ABSTRACT

The imbalance between the size of the labor force and the number of job opportunities has resulted in the emergence of the problem of unemployment. The problem of unemployment that occurs is also the result of a mismatch of skills or skills required by employers. This situation prompted the government to launch the Pre-Employment Card program to help improve skills through job training and incentives. This study aims to analyze the effect of training program variables and Pre-Employment Card incentives, education level, work experience, reservation wage, age, and gender on the length of time looking for work in the city of Semarang. Based on human capital theory, education and training are important components that will increase the productivity and skills of human resources.

This research is a quantitative study using primary data from respondents who have received the Pre-Employment Card program in Semarang City. This research was conducted in the city of Semarang. The analytical method used in this study is multiple linear regression analysis (Ordinary Least Square).

The results of the study show that training programs and pre-employment card incentives, education level, and reservation wage have a significant effect on the length of time looking for work in the city of Semarang. While work experience, age, and gender have no significant effect on the length of time looking for work. Therefore it is necessary to review and develop the Pre-Employment Card program scheme, especially in terms of access to job distribution. work experience and age factors also need to be of particular concern to job seekers who are adjusted to their level of education and skills. The magnitude of the influence of Pre-Employment Card training and incentives, education level, work experience, wage level, age, and gender on the length of time looking for work is 43.32%, while the remaining 56.68% is explained by other variables outside the research model.

Keywords: length of time looking for work, pre-employment cards, training, incentives, education, work experience, reservation wage, age, gender