



## Educated Unemployment and Personal Character

Joko Susanto<sup>1✉</sup>,<sup>2</sup>Yuni Siswanti

<sup>1,2</sup>Faculty of Economics and Business, UPN Veteran Yogyakarta

Permalink/DOI: <https://doi.org/10.15294/jejak.v15i1.31715>

Received: November 2021; Accepted: January 2022; Published: March 2022

### Abstract

*This study identifies the factors causing unemployment of vocational high school graduates due to the mismatch between the mismatch demand and supply of labor. The research uses primary data obtained from questionnaires to several vocational high school graduates accompanied by interviews with several entrepreneurs and labor experts in Yogyakarta Special Region. This study utilizes qualitative analysis obtained through focus group discussions (FGD) and the Delphi method to identify the cause of educated unemployment. The results indicate that the dominant factor in worker's success is the personal character. The vocational high school graduates have advantages in hard skills and soft skills but they are weak in personal character. If they have not found jobs as they expected, they tend to wait for jobs vacancies. During the waiting process, they are included in the unemployed group. Their choices lead to educated unemployment. Therefore, all the stakeholders should strengthen the youth's character.*

**Key words** : unemployment, educated, personal, character.

**How to Cite:** Susanto, J., & Siswanto, Y. (2022). EDUCATED UNEMPLOYMENT AND PERSONAL CHARACTER. JEJAK, 15(1), 179-194. doi:<https://doi.org/10.15294/jejak.v15i1.31715>

✉ Corresponding author :  
Address: Jalan Padjadjaran (Lingkar Utara), Yogyakarta  
E-mail: [jk.susanto.68@gmail.com](mailto:jk.susanto.68@gmail.com)

## INTRODUCTION

Unemployment is a significant problem for every country, so they try to reduce it (Cristescu, 2017). The unemployment rate exhibits the number of job seekers who did not find a job, so they are entirely unemployed. High unemployment harms economic performance. Unemployment makes the economy cannot reach its maximum output capacity due to wasted resources (Vukovic et al., 2015). The unemployed labor cannot contribute to the Gross Regional Domestic Product (GRDP). They do not involve in the production process, so they do not get compensation. Open unemployment is becoming a complex problem for countries that do not recognize unemployment benefits, such as Indonesia. The unemployed laborers do not earn income, so they are vulnerable to belonging to the poor group (Akwara et al., 2013). During their period of unemployment, unemployed workers must maintain at least subsistence consumption. Therefore, poverty is associated with several social problems (Ansar & Mario, 2017; & Shah & Khuhawar, 2019), especially criminality. The unemployment impact does cover poverty and the social problem.

The Classics and Keynes have different views on unemployment. According to the classics, the labor market is in equilibrium with full labor force employment. The classical supply curve is based on the assumption that the economy is self-regulating. The economy can consistently achieve the natural level of real GDP or output, the level of real GDP obtained when the economy's resources are fully employed. The aggregate supply is derived from the underlying assumption that wages are adjusted continuously. Changes in the price level do not affect employment, so the level of output produced by an economy does not

change. Therefore, the aggregate supply curve is a vertical line, indicating that the same amount of goods will be supplied, whatever the price level.

The workers can fully adjust the expected price level to the actual price level. This causes the supply of labor to be determined by real wages. The real wage is flexible to keep the labor market in equilibrium. If the supply of workers exceeds firms' demand for workers, then wages paid to workers will fall to ensure that the workforce is fully employed. Conversely, if the supply of workers is less than the demand for a worker, the wage rate rises so that the labor market returns to equilibrium. Classical economists believe that unemployment in the labor market should be considered voluntary unemployment. Voluntarily unemployed workers are unemployed because they refuse to accept lower wages. If they only accept lower wages, firms would be eager to employ them.

By contrast, Keynes stated that workers face a money illusion. Workers expect that the price level is constant when the actual price level changes. This causes the supply of labor to depend on nominal wages. Money illusion occurs in the short term because workers do not have enough time to absorb new information to match their expectations about price levels. An increase in prices would have an impact on an increase in output. Money illusion causes the labor supply depends on the nominal wage.

The nominal wages are rigid to decrease. The downward nominal wages rigidity is associated with the contract between workers and employers that stipulates an agreed wage rate over a certain period. Wages are renegotiated periodically, but not frequently because resetting wages is costly. Minimum wage regulations and efficiency wage policies are other factors that cause downward nominal wage rigidity. The government imposes a minimum wage higher than the market-clearing wage to raise workers' welfare. This minimum wage regulation results in an imbalance in the labor

market. This imbalance is characterized by an excess supply of labor. The number of workers willing to work is greater than the number of workers demanded. Thus some workers are willing to work at the minimum wage rate but do not get the job, so they are forced to be unemployed.

Meanwhile, the efficiency wage policy is related to employers' consideration of getting skilled workers to maintain business continuity. Both workers and employers have an interest in the company's survival. Nevertheless, they have different interests. Employers want to maximize profits, while workers want to maximize utility. This causes a principal-agent problem. Workers as agents may act differently from what the employer, as principal, wants. Workers may increase leisure by being lazy to work. Therefore, companies must find a way to maximize profits by eliminating agency problems.

