

Factors Causing Unemployment and Strategies for Handling Unemployment Problems in Cibadak District, Lebak Regency, Banten



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ABSTRACT: One of the main indicators of development success is the reduction in the number of poor people and an even distribution of income. Based on BPS data in August 2018, Banten province is the province with the highest open unemployment rate (TPT) in Indonesia. BPS noted that the regional TPT is at 8.52 percent, this figure is even higher than the national average of 5.34 percent and also higher than West Java's 8.17 percent. Cibadak Village is one of the villages located in Cibadak sub-district, Lebak district, Banten province. Cibadak Village is a village that has a high unemployment rate. The population of working age is 1,121 people, but the population registered as workers is only 591 people, so there are still 530 unemployed people in this village. This study uses a rationalistic approach, explaining research in general-specific and all knowledge in this method comes from intellectual use which is built on the ability to reason logically. The population of this study is the heads of families who have unemployed family members, community leaders, and related officials in Cibadak Village, using the research sample for one Rukun Tetangga (RT) in each village, 8 respondents will be taken. This study uses quantitative and qualitative analysis techniques (mix method) which focus on field conditions and the community according to the research area. This research method prefers to use in-depth analysis techniques. Quantitative analysis is used to determine the factors that can cause unemployment in Cibadak Village, and qualitative analysis is used when primary data collection is used to determine strategies in handling unemployment problems using continuous analysis methods, using multiple decision criteria analysis techniques.

KEYWORDS: Unemployment, economic growth and development, employment, labor force

I. INTRODUCTION

Unemployment is a macroeconomic problem that affects humans directly and is the most severe. Most people losing their jobs means a decrease in the standard of living and psychological stress. So it should come as no surprise that unemployment is a frequent topic of political debate and politicians often claim that the policies they offer will help create jobs. Unemployment is a reality faced not only by developing countries but also by developed countries. In general, unemployment is defined as a condition where a person belonging to the labor force category does not have a job and is actively looking for work (Mankiw, 2013).

Unemployment is one of the important issues in the development of a country, both in developing countries and in developed countries. The problem of unemployment in developing countries, such as Indonesia, is now very big because it involves millions of people and has a very complex effect on development performance. The problem of unemployment is not only an economic problem, but also a social problem. The resulting impact will affect the implementation of national development both in the short and long term, while the impacts are: national income and per capita income of the community are low, productivity and labor wages are low, waste of existing resources and potential and lack of capital in a country (Arsyad, 2010).

Currently, the number of unemployed in Indonesia is 6.87 million, Indonesia is the third country in Southeast Asia. The high level of unemployment in an economy will result in economic sluggishness and a decline in the level of public welfare as a result of a decrease in people's income. Indonesia's development in the future is highly dependent on the quality of Indonesian human resources who are physically and mentally healthy and have work skills and expertise (Ramdhan, Setyadi, & Wijaya, 2017).

Cibadak Village is one of the villages located in Cibadak sub-district, Lebak district, Banten province. Cibadak Village is a lowland area located outside the forest area. The area of Cibadak village is 188 ha, the distance from the village to the sub-district area is 2 km, while the distance from the village to the district capital is 8 km. The rice field area in Cibadak Village is 94 ha and this village has a height of 210 m above sea level. The total population of Cibadak village up to 2017 was 3,524 people, with a population

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density of 1,874 people/km². The professions of the population are: farmers, farm laborers, fishermen, fisherman workers, civil servants, home industry, trade and other services. Cibadak Village is a village that has a high unemployment rate. The population of working age is 1,121 people, but the population registered as workers is only 591 people, so there are still 530 unemployed people in this village. (BPS Cibadak, 2018).

The high unemployment rate will be an obstacle in the process of village development and growth, due to the reduced amount of local revenue and the low productivity of human resources in the village, so based on the explanation above, researchers are interested in researching further about the factors that cause high rates of unemployment. Unemployment and the strategies undertaken to deal with unemployment problems in Cibadak village, by raising the title of research on "Factors of Unemployment and Strategies for Handling Unemployment Problems in Cibadak Village, Cibadak District, Lebak Regency, Banten".

