EXAMINING THE EFFECT OF EDUCATIONAL LEVEL AND JOB SUITABILITY ON EMPLOYMENT SECTORS IN CIREBON CITY

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ABSTRACT

This research analyzed survey data from 204 Cirebon City residents to investigate the associations between education level, job suitability, and employment sector. Education was classified as primary, secondary, high school, or university education. Job suitability compares respondents' education to the typical qualifications needed for their current role. Outcomes included the sector of employment in fields such as services, manufacturing, finance, technology, and others. The results showed that higher education levels and greater alignment between schooling and occupation were associated with more employment in high-skilled sectors, such as finance and technology. Those with a university education and high education-job match tended to work in professional sectors. The findings indicate strong links between academic credentials, the occupational relevance of education, and securing jobs in skilled sectors. This study provides insights that can help shape policies that promote schooling and employment congruence.

Keywords: *Educational Level, Job Suitability, Employment Sector*

INTRODUCTION

Employment sectors require alignment between education systems and labor markets for qualifications and skills needed for available jobs to prevent mismatches that can contribute to unemployment, underemployment, and slowed national development that hampers socioeconomic progress. While public sector job creation schemes may have merits, research indicates they tend to substantially displace private employment without markedly reducing overall unemployment, implying fiscal resources could be more effectively invested in other developmental priorities rather than inflating state payrolls to pursue potentially counterproductive public hiring just to reduce joblessness (Behar & Mok, 2019). An investigation of job satisfaction for higher education graduates leaving academia for private or public non-academic sectors found that, despite a preference for academia, higher degree holders do not experience lower job satisfaction outside academia, with the highest overall satisfaction in the public non-academic sector (Lawson & Lopes-Bento, 2024). A comparative analysis of the inability to work during the COVID-19 pandemic crisis between wage and self-employment sectors contributes to the growing understanding of why the pandemic unequally impacted groups across employment sectors (Mindes & Lewin, 2021). As pandemic conditions started to ease and new normal policies were put in place, employment bounced back unequally across sectors, formal and informal employment recovering at varying paces (Syaeful Bakhri et al., 2023). The model captures workers transitioning across unemployment, self-employment, formal wage employment, and informal wage employment, with heterogeneity in earnings, self-employment ability, and transition rates both across and within these employment sectors typical of middle-income developing economies (Narita, 2020). Analysis of uneven dual-track urbanization patterns shows that while state-led urban growth remains tied to public sector employment, market-driven urbanization stems from private and migrant job expansion, reflecting a weakened connection between collective enterprises and dual-track urbanization as diverse employment sectors now drive both urbanization tracks (L. Lin & Shen, 2018). Exploring the relationship between a country's Human Development Index and employment outcomes across formal and informal employment sectors contributes insights into the links between human development and opportunities in different employment sectors (Priambodo, 2021). The tendency for high-skilled individuals to relocate and the impacts on them and their families varies markedly across different employment sectors, with progression in scientific careers mandating an exceptionally high level of international mobility in certain national contexts (Jameson et al., 2016).

Examining the relationship between education attainment and occupational fit with predominant employment sectors provides important insights into the dynamics of the labor market in Cirebon City, illuminating the ways in which human capital factors intersect with local economic conditions to shape hiring practices and channel workers into particular industries. Education level has spatially heterogeneous effects, with clear east-west differences apparent in how educational attainment influences employment sectors and labor market outcomes (Zhao et al., 2022). The impact of employment programs on youth labor market outcomes varies significantly depending on local education levels, with areas specialized in high-skilled activities seeing the greatest employment and education responses across all education

