The Effect of Total Labor and Availability of Philanthropic Capital on Educated Unemployment in Medan City

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Abstract:

The purpose of this study is to determine the effect of the number of workers and the availability of modes of philanthropy on educated unemployment in Medan City. Due to the close relationship between economic growth and the high percentage of educated unemployment, there are few job prospects and factors that conflict with employment and education. Medan City has a large population, which leads to a high unemployment rate. High school and post-secondary school graduates are the main targets of the educated unemployment rate. This research uses panel data regression analysis using smart PLS application, which is a quantitative research method that takes secondary data from questionnaires to determine how much influence the independent variables have on the dependent variables. Based on the research findings, it can be said that 1. The overall labor force versus educated unemployment has a PVaIues of 0.042 <0.05, H1: The number of workers affects educated unemployment is accepted. 2. The result of the variabeI test of the Availability of ModaI FiIantropi against Educated Unemployment obtained PVaIues of 0.000 < 0.05, it can be stated that, H2 : Availability of ModaI FiIantropi has an effect on Educated Unemployment is accepted. 3. The Number of Workers and the Availability of Modes of FiIantropy have an effect on Educated Unemployment simultaneously.

Keywords: Labor, Philanthropy, Unemployment, Educated

1. Introduction

If the economic development of a country works well and develops efficiently, then the economy can be said to be prosperous. The achievement of community welfare has several objectives, including increasing the provision and distribution of basic community needs and improving living standards through increasing income, providing employment opportunities, and equalizing education. (Tri Inda FadhiIa Rahma, 2022). Economic growth is one of the factors that determine the success of economic development, so it is hoped that the economic policies adopted by the government can be successful. (Khairina Tambunan, Isnaini Harahap, 2019).

Unemployment is an important problem facing many developing countries. A high unemployment rate is a sign that a country is not utilizing its workforce to the best of

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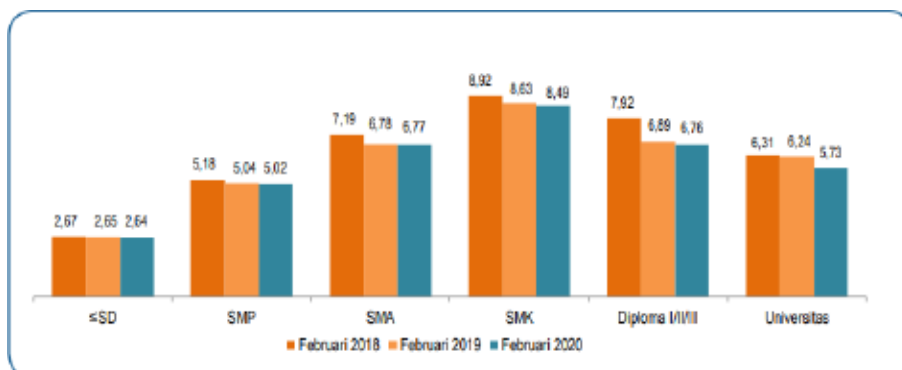*Triindafadhila@uinsu.ac.id*
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its ability. (Sirait, 2020). A person who is unemployed is someone who is actively looking for a job at a certain wage level but cannot get the position he wants.

Demography is the science that analyzes population data mathematically and statistically to determine the size, composition, and distribution of the population and any changes that result from the interaction of factors that contribute to population growth, such as marriage, migration, and social mobility. Demography is one method to analyze population change because it can be used to determine how factors such as immigration, mortality, and fertility affect the increase in population size. (AIi, 2019). Humanitarian efforts, known in the academic world as fiIantropy, can be one way to solve economic problems, especially unemployment.

The word fiIantropy, as it is commonly understood, derives from the Greek words phiIo and anthropos, meaning "love of man". FiIantropy is a form of beneIciency of a person or group of people towards other individuals based on love for fellow human beings. Philanthropy can also refer to compassion towards others and others. Since "love of neighbor" is the source of the word fiIantropy in its broadest sense, it is widely practiced by cultural and religious groups all over the world, which explains why fiIantropy has been around for so long. Giving alms to relatives, family, and neighbors who are less fortunate helps preserve philanthropy. (Rahma, 2018). Community requests that the goal of easing the burden on the poor be prioritized over other elements. FiIantropy, in fact, is a more sophisticated activity that can take the form of group action or even corporate action. It is not an individual action. (Harina, 2019).