II. LITERATURE REVIEW

Economic Growth and Development Theory

Economic growth is briefly defined as the process of increasing output per capita in the long term. The emphasis is on three aspects, namely process, increasing output per capita and in the long term. Economic growth is a process, not an economic picture at a time (one shot). Here it can be seen that there is a dynamic aspect of an economy, namely seeing the economy as something that develops or changes from time to time. The emphasis is on change or development itself (Budiono, 1992: 1). Economic growth is related to an increase in output per capita. In this case, there are two sides that need to be considered, namely the total output side of Gross Domestic Product (GDP) and the population side. Output per capita is the total output divided by the total population. So the process of increasing output per capita, inevitably, must be analyzed by looking at what happens to the total output on the one hand, and the total population on the other. A complete theory of economic growth must be able to explain what happens to the total GDP and what happens to the population, because by simply linking these two aspects, the development of output per capita can also be explained..

The third aspect of the definition of economic growth is the long-term perspective. An increase in output per capita for one or two years, which is then followed by a decrease in output per capita does not constitute economic growth. An economy is said to be growing if the increase in output per capita is long enough (10, 20, or 50 years, even longer). Of course, it can happen that in a certain year, per capita output declines (for example, crop failure), but, if during a sufficiently long period of time the output per capita shows a clear trend of increasing, then it can be said that there has been economic growth. The meaning of this long-term perspective can also be seen from another perspective (Chalid, 2012).

Some economists argue that the trend of increasing output per capita alone is not enough to see economic growth. Economic growth is said to occur if there is a tendency to increase per capita output originating from the internal processes of the economy. Thus, the tendency, according to this requirement, must come from forces that come from within the economy itself, not from outside and are temporary. In other words, the process of economic growth must be self-generating, which means that the growth process generates strength or momentum for the emergence of continued growth in subsequent periods. This requirement may be too stringent, but if met then we can be sure that the increase in per capita output will be a long-term process. Growth in society is often focused on the process of increasing production and services in economic activity. The notion of growth is used in dynamics theory as it was developed by Neo-Keynes and Neo-Classical thinkers (Chalid, 2012).

Development is a transformation process which in the course of time is marked by structural changes in the economy in society, namely changes in the basis of economic activity as well as in the framework of the economic structure of the community concerned. In the social paradigm, growth is intended as the achievement of the way of life and patterns of human thinking from a simple level to a more complex level. This can be seen in the works of Classical Sociology figures such as August Comte in the stage of community growth and/or van Peursen in choosing a cultural strategy. Development and growth are two different things. Each meaning contains different meanings, implications, and ratifications from one another. Therefore, it is necessary to explain from the outset the difference between the notions of growth and development. Economic growth is related to the process of increasing the production of goods and services in the economic activities of the community. It can be said that growth involves development with a single dimension and is measured by increasing production and income. In economic growth, production processes that involve a number of types of products are usually studied using a number of certain production facilities. In this connection, it is shown that there is a quantitative balancing relationship (calculation of numbers) between a number of means of production on the one hand and the results of all production on the other. Each of these can be expressed in terms of a mathematical format so that models of economic growth must be tested with empirical-quantitative measurements, which are always expressed in numbers. (Chalid, 2012).

