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Determination of the Causes of Job Mobility in Employment

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Abstract

The purpose of this study is to examine and identify the factors that contribute to job mobility (changing jobs) among employees in Makassar City's informal sector. 100 respondents provided the primary data that was used. There were 28 variables under investigation, and factor analysis was used to process the data. Further analysis is possible for a total of 21 variables. The significance value in the validity test was over 0.05, hence the remaining 7 variables were eliminated. According to the study's findings, there are seven elements that influence people's decisions to change jobs. These variables include economic factors, labor quality factors, information technology proficiency factors, length of working hours factors, family factors, employment status factors, and distance factors.

Keywords: Job Mobility; Workers; Informal Sector

INTRODUCTION

Labor mobility is a phenomenon that frequently occurs in Indonesia in the workplace. Job mobility is another significant factor in the employment crisis, in addition to migration. Job change is crucial for enhancing employee wellbeing. According to Rahayu, (2010), who quotes Ponzo, job transfer is one strategy that may be used in the labor market to reduce workplace inefficiencies and achieve effective and efficient resource allocation.

The biggest factor influencing someone to shift occupations is economic considerations, notably pay or compensation. Due to the pressure to provide for their fundamental requirements, employees are compelled to look for and accept positions with greater salaries. Numerous studies have demonstrated that employees' salaries significantly affect how they do their obligations insidethe firm. Workers think that their income or wage ensures both their survival and the survival of their families.

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People would switch jobs in order to increase their economic chances and standard of living (Maulida, 2013). A similar claim was made by Piyapromdee, (2014), who said that the movement to hunt for new employment was prompted by rising earnings. So, for migrants, their decision to go to their destination is primarily based on their income. If earnings around origin are greater or equal to those in the area of destination, there won't be any displacement. However, there are numerous more considerations besides pay that lead someone to migrate considering the current circumstances.

In addition to pay, age, family, education, travel time, surroundings, and type of employment are other characteristics that can affect someone's career mobility (Mcconnell et al., 2013). Accordingto Rahayu's (2010) empirical research, workers' decisions to shift occupations are influenced by avariety of socio-demographic factors, including gender, level of education attained, age, education, employment position, type of job, and technological advancements.

In the information era, information technology allows for quick news retrieval and dissemination, resulting in more efficient communication. The internet is one of the platforms that contributes to the advancement of information and communication technologies. Information technology has animpact on job transfer since workers can obtain communication about jobs in different sectors thanks to increasingly effective communication (Adli et al., 2021). One can seek experience, investigate skills, and obtain the ideal job thanks to flexible labor market mobility.

Two types of the worker mobility phenomenon exist in Indonesia: geographic worker mobility andnon-spatial worker mobility. Permanent and non-permanent mobility are the two different types of spatial energy movement. Non-spatial worker mobility, on the other hand, refers to switching between jobs based on both the industry and the status of the position.

According to data from Sakernas (2016), male employees have changed employment more frequently than female employees. This may be a result of female employees not serving as the family's primary provider of income. If we look at the age of the workforce, young people between the ages of 15 and 34 frequently change occupations. This is so that young employees can still hunt for other, better-suited positions. In addition, the existence of an employee contract system makes it necessary for newly hired employees to search for other employment. In the meantime, elder workers' job mobility has started to decline as they typically have transitioned into permanentpositions.

Higher education levels are associated with a higher percentage of people who have changed occupations, according to the level of education attained. People with only an elementary education or less are less likely to shift occupations. Similar findings apply to employees in the agriculture industry, where 36.4 percent of employees experienced the fewest employment changes in 2016, according to statistics from Sakernas. This is since workers in the agricultural industrytend to be less educated, which limits their ability to bargain or make decisions.

Workers in the formal sector typically earn higher earnings than those in the informal sector, whichmakes them more stable (Karim & Jibril, 2019). Aside from that, formal sector occupations offera pleasant working environment, few hazards, and social

security protection for employees. According to Effendi (1988), workers in the informal sector experience job mobility more frequently than those in the formal sector.
There are currently few studies or studies about job mobility in the unorganized sector, thus this study aims to do a similar study by integrating information technology (internet) variables as recommendations for finding a new work. Because there aren't any academic studies that examinethe connection between the internet and labor mobility, there is a need to carry out a thorough investigation of the effects of the internet. Studies on technological advancements affecting the workplace are typically written as stories for magazines and newspapers, and they focus more onsocial media. Using social media has been shown to be efficient and methodical for establishing connections, finding new employment opportunities, and establishing a solid reputation and professional presence. Thus, the purpose of this study is to identify the factors that contribute to job mobilization by integrating the internet variable.