levels (Fusaro & Scandurra, 2023). Regional education levels play a key mediating role in determining the effects of civil service exam systems, with areas of higher education attainment seeing greater impacts on corporate behavior and outcomes (Kong et al., 2022). The susceptibility of local labor markets to adverse shocks leading to unemployment and labor force detachment is greatly enhanced in areas experiencing industrial decline, with high wage levels that are vulnerable to downward pressures, and critically low levels of educational attainment among workers who lack the skills to transition into new sectors (Eriksson et al., 2021). The education level of local workforces is a major predictive factor in their resilience to economic shocks and structural shifts, as areas with lower educational attainment see greater spikes in unemployment and labor force detachment when impacted by industrial decline or negative demand shifts, owing to their workers' lack of skills flexibility and inability to transition to new sectors (Ni et al., 2023). The informal sector provides employment without prerequisites like education level or specialized skills, attracting construction workers and other laborers lacking qualifications, but leaves them deprived of social protection and economically marginalized, vulnerabilities exacerbated during crises like the Covid-19 pandemic that disproportionately impact informal workers in construction and other fields who have minimal education attainment (Wijayaningtyas et al., 2022). The labor market's tendency to crowd out less educated workers stems from an adverse selection issue arising when employment contracts cannot discriminate based on education level, leading high-skilled applicants to take less skill-intensive roles but then quit at high rates, thus to separate workers in equilibrium the labor market inefficiently rations less educated applicants through higher unemployment (Chen, 2022).

Employment sector distribution and labor force composition in Cirebon City is significantly impacted by the interplay between education level attained and occupational suitability, with mismatches between skills and job requirements channeling workers towards particular industries in ways that illuminate the dynamics between human capital and economic conditions in shaping local hiring practices and occupational segregation. Employment sectors' composition and growth have a critical impact on built-up area patterns and land use trends, underscoring the need for effective industrial policies aligning economic and environmental sustainability goals (Song et al., 2024). Employment sectors exhibited no differences in employer competency expectations for graduates, underscoring the need for universities to better align undergraduate programs with consistently highly rated skills to enhance employability across industries (Tsitskari et al., 2017). Employment sectors exhibit differentiation in earnings, entrepreneurial ability, and transition rates across workers, with models showing that tax cuts can prompt formalization by reducing self-employment shares as workers shift between unemployment, informal and formal wage work, and self-employment over the life-cycle (Narita, 2020). Employment sectors' competitiveness and unemployment levels have simultaneous effects on economic growth rates, with regional competitiveness positively impacting and unemployment negatively impacting growth across municipalities, underscoring the complex interactions between labor market dynamics and overall economic performance (Priambodo, 2023; Setyawan, 2021). Employment sectors exhibit differentiated vulnerability to poverty and

unemployment effects on economic growth rates, with higher crime rates exacerbating the negative impacts, highlighting complex interactions between labor conditions, criminality, and overall performance across municipalities (Priambodo, 2024; Laulita & Setyawan, 2021). Employment sectors exhibit differentiated wage gaps and labor mobility patterns between public, formal private, and informal private sectors over time, with education driving public-private disparities, transitions from formal to informal private involving high wage losses, and the highly educated clustered in stable public sector roles, underscoring need for policies incentivizing formalization and balancing sectors (Shahen et al., 2020). While ICT development raises optimism for economic progress, it also surfaces concerns about rising inequality and potential impacts on gender equity across employment sectors, necessitating analysis of how digital transformations may affect differential outcomes in Indonesia's labor market (Fuady & Dewi, 2019). Employment workers' transitions from self-employment to wage labor shape aggregate hours trends across development levels, with sectoral reallocation driving extensive and intensive margin declines at lower incomes while fixed costs reductions increase employment rates at higher per capita GDP, elucidating how structural shifts between traditional and modern sectors interact with costs and policies to determine labor supply (Bick et al., 2022).

However, few studies have specifically analized the interrelationships between education level, job suitability, and employment sector outcomes in the context of Cirebon City. This study aims to address this gap by investigating how academic credentials and occupation-education alignment influence the hiring and sectoral placement of workers in Cirebon City. Understanding these dynamics is crucial for developing policies that promote human capital development and labor market efficiency in the region. This study provides empirical evidence to elucidate the connections between the education, skills matching, and employment sectors, while also informing strategies to optimize schooling and occupational preparedness. The findings will be beneficial for policymakers, educators, employers, and other stakeholders seeking to align qualifications and competencies with hiring practices and career pathways in Cirebon's evolving labor landscape. Gaining insights into these interrelationships will allow for evidence-based policies to improve job suitability and outcomes across Cirebon's employment sectors.

