

THE INFLUENCE OF HUMAN RESOURCES AND WORK ETHIC ON THE UNEMPLOYMENT RATE IN
LOSARI VILLAGE

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ABSTRAK: Di Indonesia angka pengangguran sangat tinggi, ini disebabkan oleh kurangnya lapangan pekerjaan yang tersedia. Tingkat pengangguran tidak hanya disebabkan oleh kurangnya lapangan pekerjaan saja, tetapi kualitas SDM yang kurang mumpuni juga menjadi salah satu faktor meningkatnya angka pengangguran. Masalah pengangguran perlu dikurangi dan menciptakan lapangan pekerjaan dalam rangka meningkatkan dan mempercepat pertumbuhan ekonomi negara ini. Dengan menciptakan pasar tenaga kerja adalah kunci kemudahan dalam berbisnis. Implementasi kebijakan di Indonesia sejauh ini tidak memberikan kemudahan bagi swasta dan dunia dalam menjalankan bisnisnya. Sejumlah hal yang menjadi kendala yaitu perizinan yang panjang, biaya yang mahal dan waktu pemrosesan yang lama karena hal tersebut dapat mengganggu penciptaan lapangan pekerjaan yang berkualitas. Aspek kelembagaan adalah elemen kunci yang perlu diperbaiki dalam upaya menurunkan pengangguran. kondisi komitmen organisasi yang baik dapat dipengaruhi oleh etos kerja yang baik pula, etos kerja sebagai batu loncatan dalam mencapai komitmen organisasi yang diinginkan, dalam kamus besar bahasa Indonesia etos kerja adalah semangat kerja yang menjadi ciri khas dan keyakinan seseorang atau suatu kelompok. mengurangi pengangguran dapat dilakukan dengan membangkitkan sektor riil agar menciptakan lapangan kerja, diimbangi upaya pengurangan dengan memperbaiki iklim ketenagakerjaan yang memberi manfaat baik bagi tenaga kerja maupun pengusaha. Dengan kebijakan ini kegiatan ekonomi akan lebih terdorong untuk memanfaatkan sumber daya manusia yang ada. Tujuan dari penelitian ini adalah agar mampu mengetahui seberapa berpengaruh pertumbuhan ekonomi dan mutu SDM terhadap angka pengangguran di Indonesia. Penelitian ini menggunakan metode penelitian kuantitatif dengan pendekatan eksplanatory research. Hasil dari penelitian ini adalah peningkatan pertumbuhan ekonomi memiliki pengaruh terhadap angka pengangguran.

Kata kunci: Sumber Daya manusia, Etos Kerja, Pengangguran

ABSTRACT: The unemployment rate is extremely high in Indonesia. This is because there aren't enough jobs available. The quality of less competent human resources is one of the causes contributing to the rising unemployment rate; it is not solely the result of a shortage of jobs. The nation's economic growth must be increased and accelerated by reducing unemployment and creating jobs. Easing commercial transactions requires the creation of a labor market. The implementation of policies in Indonesia so far has not

made it easy for the private sector and the world to do business. A number of obstacles, such as lengthy licenses, high costs, and long processing times, can interfere with the creation of quality jobs. Institutional aspects are key elements that need to be improved in an effort to reduce unemployment. The condition of good organizational commitment can be influenced by a good work ethic as well. Work ethic is a stepping stone in achieving the desired organizational commitment. In the big dictionary of Indonesian, work ethic is the spirit of work that characterizes and believes a person or a group. Reducing unemployment can be done by reviving the real sector in order to create jobs, balanced by reducing efforts and improving the employment climate that benefits both workers and entrepreneurs. With this policy, economic activities will be encouraged to utilize existing human resources. The purpose of this research is to be able to find out how influential economic growth and the quality of human resources are on the unemployment rate in Indonesia. This research uses quantitative research methods with an explanatory research approach. The result of this study is that the increase in economic growth has an influence on the unemployment rate.

Keywords: Human resources, work ethic, unemployment

1. INTRODUCTION

Since humans are entering a time of intense global rivalry, those who can work smarter and more productively will be able to outperform others in this arena in addition to hard work. As a result, the fierce competition for jobs currently has an indirect impact on the fierce struggle for employment itself, meaning that only people with greater potential will be hired. The global issue of unemployment and joblessness remains a significant worry for all nations, particularly those in developing economies. The two issues are combined, and as a result, they both produce a dualism of issues that are at odds with one another (Suhandi et al., 2021).