Meanwhile, on the other hand, development has a broader meaning. Increased production is indeed a main feature in the

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development process. In it, in addition to increasing production quantitatively, the development process also includes changes in the composition of production, changes in the pattern of use (allocation) of productive resources among sectors of economic activity, changes in the pattern of distribution (distribution) of wealth and income among various groups of economic actors, changes in the institutional framework in people's lives as a whole. One thing that is very important in the development process is the expansion of productive employment opportunities

Economic development should require the active participation of all members of society who are able to participate in the economic process into productive activities. Productive economic activities have various positive impacts, one of which is increasing real income for the majority of the population. This additional income can increase the population's consumption power both quantitatively and qualitatively. Furthermore, this increase in income can reduce inequality in the distribution of income among various groups in society. Thus, the notion of economic development includes not only quantitative changes in production and income, but also qualitative changes in the composition of society as a whole. Development is a transformation, in the sense of structural change, namely changes in the economic structure of society which include changes in the balances of conditions inherent in the basis of economic activity and economic structure. (Chalid, 2012).

Unemployment Theory

Unemployment is a condition in which a person belonging to the labor force wants to get a job but has not been able to get it. A person who does not work, 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 (Mankiw, 2013).

According to the Central Statistics Agency (BPS) in employment indicators, unemployment is a population who does not work but is looking for work or is preparing a new business or residents who are not looking for work because they have been accepted to work but have not started work. (Sukirno, 2013).

Unemployment is a macroeconomic problem that affects humans directly and is the most severe. For most people, losing a job means a decrease in the standard of living and psychological stress. So it is not surprising that unemployment is a frequent topic of political debate and politicians often claim that the policies they offer will help create jobs, but actively seeking work cannot be classified as unemployed. Unemployment is a person who does not work at all or works less than two days during the week before the enumeration and tries to get a job, besides unemployment is defined as a condition where a person belonging to the labor force who wants to get a job but has not got it (Nopirin, 2010).

In the standard of understanding that has been determined internationally, what is meant by unemployment is someone who has been classified in the labor force, who is actively looking for work at a certain wage level, but cannot get the job he wants. Unemployment indicates wasted resources. The unemployed have the potential to contribute to national income, but they cannot do so. The search for jobs that match their skills is exhilarating when the search is over, and people waiting for jobs in companies that pay above-balance wages are delighted when vacancies open. (Sukirno, 2013).

According to the causes of occurrence, unemployment is classified into three types, namely: (Mankiw, 2013):

a. Frictional Unemployment

Frictional unemployment is unemployment that occurs due to temporary difficulties in bringing together job seekers and existing job vacancies. These temporary difficulties can take the form of simply the time required during the application and selection procedure, or occur due to distance factors or lack of information. Frictional unemployment is inevitable in a changing economy. For some reason, the types of goods that firms and households consume vary over time. As the demand for goods shifts, so does the demand for the labor that produces those goods.

b. Structural Unemployment

Structural unemployment occurs because there are problems in the structure or composition of the economy. Such structural changes require changes in the skills of the workforce needed while job seekers are not able to adapt to these new skills.

c. Conjuncture Unemployment

Conjuncture unemployment occurs because of excess natural unemployment and occurs as a result of unemployment in aggregate demand.

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PREVIOUS STUDY

Table 1. Previous Study

No.	Researcher	Title	Analysis Data	Result of the Study
1.	Ramadhan, Setyadi, and Wijaya (2017)	the effect of economic growth, the city's minimum wage (UMK), education level, and inflation on unemployment and poverty rates in Samarinda City.	path analysis	economic growth has a direct effect on the unemployment rate. The city's minimum wage has a direct and significant effect on the unemployment rate. education level has direct and insignificant effect on unemployment. inflation has a direct and insignificant effect on unemployment
2.	Sugiyanto (2006)	Factors that cause unemployment and strategies for solving them	Descriptive analytic	An increase or explosion in the population that is not balanced with the availability of sufficient production factors will cause unemployment. According to its nature, unemployment is divided into open unemployment and forced and voluntary underemployment. Factors that cause unemployment include (1) low level of education, (2) low skills and experience possessed, (3) disproportion between work and job opportunities and (4) job choice factors, while the implications for national development include; (1) Unemployment causes people to not maximize the level of prosperity they may achieve. (2) Unemployment causes government tax revenues to decrease (3) Unemployment does not promote economic growth. The solution strategies include: (1) Encouraging the entry of foreign investors (2) Improving the quality of the workforce (3) Improving the quality of family planning and transmigration programs and (4) other programs such as labor intensive and empowering rural communities.
3.	Firdhania and Muslihatinningsih(2017)	the relationship between population, inflation, minimum wages, economic growth, and human development index to the unemployment rate in Jember Regency.	statistical descriptive analysis and multiple linear regression analysis	population has a positive and significant effect on the unemployment rate in Jember Regency. Variables of inflation, minimum wage, and human development index have a negative and significant effect on the unemployment rate in Jember Regency, while the variable of economic growth has a positive and insignificant effect on the unemployment rate in Jember Regency. Simultaneously, the results of data analysis show that the population, inflation, minimum wage, economic growth and human development index have a