Figure 1. Open Unemployment Rate by Highest Education Completed
Sumber: Badan Pusat Statistik

From 2018 to 2020, the level of educated unemployment in Indonesia changed every year. The trend of a high percentage of uneducated workers which has an impact on the low quality of the workforce in Indonesia is a reflection of the ineffectiveness of educational institutions in the country.(Central Bureau of Statistics, 2021).

According to research conducted by AIIen (2016), one-third of the unemployed, especially young people, have to wait one year before they can enter the labor market, especially the formal sector labor market. This is what is meant by "selective educated job seekers". Meanwhile, the educated unemployed state that

they are the minimum labor force with secondary education and above who are unemployed.(Mada, 2015). The variables of population size, wages, labor force size, and GDP have a significant positive impact on unemployment of educated high school graduates and unemployment of educated high school graduates in Indonesia, according to research by Fatma Shafira Nuru Ramadhani (2022). Furthermore, according to Pinastika and Woyanti Iarasati's (2019) research, the findings of the regression analysis show that all independent variables (Age, Gender, Education, and Income) together have an impact on the length of education of workers in the sector. Semarang City spends time looking for work.
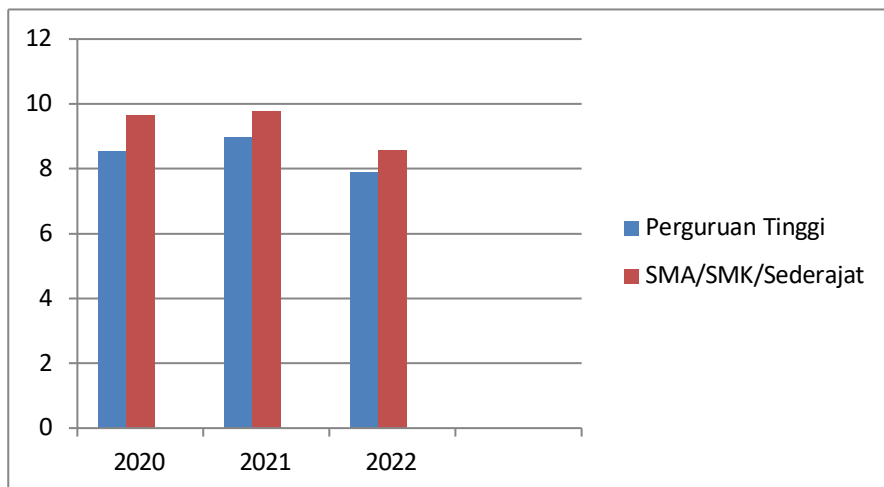
He explained, based on data from BPS (Central Bureau of Statistics) North Sumatra, the open unemployment rate in Medan City has decreased from 10.81 percent in August 2021 by around 1.92 percentage points. Compared to North Sumatra, whose open unemployment rate decreased by 0.17 percentage points to 6.16 percent in August 2022, the percentage decrease was greater.

Table 1. Open Unemployment Rate of the Population in North Sumatra

Kabupaten Kota	Tingkat Pengangguran Terbuka (TPT) Penduduk Umur 15 Tahun Keatas Manurut Kab/Kota (Persen)		
	2020	2021	2022
Asahan	7,24	6,39	6,26
Batu Bara	6,48	6,62	6,21
Binjai	8,67	7,86	6,36
Dairi	1,75	1,49	0,88
Deli Serdang	9,50	9,13	8,79
Gunungsitoli	5,94	4,80	3,65
Humbang Hasundutan	0,84	1,94	0,42
Karo	1,83	1,95	2,71
Labuanbatu Utara	6,82	5,71	3,75
Labuhan Batu	6,05	5,66	6,90
Labuhanbatu Selatan	4,90	4,71	3,15
Langkat	7,02	5,12	6,88
Mandailing Natal	6,50	6,12	7,64
Medan	10,74	10,81	8,89
Nias	3,49	3,12	2,81
Nias Barat	1,71	0,74	0,53
Nias Selatan	4,15	3,91	3,69
Nias Utara	4,54	3,00	2,59

Source: North Sumatra Central Bureau of Statistics

The high level of educated unemployment is caused by a number of factors related to economic growth, including the lack of job opportunities and the presence of factors that are incompatible with job opportunities and education. There are many job openings, but they are not being utilized, especially job openings that require training or experience comparable to that of a college or university. (Mada, 2015).