Employers can hire some supervisors to monitor workers. However, this choice requires a high cost. The company cannot employ a supervisor to supervise every worker. Therefore, another way to reconcile the interests of employers and workers is required. One way to realize their interests is by providing high wages. In some companies, especially those that employ skilled workers, wages often exceed the minimum wage and are automatically above the market-clearing wage. This wage rate is called the efficiency wage. The basic premise for implementing the efficiency wage is that firms benefit from paying higher wages to their workers. High wages create a high cost of losing a job for a worker. High wages can also boost the effort and capability of workers so that worker productivity increases. A rise in worker productivity reduces labor costs per unit of output.

Minimum wage regulations and efficiency wage policies create an imbalance

in the labor market, characterized by unemployment. Keynes agrees with the assertion that the persistence of wage rigidity is the cause of unemployment. However, Keynes disagreed with the opinion of the Classics, who stated that the way to solve the unemployment problem was to reduce nominal wages. According to Keynes, unemployment cannot be eliminated by reducing nominal wages. The reduction in nominal wages and the price level will create public expectations that the drop will continue so that households and companies delay spending. This causes a decrease in demand for goods so that the employment rate also goes down.

The money illusion causes price increases to have an impact on increasing output. The aggregate supply curve has a positive slope, which indicates that the economy is not at full employment. Keynes argued that the market economy mechanism did not guarantee that the actual level of national income would be precisely equal to the potential full-employment level. Everything depends on the aggregate demand. Unemployment occurs due to the lower aggregate demand than the output at full employment. Therefore, the government needs to increase aggregate demand. In an open economy, the aggregate demand is the sum of consumption, investment, government spending, and balance of trade (exports minus imports).

Since the amount of consumption, investment, and balance of trade are already determined by the existing level of national income, the only way to raise aggregate demand is by increasing government spending. An increase in government spending closes the gap between actual and potential GDP. As long as there is unemployment and excess capacity in the economy, aggregate supply automatically responds to the higher aggregate demand. A new equilibrium will be established with more

income and higher employment levels so that unemployment disappears.

Apart from the various advantages, applying the Keynesian model in determining employment also have some disadvantages. First, this model comes from developed country economies based on well-functioning institutional and structural assumptions. However, in most developing countries, the main barriers to increasing output and employment levels are not caused by insufficient demand but by structural and institutional constraints on the supply side, such as lack of capital, skilled and managerial human resources, inefficient markets, and poor communication. Some constraints on the supply side led to an increase in aggregate demand through government service spending financed by a deficit, do not effective in solving employment problems. Structural and institutional constraints cause the Keynesian model to have limited analytical relevance for dealing with employment issues in developing countries.

The Keynesian model uniquely relates employment to the level of GNP. The model states that maximizing the growth rate of GNP will be able to maximize employment. The theory to describe the growth process is the Harrod-Domar model. Economic growth is the combined result of savings and physical capital accumulation so that national output and employment growth can be maximized by maximizing the level of savings and investment. However, despite the impressive output growth rate, employment growth has lagged. The rapid growth of output failed to generate adequate employment growth rates. This is related to the tendency for higher growth generated by capital-intensive production methods. Thus, maximum output and maximum employment growth are seen as conflicting goals.

Furthermore, unemployment also related to external factors such as economic

growth, technology, and internal factors in job seekers such as skills (Said et al., 2021), wages (Del Carpio & Pabon, 2017), and job seekers' preferences. Economic growth shows an increase in economic activity, which causes an increase in output. Economic growth exhibits an increase in value-added. The higher growth, the greater the value-added occurred. The increase in added value represents income for those involved in the production process. Rapid economic growth indicates a significant increase in output. This increase requires larger inputs, especially labor so that many job seekers can be absorbed by larger job vacancies. It means that high economic growth will be followed by a decrease in the unemployment rate. Several studies exhibited that economic growth leads to a lower unemployment rate (Chand et al., 2018; Chowdhury & Hossain, 2014; & Louail & Hamida, 2021).

For that reason, the government wants to increase economic growth so that unemployment can be lowered. Economic growth can be realized by technological improvements to increase efficiency or by increasing the number of inputs. New technologies increase productivity and reduce costs (Çalışkan, 2015). However, technology replacement also costs a lot, so companies will only use new technology if profitable. In addition, technology replacement also takes a long time. Therefore, in the short term, the company increases its output by adding more inputs, especially labor. It means that economic growth is accompanied by an increase in jobs to lower the unemployment rate (Marcolin et al., 2016). However, the relationship between growth and unemployment is still a debate matter. The relationship depends on the characteristics of the production process. If technological advances lead to capital-intensive techniques, then economic growth is not followed by the decreased unemployment rate.

Furthermore, unemployment is also caused by the lack of compatibility between the

job vacancies and job seekers' wishes. The low education labor tends to accept whatever emptiness to keep getting a job. Nevertheless, the proportion of unemployed labor with low education is relatively small. The largest proportion of unemployment is unemployed with vocational high school and above. This high unemployment rate is occurred due to a large number of vocational high school graduates who are not accommodated at higher education levels. The fresh graduates tend to look for jobs that match their competencies. They tend to be picky about the job. They try to enter the labor market, especially a formal sector with a high wage. However, the job vacancies in this sector are insufficient to accommodate all job seekers. It means several job seekers cannot be accommodated by formal sector. But, they do not look for a job in another sector such as informal sector. They tend to wait for job vacancies that fit their competence. During the waiting process, these job seekers were categorized into unemployment groups. Therefore, the preferences of job seekers who tend to be picky in their desired caused a rise in the unemployment rate.