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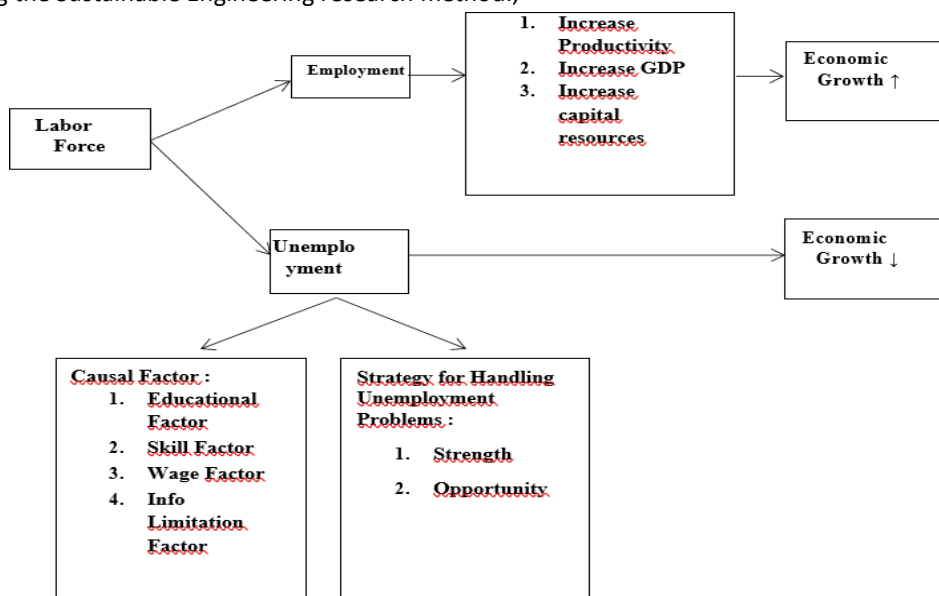
					significant effect on the unemployment rate in Jember Regency..
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FRAME WORK

Indonesia is a country that has a very dense population and has abundant natural resources, this makes Indonesia deserve to be called a country that is rich in resources, both in natural resources and human resources. This should be able to provide great benefits for the economy in Indonesia, but what is happening now in Indonesia is that not all of its human resources have the status as workers, because until now the number of unemployed in Indonesia is 6.87 million people and is the country with the fourth rank. -3 in Southeast Asia. The high level of unemployment in an economy will result in economic sluggishness and a decline in the level of public welfare as a result of a decrease in people's income. Indonesia's development in the future is highly dependent on the quality of Indonesian human resources who are physically and mentally healthy and have work skills and expertise (Ramdhan, Setyadi, & Wijaya, 2017).

Unemployment is a macroeconomic problem that affects humans directly and is the most severe. Most people losing their jobs means a decrease in standard of living and psychological partners. So it is not surprising that unemployment is a topic that is often discussed in political debates and politicians often claim that the policies they offer will help create jobs. Unemployment causes the level of national income and the level of people's prosperity to not reach their maximum potential, which is the main macroeconomic problem. (Ramdhan, Setyadi, & Wijaya, 2017).

