Abstract

The purpose of this study is to analyze the causes and dilemmas of educated workers in Sumbawa Regency to experience waiting times in looking for or finding work in accordance with the demand side hypothesis of wage levels, types of work, education levels. From the supply side namely gender (gender specific), majoring in education, and work experience. This study used a quantitative approach with the type of descriptive research. The population in this study was the educated workforce in Sumbawa Regency with the last education such as Senior high school, D-I / II / III, or S1 and 100 samples were taken. This research data used primary data from questionnaire results. The results of this study indicated that educated workers experience waiting time or unemployed due to the level of education that was not in accordance with the demands of existing jobs or not in accordance with the majors they completed. Educated workers were willing to accept any job if they did not get work for a certain time but still consider the level of wages, type of work, and level of education.

Keywords: Waiting time for educated workers

1. INTRODUCTION

Indonesian development has some obstacles in the field of employment, that are the increasing number of the workforce which is not adequately accompanied by the availability of sufficient job opportunities. This results in a fairly high unemployment rate. In line with national economic development, the gap between the growth in the number of the workforce and the willingness of various economic sectors to absorb labor into employment opportunities is still a major problem of national economy (Kuncoro, 2004).

Unemployment of educated workers only occurs as long as graduates experience a waiting period (job search period) which is known as frictional unemployment. The length of the waiting period also varies according to the level of education. There is a tendency that the higher the education of the workforce, the longer the waiting period. For this reason, the expansion of job opportunities is an effort to develop the opportunity for a low-productivity employment sector. However, efforts to expand employment opportunities cannot be separated from influencing factors, such as the development of the population and workforce, economic growth, labor productivity and policies regarding the expansion of employment opportunities (Sutomo, et al., 1999).

Economic development is a mechanism that involves changes in social, political and institutional structures, both in private and public sector so as to create an equitable distribution of economic and social growth. Economic development is not only seen from the growth of per capita income but also how to increase the elimination or reduction of poverty levels, provide employment and overcoming income inequality and how to distribute the income directly to the community (Todaro, 2011).

*Corresponding author: dwisaputrix6@gmail.com
One of the most important goals in economic development is the provision of sufficient employment opportunities to pursue the growth of the labor force, especially for developing countries, such as Indonesia, where the growth of the labor force is faster than the growth of employment opportunities. There are several factors that cause the growth of the labor force to be faster.

First, population growth in developing countries tends to be high so that it exceeds capital growth. Second, industrial structures in developing countries tend to have a low level of diversification of economic activities and the skill of the population is not sufficient to make job creation (Satrio, 2010).

In development planning, both in developed and developing countries, the problem of unemployment is a problem that must be solved by economic development planners. Unemployment in Indonesia is one of the main problems that must be solved. Unemployment is the activity of someone who is not working, while trying to find work and those who have worked, for some reason stop or are dismissed from work and are trying to get a job again (Central Bureau of Statistics, 2008 in Kiki 2012).

The problem of unemployment in many regions is a problem that must be resolved. The main problem of unemployment in regional development lies in the emphasis on development policies that are based on the peculiarities of the region concerned by using the potential of human resources, institutions and physical resources locally. Every regional economic development effort has the main objective of increasing the number and types of job opportunities for local communities. Therefore, local governments and their community participation must be able to assess the potential of the resources needed to design and develop the regional economy by using existing resources (Kiki 2012).

According to Sumarsono (2003) in Satrio (2010), the demand for labor is related to the number of workers required by a particular company or agency. Usually, the demand for labor is influenced by changes in the wage level and other factors that affect the demand for produce. This is related to the production costs incurred by the company, the higher the wage or salary given, the less demand for labor and vice versa. This is in accordance with the demand law.

According to Tobing (1994, in Kiki, 2012), the more educated a person is, the higher the expectation of getting the desired job is. This makes the educated workforce prefer to be unemployed rather than get a job that is not in accordance with their wishes. Then, according to Sutomo et al, (1999) in Kiki (2012), seen from the economic impact caused, unemployment of educated workers has a greater economic impact than unemployment of workers who are less educated. This can be seen from the contribution that the economy failed to receive from the unemployed educated workforce, which was greater than the contribution that the economy failed to receive from the less educated unemployed group.