In addition to being a burden and barrier to a nation's economic progress, unemployment serves as a gauge of the state of the labor market. A nation's low unemployment rate is frequently regarded as a success, and vice versa. In actuality, though, it does not accurately depict the labor issue. The people entering the working age range (15–65 years old) who are looking for work, preparing a business, discouraged, or already have a job but have not started working is referred to as unemployed in this context. Poverty is an inevitable part of society, as low income or revenue levels are what lead to low living standards (Todaro, 2004; Dewa Agung Ayu Eka Idayanti et al., 2023)

A company's employees must have a work ethic, and the company will benefit from these employees' efforts. According to Fitriyani et al. (2019), a person's work ethic encompasses all aspects of their personality, including how they express, view, believe, and give meaning to things. It also involves how they motivate themselves to behave and attain the best possible outcomes in order to foster positive relationships with others. The most difficult macroeconomic issue is unemployment, which also has a detrimental effect on social wellbeing. This is demonstrated in earlier research by Rizal and Mukaromah (2021), which implies that unemployment is a social issue as well as a psychological one that affects the individuals affected personally (Ibnu Dinar et al., 2022).

One of the most popular topics is still the unemployment rate, particularly in emerging nations like Indonesia. This acknowledges that the unemployment rate is a major contributor to a nation's income and, as such, serves as a gauge of that nation's prosperity or well-being. Analyzing the lives of those who have remained a labor issue in Indonesia is one of the tasks that has to be accomplished. Reviving the real sector can help reduce unemployment by creating jobs; this approach should be paired with measures to improve the labor environment, which benefits companies and employees alike. This approach will promote economic activity to make greater use of the human resources already in place. (Ibnu Dinar)

From the time the COVID-19 virus was discovered until it eventually spread to Indonesia and created a pandemic, the country's economy saw a sharp downturn. Drawing on the data collected and documented in the second quarter of 2020, BPS clarified that, in contrast to the same quarter in 2019, Indonesia's economic growth contracted, amounting to 5.32%. The global economy is impacted by COVID-19, and this immediately affects the unemployment rate. An OECD (Organization for Economic Cooperation and Development) report from 2020 lends credence to this, which discovered that year's unemployment rate was significantly greater than the 2008 catastrophe. This is because of the COVID-19 pandemic, which has sparked global excitement and affected every facet of existence. It was observed that the unemployment rate was 5.3% in February 2020 based on OECD paperwork, which later rose to 8.4% in May 2020 (Mifrahi & Darmawan, 2022).

During the COVID-19 pandemic, there was an annual economic downturn of up to 2.97%. Indonesia's economy grew more slowly as a result of the COVID-19 pandemic. There has been a rise in unemployment as 212,394 persons have lost their jobs as a result of layoffs from the companies that hired them. The cause of all of this is Indonesia's slowing economic expansion (Teguh et al., 2021). In every nation on earth, the issue of employment and unemployment continues to be of great concern, particularly in poor nations. The two issues are identical. Naturally, the number of workers in Indonesia has expanded in tandem with the country's growing population. There were 125.3 million workers in Indonesia in 2014, according to BPS RI data. According to Wijaya et al. (2020), it is a highly promising resource for taking on the approaching global market.

As a solution to unemployment, various strategies and policies can be pursued, for which policies are needed, namely

1. Small and medium-sized businesses (SMEs) receive support from the government in the form of market expansion, long-term soft capital assistance, technical and management coaching, and insights, expertise, and entrepreneurial spirit talents. In addition, they offer specialized facilities that enable them to develop autonomously and consistently compete in their respective industries. In order to support and encourage the realization of small and medium entrepreneurs who are able to develop businesses, master technology and market information, and improve SME partnership patterns with BUMN, BUMD, BUMS, and other parties, it is recommended that joint business groups be formed.

constructing transportation and communication infrastructure as soon as possible in order to revitalize, develop, and establish areas—especially undeveloped and isolated

ones. For the jobless, this will mean more options for work of all kinds and degrees. There is hope for the Unitary State of the Republic of Indonesia (NKRI) region to realize its potential, both in terms of its natural resources and its people resources (Yusrya, 2023).