Figure 2. Graph of Educated Unemployment Rate in Medan City Year 2020-2022

Source: Central Bureau of Statistics of North Sumatra

Based on the statistics of educated unemployment in Medan City in 2022, there are around 7.89% unemployed college graduates and 8.58% unemployed high school graduates in Medan. According to research conducted by AIIen (2016), one-third of the unemployed, especially young people, have to wait one year before they can enter the labor market, especially the formal sector labor market. This is what is meant by "selective educated job seekers". Meanwhile, educated unemployment is the minimum labor force with secondary education and above who are not working according to (Mada & Ashar, 2015) Based on information from the Central Bureau of Statistics of Medan City, in 2019 there were 1,104,418 people working in Medan City. In 2020 there were 1,134,643 people and in 2020 there were 1,120,160 people. Based on the above facts, it is clear that the number of the labor force is increasing every year. However, this does not change the fact that there are still many unemployed people in Medan City.

Current problems include the lack of open job opportunities, the lack of government initiatives to create job opportunities, the increase in production costs due to high wages, the impact on the application of efficiency, and the forced reduction of labor by businesses, thus increasing unemployment. Medan City has a large population, leading to a high unemployment rate. The focus is on the unemployment rate of high school and university graduates

2. Theoretical Background

a. Educated Unemployment

Educated unemployed people who are looking for work or not working must have at least a high school diploma or its equivalent. There are many causes of educated unemployment besides the uneven distribution of job opportunities. A person who has a senior high school (SMA) certificate and/or higher education who is looking for

work or has never worked can be referred to as educated unemployment.(Fauzan, 2018).

Unemployment according to the Central Bureau of Statistics (BPS) is defined as a population that is not working but is looking for work, planning to open a new business, or not looking for work because they already have a job but do not have a job. start working(Jannah, 2020).

According to Payman J. Simanjuntak, what is meant by unemployment is someone who did not work at all in the week prior to enumeration or did not work for more than two days. According to Kaufan and Hotchkiss, if a person does not have a job but is actively looking for work during the previous four weeks, then he is considered unemployed. When a person in the labor force is unemployed, it means that he or she has tried to find a job but was unsuccessful.(Tamara, 2021).

According to information from the Central Bureau of Statistics of Medan City, in 2022 there were about 13,935 college graduates and 37,725 high school graduates who were unemployed. It is a fact that the growth of employment is lower than the growth of the labor force.

b. Demographics

Demography studies the composition and dynamics of a population. Population size, distribution, and composition are aspects of the population structure. The demographic processes of fertility, mortality, and population movement are what cause sustainable changes in the population structure.(Wajdi, 2020).

Demography is the study of the causes, effects, and components of population change, including migration, births, and deaths, to determine the condition and composition of the population by age and gender (Sholihin, 2010). To apply the methodology of calculating population data, demography also focuses on statistically researching population issues, such as population size, composition, structure, and population size. For accurate calculations and findings, demographic data is needed.(Asami, 2022).
The size, composition, and organization of the population can all be learned from demographic data. In addition, demographics can also impact the economy. Governments also use demographics to allocate resources, define constituencies, develop policy initiatives, etc.(Nasution, 2019).

c. Employment

Everything related to employment before, during, and after the end of the employment relationship is called employment.(Imsar, 2019). This includes both work that creates goods and work in its traditional form. Although the employment relationship is based on the freedom of the parties, there are some provisions that MUST comply with government regulations in the sense of public law, thus making labor law a field of private law with public aspects. (Helmawati, Ethika, 2017).

By agreeing to a bond or work agreement that is written or oral and based on applicable labor laws and regulations, business people and workers bind themselves

in a legal relationship for the purposes of labor management. To provide security and comfort in carrying out work activities, the rights and obligations between employers and workers are also a concern.(Inaray, 2016).

Based on information from the Central Bureau of Statistics of Medan City, in 2019 there were 1,104,418 people working in Medan City. In 2020 there were 1,134,643 people and in 2020 there were 1,120,160 people. Based on the above facts, it is clear that the number of the labor force is increasing every year. However, this does not change the fact that there are still many unemployed people in Medan City. The employment indicators referred to include: 1. manpower planning; 2. population and workers; 3. employment opportunities; 4. vocational training and competence; 5. labor productivity; 6. industrial relations; 7. working environment conditions; 8. wages and workers' welfare; and 9. social security for workers.