In relation to the quality of human resources, education is considered as a means to improve the quality of human resources itself. Good education is expected to provide good human resources as well. However, today education is also considered to be closely related to unemployment, especially unemployment for educated workers. Atmanti (2005), investment in job seekers' skills will give higher returns in maximizing their work. The large population has resulted in an increasingly large number of the workforce. This means that a larger number of people are looking for work or are unemployed.

In NTB Province, there are 1,981,842 Workers (BPS 2018) where the Labor Force Participation Rate (TPAK) is different for each city/district. Meanwhile, Sumbawa Regency has a LFPR of 71.62% compared to other regencies/cities. The following is a table of LFPR in NTB Province in 2018:
Sumbawa Regency is one of the regencies in the Province of West Nusa Tenggara (NTB) which involves a lot of labor and one of the areas that has a few industrial companies which in 2018 the percentage of the working population was 5.91 percent while those who worked as farmers in 2018 it was 49.80 percent and those who worked as traders were 15.75 percent of the population, this shows that there are still few job opportunities in Sumbawa so that the workforce in Sumbawa is still a little already working. So many are unemployed.

To see the causes of waiting time for educated workers in Sumbawa Regency, several factors are used to analyze them, namely the level of wages, type of work, and level of education. It is suspected that all of these variables used are factors that cause waiting times for educated workers.

Work is an action that is done or done (looking for). The work itself is something that is done to earn a living. The word "waiting time" consists of two words that have their own meaning. The word "time" comes from an adjective meaning a long time. In addition, the word "wait" comes from a word which means to stay temporarily to watch. So, it can be concluded that waiting time for work is the period in which graduates or workers wait for time to get a job from graduating from college to getting a job.

The factors that influence these graduates in the long waiting time for work generally consist of two factors, namely internal factors that come from themselves/graduates such as interest and consideration for the job to be sought, as for external factors, namely factors that come from outside the individual concerned or from the environment.

The long waiting time for educated workers is a problem as well as a phenomenon in the midst of an economy that continues to grow. The formal education that has been taken by the workforce is expected to be the main capital to get a job, but what happens is voluntary unemployment which means that the workforce is not willing to accept the job because of some calculations from the available job offers.

In job vacancies usually mention several requirements, both general and specific. The general requirements needed are the level of education/last diploma, and age. Then the special requirements are usually related to jobs that tend to require gender categories and graduates from bachelor/diploma and even master's degrees.

Then, one of the things that job seekers usually consider is wages. Wages are rewards/compensation received by workers in the form of money for the services they have done. Usually, workers will look for job vacancies that offer a wage level that is in accordance with the UMK, as currently the Sumbawa Regency UMK level is Rp. 2,028,950.
which has been valid since December 10, 2018. This is of course related to the government's desire in the hope that the company can provide wages to employees in accordance with the applicable UMK so as to increase participation and quality of the workforce. Based on the summary above, the researcher will conduct further research with the title "Analysis of Waiting Time for Educated Workers in Sumbawa Regency"

2. Theoretical Framework and Hypotheses Formulation

2.1. Concept of Employment and Labor

Human Resources (HR) or human resources contains two meanings. First, HR contains the meaning of work business or services that can be provided in the production process. Second, HR concerns humans who are able to provide services or work businesses. Being able to work means being able to carry out activities that have economic value, namely that these activities produce goods or services to meet the needs of the community. Physically the ability to work is measured by age. In other words, people of working age are called labor or man power (Simanjuntak, 2001).

Workers are residents with a minimum age limit of 10 years without a maximum limit. Thus, the intended workforce in Indonesia is the population aged 10 years or more, while those under 10 years are the minimum limit. This is based on the fact that at that age many young people are already working and looking for work (Simanjuntak, 2001). Meanwhile, educated workers are workers who have a fairly high education and are experts in certain fields (Sukirno, 2003).

Then, the workforce is divided into groups of the labor force and not the labor force. Included in the workforce are (1) the working group and (2) the unemployed and looking for work. According to BPS (2008), the workforce classified as working are:

1. The labor force classified as working is:
   a. Those who in the week prior to the enumeration did work with the intention of obtaining or helping to earn income or profits who worked for at least one hour in the previous week.
   b. Those who during the week before the enumeration did not do any work or worked less than one hour but they are:
      • Permanent workers, government/private employees who are absent from work due to leave, illness, strike, absenteeism or the company temporarily suspends activities.
      • Farmers who cultivate agricultural land who do not work because they are waiting for rain to work on the fields.
      • People who work in areas of expertise such as doctors, puppeteers, and others.