In this study, the researchers designed research by knowing in advance the factors that could cause unemployment in Cibadak Village using the Sustainable Engineering research method.,



Picture 1. Frame Work

III. RESEARCH METHODOLOGY

This study uses an empirical approach, this method describes research in general-specific and all knowledge in this method comes from intellectual use which is built on the ability to reason logically. Also states that valid science is an abstraction, simplification or idealization of reality and is proven to be coherent with its logical system (Ahmad & Afifuddin, 2009).

Research Sample

The sample of this research is the heads of families who have unemployed family members, community leaders, and related officials in Cibadak Village, using the research sample for one Rukun Tetangga (RT) in each village, 8 respondents will be taken. For the number of RTs in Cibadak Village as many as 13 RTs, so that the total sample of respondents is 104 people. The sampling of this research is by using a purposive sampling method, where the sample is selected on a certain basis in accordance with the research objectives (Ahmad & Afifuddin, 2009).

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DEFINITION AND VARIABLE MEASUREMENT

The operational variables used in this study, along with their respective indicators, are as shown in the table below:

Table 2. Variable Measurement

No	Target	Variable	Dimensions and/or Indicators	Measurement Scala
1	Identify the Factorsthat data cause unemployment	Education	Last education Education quality Formal and Informal Education Distance between residence and place take education	Nominal and ordinal
		Skill	Skill type Skill suitability Competitors in those skills	Nominal and ordinal
		Wage	The amount of wages Pay scale	Ordinal
		Information	Information Clarity Resources Information access	Nominal

Sustainability Analysis Techniques

Analysis of the data used in this study is a sustainability analysis technique using Micmac software (Cross Impact Matrix Multiplication Applied to Classification). Micmac is software developed by the Institut d'Innovation Informatique pour l'Entreprise which is also known as an advanced analytical technique that is useful for updating structural analysis methods from the previous qualitative to quantitative form. (Ariyani, 2019). This micmac analysis is based on the multiplicative nature of the matrix where the main purpose is for variable mapping and determination of the main variables (Sukwika, 2020). This analysis technique is used to classify the factors and validate the interpretive structural model factors in the study to reach the results and conclusions. This data analysis technique can be used as a tool to identify key variables for policy (Sukwika, 2020).

The advantage of Micmac compared to other structural methods is that it allows for grouping and determining the hierarchy of strategic variables of a system and knowing their reciprocal effects, where often other analytical techniques lead to irrelevant variables which result in failure in a study. The explanations presented by Micmac analysis will create greater confidence and trust in the issues raised and present various assumptions (Benjumea-arias, 2020).

In its operation, the mic mac method is divided into 3 stages, namely problem definition, identification of internal and external variables; assessment of the relationship between variables according to the level of influence and dependence, which was assessed with a rating scale between 0 = none; 1 = weak; 2 = moderate; 3 = strong; P = potential, and analyze the intensity of the influence and dependence of the variable which is determined by the location of the variable on the quadrant map of the influence and dependence of the variable. The variables were compiled by micmac analysis in the Matrix of Direct Influence (MDI) to determine the intensity of the influence of each variable. MDI is the basic matrix for compiling the Matrix of Indirect Influence (MII) which shows the intensity of the indirect influence of variables, and the Matrix of Potential of Direct Influence (MPDI) which projects the intensity of the influence of variables if the system changes in the future.

The variables in question are reclassified into four topology variables which include:

1. Determinant Variable

The determinant variable is a variable that is very influential and slightly dependent on other variables. These variables are considered as inputs and largely determine the mobility of the system. The determinant variable is a very important variable and requires maximum attention from policy makers because it greatly influences other variables.

2. Relay Variable

Relay variables (stake variables) are also called key variables. The relay variable is very influential and at the same time very dependent on other variables. These variables are the least stable because any influence that occurs on them can flow throughout the system. The relay variable is also called the instability factor because it will affect the direction of system mobility.