LITERATURE REVIEW

Population Mobility (Workers)

The shifting of a person's employment from one economic sector to another is referred to as labor mobility. Job mobility is another name for labor mobility between industries. Vertical mobility and horizontal mobility are the two categories into which Wahyuni, (2014) categorizes population mobility. While vertical mobility is population movement associated with changes in social standing, horizontal mobility is related to geography. According to the location and duration of the stay, horizontal movement is further divided into the categories of permanent mobility and non-permanent mobility. Additionally, migration is a common term used to describe this continuing travel.

Population movements have changed significantly over the last few decades. Circular mobility refers to the movement of individuals that have undergone significant changes without a long-term commitment to remain at the destination site. Repeated movements from one site to another, eitherto the same place or to another, usually for work-related reasons over a short period of time with the same person, and without the goal of staying there, are this mobility feature (Romdiati & Noveria, 2019)

Circular mobility in this period is defined by increasing quantity and numbers, expanding mobility destinations, longer trip distances, and shorter journey times, and has recently become more dynamic along with the rapid improvements in digital technology. (Ananta, 2014).

According to Schettkat's statement quoted by Rahayu (2010), labor movement can occur: (1) from one job to another, (2) from one employer to another employer, (3) from one industry to another, (4) from one region to another, (5) from working to being unemployed, and (5) from working to not being in the labor force. Rahayu further stated that making the decision to change jobs or stay at the old job is usually influenced by several factors, but usually the most dominant factor is wanting to get a bigger income. Workers' decision to change jobs is influenced by individual socio- demographic characteristics and economic factors, such as income gaps, age, highest level of education completed, marital status, number of other household members working, employment

status, business field, and type of work. The greater the income gap, the greater the opportunity for workers to change jobs.

Factors Driving Mobility

According to Agusta (2013), the region of origin, where a person is born and resides, is the mostcrucial aspect in mobility since it gives them a thorough understanding of the conditions in their community. The growth in sending money, goods, and even ideas back to their home countries isproof of their tight bond.

The following are some of the variables influencing movement away from one's place of origin:

a) **Wages or Income received**. According to neo-classical theory, wage or income disparities between two locations have a significant role in labor migration. Because of the disparity in wage levels between the two regions, workers will shift from low-wage regions to high-wage ones (Jennissen, 2004). Similarly, in the opinion of Todaro (2003), the workforce moves to the city when the difference in income is bigger than the income gained in the village.
b) **Age**. When a person chooses to change their work voluntarily, their age is a significant consideration. According to Sousa-poza et al., (2016), workers tend to have fewer job transitions as they get older. When they are under 45 years old, up to 92 percent of workers relocate voluntarily (Suriastini, 2006).
c) **Level of education**. The amount of education considerably affects a person's mobility; the higher the education level, the higher the level of mobility, according to Waskito, (2016), quoting Pardoko's comment from 1987. According to research findings by Syamsiah et al., (2015), education influences commuter workers' decisions to relocate favorably. This condition is consistent with the theory now in use, which holds that when a person's level of education rises, their propensity to move does as well (Pangaribuan, 2013)
d) **Work experience**. According to research by Saputri et al., (2017), there is a correlation between length of service and turnover, which suggests that the tendency to turnover is reduced the longer the work period. Employees with shorter tenures experience turnover more frequently. Work experience tends to cause employees in the call center service industry to stop working and look for work in another call center, according to Sieben & Grip, (2004) research. This is so that the abilities that are learned through employment can be used to different contact centers. These abilities are useless outside of the call center industry. Employees believe it will be challenging to find employment in either the same or a different industry.
e) **Information and Communication Technology (Internet)**. Economically speaking, the advancement of information and communication technology will lead to more effective resource use across a range of economic activities. The use of the internet will be highlighted as an example of information and communication technology in this study. One of the sophisticated information and communication tools that has proven crucial to sustaining the lives of workers is the internet. The digital era of information and communication technology has