In Yogyakarta Special Regions, the highest unemployment occurred in vocational high school graduates. It shows that unemployment in this province is dominated by educated unemployment. Educated people refer to job seekers with senior high school background and above, while low-educated people refer to job seekers with junior high school educational background and below. Job seekers with low-education backgrounds tend to accept any job. They are aware of their lack of expertise and skills, so they are challenging to enter the formal sector. This condition forces them to enter low-wage occupations.

Conversely, educated people tend to be picky about jobs. They want jobs in the

formal sector with high wages and comfortable working conditions. Job pickiness exhibits that educated people have high reservation wages. The high-wage reservation makes them unwilling to work in the low-paid sector. Many job seekers, but the high-wage industry cannot provide adequate vacancies. Some job seekers who cannot get a job tend to wait for new vacancies. They did not do any activity so they are categorized as an unemployed person. High reservation wages make educated people reluctant to seek jobs in low-paid sectors.

The high unemployment rate is contrary to the government's expectation that vocational high school graduates will find jobs. The curriculum of the vocational high school is designed to prepare the graduates to enter the labor market. However, when they enter the labor market, several graduates cannot get jobs and they are forced to become unemployed. Unemployment of vocational high school graduates occurs due to a mismatch between job vacancies and the personal character of job seekers. Suppose they are willing to accept whatever job, they will not become unemployed. But, they only want to take jobs compatible with their educational background. It is needed to overcome a mismatch between vacancies and personal character. If the government can lower the educated unemployment, they will significantly reduce the unemployment rate in Yogyakarta Special Region.

Most of the educated people live in Sleman Regency and Yogyakarta Municipality. It is reasonable considering that these two regions are more developed than other regions. The attitude of educated people who are picky about jobs creates high unemployment in Sleman Regency and Yogyakarta Municipality. It is ironic because developed regions face a higher unemployment rate. Yet, unemployment in these regions occurs due to the attitude of job seekers who are not interested in job vacancies. The high reservation wage makes them wait for

new job vacancies in high-wage sectors. This condition is associated with the high income per capita in Sleman Regency and Yogyakarta City. The high per capita income makes them can bear the living cost for waiting for new vacancies. Conversely, different conditions occur in Bantul, Kulonprogo, and Gunungkidul. Their labor forces are less educated than those in Sleman Regency and Yogyakarta Municipality. They tend to take several vacancies so that these three regencies have lower unemployment rates.

So far, research on unemployment tends to examine the determinants of unemployment from external factors in macroeconomic variables such as economic growth, minimum wages, and population. Meanwhile, few studies look at the internal aspects of job seekers, such as skills and personal character. It causes a gap between analysis based on the macroeconomic and microeconomic variables. Based on a microeconomic perspective, people who have just finished their studies will look for jobs. The choice of jobs is not only determined by wages and salaries but also other factors such as work environment, social status (Triputrajaya, 2011), gender, proximity to the residence (Hendri & Wahyuni, 2013), and suitability of work with educational background. The preference in choosing formal jobs answers why job seekers want to become public or private employees. They will get adequate income, good facilities, a comfortable work environment, and prestigious work (Triputrajaya, 2011).

Furthermore, there is a decrease in the youth preference to choose jobs in the agricultural sector. The absence of sufficient agricultural land caused some youths to select jobs outside the farming sector, especially the industrial and service sectors. Apart from that, the low wage in the agricultural sector makes the youth choose several jobs outside this sector. The youth

view that their income in the farming sector is relatively small, so it is not enough to cover their expenses. The increasingly narrow area of agricultural land and the constant exchange rate of agricultural products make a low result in this sector. In addition, agricultural activities face the risk of crop failure, which impacts farmers' losses. Besides that, the agricultural activities depend on the seasons, so these activities cannot last throughout the year. Outside of farming sessions, people are forced to look at vacancies in the non-agricultural sector.

In workplace selection, the job seekers also consider the geographical distance from their residence to the factory or office (Hendri & Wahyuni, 2013). The transportation costs and travel time are considered considerations in selecting a workplace. However, apart from a geographical distance, job type, and job suitability with educational background, the salary is still the most influential attribute in job selection (Widyawati et al., 2014). Likewise, family background factors influence career choices. Students with family support are more prepared to choose a career than those with a less supportive family environment (Marti'ah et al., 2018).

Several studies have examined unemployment from various aspects. Suryono & Pitoyo (2013), studied unemployment in Central and East Java and found that unemployment occurred due to a mismatch between education and the job type obtained by the workforce. The government seeks to encourage economic growth to reduce the unemployment rate. Economic growth is followed by a decrease in the unemployment rate (Chowdhury & Hossain, 2014). In terms of the job selection, the research results by Thamrin & Bashir (2015), showed that financial factors, the non-physical and social status positively affect a person's preference for choosing to become an educator. The most influential factor is social status. Workers view social status as the main factor in the job type selection. It indicates that workers are willing to

accept jobs with lower wages as long as they provide high social status.