2. The ability to work is essential to society's survival. Without a doubt, people desire to avoid unemployment and land the ideal work for a happy life. Unemployment is a nightmare for society and an unsolved societal issue. People who are unemployed may suffer from mental health issues like depression or turn to other social concerns like criminal activity. People who are unemployed frequently turn to criminal activity as a means of meeting their necessities. This study attempts to elucidate the contributing variables and effects of unemployment that may give rise to criminal activity. After that, a conflict perspective will be used to examine this, encompassing several theories and points of emphasis that clarify the existence of inequality, dominance, power, and inequality in people's lives. The findings indicate that joblessness places psychological strain on jobless individuals, perhaps resulting in criminal behavior. People without jobs are under constant pressure to find ways to meet their demands, even if it involves using illegal methods, which impairs their ability to think rationally (Sabiq & Apsari, 2021).

" The rise will be connected to the rate of unemployment. This happens because of a rise that will lower the rate of unemployment. Low employment prospects lead to an increase in the unemployment rate. Furthermore, because it is predicated on the idea of high prices (inflation), companies add labor to their production capacity in order to meet demand (labor is the only input that can raise output) (Purnama et al., 2022).

2. METHOD

2.1 Type

THE TYPE OF RESEARCH IN THIS STUDY IS QUALITATIVE WITH DESCRIPTIVE METHODS. THIS RESEARCH INTENDS TO PROVIDE AN OVERVIEW RELATED TO THE OBJECT OF THE RESEARCH, NAMELY THE INFLUENCE OF HUMAN RESOURCES AND WORK ETHIC ON UNEMPLOYMENT IN LOSARI VILLAGE, WHERE THE UNEMPLOYMENT RATE IS MOSTLY CAUSED BY HUMAN RESOURCES AND A PERSON'S WORK ETHIC. THE TYPES OF DATA USED IN THIS RESEARCH ARE SECONDARY DATA AND PRIMARY DATA. SECONDARY DATA IS AN INDIRECT SOURCE OF RESEARCH DATA OBTAINED THROUGH INTERMEDIARY MEDIA.

2.2 Method

THE DATA IS OBTAINED USING THE LIBRARY RESEARCH DATA COLLECTION METHOD, NAMELY BY CONDUCTING RESEARCH.

2.3 Source

ON VARIOUS READING SOURCES SUCH AS BOOKS, OPINIONS OF SCHOLARS, NEWSPAPERS, ARTICLES, DICTIONARIES, AND ALSO DATA THE AUTHOR OBTAINED FROM THE INTERNET. MEANWHILE, PRIMARY DATA IS DATA OBTAINED THROUGH IN-DEPTH INTERVIEWS WITH THE PERPETRATOR OR SOMEONE WHO EXPERIENCES UNEMPLOYMENT TO OBTAIN THE INFORMATION NEEDED TO OBTAIN MORE DETAILED INFORMATION.

2.4 Data Processing Techniques

TO FULFILL THE PURPOSE OF THIS RESEARCH, NAMELY KNOWING THE CONDITION OF HUMAN RESOURCES AND THE WORK ETHIC OWNED BY THE PERPETRATOR AND KNOWING THE CAUSES OF HIS UNEMPLOYMENT, THE DATA THAT HAS BEEN OBTAINED IS THEN ANALYZED USING THE COMPARATIVE ANALYSIS METHOD. COMPARATIVE ANALYSIS IS A DATA ANALYSIS TECHNIQUE THAT INVOLVES COMPARING THE DATA THAT HAS BEEN COLLECTED IN ACCORDANCE WITH THE PROBLEM FRAMEWORK OF THE RESEARCH CONDUCTED SO AS TO OBTAIN THE MOST EFFECTIVE RESULTS IN PROBLEM SOLVING.

3. RESULT AND DISCUSSION

3.1 Theoretical Basis

1. Human resources

The potential that exists within humans to fulfill their role as adaptive and transformational social creatures capable of managing both themselves and all of nature's potential toward achieving the welfare of life in a balanced and sustainable order is known as human resources, or HR for short. HR is best understood in the real world as an essential component of the system that constitutes a company (Saleh & Economics University Sang Bumi Ruwa Jurai, 2018).