arrived, enabling manufacturers or entrepreneurs to respond to consumer demand for new goods and services. The development of internet technology is now changing the lifestyle of Indonesian people to become technology based. The presence of internet technology makes the work of Indonesian people easier in many ways, including travel mobility. The increasing internet access via smartphones among Indonesian people has invited the presence of online-based transportation in Indonesia. This online-based transportation is included in what is called Transportation Network Companies (TNC). TNCs are an innovative business model and are considered an example of the so-called sharing economy. The sharing economy principle allows people to share goods and services using internet platforms and Information and Communication Technology (ICT) applications. According to Hall and Krueger in 2016, quoted by Berg & Johnston, (2018), the factor that encourages someone to register to work with a TNC company is job flexibility. TNC drivers can work when they want. Hence, it can be concluded that the help of technology will help increase job mobility.

METHODS

Factor analysis is the type of analysis that will be used in this study. This approach involves summarizing the data to determine its essential components before drawing conclusions. Malhotra,(2019) offers the following definition of factor analysis: Using the following formulation form, factor analysis is a series of techniques used to reduce and summarize/conclude data:

$$X_i = A_{ij}F1 + A_{ij}F2 + \cdots + A_{im}F_m + V_iU_i \qquad (1)$$

where,
Xi : The i standard variable
Aij : Multiple regression coefficient of variable i on common factor j
F : Common factor
Vi: Regression coefficient of variable i on special (unique) factor i
Ui: Unique factor of variable i
m : Number of common factors

Both generic and unique elements are associated with one another. The following formulation can be used to represent common factors as a linear combination of observable variables:

$$F_i = W_i1X1 + W_i2X2 + \cdots + W_ikXk \qquad (2)$$

where,
Wi: Weight or coefficient of factor scores (factor score coefficient)
k : Number of variables
Fi: Estimate of the i factor efficient

A. Variable Assigment

Based on the research objectives, the variables to be tested are taken from concepts or theories about various variables that can make consumers decide to choose a place, as follows:

X 1 = Greater income level than before
X 2 = Desire to earn greater income
X 3 = Moved because of his young age
X 4 = Moves to adjust to increasing age
X 5 = binding working hours
X 6 = Looking for more flexible working hours
X 7 = Have worked at that place for too long (bored)
X 8 = Get a more attractive job offer
X 9 = Total expenditure increases
X 10 = To adjust education
X 11 = Has graduated from higher education
X 12 = Get job information from family
X 13 = Get job information from friends
X 14 = Get information through print media
X 15 = Get information via the online media Facebook
X 16 = Get information through television media
X 17 = Get information via social media Instagram
X 18 = Get information through the company website
X 19 = Has gained a lot of work experience
X 20 = Ability to access the internet
X 21= Marital status
X 22 = Location of residence that is far from the place of work
X 23 = Previous job did not provide challenges
X24 = Follows friends who have moved before
X25 = There was a problem with the previous job
X26 = Termination of employment relationship
X27 = There are gender differences
X28 = Moved because job status is still contracting worker

To measure the variables above, a questionnaire was used containing statements, and respondents were asked to provide their responses. Each respondent's response is given a numerical score using a binary scale, namely the answer "Yes" (score 1) and "No" (score 0).

B. Testing the Accuracy of Factor Analysis Tools

To test the correlation between the variables used in the research, as explained on page 35 (Validity and Reliability), the Kaiser-Meyer-Olkin and Barlett's Test tools were used:

- **Bartlett's Test of Sphericity.**
  It is a statistical test tool used to test the null hypothesis (e.g., all variables in the population arenot related) in other words, the correlation matrix in the population is an identity matrix, so it will indicate that the factor model is not appropriate to use. In factor analysis, the variables analyzed must be correlated. Note that the data must come from a normal population.
- **Kaiser-Meyer-Olkin (KMO).**
  This method is used as a test tool to measure whether the number of samples is sufficient. KMO is an index used to test factor analysis, the measurement method is as follows:
  KMO size:
  >0.90 Very Good
  >0.80 Good
  >0.70 Medium
  >0.60 Enough
  >0.50 Less
  >0.40 Not Accepted

According to Malhotra, (2019), if the value ranges from 0.5 to 1.0, it means factor analysis is appropriate (reliable), whereas if the value is 0.5 to 0, it means factor analysis cannot be used.