2. The labor force classified as unemployed and looking for work are:
   a. Those who have never worked, but are currently looking for work.
   b. Those who have worked before, but at the time of enumeration were unemployed and trying to find work.
   c. Those who are laid off and are trying to find a job

Those included in the non-labor force group are workers or people of working age who do not work and do not have a job, namely people whose activities are in school (students), taking care of the household, meaning mothers who are not career women or work, as well as the receipt of income but not a direct reward for their services (retirement, people with disabilities) (Simanjuntak, 2001).
2.2. Demand and Supply of Labor

The demand for labor is related to the function of the wage rate. The higher the wage level, the smaller the employer's demand for labor. Each company has a different number and function of demand according to the size of the company or production, type of business, use of technology, and management capabilities of the entrepreneur concerned (Simanjuntak, 2001).

The supply of labor is the relationship between the level of wages and the number of units of workers approved by the supplier to be offered. The number of units of workers offered depends on (1) the size of the population, (2) the percentage of the population who choose to be in the labor force, (3) the hours of work offered by labor force participants, where the three components depend on the level of wages (Simanjuntak, 2001).

The number of people working depends on the amount of demand in the community. The amount of placement (number of people working or level of employment) is influenced by the supply and demand forces. Furthermore, the amount of supply and demand for labor is influenced by the level of wages. If the wage rate increases, the supply of labor will increase. Conversely, if the wage rate increases, the demand for labor will decrease (Simanjuntak, 2001).

2.3. Market for Educated and Uneducated Labor

The classification of the labor market according to the internal and external labor markets emphasizes the process of filling job vacancies. On the other hand, the classification of the labor market according to the main and ordinary labor market only emphasizes aspects or conditions of the work environment and the people who have worked in it.

The labor market involves both the supply and demand for labor. Offer includes both employed and job seekers. The request includes the number of jobs that have been filled and vacancies that have not been filled. The job market deals with the supply and demand relationship for labor, so it includes aspects of the process of filling job vacancies and the people who work and the jobs that have been filled. Educated workers usually have higher work productivity than uneducated workers. Work productivity is basically reflected in the level of wages, each job vacancy is generally always associated with the educational level requirements for candidates who will fill it. The provision of educated workers must go through the school system which takes a long time, therefore the elasticity of the supply of educated workers is usually smaller than the supply of uneducated workers. The labor participation rate of educated workers is higher than the participation of uneducated workers. Educated personnel usually come from more affluent families, namely rich families, who are able to send their children to senior high schools and universities. Thus, workers from poor families are generally unable to continue their education and are forced to look for work (Simanjuntak, 2001).

2.4. Unemployment

Unemployment is a number that shows how many of the workforce are actively looking for work. Meanwhile, unemployed people can be defined as people who are not working and who are actively looking for work for the previous four weeks, are waiting for a call back for a job after being dismissed or are waiting to report on a new job within four weeks (Subri, 2003 in Satrio, 2010). Open unemployment is the part of the workforce that is currently unemployed and is actively looking for work. Underemployment is divided into two groups. The first is visible underemployed, namely someone who works part time against his own will or works for a shorter time. The second is invisible underemployed, namely someone
who works full time but the job is considered insufficient, because his income is too low or the job does not allow him to develop all his skills (Subri, 2003 in Satrio, 2010).

Unemployment Classification

Unemployment can be classified according to various ways for example according to geographic area, type of work and reasons why the person is unemployed. The following are the types of unemployment according to their nature and causes:

1. Frictional Unemployment

Is unemployment that occurs due to temporary difficulties in bringing together job seekers and existing job vacancies. This temporary difficulty can take the form of time in the job selection process, distance factors and lack of information. Frictional unemployment can also occur due to lack of mobility of job seekers and job seekers not knowing where there are job vacancies. Theoretically, the unemployment period can be shortened by providing more complete labor market information (Simanjuntak, 2001).

2. Structural Unemployment

Unemployment that occurs due to changes 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. Unemployment as a result of changes in the structure of the economy basically requires additional training to acquire new skills in accordance with new demands and technologies (Simanjuntak, 2001).

3. Cyclical Unemployment

Cyclical unemployment occurs due to a lack of demand when at prevailing wage and price levels, the overall demand for labor is lower than the number of workers who offer their labor (Simanjuntak, 2001).

