for jobs. Students tend to be more anxious when applying for jobs, especially at the interview stage than they would be if they were unemployed. Factors that make fresh graduate students feel anxious are lack of soft skills, lack of information about work and lack of confidence in their own abilities (Maulidia, 2023).

All the problems above seem to have been understood by Decision Makers. However, what seems less understood is that the problem of employment or unemployment is multidimensional,

so it also requires multidimensional solutions (Dewita Hia, 2018).

From the results of Mohamad Ibnu Dinar, Nurul Sifa, and Nurfahmiyati's research entitled Strategies for Overcoming Unemployment Due to Covid-19 in Sukagalih Subdistrict, Bandung City, there are three main reasons revealed by informants from the community who have not or are not working, namely the existence of the COVID-19 pandemic, constraints age, and a history of illness. The results of this research show that there are special strategies to overcome the problem of unemployment due to COVID-19 in Sukagalih District, including providing job training and increasing job vacancies (Dinar et al., 2022).

And the results of other research show the hypothesis that fresh graduate students who graduated during the Covid19 pandemic experienced anxiety in facing the world of work in the high (43.4%) and medium (43.4%) categories. This shows that during the Covid 19 pandemic, someone will feel anxious about work (Vira Zwagery, 2020).

CONCLUSION

Unemployment is a problem that continues to pile up. Increasing from year to year. The problem of unemployment does not only depend on the increasingly narrow world of work, but also on the low quality of human resources (HR) that we have. Factors causing unemployment include education, not having adequate skills, minimal job opportunities in the area and limited access to information. And fresh graduate students who graduated during the Covid19 pandemic experienced anxiety in facing the world of work and the lack of skills they acquired while studying, which resulted in a lack of confidence when applying for jobs.

Suggestion

For this problem, graduates who have high social stratification should be able to eliminate their sense of prestige in getting a job, because the prestige of the job they get does not determine their future career and of course hard work is the best result in career development. And apart from that, the Government must increase facilities and infrastructure in the education sector, motivate itself to develop the quality of its human resources, need assistance to improve people's skills and be able to create jobs by collaborating with investors.

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