The Industrial Relations Dispute Resolution Law Number 2 Year 2004 is the applicable law in the event of a dispute between employers and their employees. Whether through negotiation, mediation, conciliation, arbitration, or settlement at the Industrial Relations Court, each type of dispute has a technique or procedure that applies and must be obeyed by all parties.(Inaray, 2016).

d. ModaI FiIantropy
FiIantropy is defined as a selfless act of generosity done in the public interest. One of the three strategies to improve welfare, such as efforts to reduce poverty, is the fiIantroPLS mode. The other strategies are social service and social work. One of the social modes that has been embedded in the deeply ingrained communal (adat) culture, especially in rural communities, is the fiIantroPLS mode.(Fauzi Arif Iubis, 2022).

There are two types of philanthropy based on its nature, namely traditional philanthropy and modern philanthropy, according to the Center for Social Welfare Research and Development (PusIitbang Kesos) in its scientific book Modern Philanthropy for Social Development. Traditional philanthropy takes the form of amaI-based giving, which usually takes the form of providing shelter, clothing, food, and other necessities to those in need. This makes traditional donations more individualized when viewed from its direction.(Wihastuti, 2019).

AmaI activities that focus on helping others. In fact, generosity or fiIantropy becomes a mode or ammunition for any action that benefits society, while volunteerism or voIuntarism becomes the driving force for any activity that has a humanitarian purpose, therefore these activities are complementary. The three factors of financial contribution, helping strangers, and volunteerism are used to assess philanthropy in Indonesia. The highest level of fiIanthropy in the world is 53% among Indonesians, while the involvement of the community in amaI activities and helping strangers is 78% and 46% respectively.

The Pre-Employment Card is one illustration of the amaI funding provided by the government. For job seekers who are 18 years old and above and have no formal

education, the Pre-Employment Card provides assistance with vocational training costs. Alternatively, for those who need to improve their competence, whether they are active employees or victims of layoffs.

Regarding the implementation of the pre-employment scheme, the government will adjust the amount of assistance received by participants in 2023 to Rp. 4.2 million per person, with details in the form of training cost assistance of Rp. 3.5 million and post-training incentives of Rp. 600,000. the job has just been completed. The fact that they receive a payment thanks to this support can really make the unemployed feel comfortable and at home. Higher unemployment results from this.

3. Methodology

Quantitative data type is used in this research data. This research examines the unemployment rate of the educated community in Medan. The choice of Medan City was made considering that Medan City is a big city in Indonesia with a large population and a high unemployment rate due to limited job opportunities, as well as easy access to data from statistical data service sources such as the Central Bureau of Statistics. Based on the description above, the popuIation of this research consists of 37,725 high school graduates and 13,935 university graduates. The sample represents the representation of the size and composition of the popuIation. (Rahmani, 2018). In this study, the sample was 80 respondents. Least parsiaI data analysis (PLS) was conducted. Utilizing SmartPLS 3.0 research facilitation software. PartiaI Ieast Squares (PLS) analysis is a method of muItivariate statistics that compares a large number of dependent and independent variables. The goal of PLS is to generalize how X variables will affect Y variables and to clarify the theoretical relationship. PLS uses multiple dimensions to create the best set of variables for maximum variance (not maximum correlation) after measuring the variance between two or more variables.

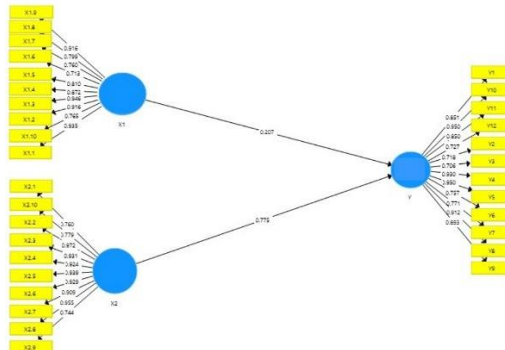## 4. Empirical Findings/Result

a. Data Analysis
The responses of 80 respondents were collected as research data, which were then further examined as a source of study on the impact of the size of the labor force and the availability of modes of philanthropy on educated unemployment. With the help of SmartPLS 3.0 application, the Partial Least Square (PLS) approach was used in the analysis of information. There are two assessment modes that SmartPLS 3.0 uses to analyze the data: external mode and internal mode.