Given the significance of human resources in an agency or organization, it is accurate to state that, in comparison to other resources, people are the most valuable asset and directly affect the latter. Because people give the organization or agency their energy, talent, innovation, and effort. The government needs human resources—in this example, skilled and experienced workers—to address these issues. One of the best ways to meet and address all of the issues posed by these developments is to coach, develop, and enhance the caliber and professionalism of personnel. Consequently, workers, as government representatives, In order for governance and development to proceed as smoothly as possible, it is imperative that state and community workers maintain and enhance their quality and professionalism in a planned, coordinated, and sustainable manner (Sahrin et al., 2020).

The process of an organization's successful performance is determined by its human resources. Because qualified human resources are thought to be capable of performing their responsibilities and activities as employees in an organization, human resource development seeks to facilitate the realization of organizational goals. The presence of high-quality human resources (HR) within an organization can make it a valuable asset that will help the business grow in the future. In order for the presence of excellent human resources (HR) to assess the caliber of people as occupants of significant roles in the advancement of the relevant firm, The competition that takes place will affect the functioning of an organization. This is because every business aspires to outperform all others in terms of performance (Apriliana & Nawangsari, 2021).

2. Work ethic

The Greek word "ethos," which meaning "character," is where the word "ethos" originates. All things considered, the definition of ethos encompasses traits and dispositions, customs and convictions, and so forth, that are particular to a person or community. The words "ethos" yield the terms "ethics" and "ethical," which are related to the concept of "akhlaq/behavior" or "akhlaqi," which denotes the fundamental characteristic of an individual, a community, or a country. Additionally, "ethos" is defined as the unique spirit of a people group, from which the nation's ethics—or its moral standards—will emerge (Kirom, 2018).

A person's, a group's, or a country's work ethic is their way of looking at the world and includes a set of values that affect how each person sees themselves in the process of doing their work. Because a person with a work ethic is seen as something that might boost his or her self-esteem as a human being, they are more likely to be engaged, hardworking, and eager to reach their full potential at work (Nofitasari & Prasetyo, n.d.).

Since a strong work ethic can also have a positive impact on favorable organizational commitment conditions, the work ethic element and organizational commitment are connected. A strong work ethic is a prerequisite for attaining the required level of organizational commitment. Work ethic, according to the extensive Indonesian dictionary, is the attitude toward work that embodies an individual's or an organization's values and principles. A professional work ethic is demonstrated by the following traits: one must work truly and with thankfulness; labor is a blessing. According to Prasada et al. (2020), work is a commandment, and we must work with integrity.

Employee job satisfaction will be hampered if workers are unable to foster positive working relationships with one another. People who work together can develop strong working relationships as a result of the workplace. An organization needs to be able to focus entirely and create the most comfortable work environment possible. It is envisaged that under these circumstances, worker job satisfaction will increase within the company. Long-term effects of a work environment's suitability might be felt, whilst an unsuitable one can increase labor and time costs and hinder the creation of an effective work system. According to research by Pranitasari and Saputri (2020), job happiness is significantly impacted by the workplace. Furthermore, studies, research conducted significantly on job satisfaction (Nofitasari & Prasetyo, n.d.).

3. Unemployment

Being a developing nation, Indonesia undoubtedly faces unique difficulties in addressing its unemployment issue. In this instance, unemployment is a significant issue that affects all developing nations. Those in the labor force between the ages of 15 and 65 who are neither employed nor seeking employment are considered unemployed. Housewives, junior high school students, high school students, university students, and others are among the people who are not seeking for work since they do not yet require a job. On the other hand, unemployment is

not time-limited; in this instance, jobless individuals are those who do not yet have a job but are applying for or searching for one, and unemployed people are those who even have a job but find it useless. Most often, unemployment is caused by a large labor force and few available jobs (Mifrahi & Darmawan, 2022).

Unemployment is one of the issues affecting Indonesia's national development. Decreased economic expansion may lead to joblessness. An improper use of human resources prevents the economy from expanding as it should. Indonesia is a developing nation that has to boost productivity and create jobs in order to raise the standard of living for its citizens. The unemployment rate is greater due to the current high labor supply that is not keeping up with the demands of an increasingly competitive market. A growing population means that there are more personnel needed to support them.

Prior to the COVID-19 epidemic, Indonesia's unemployment rate varied annually and then somewhat decreased. The government's numerous initiatives to lower the unemployment rate—among them, the creation of new jobs—are successful. If unemployment is not appropriately and promptly addressed, it can be a serious threat. Consequently, the community's labor supply and demand will be impacted by changes in employment (Yusrya, 2023).