Moreover, the family background also affects job choices. Parents with civil servant backgrounds tend to influence career choices for their children. Apart from that, peers, opportunity, and personality all had an important role in career choice. The chosen career should fit the student's personality, job opportunities, and parental expectations (Alkhelil, 2016). To overcome this obstacle, some students enlisted the help of others, such as family members or friends, to help them choose the right field of study (Helyer, 2011). On the other hand, peer pressure was a more powerful factor, followed by personality, family, and opportunity (Humayon et al., 2018). While there are no set criteria for selecting a vocation, it is recommended that students evaluate their characteristics and match them to the most appropriate career (Perger & Takács, 2016). The choice of a vocation is crucial since it has a social and economic impact on a student's future. Therefore, individuals must have access to knowledge about new challenges and job prospects to make the best decision possible (Raveenther, 2017).

Several experts tried to determine the right career based on knowledge by evaluating various relevant aspects. Some studies focused on either environmental or psychological characteristics as determinants influencing professional choice (Alkhelil, 2016; & Kaminsky & Behrend, 2015). Several researchers have revealed that adolescent career choice is worldwide (Kaminsky & Behrend, 2015). However, there was no clear procedure on how students can adapt to career selection. Therefore, this study wants to analyze the personal character of the job seekers to trace the factors causing the mismatch between the demand and supply of labor.

## METHOD

This study utilized primary data from questionnaires delivered to vocational high school graduates in Yogyakarta Special Region. The sampling size is determined proportionally to the number of vocational high school graduates in each regency/ city due to the differences in the number of vocational high school graduates across each regency/ city in the Yogyakarta Special Region. This study took respondents of 100 vocational high school graduates by the purposive sampling method. Respondent covered several vocational high school graduates who have experience in job applying.

The primary data is complemented by discussions with business people, service officials in charge of the workforce, and labor observers. The discussion was conducted in a Focus Group Discussion (FGD), representing entrepreneurs' thoughts, the government, and labor observers. They provide an assessment of personal character and several issues that cause unemployment.

This study utilizes qualitative analysis to analyze the mismatch between job opportunities and the personal character of vocational high school graduates through focus group discussions (FGD) combined with primary data. This analysis is complemented by the Delphi method to identify the causes of educated unemployment. Determination of the success factors of workers is done through a convergence analysis of the views of all participants. This opinion convergence analysis uses the Delphi method. This method utilized statistical analysis based on the standard deviation, and interquartile range approaches were used to determine which instruments have converged. The first measure exhibits a convergence assessment when the panelists' assessments have a standard deviation of  $< 1.5$ . Meanwhile, the second measure shows a convergence

assessment when the answers or ratings from all sources have an interquartile range of < 2.5. Interquartile Range (IR) is the difference between  $Q_3$  (upper quartile) and  $Q_1$  (lower quartile).

## RESULTS AND DISCUSSION

The vocational high school graduates are educated workers. They have received sufficient education both in terms of science and technical skills. However, some vocational high school graduates are not absorbed in the labor market. Based on the 100 vocational high school graduates in 2019 who became respondents, a total of 78 people were in a working position, while 22 people were unemployed (Table 1). The high unemployment rate is probably due to the Covid 19 pandemic, so some workers have been laid off. At the same time, some businessman also stopped their businesses. Another reason is that they choose to leave their jobs due to the low wages and poor work environment, so they want to find another job. Job pickiness shows that educated people want to get a high-wage occupation. They have a high-wage reservation, so they refuse to work in the low-wage occupation. The minimum wage desired by the highly educated workforce is greater than others (A. Pasay & Indrayanti, 2012). They choose to wait for high-wage vacancies and are ready to become unemployed. The rich family economic background allows them to be unemployed longer (Dhanani, 2004).

Another factor causing unemployment is the expiration of the employment contract. It shows that some respondents are not permanent workers but contract workers with a specific time agreement. Some companies tend to use contract laborers for several jobs. The company seeks to minimize labor costs by using contract workers. Companies reduce costs to produce efficiently to maximize their

profits. For several companies, labor costs is second-highest cost after raw material cost, especially for labor-intensive industries. One strategy in reducing labor costs is utilizing contract labor (Maryono, 2009). This strategy can be taken quickly due to the labor surplus. A large number of job seekers make employers can easily recruit whatever number of workers they want. A work agreement binds workers for a specific time. After the work agreement is over, workers must renew their contract or look for a job elsewhere. Yet, if they do not find a job, they are forced to become unemployed.

**Table 1.** Number of Respondents Working and Unemployed

Status	Number	Percentage (%)
Working	78	78
Unemployed	22	22

Source: Primary data (processed)

The high unemployed respondents are also related to the suitability of the respondent's occupation and educational background. A total of 40 respondents stated that their work was not fit to their educational background. Meanwhile, some 52 respondents stated that there were similarities between their occupations and educational background. The remaining eight respondents did not answer (Table 2).

The lack of compatibility between occupation and educational background occurs due to the excess labor supply. The labor surplus is a common phenomenon in developing countries such as Indonesia. The large population makes the number of job seekers exceed the job vacancies. Job seekers face limited options. Therefore, the labor market outcome is to be determined by the demand side. It means that the number of job seekers absorbed in the labor market depends on the job vacancies. The labor surplus factor makes job seekers forced to accept jobs that are not under their wishes. They want to earn income or get working experience after completing their education.