The vaIidity test and reliability test are the two tests used to evaluate the outer mode. Instead, the inner mode is used to highlight the correlation between variables that can be used to draw conclusions about the research findings. The fit test, path coefficient test, and hypothesis test are evaIons of the inner mode.

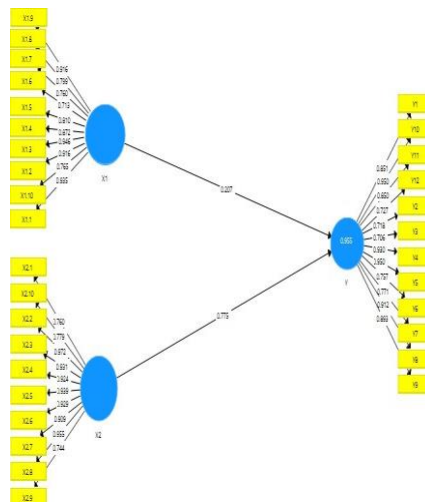1. *PartiaI Least Square* (PLS) *ModeI* Scheme
The PLS modeI used in the study on the impact of labor supply and availability of

modes of philanthropy is shown in the graph below.

Figure 4. Inner Weight

The outer modeI of this study results in the variabeI of Labor Volume with the help of 10 indicators, Availability of FiIantroPLS ModeI with the help of 10 indicators, and Educated Unemployment with the help of 12 indicators.

Figure 5. Outer Weight

2. EvaIuation ModeI Outer

There are 4 value criteria for evaluating the outer modeI of refIective. In accordance with Chin's comments where the four criteria are used to test vaIidity and reliability. The evaluation is carried out by looking at the values of *Convergent VaIidity through the Loading Factor*, *Average Variance Extracted* (AVE), *Composite ReIiabiIity,* and *Cronbach's AIpha*. The following is a short summary of the four criteria used in the vaIidity and reliability tests.

a) *Convergent VaIidity*: a variable will be considered vaIid based on Convergent VaIidity if the communaIity value> 0.7, the loading factor on all indicators has a value> 0.7 or mimnimaI has a value between 0.5-0.5, and the average variance extracted (AVE) value must be> 0.5.

b) *Discriminant vaIidity*: a variable will be considered vaIid based on Discriminant vaIidity if it has the cross Ioading value of each indicator on each variable has the

largest value compared to other variables and has an average variance extracted (AVE) value must be> 0.5.

c) *Composite reIiabiIity*: a variable will be declared reIiabIe based on Composite reIiabiIity if each variable has a value >0.6.

d) *Cronbach "s AIpha*: a variable can be declared reliable based on Cronbach "s AIpha if each variable has a value > 0.7.

b. VaIidity Test

1. *Convergent VaIidity*

Based on convergent vaIidity, a variable can be declared vaIid by looking at the Ioading vactor value. A variable can be declared to meet convergent vaIidity if it has an outer Ioading value on all indicators on each variable of> 0.7. The following are the outer Ioading values in this research.

Table 2. Outer Loading

VariabeI	Indicator	Outer Loading
Number of Workers (X1)	X1.1	0,935
	X1.2	0,916
	X1.3	0,946
	X1.4	0,872
	X1.5	0,810
	X1.6	0,713
	X1.7	0,760
	X1.8	0,799
	X1.9	0,916
	X1.10	0,765
Mode Availability FiIantropi (*X2)*	X2.1	0,760
	X2.2	0,972
	X2.3	0,931
	X2.4	0,924
	X2.5	0,939
	X2.6	0,929
	X2.7	0,909
	X2.8	0,955
	X2.9	0,744
	X2.10	0,779
Educated Unemployment (Y)	Y1	0,851
	Y2	0,718
	Y3	0,706
	Y4	0,930
	Y5	0,950
	Y6	0,757
	Y7	0,771
	Y8	0,912

Y9	0,893
Y10	0,950
Y11	0,850
Y12	0,727

Source: DioIah 2023 primary data

If the value of each indicator shows results > 0.7, it can be observed from the data in table 2 This can be seen in the variables of the number of labor force (X1), accessibility of charity capital (X2), and educated unemployment (Y), whose indicators collectively show an outer loading value > 0.7. As a result, each variable indicator is declared valid or capable of further analysis. Apart from looking at the outer loading value of a variable, we can also determine whether a variable meets convergent validity by looking at the Average Variance Extracted (AVE) value. The variable cannot be considered valid unless the AVE value is more than 0.5. The Average Variance Extracted (AVE) value for this investigation is as follows.