Previous Research

1. Human Resources

states that human resource management is an activity related to planning, decision-making, implementing, and controlling human resources, which includes strategies, tips, and actions as well as the implementation of these decisions that directly concern or affect human resources working in the company. These management decisions are the implementation of the human resource function (Prasada et al., 2020).

Manmohan Joshi defines human resources as an organization's human capital, which consists of all the labor, competencies, and aptitudes of every individual employed by the company. Employee selection, hiring and placing new hires, training and development, job appraisal, work practices, job structure, enforcing disciplinary procedures, motivating staff, establishing communication channels, putting security policies into place, effect planning, and employee changes are all considered functions of human resource management, according to Joshi.

A firm or organization needs capable and dependable workers since human resources (HR) are critical to the accomplishment and prosperity of the business. Kuruppu, C.S., and N. (2021) assert that an organization's or company's success is mostly influenced by the caliber of its people resources.

The function of human resource management (HRM) is concerned with using people's actions to achieve specific goals. This indicates that a significant and prevailing role for human resources exists in management. The appropriate approach is required in integrated HR planning if human resource objectives are to contribute more to the company and gain a competitive edge. The HR strategy's

initiatives are predicated on integrated departmental collaboration. The HR strategy's actions are predicated on the collaboration of the HR division with line managers as well as the participation of upper management in elucidating the organization's vision and purpose, which can be converted into business objectives. (Gustiana, Hidayat, and Fauzi 2022), implementing development can be done by implementing the following strategies:

1. Management development methods are carried out in accordance with the company's strategic plan.
2. Employee development methods to fill higher positions are carried out by applying assessments and nine competency boxes.
3. Development methods in the work environment that can be done through coaching, action learning, and stretch assignments (encouraging employees to complete work beyond their comfort zone).
4. Development methods outside the work environment through seminars, university/campus programs, role play, corporate universities (internal development centers), executive training, and the SHRM (Society for Human Resource Management) certification learning system.

2. Work Ethic

Ethos can be defined simply as the basic character of a society. The manifestation of ethos can be seen in the social structure and norms of that society. (Encyclopedia, 1989: 219) As the basic character of society, ethos becomes the basis for the behavior of oneself and the surrounding environment, which radiates in community life. (C. Greetz, 1973: 127) Because ethos is the foundation for human life, ethos is also related to the evaluative aspects of assessing people's lives (Taufik, 1982: 3; Kirom, 2018).

According to Lie & Wijaya (2017), work ethics is a set of understandings and beliefs about values that fundamentally affect life and become principles of movement and ways of expression that are unique to a group of people with the same culture and beliefs.

According to H. A. Niazi and U. B. Luhur (2015), work ethic is the totality of his personality and the way he expresses, views, believes, and gives meaning to something, which encourages him to act and achieve optimal charity. Employees who have a good work ethic will try to show attitude, character, and belief in carrying out a job by acting and working optimally.

3. Unemployment

It is known that the open unemployment rate in Bandung City in 2009 was 13.29%, in 2013 it was 10.98%, and in 2015 it was 9.02%. In these three years, it is known that the open unemployment rate in Bandung City experienced the most critical increase from 2005 to 2020. However, the three years show that economic growth has always increased. It can be seen that economic growth through the GRDP indicator at constant prices in Bandung City in 2009 amounted to 94,198 million rupiah, in 2013 amounted to 129,005 million rupiah, and in 2015 amounted to 149,580 million rupiah.

It is also known that the level of open unemployment per 5 years experiences ups and downs or fluctuations. This shows that from 2005 to 2010, the open

unemployment rate in Bandung City decreased by 2.56%. From 2010 to 2015, the open unemployment rate in Bandung City decreased by 3.15%. From 2015 to 2020, the open unemployment rate in Bandung City increased by 2.17%. The average open unemployment rate in Bandung City from 2005 to 2020 was 10.85%. According to previous research, it is explained that high unemployment means low economic growth and vice versa. However, according to the data and facts above, this is not in accordance with the statement of previous research conducted by Pramesthi. This is because unemployment in Bandung City per 5 years has fluctuated, and in all three years, the level of open unemployment in Bandung City has experienced the most critical increase (Dewa Agung Ayu Eka Idayanti et al., 2023).