3. Autonomous Variable

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Autonomous variables are variables that have a small effect and are slightly dependent on other variables. This variable has a low potential to produce changes (trend inertia) to the system. Autonomous variables are also known as excluded variables. Autonomous variables are divided into disconnected variables and secondary levers. Disconnected variables and their evolution are close to the origin, because they can be excluded from the dynamics of the system. While the secondary lever variable is located above the diagonal line, with certain actions this variable can strengthen the system.

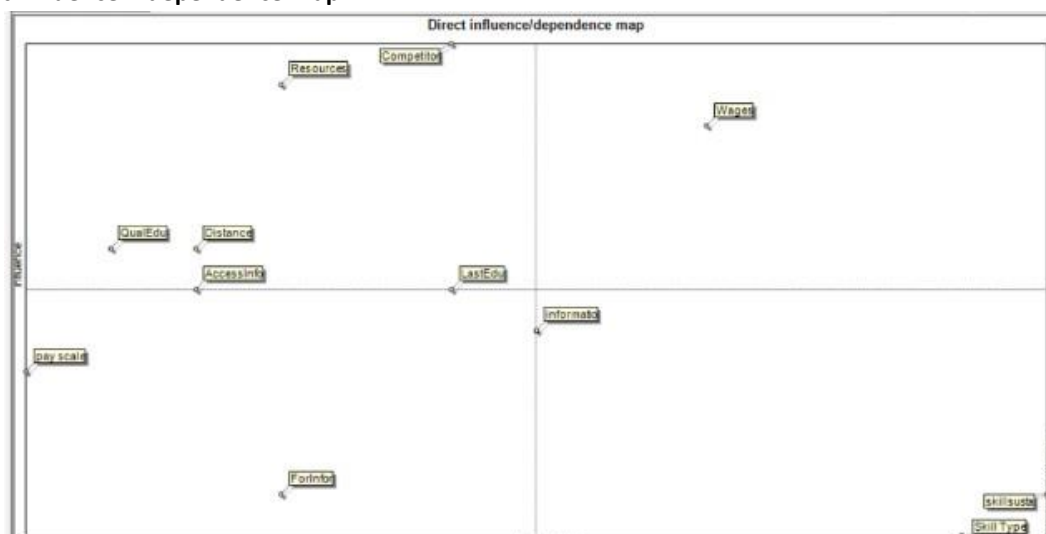
4. Output Variable (*Dependent*).

The output variable describes the impact resulting from other variables, especially the determinant variable and the relay variable. This variable is located in the southeastern quadrant of the map. The location of the output variable shows a variable that has little influence with a high dependence, so that the variable is very sensitive to the influencing factors. This variable becomes a descriptive indicator of the evolution of the system.

The four variables are contained in one map or image which will make it easier to analyze the influence and dependence of system variables (Prof. Akhmad Fauzi, 2019).