4. Forced Unemployment and Voluntary Unemployment

At the equilibrium level created by competitive markets, firms will be willing to hire all qualified workers willing to work at the prevailing wage rate. Unemployment that occurs when there is a job available, but unemployed people are not willing to accept it at the wage rate applicable to the job is called voluntary unemployment (Simanjuntak, 2001).

5. Seasonal Unemployment

Is unemployment that occurs because of the change of seasons. Seasonal unemployment is temporary and applies at certain times (Simanjuntak, 2001).

2.5. Job Search Theory

Job Search Theory is a model method that explains the problem of unemployment from a supply point of view, namely the decision of an individual to participate in the job market based on the individual characteristics of job seekers. Job Search Theory is part of economic uncertainty that arises because information in the labor market is imperfect, meaning that the unemployed do not know for sure the qualifications needed or the level of wages offered for job vacancies in the market. The only information known to workers is the frequency distribution of all job offers which are randomly distributed and the structure of wages according to skill level. Job Search Theory assumes that job seekers are risk-neutral
individuals, meaning they will maximize their expected income. With the aim of maximizing expected net income and reservation wage as criteria for accepting or rejecting a job. Job seekers will end the job search process when the additional cost (marginal cost) of an additional job offer is exactly equal to the additional return (marginal return) of the job offer. Job seekers face uncertainty about wage levels as well as the various remuneration systems offered by some job openings. Even if there is information about this, it is expensive to obtain it (Sutomo et al, 1999 in Satrio, 2010).

2.6. Human Capital Theory

The basic assumption of human capital theory is that a person can increase his income through increased education. Each additional year of schooling means, on the one hand, increasing one's employability and income level, but on the other hand delaying the receipt of income for one year to attend the school and hoping to increase income by increasing education (Simanjuntak, 2001).

2.7. Gender Theory

Gender is everything that is associated with a person's gender, including roles, behaviors, preferences, and other attributes that describe personality or femininity in a particular culture. The biological differences between men and women are natural, as well as the nature of the gender roles (masculine and feminine) they form. Women and men have basic biological differences, for example; differences in sex chromosomes (XX women; XY men), different hormones (progesterone women and testosterone men), which determine body shape (women are generally smaller and shorter), and mortality estimates (women live approx. seven years longer than men) (David Knox, 2016).

2.8. Conceptual Framework

![Long Waiting Time Diagram]

1. **Supply and Demand Factors**
2. **Labor Market**
3. **Supply**
   - Educated Labor
   - Job, level of education, and wages
4. **Demand**
   - Company
   - Education major, gender, and work experience
2.9. Hypothesis

A hypothesis is a temporary answer to a problem that still needs to be tested for truth. Based on the problems, research objectives, and looking at the results of previous research as well as the conceptual framework, the hypothesis in this study is "the factors that influence the demand for labor such as wage levels, types of work and level of education on the length of waiting time for educated workers in finding suitable jobs. corresponding."

3. Research Methods

The research used is descriptive research with a quantitative approach (Nazir, 2017). “Descriptive research is a method of examining the status of a group of people, an object, a set of conditions, a system of thought, or a class of events in the present. The purpose of this descriptive research is to make a systematic, factual and accurate description, picture or painting of the facts, characteristics and relationships between the phenomena being investigated”.

The type of data used in this study is primary data, which is a source of research data obtained directly from the original source (not through an intermediary). Primary data is specifically collected by researchers to answer research questions. Primary data in this study were taken based on questionnaires to respondents. Moreover, secondary data were obtained from the Central Bureau of Statistics of Sumbawa Regency, Department of Manpower and Transmigration of Sumbawa Regency. Research Variables and Operational Definitions, Operational definition is a definition given to a variable or construct by means of giving meaning or specifying activities or providing an operation needed to measure the construct or variable (Nazir, 2017). In this study, the educated workforce is the workforce looking for work with high school, DIII, and Bachelor (S1) education, so several factors are identified that are considered influential or related to the waiting time for looking for work for educated workers, namely as follows:

1. Decision
   It is the choice among various alternatives in a given situation to decide and solve a problem. An educated workforce will decide the factors that cause waiting time to look for work and what factors are taken into consideration.

2. Desired Wage
   Wages state the level of wages desired by workers for one month which is measured in rupiah.

3. Education Level
   Education is the level of education (years of educational success) achieved by an educated workforce within a certain period of time which is measured in units of years.