3.2 Human Resource

Development Competency-based human resources (HR) development is a very important thing to do as a form of optimizing employee competence. Various forms of HR development are carried out to create highly competitive human resources with superior competence. This is also done by the Losari Village Community, which is something that must be achieved in obtaining a job by showing optimal performance through superior and quality HR, which is the most important asset in an organization. In order to find out how to realize optimal HR through HR development carried out by the Losari Village Community, an analysis is carried out using the HR development theory. There are six indicators: skills, knowledge, social roles, self-image, traits, and motives.

The first indicator, Skills Losari Village Community, indicates that people who want to get a job have been placed according to their skills in a particular field. It can be seen that the placement of employees is determined according to their expertise and skills. During the employee recruitment process, certain qualifications are also determined that must be met by applicants, and these qualifications are adjusted to the jobdesk to be occupied and in accordance with organizational needs. Besides that, qualifications are also determined by the competency needs of the position, namely all employees, in accordance with their fields.

The second indicator is knowledge. The Losari Village community has basic information and knowledge according to their field of work. It can be seen that the basic knowledge that must be possessed by prospective employees of the Losari Village Community is that they must have knowledge related to the suitability of the intended field.

Third indicator: social roles have been owned by the Losari Village Community. Social roles in this case can be seen through the relationship between one person and another. This is always done as a way of maintaining harmony while doing work. So that work, which is teamwork, will be easier to do. In addition, the social relations carried out among the Losari Village Community are guided by the company's organizational culture, namely AKHLAK (Amanah, Kompeten, Harmonious, Loyal, Adaptive, and Collaborative).

The fourth indicator, self-image, in Losari Village Community has been owned. It can be seen that the performance of prospective employees at a PT is always done optimally.

One of the efforts to maintain this performance is through career advancement, where every employee has the same right to make career improvements according to their abilities and performance. The role competencies of prospective employees that must exist in prospective employees are determined by a PT, namely that prospective employees must have a primary role as planners and organizers, able to analyze and make decisions. In terms of secondary roles, employees must be able to build partnerships, facilitate change, and have business sensitivity. These are requirements that must be possessed so that the image of prospective employees who are expected to achieve maximum performance can be achieved. However, not all employees have the same self-image; this depends on the ability of each employee. The fifth indicator, trait, has been owned by employees in the community. It can be seen that when there is a problem, the employees solve it together because the relationship between employees is very harmonious. Then there are special rules that regulate the behavior of employees in a PT. Which ones can be done, and which ones are forbidden to be done? So that the nature and behavior of employees are more organized in carrying out their work. The sixth indicator, the motive, has been owned by employees in a PT. The motive in this case is to achieve the company's vision and mission by creating a supporting program to achieve company goals, especially in human resource development. Given that human resources are an important factor in smoothly achieving company goals (Apriliana & Nawangsari, 2021), HR development has many goals, both external and internal. The purpose of developing HR internally is to increase labor productivity. Labor productivity refers to the quality and quantity of work produced. This productivity can be increased through human resource development. Human resource development in the organization improves the administrative ability, thinking ability, and technical ability of employees. In addition, internal human resource development can also increase organizational effectiveness, reduce work accidents, improve internal services, morale, and careers, and appreciate the efforts and work of human resources (Suryani et al., 2023).

2. Work Ethic

Work ethic refers to the fundamental principles and values of an organization that guide the conduct of both individuals and groups of employees in order to promote high levels of motivation in the workplace while ensuring that the organization's organizational program plan is optimized. According to Sedarmayanti (2011: 76), "The work environment is a place where employees carry out activities every day." This statement relates to the work environment as a location for employee work activities in the organization.

A comfortable workplace gives workers a sense of security and enables them to perform at their best. Next, Mardiana states in Sanny and Kristanti (2012: 11) that an employee's work environment is where they carry out their regular

tasks. Employees will feel comfortable carrying out tasks in their job if they enjoy their work environment, which will hopefully lead to excellent employee performance and efficient use of working time. Workplace interactions among coworkers, relationships between subordinates and superiors, and the actual physical space where people work are all part of the work environment.