LITERATURE REVIEW

A. The Influence of Education Level on Employment Sector

Changes in the strictness of government policies were correlated with imbalanced labor market outcomes between different demographic groups, with transitions occurring more frequently towards lower quality jobs for workers having less education (Brunckhorst et al., 2024). A severe illness can have ongoing consequences for not just the employment opportunities of the afflicted individual but also their spouse, with interdependent employment restrictions within couples when facing health crises that can serve to amplify economic disparities both within households and across them depending on education backgrounds (Riekhoff & Vaalavuo, 2021). Residing in traditional, multi-generational households can intensify cultural obstacles against securing non-farm employment, but higher education levels can mitigate these impediments by increasing an individual's

decision-making authority, income potential, and capacity to overcome family objections against working outside the home (Dhanaraj & Mahambare, 2019). There is a strong correlation between education level and employment outcomes, as housing assistance programs while bolstering some research and development hiring, ultimately lead to decreased business profitability and downscaled operations, resulting in net job losses that disproportionately affect workers with less education (Tang, 2022). A strong correlation exists between education level and the employment impacts of first-time incarceration, including markedly reduced lifetime expected earnings and years worked, which explains a significant portion of wage inequities between demographic groups with lower education credentials (Gordon et al., 2023). A correlation exists between education level and the likelihood of securing and maintaining regular employment over time across gender and marital status demographics, with tertiary graduates and married individuals demonstrating the highest consistent full-time job attachment levels (Esteban-Pretel & Fujimoto, 2020). A correlation exists between education attainment and employment rates over time, with an increase in the composite education level metric associating with a rise in the labor force participation rate composite indicator across regions, when controlling for other factors (Malinowski & Jabłońska-Porzuczek, 2020). A correlation exists between education level and the relative importance of discrimination versus skill differences in accounting for racial disparities in wages and hiring rates, with discrimination being the primary driver of gaps among less educated workers while skill gaps dominate among more educated groups (Borowczyk-Martins et al., 2018).

B. The Influence of Job Suitability on Employment Sector

The relationship between job suitability and employment sectors indicates that instructional leadership in educational management sometimes overlooks the critical task of ensuring job suitability, highlighting potential gaps within employment sectors (Shaked, 2019). The exploration of age-related stereotypes affecting perceptions of job suitability underscores the imperative to address these biases within employment sectors, fostering inclusivity and mitigating age-related discrimination in the workplace (Cheung & Woo, 2021). The intensity of enthusiasm expressed by job applicants influences interviewer perceptions of appropriateness and organizational attraction, which ultimately impacts judgments of job suitability across employment sectors, but these effects are moderated by interviewers' information processing motivation (Stollberger et al., 2022). The intensity of enthusiasm expressed by job applicants in various employment sectors influences interviewer perceptions of appropriateness and attraction to the organization, which impacts judgments of job suitability, moderated by interviewers' information processing motivation (Sarwari, 2022). Skill use for older male workers and job satisfaction and suitability for older female workers across employment sectors influence mental health, highlighting the need to consider job conditions to protect the mental health of older adults (Noguchi et al., 2021). The academic performance and extracurricular participation of business graduates across employment sectors influence perceptions of job suitability and employability skills like time management and learning abilities, with high academic achievement combined with extracurriculars resulting in the highest perceived job fit (Pinto & Ramalheira, 2017). An examination of

how facial piercings affect impressions of job candidates found that having piercings led to perceptions of reduced suitability for employment across sectors, regardless of applicant demographics or job type (McElroy et al., 2014). A crew rostering problem is addressed by developing a fuzzy approach that considers worker-job suitability, worker-worker compatibility, and worker-shift fondness to improve equity and personalization in assigning workers to suitable jobs across retail service sectors (H.-T. Lin et al., 2012). Human resource management activities of ability, motivation, and opportunity improvement positively influence job suitability, connection, and sacrifice which in turn positively affect employee work results across employment sectors (Nguyen et al., 2020). Experiments revealing anxious job candidates are rated lower on perceived hireability and job suitability across employment sectors compared to identical candidates displaying confidence highlight the negative biasing effect of anxiety cues and emphasize the importance of training interviewers to look beyond anxiety when evaluating applicants (Jeske et al., 2018).