The mismatch between educational background and occupation makes workers cannot utilize their maximum capability. This problem leads to low labor productivity. Labor productivity refers to an output resulting from each worker. The wage rate is determined based on labor productivity so that lower labor productivity leads to a lower wage. Wage is an income for workers to fulfill their needs. Therefore, the low wage is associated with lower welfare. Workers are unhappy with their condition and tend to leave their current occupation. While still doing their job, they utilize all information to get better jobs. Based on this new information, they try to look for occupations with high wages that fit their expectation. Learning Zafar (2011), and expected wage Brown & Taylor (2013), plays a significant role in the decision to switch. The other choice is to set up a business. Several workers feel they have enough experience trying to build a business. They want a high income, and they realized that it only could be done through doing business. Although some regencies set rules about minimum wage, this wage rate is deemed insufficient to fulfill the workers' needs. As long as they look for a new job or prepare a business, they are included in the unemployed group.

**Table 2.** Job Suitability with Educational Background

Suitability	Number	Percentage (%)
Suitable	52	52
Not Suitable	40	40
Not Respond	8	8

Source: primary data (processed)

The high number of unemployed respondents is also related to the mismatch between respondents' desires and job vacancies. Most respondents want a work location that is not too far away. They want a workplace that is less than 10 km from where

they live. A total of 45 respondents wanted a workplace less than 5 km from their residence. Meanwhile, a total of 34 respondents wanted their workplace to be 5-10 km away, and only 21 respondents were willing to work for companies or institutions that were situated more than 10 km away (Table 3).

Workplaces that are far from the residence require extra effort. It causes some respondents to choose to be unemployed if the workplace is far from their residence. Workers will feel comfortable if the workplace is close to their residence, so they do not need to travel long to reach the job site. This is related to the economic background of the family. Family has a big role in shaping the soul and personality (Framanta, 2020). The affluent family backgrounds Dhanani (2004), make them reluctant to struggle in carrying out their duties. A short distance makes the journey to work place can be made easily. The distance from home and work that is far away can affect health, quality of relationships, and happiness. People who commute to work for three hours or more are more likely to experience excessive worrying throughout the day. The longer the travel time from home to office, the less time spent on social relationships. It will reduce the level of health and happiness. The home-office travel time was closely correlated with the health and increased consumption of fast food. These negative effects will affect a person's happiness. Conversely, the short distance between home and workplace encourages high labor productivity. It is enough time to complete the task so that workers can produce more outcomes.

**Table 3.** The desire for Distance from Residence to Workplace

Distance	Number	Percentage (%)
< 5 km	45	45
5-10 km	34	34
> 10 km	21	21

Source: primary data (processed)

The findings in Table 3 are in line with the perception of the respondents to the job vacancies in the outside Yogyakarta Special Region. The workers of this province have the advantage in terms of hard skills and soft skills. Yet, this province is narrow and does not have adequate infrastructure, so the job opportunities created in this region are also limited. This vacancy cannot absorb all job seekers in this province. Although the residents realize the narrow job vacancies, the findings show that not all respondents are willing to work outside Yogyakarta Special Region. Of the 100 respondents, 37 respondents said they were unwilling to work outside Yogyakarta Special Region, while 63 were willing to work outside this province. This condition causes the high unemployment of vocational high school graduates. Some job seekers who do not get a job in the Yogyakarta Special Region are ready to be unemployed because they refuse to look for a job outside Yogyakarta Special Region.

The choice of occupations associated with several factors, such as the family background (Marti'ah et al., 2018), the long-distance from their home (Mulya, 2016) and working environment (Talamaosandi & Wirakusuma, 2017). These factors make some job seekers refuse to work outside Yogyakarta Special Region. It indicates that the unemployment problem for vocational high school graduates is not on the hard skills and soft skills but the personal character. The personal character is related to the attitude of vocational high school graduates towards jobs. Attitude has an impact on job kind selection. They only want to enter into the formal sector with a high wage. However, there are not enough job vacancies in this sector to accommodate all job searchers. Some job seekers who do not get jobs yet are more likely to wait for job vacancies that match their educational background.

Unemployment in Yogyakarta Special Region is dominated by job seekers with vocational high school and above. Some graduates have been accepted through a job fair, but they chose not to continue the recruitment process when they discovered that the company was far from Yogyakarta Special Region. They want a comfortable job, so they decide to wait for job vacancies as expected. For the waiting process, many vocational high school graduates are unemployed. It shows that vocational high school graduates have good hard and soft skills but are weak in personal character. They are afraid to manage working risks. In contrast, the company needs a person who can withstand work pressure. Occasionally, the companies face unstable macroeconomic performance, so they require strong workers to support company development when the economy is booming and maintain the company when there is a deterioration in economic performance. Companies need workers who do not back down in the face of any risk.

Furthermore, the attitude of vocational high school graduates towards the minimum wage shows that several of them are unwilling to be paid at the minimum wage. They want a wage rate above the minimum wage. Of 100 respondents, 21 respondents were not willing to be paid based on the minimum wage. Meanwhile, a total of 77 respondents were glad to be paid at the minimum wage, while the remaining two respondents did not respond (Table 4). It indicates that some vocational high school graduates expect high-wage jobs. This attitude makes it hard to find the job they desire. There were only some job vacancies, while the number of job seekers is much greater than these vacancies. They feel that the minimum wage is too low and does not fit their needs. The high income per capita, especially in Sleman Regency and Yogyakarta Municipality, is linked to this phenomenon. Due to their high per capita income, they can cover their living expenses while waiting for job openings that

meet their want. Therefore, they tend to refuse jobs with wages as high as the regency minimum wage. They expect more than the current job vacancies (Fernandes et al., 2021) and wait for other job vacancies with a high salary (Kurniawan & Handayani, 2013). They decide to be unemployed while looking for a better job. The unemployment created is not related to job vacancies but more associated with personal character.

