

CHAPTER V

CONCLUSIONS AND RESULTS

5.1 Conclusion

Based on the results of multinomial logistic regression conducted related to "Educational Mismatch in Generation x and Millennial of West Sumatra Province", it can be concluded that there are significant factors that influence workers in West Sumatra Province to experience educational mismatch based on generation x and millennial.

Job-education mismatch refers to the difference between an individual's education and the job requirements, which can have severe consequences on the labor market. In West Sumatra Province, the working-age population is primarily composed of individuals aged 25-44. Generations x and millennials have different work ethos and characteristics in the workplace. The millennial generation prefers challenges over job security, and their education is better than the previous generation. They also have a greater desire to be leaders in their careers. Intergenerational differences influence social categorization. Generation x still dominated labor market conditions between 2000 and 2016. The millennial generation faces competition with jobs with low education due to fierce competition for positions that require the necessary qualifications.

In 2023, many workers with higher education in West Sumatra Province struggle to find jobs that match their qualifications, particularly in the 28-59 age group, particularly generation x and millennials. This mismatch is due to education curriculum and local labor market needs. Most job opportunities are in sectors that don't require high academic qualifications, such as agriculture, wholesale trade, and car repair.

In general, the person with training has a probability of 19.5% lower than those without training to be undereducated and the person with training has a probability of 10.3% higher than those without training to be overeducated. A married persons has a probability of 2.5% lower than those not married person to be overeducated. Millennials have a probability of 7.4% is lower than that of generation x to be undereducated and millennials have a probability of 7% higher

than that of generation x to be overeducated. The person who working in wholesale and retail trade; car and motorcycle repair sector has a probability of 11.4% lower than those working in the agriculture sector to be undereducated. The person who works in the processing industry sector has a probability of 7% lower than those working in the agriculture sector to be undereducated. Lastly, the person who working in others sector has a probability of 14.3% lower than those working in the agriculture sector to be undereducated and the person who working in others sector has a probability of 5,2% higher than those working in the agriculture sector to be overeducated compared to their work position.

5.2 Recommendations

Based on the results of the data analysis, here are some recommendations that can be considered:

1. Further research can use other variables that can see what factors can influence educational mismatch in West Sumatra Province such as location of work, gender, duration of job search and others. This will provide a new picture of educational mismatch in West Sumatra Province.
2. Further research can examine several other generations besides generation x and millennials such as the pre-boomer generation, baby boomer generation, generation z because each generation has its own characteristics that cause these workers to the level of educational mismatch.
3. Further research can use other regression models and see the impact of horizontal mismatch in West Sumatra Province with a large scope such as several years.