4. Type of Work
   There are two types of work that produce goods or products and jobs that produce services. The data analysis process begins by reviewing all the data obtained through
the results of the questionnaire/google form. To analyze this research, it is carried out with the following steps:

a. Collecting information through questionnaires and document review.

b. Reduction step which aims to choose which information is appropriate and not in accordance with the research problem.

c. Provide an interpretation of the presentation of the data obtained. Presentation of data can be in the form of matrices, diagrams, tables and charts.

d. Verification and confirmation of conclusions, is the final activity of data analysis.

Drawing conclusions in the form of interpretation, namely finding the meaning of the data that has been presented and testing Bayes' theorem to the factors that have been determined.

The data collected in the study and processed, then analyzed by statistical tools. The data analysis method used in this study is Bayes' theorem. Bayes' theorem is a method that uses a statistical approach to calculate tradeoffs between different decisions, using the probabilities and values that accompany a decision (Agustina, 2014).

Bayes method requires prior knowledge to be able to make a decision. Bayes method in this study is used to determine action decisions based on circumstances. The success rate of this method is highly dependent on the initial knowledge provided.

Assumption:

Y = Decision

Xi = Education Level, Type of Work, Wages.

Bayes method:

\[ P(X_i | Y) = \frac{P(X_i \cap Y)}{P(Y)} \]

Information:

1. Probability Xi (Education Level, Wage, Type of Job) in Y (Decision) is the probability of intersection of Xi and Y from probability Y, or P (Xi Y) is the percentage of the number of Xi in Y.

2. P is the probability of respondents in waiting time looking for work based on education level, type of work, and wages.

3. P is the probability of the response decision as a sample in the waiting time to find work and what factors determine the response in getting a job.

Furthermore, HMAP (Hypothesis Maximum Appropriate Probability) is to find the greatest probability of all instances on the target attribute or all possible decisions:

\[ \text{HMAP} = P(X_i | Y) P(Y) \]

This means that HMAP is the largest value of the attribute probability that has been determined in decision making, P(Xi|Y) is the probability of attribute X on Y and P(Y) is the probability that class Y chooses the decision of educated workers in looking for work based on Education Level, Type of Work, and Wages.
5. Results and Discussion

Bayes' Theorem Test Results

Bayes method is a theorem used to calculate the probability in a hypothesis. Bayes' theorem has a derivative to determine the number of classes, namely Naive Bayes. The results of the calculation are as follows:

The probability of an educated workforce decision to accept any job while taking into account the level of wages, type of work, and education level.

By using the following formula:

\[
P(X_i | Y) = \frac{P(X_i|Y)}{P(Y)}
\]

P (Any job) = \frac{67}{100}

P (Wage rate) = \frac{53}{67}

P (Type of work) = \frac{52}{67}

P (Level of education) = \frac{45}{67}

\[
HMAP = \arg\max_{x \in X} P(\text{Any occupation})P(\text{Wage level})P(\text{Type of work})P(\text{Education level})
\]

\[
HMAP = \frac{67 \times 53 \times 52 \times 45}{100 \times 67 \times 67 \times 67}
\]

= 0.28

= 28%

The calculation using the Bayes theorem above shows the probability value of an educated workforce deciding to choose any job is 28 percent while taking into account the type of work, wage level, and education level.

The probability of an educated workforce decision not to accept any job while taking into account the level of wages, type of work, and education level.

By using the following formula:

\[
P(X_i | Y) = \frac{P(X_i|Y)}{P(Y)}
\]

P (Any job) = \frac{33}{100}

P (Wage rate) = \frac{19}{33}

P (Type of work) = \frac{18}{33}

P (Level of education) = \frac{11}{33}

\[
HMAP = \arg\max_{x \in X} P(\text{Any occupation})P(\text{Wage level})P(\text{Type of work})P(\text{Education level})
\]

\[
HMAP = \frac{33 \times 19 \times 18 \times 11}{100 \times 33 \times 33 \times 33}
\]

= 0.03

= 3%

The calculation using the Bayes theorem above shows the probability value of an educated workforce deciding not to choose any job by 3 percent while still considering the type of work, wage level, and education level.
The probability of an educated workforce decision to accept any job, because they perceive gender status, education major, and work experience as obstacles to getting a job.