**Table 4.** The willingness of Vocational High School Graduates to Accept Regency/ Municipality Minimum Wage

Willingness	Number	Percentage (%)
Accept	77	77
Not Accept	22	22
Not Respond	2	2

Source: primary data (processed)

These results above are supported by the FGD findings, which show that hard skills, soft skills, and personal character determine work success. Educational facilities in Yogyakarta Special Region can produce quality graduates in terms of hard and soft skills but have not created the fighting graduates. Several vocational high school graduates have been accepted into a recruitment program, but they choose not to continue after discovering that the company is far from Yogyakarta Special Region. The

vocational high school graduates feel they are in a comfort zone, so they are often not interested in job offers that require extra effort. It causes educated unemployment. Thus, it is necessary to improve the personal character of vocational high school graduates.

Character is an essential factor considered in the recruitment process. Personal character refers to aspects embodied that influence thought, attitudes, and behavior. Apart from hard skills and soft skills, a personal character also determines the company's progress. In general, workers' personal includes withstanding pressure, being friendly, honest, humble, responsible, enthusiastic, confident, and committed.

The focus group discussion results in a consensus about several factors determining worker success. They stated that the dominance factor is not a hard or soft skill but a personal character. Therefore, vocational school graduates must have excellent personal character to get a job and succeed in their careers. The results of the Delphi analysis showed a convergence of panelists' views on some aspects of personal character. It means that all panelists agreed that the qualities of withstanding pressure, being friendly, honest, humble, responsible, enthusiastic, confident, and committed should be possessed by job seekers (Table 5).

**Table 5.** Results of the Delphi Analysis on the Personal Character

Personal Character	Average	Std. Dev	Decision	IR	Decision
Withstanding pressure	7.89	0.93	Convergent	2	Convergent
Friendly	7.56	0.88	Convergent	2	Convergent
Honest	7.67	1.00	Convergent	1.5	Convergent
Humble	7.56	1.13	Convergent	2	Convergent
Responsible	7.67	0.71	Convergent	1	Convergent
Spirit	7.44	0.88	Convergent	1	Convergent
Confidence	7.56	0.88	Convergent	1	Convergent
Commitment	7.78	0.83	Convergent	1.5	Convergent

Source: primary data (processed)

Based on table 5, the assessment of all the panelists has a standard deviation of  $< 1.5$ . Moreover, the interquartile range is below 2.5. It shows that the assessments of all the panelists are convergent. It means that all panelists have the same assessment of several items of personal character. Furthermore, the results of the Delphi analysis are equipped with priority determination that shows the order of urgency for each personal character. The order of urgency is determined based on the average value of each item of personal character sequentially from the largest value to the smallest value. The largest value indicates that this item has the highest priority (Table 6).

**Table 6.** Priority of labor Personal Character

No.	Personal Character	Score
1	Withstanding pressure	7.89
2	Commitment	7.78
3	Honest	7.67
4	Responsible	7.67
5	Friendly	7.56
6	Humble	7.56
7	Confidence	7.56
8	Spirit	7.44

Source: primary data (processed)

Furthermore, based on Table 6, the character of withstanding pressure, commitment, honesty, and responsibility are the four qualities that vocational high school graduates need to have to get a job and be successful at work. Generally, a company always competes with other companies. It makes a company not always in a top position. Only efficient and productive companies will dominate the market. For this reason, the company's activities must take place efficiently. This activity requires extra effort from the employee. Workers must be able to survive to keep working under pressure. Companies are not only looking for employees who are smart, intelligent, and easy to work with. They want to recruit

workers with high commitment. The employer does not want a high worker turnover. High worker turnover makes the company's activities chaotic. If workers go in and out too often, the company must bear the costs of recruiting and training new workers. Therefore, the employer wants candidates ready to work for a long time.

The employer also required honest workers. Both for the client and the internal environment, honesty and transparency in the workplace are essential. Honesty can promote team connections and a sense of comfort and satisfaction. Long-run interaction between clients and company staff can be realized if two parties are honest. Good cooperation among staff in a company only can be realized if they are honest. Conversely, the dishonest staff destroys company's reputation. Clients will not have trust, so they leave companies and look for other company fit their wishes. A firm can't maintain its performance if most clients leave it.

In line with the honesty aspect, the responsible staff is needed to maintain company performance. The responsibility is an essential aspect because all department activity related to each other, so a failure of one department harms not only this department but also all departments in a company. A failure that occurred in a department may be associated with irresponsible staff. It means that the impact of an irresponsible worker, in turn, harms all department performance and destroys company reputation. This result in line with (Mueller & Plug, 2006) that the effect of personality is of similar magnitude to the one of cognitive skills. This result also supports Cobb-Clark and Tan (2011) that non-cognitive skills play a key role determining economic outcomes.

For this reason, it is necessary to internalize these personal characteristics to vocational high school graduates. Internalization of personal character can be done through formal education in schools, communities, and families. Thus the government needs to design policies, especially

in personal development. On the other hand, the school and community must support the government program to realize a labor force with good personal character.