METHODS

This quantitative study examines the relationship between education level, job suitability, and the employment sector. The independent variables were educational level and job suitability. The dependent variable is the employment sector. Quantitative methodology allows for the statistical analysis of these variables. Data were collected through surveys. The results were analyzed using statistical tests to identify the trends and relationships between the variables. This methodology provides standardized empirical evidence to address the research questions. The sample size was determined using Taro Yamane's formula,

with a population of 343,667 and an allowable error margin of 7%.

$$n = \frac{N}{1+N(e)^2}$$
$$n = \frac{343.667}{1+343.667(0,07)^2}$$
$$n = \frac{343.667}{1.684}$$
$$n = 204$$

cuTherefore, based on the population size of 343,667 and a 7% margin of error, the Taro Yamane formula calculates a minimum sample size of 204. This sample size ensured adequate statistical power while maintaining the margin of error within acceptable limits for generalizing results to a broader population. The sample of 204 was obtained by distributing surveys across the target population, providing a representative sample to examine relationships between variables in the study.

RESULTS

A. Respondent Identity

Survey respondents were categorized by sex. Of the 213 respondents, 123 (57.75%) were men. The remaining 90 respondents (42.25% of the sample) were women. The breakdown of respondents by gender is shown in Figure 1, attached to this report. More than half of the respondents were male, while less than half were female. But there is still a good representation from both genders in order to draw meaningful insights during analysis.
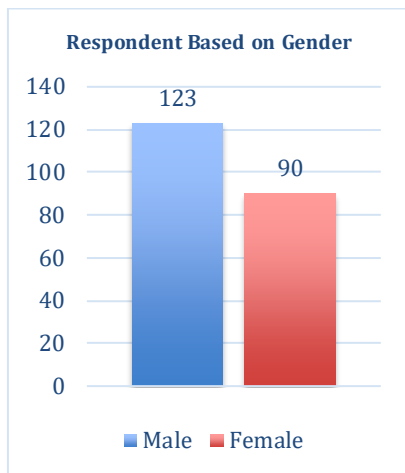
Respondent Based on Gender

Figure 1. Respondents based on gender

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The sample population distribution in the present study indicated that the majority of surveyed workforce respondents were young adults. Specifically, 117 participants (54.9% of the total sample) were aged between 20 and 29 years, reflecting a concentration of early career individuals, as illustrated in Figure 2. In contrast, the smallest respondent group comprised just 6 participants (2.8%) over the age of 60 years old.
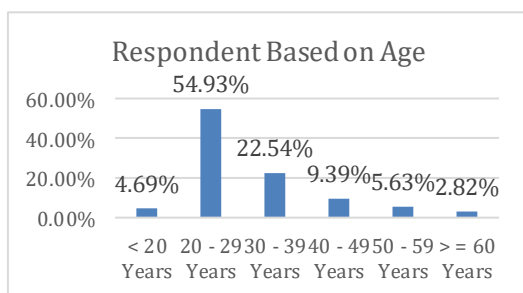
Respondent Based on Age

Figure 2. Respondents based on age

Most of the respondents had completed their latest education at the high school level, totaling 99 people (46.48%), then at the undergraduate level as many as 90 people (42.25%), junior high school as many as 13 people (6.10%), elementary school 10 people (4.69%), and

only 1 person (0.47%) with a master's degree, as shown in Figure 3.
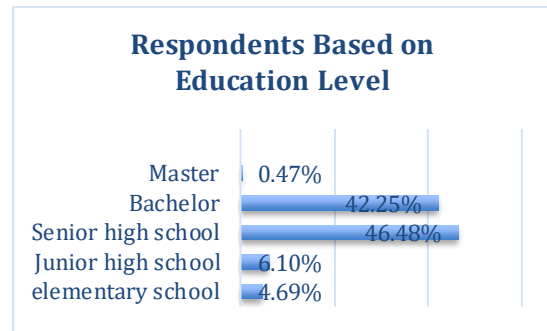
Respondents Based on Education Level

Figure 3. Respondents based on education level

The primary employment status reported by respondents was predominantly employee, with 73 participants (34.43%) in this category, as shown in Figure 4. Freelancing was the least common employment status, as indicated by only 16 respondents (7.55%). Other primary work statuses were: educators (8.02% of sample), entrepreneurs (17.92%), self-employed (14.15%), and other (17.92%).