IV. RESULT AND DISCUSSION Micmac Analysis Results

Picture 1. Direct Influence Independence Map

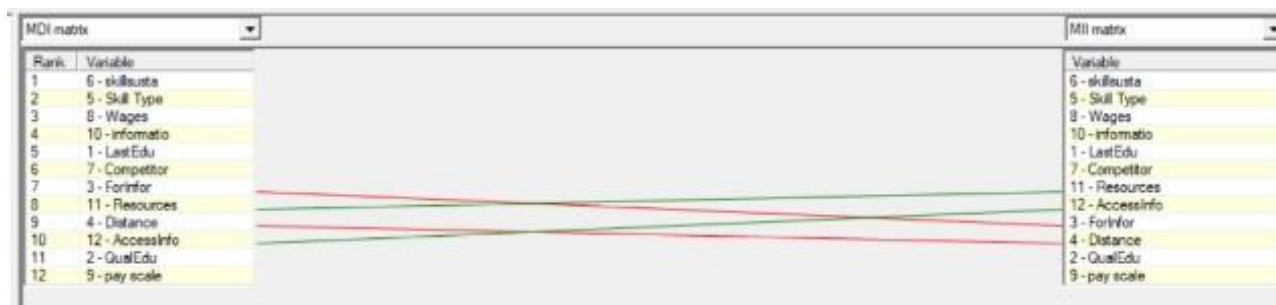


Based on the picture above shows that the key variables in this study are divided into 4 quadrants. In quadrant I, there are six variables that are included as determinant variables, including Resource, Competitor, QualEdu, Distance, Accessinfo, and LastEdu. These variables are variables that directly affect the problem of unemployment and have a very low dependence on other variables. Other variables outside the determinant variable box cannot affect the variables in the determinant variable box. For this reason, special attention is needed from the government on these variables to evaluate unemployment problems as a form of policy to improve unemployment problems. In quadrant I, there are Resources that are very influential on unemployment problems, while other variables are Competitor, QualEdu, Distance, Accessinfo, and LastEdu, so it can be said that these variables affect unemployment problems, in quadrant II there are wages which are relay variables or those that has a very influential nature as well as dependent on other variables. This relay variable can flow throughout the system in a policy, if this variable changes, it will affect other variables as well. This makes the Wages variable a very influential variable in government policy making in an effort to reduce unemployment. In quadrant III there are 2 variables that have a dependence on each other, namely Payscale and Forinfo. These two variables have little influence with a fairly high level of dependence, so they are very sensitive to influencing factors located in quadrant I and quadrant II. This shows that the variables in quadrant III do not have a big influence on the unemployment problem, but the variables in quadrant III depend on the variables in quadrants I and II. In quadrant IV there are variables of information, skillsusta, and skilltype. These variables are included in autonomous variables, which means that they have little effect and are slightly dependent on other variables. These variables have little potential to produce a change in the unemployment problem and have a very high dependence on other variables.

In quadrants I, II, and III there are hidden variables that so far have not received special attention in the policy of alleviating unemployment problems, then these variables can be used as references and considerations to evaluate or improve the unemployment problem, and in quadrant IV it shows that the variable does not have a strong influence on the unemployment

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Table 4. List variable sorted by dependend



In the table above, it can be seen the ranking order of the variables based on the dependence they have, either directly or indirectly with other variables. The variable that has the highest level of direct or indirect dependence is Skillsusta. At the lowest level of dependence directly or indirectly is the Payscale variable. In the table above, the order of dependency ranking changes the order seen from the direct variable to the indirect variable. Variables that have changed include Forinfo which has decreased by 1 rank and Distance has decreased by 1 level in indirect variables, while Resource and Accessinfo has increased in rank in indirect variables..

V. CONCLUSION

Based on the results of data processing through Continuous Analysis Techniques, it can be seen that the key variables that can succeed in reducing unemployment problems in Cibadak Village are: Quality of Education, distance from school from home, access to information in education and in job search, recent education of job seekers, supporting resources education such as infrastructure and others, as well as the many competitors from outside the region which can reduce the opportunity to find these jobs. The community feels that the government still lacks concern for the world of education, especially in terms of supporting resources, other challenges are also present from among parents who have a paradigm that going to school will only reduce their children's time compared to helping parents in work, besides school fees are not completely free, there are still other fees. Training is needed to improve soft skills that can support the ability of residents, besides that the equalization test that has not been felt by the community should be implemented in order to improve the quality of the local community to find work..

Based on the results of research on the Causes of Unemployment Factors and Strategies for Handling Unemployment Problems in Cibadak Village, where education, skills, wages, and limited information factors are still the main problems of the high unemployment rate. Therefore, through the results of this study, it is hoped that it can be used as a material for consideration for local governments in determining appropriate policies for the people of Cibadak Village. In addition, this research can also be used by relevant stakeholders as a general description of the condition of the area and village communities, so that investments that come will be more targeted.

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