## CONCLUSION

The vocational high school graduates in Yogyakarta Special Region have advantages in hard skills and soft skills but are weak in personal character. Several vocational high school graduates feel they are in a comfort zone, so they are not interested in a job with extra effort. If they have not found the job they are looking for, they tend to wait for vacancies. During this waiting process, they are included in the educated unemployed. Therefore, the government should design policies to develop personal character. On the other hand, the school and community need to provide tangible support to realize the labor force with good personal character.

The authors would like to thank the Institute for Research and Community Service at Universitas Pembangunan Nasional Veteran Yogyakarta, Indonesia, for providing funds for this research.

## REFERENCES

- Pasay, N., & Indrayanti, R. (2012). Unemployment, Long Searching For Work, And Reservation Wage For Educated Workers [*Pengangguran, Lama Mencari Kerja, Dan Reservation Wage Tenaga Kerja Terdidik*]. *Indonesian Journal Of Economics And Development [Jurnal Ekonomi Dan Pembangunan Indonesia]*, 12(2), 116-135. <https://doi.org/10.21002/jepi.v12i2.493>
- Akwara, A., Akwara, N., Enwuchola, J., Adekunle, M., & Udaw, E. (2013). Unemployment And Poverty: Implications For National Security And Good Governance In Nigeria. *International Journal Of Public Administration And Management Research*, 2(1), 1-11.
- Alkhelil, A. H. (2016). The Relationship Between Personality Traits And Career Choice: A Case Study Of Secondary School Students. *International Journal Of Academic Research In Progressive Education And Development*, 5(2). <https://doi.org/10.6007/ijarped/v5-i2/2132>
- Ansar, S., & Mario. (2017). Social Impact Of Educated Unemployment In Kading Village, Tanete Riaja District, Barru Regency [*Dampak Sosial Pengangguran Terdidik Di Desa Kading Kecamatan Tanete Riaja Kabupaten Barru*]. *Predestination [Predestinasi]*, 10(2), 134-143.
- Brown, S., & Taylor, K. (2013). Reservation Wages, Expected Wages And Unemployment. *Economics Letters*, 119(3), 276-279. <https://doi.org/10.1016/j.econlet.2013.02.035>
- Çalışkan, H. (2015). Technological Change And Economic Growth. *Procedia - Social And Behavioral Sciences*, 195, 649-654. <https://doi.org/10.1016/j.sbspro.2015.06.174>
- Chand, K., Tiwari, R., & Phuyal, M. (2018). Economic Growth And Unemployment Rate: An Empirical Study Of Indian Economy. *PRAGATI: Journal Of Indian Economy*, 4(02). <https://doi.org/10.17492/pragati.v4i02.11468>
- Chowdhury, M., & Hossain, M. (2014). Determinants Of Unemployment In Bangladesh: A Case Study. *Developing Country Studies*, 4(3), 16-20. <https://doi.org/10.2139/ssrn.2402908>
- Cristescu, A. (2017). The Impact Of Education On The Unemployment Rate In The

- Southern European Model. *Romanian Journal Of Regional Science*, 11(1), 62–75.
- Del Carpio, X., & Pabon, L. (2017). Implications Of Minimum Wage Increases On Labor Market Dynamics Lessons For Emerging Economies. In *Poli* (Issue 8030). <https://doi.org/10.1596/1813-9450-8030>
- Dhanani, S. (2004). Unemployment And Under- Employment In Indonesia, 1976 (2000: Parado- Xes And Issues). *Geneva: International Labour Office*. <http://www.ilo.int/public/english/%00Aprotection/ses/download/docs/indonesia.pdf>
- Fernandes, A., Huber, M., & Vaccaro, G. (2021). Gender Differences In Wage Expectations. *PLoS ONE*, 16, 1–24. <https://doi.org/10.1371/journal.pone.0250892>
- Framanta, G. (2020). Research & Learning In Primary Education The Influence Of Family Environment On Children's Personality [Research & Learning In Primary Education *Pengaruh Lingkungan Keluarga Terhadap Kepribadian Anak*]. *Journal Of Education And Counseling [Jurnal Pendidikan Dan Konseling]*, 2(1), 126–129.
- Helyer, R. (2011). Aligning Higher Education With The World Of Work. *Higher Education, Skills And Work-Based Learning*, 1(2), 95–105.
- Hendri, M., & Wahyuni, E. (2013). Perception On Agriculture Jobs And Job Preference Among Youth Unemployed In Cihideung Udik, Ciampea District, Bogor Regency. *Extension Journal [Jurnal Penyuluhan]*, 9(1), 49–68.
- Humayon, A., Raza, S., Aamir K., & Ansari, N. (2018). Effect Of Family Influence, Personal Interest And Economic Considerations On Career Choice Amongst Undergraduate Students In Higher Educational Institutions Of Vehari, Pakistan. *International Journal Of Organizational Leadership*, 7(2), 129–142. <https://doi.org/10.33844/ijol.2018.60333>
- Kaminsky, S., & Behrend, T. (2015). Career Choice And Calling: Integrating Calling And Social Cognitive Career Theory. *Journal Of Career Assessment*, 23(3), 383–398.
- Kurniawan, A., & Handayani, H. (2013). Analysis Of Time Looking For Work For Educated Workers In Purworejo Regency [*Analisis Lama Mencari Kerja Bagi Tenaga Kerja Terdidik Di Kabupaten Purworejo*]. *Diponegoro Journal of Economics*, 2(4), 1–11.
- Louail, B., & Hamida, H. (2021). Asymmetry Relationship Between Economic Growth And Unemployment Rates In The Arab Countries: Application Of The OKUN Law During 1960–2017. *Management*, 25(2), 1–21. <https://doi.org/10.2478/manment-2019-0070>
- Marcolin, L., Miroudot, S., & Squicciarini, M. (2016). Routine Jobs, Employment And Technological Innovation In Global Value Chains. *Working Paper, January*, 1–51. <https://doi.org/10.1787/5jm5dcz2d26j-en>
- Marti'ah, S., Theodora, B. D., & Haryanto, H. (2018). The Influence Of Family Environment On Students' Career Choices [*Pengaruh Lingkungan Keluarga terhadap Pilihan Karir Siswa*]. *SAP (Educational Articles Structure) [SAP (Susunan Artikel Pendidikan)]*, 2(3), 237–242. <https://doi.org/10.30998/sap.v2i3.2448>
- Maryono. (2009). Contract Workers: Benefits And Problems [*Tenaga Kontrak: Manfaat Dan Permasalahannya*]. *Journal Of*