By using the following formula:

\[ P(X | Y) = \frac{P(X \cap Y)}{P(Y)} \]

1. \( P(\text{Any job}) = \frac{67}{100} \)
2. \( P(\text{Gender specific}) = \frac{29}{67} \)
3. \( P(\text{Department of Education}) = \frac{33}{67} \)
4. \( P(\text{Work experience}) = \frac{40}{67} \)

Calculations using the Bayes theorem above show the probability value of an educated workforce accepting any job because it considers gender specifics, education majors, and work experience as work barriers of 8 percent.

**Probability of the Decision of Educated Workers Not to Accept Any Job Because They Do Not Consider Gender Status, Education Major, and Work Experience As Barriers to Getting a Job**

By using the following formula:

\[ P(X | Y) = \frac{P(X \cap Y)}{P(Y)} \]

1. \( P(\text{Any job}) = \frac{33}{100} \)
2. \( P(\text{Gender specific}) = \frac{38}{33} \)
3. \( P(\text{Department of Education}) = \frac{34}{33} \)
4. \( P(\text{Work experience}) = \frac{27}{33} \)

Calculations using the Bayes theorem above show that the probability value of an educated workforce does not accept any job because it considers gender specifics, majors in education, and work experience as obstacles to work by 31 percent.

6. **Discussion**

1. **The probability of an educated workforce decision to accept any job while taking into account the level of wages, type of work, and level of education.**

Educated workers will of course accept any job if they do not get any work until the allotted time, to meet the needs of their respective lives. From the results of the study, it was stated that as many as 28% of the educated workforce would accept any job while taking into account the level of wages, type of work, and level of education where when the educated workforce accepted or did any work for certain reasons, they still considered the three factors.
the. If any of these three factors do not match the current performance of the workforce, there is a possibility that they will stop looking for a better job or survive with demands such as an increase in wages, bonuses, facilities etc. In accordance with the opinion of Simanjuntak, (2000) states that as a worker, workers have the right to get remuneration or wages in accordance with their sacrifices. The provision of wages by employers to workers greatly determines the level of income of a company. Where basically wages are the main source of income. Therefore, wages must be sufficient to properly meet the living needs of employees and their families. Fairness can be assessed or measured with minimum requirements.

2. The probability of an educated workforce decision not to accept any job by taking into account the level of wages, type of work, and level of education.

There are some educated workers who do not accept any job if they do not get a job until a certain time and will continue to look for jobs that match their passions or desires. This is because educated workers do not want to be harmed by accepting any job while the education that is completed requires a long time and cost, as quoted in the theory of human capital is that one can increase his income through increased education. Each additional year of schooling means, on the one hand, increasing one's employability and income level, but on the other hand delaying the receipt of income for a year to increase employability and income level for one year to attend the school and hoping to increase income by increasing education (Simanjuntak, 2001). Therefore, the results of the Bayes theorem calculation show that there are 3% of educated workers who do not accept any work and consider the level of wages, types of work, and level of education. Educated workers are concerned with the level of education in finding work in order to improve their income and social status, some even emphasize the type of work in accordance with the passion of their respective workforce. Based on the research sample, the types of work that are in demand by educated workers vary according to the interests, skills, and level of education completed by each educated workforce.

3. The probability of an educated workforce's decision to accept any job, because they consider gender status, education major, and work experience to be obstacles to getting a job.

As for the barriers from the supply side of jobs that urge workers to accept any job because they do not get a suitable job caused by several job vacancies. From the results of the Bayes theorem calculation, 8% percent of the educated workforce will accept any job because they consider gender status, education major, and work experience as an obstacle to them in finding a job. The supply of labor when viewed from a gender perspective, of course, has many differences from various sides as mentioned in the neo-classical theory assuming that the division of labor is sexual by emphasizing sexual differences in various variables that affect worker productivity. These differences include education, skills, length of working hours, household responsibilities, and physical strength. All of this is based on the assumption that in competition between workers, Workers earn wages equal to the marginal product they produce. It's the same with education majors and work experience, as stated in neo-classical theory. In relation to employment opportunities to obtain jobs that are more open to those who have a higher level of education or with certain educational majors. This is because in general the step rate of graduates majoring in higher education is also accurate, so that the level of competition for suitable jobs is also looser.
4. Probability of Decision of Educated Manpower Not to Employ. Any Job, because they consider Gender Status, Education Major, and Work Experience Are Not Barriers to Getting a Job.