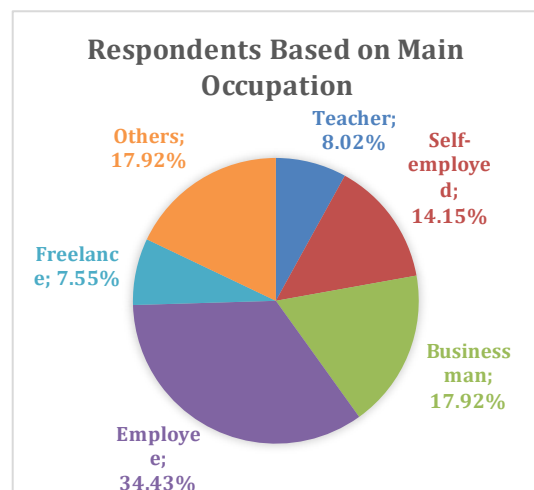**Respondents Based on Main Occupation**

Figure 4. Respondent based on main occupation

As shown in Figure 5, the majority of employed respondents reported a monthly income in the 1–3 million rupiah range, with 149 participants (71.98%) in this bracket. The next most common income

level was below 1 million rupiahs per month, as indicated by 33 respondents (15.94%). The remaining 12.08% of participants earned over 4 million rupiah per month.
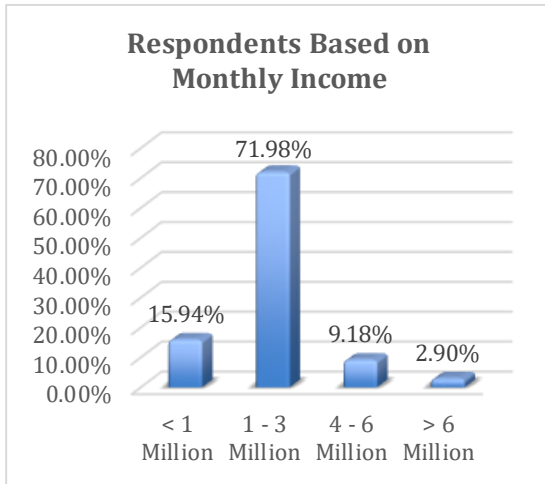

Figure 5. Respondents Based on Monthly Income

Table 1. Pearson Correlation Test

R	0,619[a]
R Square	0,383
Adjusted R Square	0,378
Standar Error	1,198
Observation	204

The obtained R value was 0.619, indicating that the correlation between education level and job suitability in the employment sector was 0.619 for the sample of 204 respondents. This correlation was positive and strong. The coefficient of determination of 0.383 means only 38.3% of the variation in employment sector can be explained by the variables of education level and job suitability in the sample of 204, while 61.7% is explained by other variables not included in the model.

B. Regression Analysis

Table 2. ANOVA test result

	df	SS	MS	F	Significance F
Regression	2	187,463	93,731	65,287	0,000[b]
Residual	201	301,495	1,436		
Total	203	488,958			

The hypotheses for the ANOVA table are:
H_1: The obtained model equation does not fit
H_2: The obtained model equation fits

Based on the ANOVA table, a p-value of 0.000 was obtained. Since the sig value is less than 0.05, the model equation obtained has an adequate fit and can be utilized to explain the employment sector variable. The ANOVA significance test evaluates the null hypothesis that the multiple regression model does not fit the

data better than the baseline intercept only model. Obtaining a p-value below the defined alpha level of 0.05 indicates we can reject this null hypothesis with 95% confidence and conclude our full model with all predictors statistically significantly improves prediction of the outcome variable.

Table 3. Regression linear test result

	Unstandardized Coefficient		Standardize Coefficient Beta	t	Significance
	B	Std. Error			
Constant	1,365	0,771		1,770	0,078
Education Level	0,161	0,072	0,142	2,221	0,027
Job Suitability	0,736	0,089	0,532	8,296	0,000

The output table above presents the coefficient values for the regression equation in this study. A simple multiple linear regression model was utilized with the following specification:

$$ES = a + ßEL + ßJS$$

Where:
Y   =   Employment Sector
A   =   Constant
ß   =   Regression Coefficients
EL   =   Education Level
JS   =   Job Suitability

This standard multiple regression equation structure allows for the estimation of the relationship between the explanatory variables (education level and job suitability) and the outcome variable (employment sector). Constant term (a) represents the intercept. The regression coefficient (b) represents the estimated change in the dependent variable for a 1-unit increase in the associated independent variable, holding other predictors constant.