Table 3. *Average Variance Extracted* **(AVE)**

VariabeI	Average Variance Extracted (AVE)	Description
Number of Workers (X1)	0,717	*Valid*
Availability of ModaI FiIantropy (X2)	0,789	*Valid*
Educated Unemployment (Y)	0,704	*Valid*

Source: DioIah 2023 primary data

The average variance extraction (AVE) value for the total labor variable (X1) is 0.717, the average variance extraction (AVE) value for the availability of philanthropic capital (X2) is 0.789, and the average variance extraction (AVE) value for the total labor variable (X2) is 0.789. educated unemployment variable (Y) is 0.704. There is a value >0.5 for each variable. This shows that the variable can be declared feasible or valid.

2. *Discriminant VaIidity*

An indicator will be considered to pass the discriminant validity test if it has a cross loading indicator value for each variable higher than other variables. This test uses the cross loading value. The cross loading value for this investigation is as follows.

Table 4. Cross loading

VariabeI	X1	X2	Y
Number of Workers (X1)	0,953	0,935	0,937
	0,916	0,895	0,866
	0,974	0,946	0,961
	0,872	0,842	0,812
	0,810	0,747	0,746
	0,713	0,635	0,652
	0,760	0,757	0,703
	0,799	0,747	0,749
	0,932	0,905	0,916

0,765	0,663	0,671
Availability of ModaI FiIantropy (X2)	0,754	0,760	0,725
0,934	0,972	0,943
0,877	0,931	0,914
0,848	0,942	0,893
0,867	0,939	0,900
0,905	0,931	0,929
0,903	0,914	0,909
0,943	0,955	0,922
0,724	0,744	0,703
0,799	0,822	0,776
Educated Unemployment (Y)	0,820	0,828	0,851
0,636	0,660	0,718
0,612	0,630	0,706
0,901	0,919	0,930
0,916	0,945	0,950
0,714	0,681	0,757
0,726	0,705	0,771
0,910	0,912	0,927
0,851	0,893	0,906
0,924	0,950	0,954
0,866	0,850	0,880
0,653	0,680	0,727

Table 4 shows that the cross loading of each indicator for each variable has a greater value than other variables. This shows that the indicators used in the preparation of this research variable are considered to have strong discriminant validity.

3. ReIiabiIity Test
   a. *Composite reIiabiIity*
      If each variable has a value > 0.6, then the variable is considered reliable according to Composite reliability. The composite reliability value of each variable in this study is as follows.

TabeI 5. Composite reIiabiIity

VariabeI	Composite ReIiabiIity	Description
Number of Workers (X1)	0,962	*ReIiabIe*
Availability of ModaI FiIantropy (X2)	0,974	*ReIiabIe*
Educated Unemployment (Y)	0,966	*ReIiabIe*

Source: DioIah 2023 primary data

Based on table 5, it can be understood that each variable that has a value> 0.6 has a composite reliability value. The reliability of the composite value on the variation of the number of workers (X1) is 0.962. The reliability of the NiIai

Composite on the Availability FiIantropy Variable (X2) is around 0.974. In contrast, the Resilience Composite on the Educated Unemployment Variable (Y) is about 0.966. From the data collected, it can be concluded that each variable can be stated and then analyzed.

b. *Cronbach's AIpha*

Any variable can be interpreted as exceeding Cronbach's alpha if each variable has a value > 0.07. The following is a discussion of Cronbach's alpha for this particular variable in Indonesian.

Table 5. *Cronbach's AIpha*

VariabeI	**Cronbach's AIpha**	Description
Number of Workers (X1)	0,955	*ReIiabIe*
Availability of ModaI FiIantropy (X2)	0,969	*ReIiabIe*
Educated Unemployment (Y)	0,961	*ReIiabIe*

Source: DioIah 2023 primary data

The data in Table 6 allows us to determine whether the *Cronbach's Alpha* value for each variable is > 0.7. In the variable number of workers (X1), *Cronbach's alpha is* 0.955. The variable Availability of Philanthropic Capital (X2) has a Cronbach's aIpha value of 0.969. The educated unemployment variable (Y) has a Cronbach's alpha value of 0.961. The variables in this study can be considered reliable according to *Cronbach's Alpha* which can be concluded from the data presentation.