The higher the level of education, the higher the opportunity to get a job, and assume that there are not too many job requirements that hinder because they have taken a certain education. The higher the level of education, the educated workforce certainly does not just accept a job because there must be a price paid for the education costs that have been incurred. Based on the results of the Bayes theorem calculation, only 31 percent of the sample of educated workers will not accept any job and do not consider gender status, education majors, and work experience as barriers to getting a job. Currently, many workers, especially female workers, perceive the existence of a gender gap in the world of work and ask for justice and an appropriate portion of the male workforce. According to this gender theory, the differences between men and women are essentially the result of socio-cultural construction resulting in different roles and tasks. Men are always superior to women. The struggle for equality pioneered by international feminists tends to pursue equality with the concept of equality. This concept came to be known as perfect quality. This struggle is difficult to achieve due to various obstacles from religious and cultural values. Therefore, there are some educated workers who do not accept any work and do not consider gender status, education majors, and work experience as barriers to getting a job.

7. Conclusions and suggestions

Conclusion

Based on the description of the results and discussion, it can be concluded that:

1. Educated workers with high school graduates dominate the waiting time for work with a total of 44% (44 people) of respondents than workers with SL graduates 41% (41 people) and DI/II/III graduates 15% (15 people) of a total of 100 respondents.

2. The cause of waiting time to work for educated workers, namely from the demand side of labor to the level of wages, types of work, and work environment that is not appropriate. From the supply side, there are several job vacancies such as gender specific/status, education majors, and work experience, causing waiting times and dilemmas for workers to find and accept a job.

3. From the demand side (labor), educated workers prioritize the level of education over wages and types of work with the highest percentage of 35% choosing to prioritize the level of education.

4. From the supply side (job vacancies), responses to job vacancies such as gender status, education major, and work experience, which are the most inhibiting to get a job, are work experience requirements with the highest number, namely 73%.

5. There are as many as 67% (67 people) of educated workers who are willing to accept any job, if they do not get a job until a certain time.

6. Based on the Bayes theorem test, there are 28% of educated workers who accept any job, and still consider the level of wages, types of work, and level of education. There are 3% of educated workers who do not accept any job and still consider the level of wages, type of work, and level of education. There are 8% of the educated workforce who accept any job and think that gender status, education major, and work experience are barriers to getting a job. There are 31% of the educated workforce who do not accept any job and do not think that gender status, education major, and work experience are barriers to getting a job.
Suggestion

Based on the conclusions that have been drawn, the following recommendations or suggestions will be given regarding research results.

1. For Educated Workers.
   a. At a certain age, job seekers are expected to be more active in seeking information about job vacancies that match their level of education and expertise. Because most companies prioritize young job seekers because young age is an age that is still very productive at work. This is certainly not difficult anymore, given the rapid advancement of technology today so job seekers can easily update the information they want, so that the possibility of an information gap between job seekers and employers can be prevented to a minimum. It is necessary to instill an entrepreneurial spirit for groups of job seekers with higher education so that educated unemployed can provide solutions in creating jobs. Therefore, job seekers who have a high educational background are required to be more creative and innovative.
   b. Job seekers need to equip themselves with work experience, because with the work experience they have, they will get additional better information about the job market. The work experience factor will also provide added value for job seekers, where companies tend to choose workers who have more and longer work experience than those with little or no work experience so that by having work experience, experienced workers are better prepared to enter the workforce compared to inexperienced workers.

2. For the Government
   The local government of Sumbawa Regency is expected to be more alert in overcoming the existing problem of educated unemployment. Because Sumbawa Regency still needs a lot of attention. Because in the area or city there are still very few job opportunities but have a lot of educated workers who are ready to work. There needs to be a role for local governments to build a system that manages all information in the labor market where the system can be accessed by all levels of society, both job seekers and people who are preparing to enter the job market. The government should also be able to create alternative educational channels to open up and increase the knowledge of job seekers so that they can compete in the job market. The government is also expected to create new job opportunities in accordance with the world of education and the higher education system in Indonesia (link and match) in order to minimize the waiting time for looking for long-term work for educated workers.

3. For the Education Sector
   It is hoped that the world of education will prepare education majors that are really needed in the job market and industry, as well as the creation of a qualified and competitive educated workforce in accordance with link and match.
Reference


Knox, David & Schacht, Caroline, (2016) Choices in Relationship; An Introduction to Marriage and The Family, United States: Cengage Learning