A. Factors That Influence Work Ethics

According to Sinamo, every human being has the spirit of success, which is pure motivation to achieve and enjoy success. This spirit is transformed into typical behaviors such as hard work, discipline, thoroughness, diligence, integrity, rationality, responsibility, and so on. Then this typical behavior processes into positive, creative, and productive work (Kirom, 2018). In his writing, Kusnan concluded that people are said to have a high work ethic if they show the following signs:

1. has a very positive assessment of the results of human labor,
2. Placing a view of work as something that is very noble for human existence,
3. Work is perceived as a meaningful activity for human life.
4. Work is lived as a process that requires perseverance and is also an important means of realizing ideals.
5. Work is done as a form of worship.

Meanwhile, for individuals or groups of people who have a low work ethic, the opposite characteristics will be shown, namely:

1. Work is perceived as something that burdens oneself.
2. Lack of and even no appreciation for the results of human labor
3. Work is seen as an obstacle to obtaining pleasure.
4. Work is done as a form of compulsion. ,
5. Work is lived only as a form of life routine.

Work Ethic Indicators The indicators of the work ethic (A. R. Saleh and H. Utomo, 2015) are:

1. Full of responsibility
2. High work enthusiasm

3. Disciplined
4. Diligent and serious
5. Maintain dignity and honor.

Unemployment

Unemployment is a person who belongs to the labor force (15 to 64 years old) and is looking for work but has not yet found it. Unemployment is a reality faced not only by developing countries but also by developed countries, especially in Binjai City. In general, unemployment is defined as a situation in which a person who belongs to the labor force category does not have a job and is actively looking for work. A person who does not work but is actively looking for work cannot be classified as unemployed. Unemployment in principle implies a weakening of product growth and misery for people who do not work, which causes a waste of human resources. In addition to reducing product growth, unemployment also refers to higher government spending for compensation purposes. This is especially true in developed countries, where the government has an obligation to provide benefits for the unemployed (Humaira et al., n.d.).

One of the causes of the emergence of unemployment in a country is the increase in population. The quality, both quality and quantity, of a country's population is the most important determining element for the ability to produce and the standard of living of a country. This is because the population is a source of labor, besides the production factor of skill. (Suherman Rosyidi, 2003) The purpose of increasing employment is to improve the condition of the poor, who are hampered by the problem of unemployment in a society.

The open unemployment rate affects income distribution inequality, where the open unemployment rate indicator is calculated as the percentage of the total unemployed in a region in relation to the total labor force. A rising percentage shows that the unemployment rate in the region is soaring, and vice versa. The rise in the unemployment rate is due to the fact that the total land provided is smaller than the total number of people who are looking for work, especially workers from other regions. This will have an impact on income inequality because the available job opportunities are limited, making it difficult for people to earn an income. The obstacles to economic growth that affect income inequality are also caused by the problem of open unemployment, which, if the unemployment rate continues or increases, can affect the level of community income. This will have an impact on the ability of the community to complete their life needs, which are minimally fulfilled, and even tend to be unable to fulfill their needs because there are still people who are unemployed (Salsabila & Pramukty, 2023).

b. Causes of Unemployment The following are some of the factors that cause unemployment:

- 1) The small number of jobs that accommodate job seekers.
- 2) Lack of expertise possessed by job seekers.
- 3) Lack of information, where job seekers do not have access to information about companies that have a shortage of workers.
- 4). Lack of even distribution of jobs, with many jobs in the city and a lack of even distribution of jobs.
- 5) The government has not maximized its efforts in providing training to improve soft skills.
- 6) The culture of laziness that still infects job seekers, which makes job seekers easily give up looking for job opportunities.

Policies to reduce the unemployment rate To reduce the unemployment rate, the government can do several things, including:

- 1) Increase the number of internship projects for workers,
- 2) Improving the Quality of Labor
- 3) Creating wide job opportunities for people,
- 4) Improve labor welfare,
- 5) Develop informal sector,
- 6) Transmigration Program,
- 7) Increasing investment

4. CONCLUSION

The unemployment rate is not only caused by a lack of jobs, but the quality of human resources that are less qualified is also one of the factors in increasing the unemployment rate. The condition of good organizational commitment can be influenced by a good work ethic as well. Work ethic is a stepping stone in achieving the desired organizational commitment. In the big dictionary of Indonesian, work ethic is the spirit of work that characterizes and believes a person or a group. Reducing unemployment can be done by awakening the real sector in order to create jobs, reducing efforts, and improving the employment climate that benefits both workers and employers.

5. REFERENCES

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