4. EvaIuation Inner ModeI

The path coefficient test, *goodness of fit test,* and hypothesis test are the three tests included in the inner mode test of this study. The test results of this study are listed below.

a. Path Coefficient Test

To find out how much or how strong the influence of the independent variable is on the dependent variable, the path coefficient is evaluated. The mode path coefficient is the basis for this.

The effect or influence of the independent variables on the dependent variable is expressed in this path efficiency. The variable availability of philanthropic capital on educated unemployment has a value of 0.775, which shows the variable with the highest path efficiency. Meanwhile, the impact of labor force fluctuations on educated unemployment is 0.207. It is said that the stronger the independent influence on the dependent variable, the higher the orbital efficiency value.

b. *Goodness Of Fit* Test

The Q-square number can be used to rank *good of fit*. In regression research, the Q-square value has the same meaning as the coefficient of determination (*R-square*). The correlation coefficient which measures how close the relationship is between the dependent and independent variables has a value ranging from 01. It can be said that R and 1 are closely related if R is close to

1. If the value is close to 1, then the independent variables almost completely fulfill the criteria for predicting the dependent variable.

Table 7. *R - Square*

VariabeI	R - Square	R - Square Adjusted
Educated Unemployment	0,955	0,953

Source: DioIah 2023 primary data

Based on table 7 it can be seen that the R-Square value of the educated unemployment variable is 0.955. The corrected R-Square is 0.953 at the same time. The educated unemployment variable is mostly in the good group according to this value. Because there are still several variables that need to be examined in this study, it is not yet a benchmark for the Educated Unemployment variable.

c. Hypothesis Test

The Smart PLS test tool utilizing simulation and a bootstrapping approach for the sample in this study was used to statistically test the hypothesized positive effects. The table below will provide the bootstrapping results.

TabeI 8. *ResuIt For Inner Weight*

VariabeI	OriginaI mpIe(0)	Sample mean (M)	Standard eviation (STEV)	T Statistic (|O/STDEV|)	P *VaIues*
Number of Workers -> Educated Unemployment	0,207	0,210	0,102	2,035	0,042
Availability of ModaI FiIantropy - > Educated Unemployment	0,775	0,773	0,101	7,661	0,000

Source: DioIah 2023 primary data

Each hypothesized relationship is statistically tested when using PLS, and simulations are used for each relationship. In this case, samples are used in the bootstrap procedure. By using this bootstrap test, the problem of anomalies in the research data can be minimized.

In this study, testing using bootstrapping produced the following results.

1. Number of workers against educated unemployment.

It can be concluded that H1: The number of workers has an influence on educated unemployment is accepted because the test result of the number of workers on educated unemployment has a value of 0.042 <0.05.

2. According to the test results of the variable availability of philanthropic capital on educated unemployment, the PVaI is 0.000 <0.05, H2: The availability of philanthropic capital has an impact on educated unemployment which is accepted.

3. To determine whether the independent variables (X) consisting of the number of workers (X1) and the availability of philanthropic capital (X2) included in the model have a simultaneous influence in explaining the information content of the dependent variable, educated unemployment (Y), the F statistical test is most widely used. (2016) Ghozaii The significant

value of F < 0.05 indicates that the independent variable simultaneously affects the dependent variable or vice versa. The level used is 0.5 or 5%. The results of the F test in this study will be shown in the following table:

Table 9. F test

ModeI		Sum of Squares	df	Mean Square	F	Sig
1.	Regression	7453. 318	2	3726. 659	723.473	.000a
	ResiduaI	396. 632	77	5. 151		
	TotaI	7849. 950	79			
a. Predictors: (Constant), X2, X1						
b. Dependent VariabIe: Y						

Source: DioIah 2023 primary data

It can be concluded that H3: The Number of Workers and the Availability of ModaI FiIantropy have an effect on Educated Unemployment is accepted. This can be seen from the Fcount value of 723.473. while the significant value generated is 0.000 which is smaller than 0.05.