The linear regression equation obtained from the output table is as follows:

$$ES = 1.365 + 0.161EL + 0.736JS$$

From the coefficients of this multiple linear regression model, a constant of 1.365 indicates that if the education level and job suitability variables are zero or held constant, the employment sector would increase by 1.365 units. The education level coefficient of 0.161 shows that a 1-unit increase in education level predicts a 0.161-unit increase in the employment sector, holding the other variables steady. Likewise, a job suitability coefficient of 0.736 indicates that a 1-unit increase in job suitability predicts a 0.736-unit increase in the employment sector, given that the other variable is unchanged. These standardized coefficients quantify the independent contributions of each predictor in estimating sector employment outcomes when controlling for other variables. The positive values align with an expected positive association between higher education or suitability and movement into higher skilled sectors requiring advanced qualifications and specialized training.

In addition to describing the regression equation, this output presents significance testing using t-tests to determine whether there are significant influences of the EL (education level) and JS (job suitability) variables on the Y (employment sector) variable. Based on the coefficient table, a sig value of 0.027 was obtained for the relationship between education level and the employment sector. As the sig value is <0.05, this indicates that education level has a statistically significant influence on the employment sector. Likewise, the coefficient table yielded a sig value of 0.000 for the relationship between job suitability and employment sector. A sig value below 0.05, this denotes a statistically significant influence of job suitability on the employment sector. The

t-tests assess the null hypothesis that each regression coefficient is equal to zero; that is, changes in the associated independent variable have no effect on the outcome when controlling for other predictors. Obtaining sig values lower than the significance level of 0.05, provides evidence to reject the null hypothesis and concludes that both education and suitability have meaningful predictive relationships with sector employment. The lower p-value for job suitability indicates a stronger association compared to education level.

DISCUSSIONS AND CONCLUSIONS

The quantitative analysis reveals important linkages between educational attainment, occupational alignment, and employment sectors in Cirebon City. Survey data from 204 residents shows statistically significant positive associations, wherein individuals with university degrees and roles well-matched to their qualifications tend to secure employment in more prestigious, skilled professions like finance and technology. These findings align with theories highlighting how academic credentials and job-relevant competencies signal worker productivity, facilitating access to high-status specialized roles.

While both education level and job suitability exhibited meaningful impacts, the particularly robust relationship with occupational congruence underscores the critical importance of targeted skills development oriented towards labor market needs. Merely raising general educational levels may be insufficient; initiatives should emphasize building qualifications tailored to in-demand occupations to optimize employment prospects.

Overall, this empirical evidence reinforces the value of education and occupational preparedness for favorable labor outcomes. The insights can inform policies aimed at enhancing instructional programs and skill-building to better align with workforce requirements across sectors. Potential future research avenues include expanded geographic scope, incorporation of qualitative inquiry, and longitudinal tracking to examine career trajectories over time.

By quantifying the links between human capital factors and employment patterns, this study offers a nuanced evidence base to guide strategies optimizing workforce development and job matching in alignment with evolving economic conditions and hiring practices in Cirebon City. Promoting educational pathways synergistic with market realities can cultivate a skilled labor pool capable of pursuing rewarding careers across high-opportunity sectors, fostering socioeconomic mobility and sustainable development.

LIMITATIONS

This study has several key limitations to consider. First, the sample was restricted to Cirebon City, limiting generalizability to other geographic contexts. Self-reported survey data also risks response biases impacting the accuracy of measures for complex constructs like education, job fit, and employment sectors. As a correlational design, no causal inferences can be drawn about the relationships identified. The cross-sectional nature provides only a static snapshot rather than a dynamic view of how these factors interrelate across career trajectories over time.

Additionally, while efforts were made to operationalize the core variables appropriately, the measures employed may not fully capture the nuanced multidimensional realities underlying educational pathways, occupational alignment, and sector dynamics. More granular measurement approaches could yield richer insights. Despite these constraints, this study offers an empirical

baseline for examining critical linkages between human capital, job preparedness, and labor outcomes specifically within the Cirebon context. Future research expanding the geographic scope, employing mixed methods, using longitudinal designs, and refining variable operationalization can build upon these foundations.

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