- Business And Economics [*Jurnal Bisnis Dan Ekonomi*], 16(1), 26–31.
- Mueller, G., & Plug, E. (2006). Estimating The Effect Of Personality On Male And Female Earnings. *Industrial And Labor Relations Review*, 60(1), 3–22.
- Mulya, M. (2016). Variable Analysis Of Distance From Residence To Work, Family Dependent Burden, Age, Wages, And Types Of Skills Possessed On Work Opportunities For Rural Residents [*Analisis Variabel Jarak Tempat Tinggal Ke Tempat Kerja, Beban Tanggungan Keluarga, Usia, Upah, Dan Jenis Keterampilan Yang Dimiliki Terhadap Peluang Kerja Penduduk Pedesaan*]. *FEB Student Scientific Journal [Jurnal Ilmiah Mahasiswa FEB]*, 5(1), 1–12.
- Perger, M., & Takács, I. (2016). Factors Contributing To Students' Academic Success Based On The Students' Opinion At Bme Faculty Of Economic And Social Sciences. *Periodica Polytechnica Social And Management Sciences*, 24(2), 119–135. <https://doi.org/10.3311/PPso.8843>
- Raveenther, A. (2017). The Relationship Between Career Choice And Environment, Opportunity And Personality. *International Journal Of Scientific And Engineering Research*, 8(3), 63–67.
- Said, R., Jamaludin, S., Ismail, N., Nor, N., & Yong, C. (2021). Measuring Mismatch Unemployment In The Malaysia Labour Market. *International Journal Of Economic Policy In Emerging Economies*, 14(3), 227–247. <https://doi.org/10.1504/ijepee.2021.114955>
- Shah, H., & Khuhawar, K. (2019). Social Problems Due To Unemployment. *Journal Of Marketing And Information Systems*, 1(2), 8–9. <https://doi.org/10.31580/jmis.vi12.476>
- Suryono, P., & Pitoyo, A. (2013). Suitability Of Education Level And Type Of Work Of Workers In Java: Analysis Of 2010 Sakernas Data [*Kesesuaian Tingkat Pendidikan Dan Jenis Pekerjaan Pekerja Di Pulau Jawa: Analisis Data Sakernas Tahun 2010*]. *Indonesian Earth Journal [Jurnal Bumi Indonesia]*, 2, 59–68.
- Talamaosandi, N., & Wirakusuma, M. (2017). Influence Of Work Environment, Social Values, Labor Market Considerations, And Personality On Public Accountant Career Selection [*Pengaruh Lingkungan Kerja, Nilai-Nilai Sosial, Pertimbangan Pasar Kerja, Dan Personalitas Pada Pemilihan Karir Akuntan Publik*]. *E-Journal Of Accounting Udayana University V [E-Jurnal Akuntansi Universitas Udayana V]*, 19(1), 1–26.
- Thamrin, K., & Bashir, A. (2015). A Person's Perception In Choosing A Job As A Lecturer At State Universities In Indonesia [*Persepsi Seseorang Dalam Memilih Pekerjaan Sebagai Dosen Perguruan Tinggi Negeri Di Indonesia*]. *Sriwijaya Journal of Management and Business [Jurnal Manajemen Dan Bisnis Sriwijaya]*, 13(3), 397–412. <https://doi.org/10.29259/jmbs.v13i3.3381>
- Triputrajaya, A. (2011). Workers' Preferences In Choosing Formal Sector Jobs [*Preferensi Pekerja Dalam Memilih Pekerjaan Sektor Formal*]. *ILTEK*, 6(12), 877–881.
- Vukovic, A., Djokovic, G., & Roncevic, D. (2015). The Necessity Of Solving The Youth Unemployment. *Economics [Ekonomika]*, 61(1), 173–182.

<https://doi.org/10.5937/ekonomika15011>

73<sup>v</sup>

- Widyawati, W., Sitepu, R., & Napitupulu, N. (2014). Application Of Conjoint Analysis Of Student Preferences On Employment (Case Study: Undergraduate Student Of Fmipa Usu) [*Penerapan Analisis Konjoin Preferensi Mahasiswa Terhadap Pekerjaan (Studi Kasus : Mahasiswa S1 Fmipa Usu)*]. *Math Saintia* [*Saintia Matematika*], 2(2), 189–200.
- Zafar, B. (2011). How Do College Students Form Expectations? *Journal Of Labor Economics*, 29(2), 301–348.