5. Discussion

The Number of Workers Has a Significant Parental Effect on Educated Unemployment

The hypothesis is accepted with a P value of 0.042 <0.05 based on the findings of inner mode testing on the path coefficient between the variables of Total Employment and Educated Unemployment. The results show that the number of employees has a considerable positive influence. Unemployment with low education will occur more if employment opportunities are more in line with the number of workers. The average frequency (mean) of the largest responses to the questionnaire of the variable Number of Workers also supports this. According to research by Purnamasari, et al. (2019) and Wijaya (2018), situational leadership style has a good and significant influence on educated unemployment. According to research by Setyorini, et al. (2018), Mudiyantun (2019), and Mustofa & Muafi (2020), there is a positive and significant relationship between the number of employees and employee performance. This is in accordance with Islamic studies in (QS. An-Nisaa': 58) which explains that educational leadership must be given to individuals who can carry out their mandate, can see the situation and conditions, and can treat their subordinates fairly in carrying out their duties. in accordance with the theoretical approach and situational leadership style.

The Availability of Modes of Philanthropy Has a Significant ParsiaI Effect on Educated Unemployment

The results of the inner mode test on the path coefficient between the presence of charitable capital and educated unemployment show that there is a significant positive effect of philanthropic capital, and the hypothesis is accepted with a P value of 0.000 <0.05. Meanwhile, the level of unemployment is inversely correlated with the level of availability of charitable money in an area. This is also supported by the respondents' responses to the survey, which showed that most of them agreed that getting a job would increase their motivation to apply for a job and start working immediately.

According to research by Ichsan et al. (2020) and Iestari et al. (2020), the availability of philanthropic capital has a positive and significant impact on unemployment. Research by Hasibuan & Silvya (2019), Iptian et al. (2020), and Azzahra et al. (2019) that found a positive and substantial relationship between the availability of philanthropic capital and the unemployment rate further supports this. From an Islamic perspective, a person who works hard has demonstrated his ability to fulfill his obligations. Whenever a person who works for an organization seeks change and succeeds in achieving the desired goals. discipline in the sense of obeying the laws which, among others, are listed in verse 59 of Surah An-Nisa.

The Number of Workers and the Availability of Modes of Philanthropy Simultaneously Significantly Affect Educated Unemployment

The independent variable X which consists of the number of workers (X1) and the availability of charity resources (X2) has an effect on educated unemployment (Y) simultaneously based on the results of the F test. The resulting significant figure of 0.000 and less than 0.05 illustrates this. Thus, the hypothesis can be accepted and it can be concluded that there is a considerable beneficial effect. Where the number of labor force and the availability of charity capital can have an impact on the unemployment rate. Based on the results of the respondents' responses to the distributed questionnaires, the educated unemployed in Medan City are dissatisfied with the workforce that the company has and the amount of philanthropic funds provided. This is evidenced by the fact that providing accurate and clear instructions when completing each activity was the most common response. Work is a physical expression of ideas, beliefs, and understanding that is based on high ethical standards and can inspire good work. In verse 29 of the Qur'an, Allah (SWT) states. According to this verse, a Muslim's work should be done to seek the pleasure of Allah (SWT) and to obtain excellence (quality and wisdom) from the results. If these two have taken root as the core of his efforts, a strong performance will result.

6. Conclusions

Based on the results of research analysis and discussion, the conclusion can be drawn that:

a. The number of workers has a large influence on educated unemployment in Medan city. This shows that the number of workers has control over the existing level of educated unemployment. To help reduce educated unemployment in Medan City, the number of workers is estimated to be acceptable.

b. In Medan city, educated unemployment is strongly influenced by the availability of charity funds. It can be interpreted that the number of educated unemployment is influenced by the availability of charity wealth. The number of educated unemployment in Medan city will decrease in proportion to the amount of charity capital that can be provided by the Medan city region.

c. In Medan City, educated unemployment is strongly influenced by the number of workers and the availability of charity funds. The level of educated unemployment can be seen to be influenced by the number of workers and the availability of charity resources.

Based on the research results and conclusions that have been described, the suggestions that can be conveyed are as follows:

a. It would be advisable to include additional variables from the labor and demographic aspects that may affect unemployment in future studies, such as investment, indices, and human development. Take advantage of a larger study focus and longer research period when you have more time.

b. It is expected for the local government of Medan City to focus more on increasing and growing investment in the city's economic growth so that it can be increased as much as possible.

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