After carrying out calculations using statistical analysis, the Kaiser Malkin Olkin (KMO) value obtained was 0.88. This means that according to the KMO criteria, if the value obtained is greater than 0.50, then factor analysis is appropriate to use and can be accounted for. Meanwhile, the results of the Barlett's Test are 2,181.85 and are significant at a value of 0,000.0, also indicating that factor analysis is appropriate to use. Thus, all the variables studied are correlated with each other.

ANALYSIS AND DISCUSSION

A. Instrument Feasibility Test

Before data processing is carried out, first test the validity and reliability of the data. The validity test is used to measure whether a questionnaire is valid or not. A questionnaire is said to be valid if the questions on the questionnaire can reveal something that the questionnaire will measure.

Table 1. Validity Test

X15	0.070	Invalid
X16	0,000	Valid
X17	0,000	Valid
X18	0,000	Valid
X19	0.002	Valid
X20	0.004	Valid
X21	0.002	Valid
X22	0.038	Valid

X23	0.059	Invalid
X24	0.075	Invalid
X25	0.901	Invalid
X26	0.152	Invalid
X27	0.728	Invalid
X28	0.027	Valid

Source: Data Processing Results

Based on the table above, it can be concluded that of the 28 instrument items, 7 items were declaredinvalid, namely X14, Therefore, these 7 items were not included in the analysis. Thus, the 21 question items in the questionnaire are worthy of further analysis.

Reliability testing was carried out using the Cronbanch alpha variance test. If the Cronbanch alphavalue is > 0.6 then the instrument can be declared reliable or all the questions in the questionnaireare worth asking. Based on the results obtained from data processing, it is known that 21 researchquestion items have a Cronbach's Alpha value of more than 0.6, namely 0.698. Therefore, this research instrument has met the criteria so that it can be stated that this research instrument is suitable for use in collecting research data.

B. Instrument Feasibility Test

After carrying out calculations using statistical analysis, the Kaiser Malkin Olkin (KMO) value obtained was 0.621. In accordance with the KMO criteria, if the value obtained is greater than 0.50, then factor analysis is appropriate to use and can be accounted for.

Meanwhile, the results of the Barlett's Test are 589.338 and are significant at a value of 0.000, also indicating that factor analysis is appropriate to use.

C. Determination of the Number of Factors

In determining the number of factors, a calculation is first carried out using a correlation matrix tofind out which variables are correlated with each other. The results of this extraction method willbe used to group variables, but it is difficult to interpret because the variables are still correlated with each other. Thus, the next process is determining the factors by looking at the eigenvalue of the variable, the number is more than one, and the cumulative variance percentage is more than 60%

Table 2. Total Variance Explained

Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
3,507	16,698	16,698	2,856	13,599	13,599
2,545	12,118	28,816	2,283	10,872	24,471
2,007	9,556	38,372	2,236	10,649	35,119
1,746	8,313	46,685	1,819	8,662	43,782
1,551	7,388	54,073	1,576	7,507	51,288
1,128	5,372	59,446	1,482	7,509	58,347
1,083	5,156	64,602	1,314	6,255	64,602

Source: Data Processing Results

Looking at the results of this loading factor, there are 7 (seven) factors causing worker mobility. These factors are the first factor with a loading value of 3,507, the second factor 2,545, the third factor 2,007, the fourth factor 1,746, the fifth factor 1,551, the sixth factor 1,128, and the seventhfactor 1,083.

D. Rotation and Factor Grouping

After knowing that there are seven factors which are the most optimal number, factor rotation is carried out. Factor rotation is carried out to group variables into core factors, or it can also be said to be a way of summarizing factors into main factors. The results of the Rotated Component Matrix (Table 3) show the loading factor values for each variable. Factor loading is the magnitude of the correlation between the factors formed and these variables. The process of determining which variables will form a factor is done by comparing the correlation values in each row.

In table 3, there are 52 respondents out of 100 respondents who chose expenses as their reason formoving. The indicator most chosen by respondents was the desire to get a larger income (X2) as many as 75 people.

Table 3. Grouping of variables into factors

Factors/ Variables	Incorporated Indicators	Total (n)	Percentage
Factor I	Expenditure (X9),	52	52
	Desire for Greater Revenue (X2),	75	75
	Greater Revenue (X1),	66	66
	More Attractive Job Offers (X8).	73	73
Factor II	Education Adjustment (X10),	44	44
	Education Level Increases (X11),	24	24
	Young Age (X3),	56	56
	Work Experience (X19).	52	52
Factor III	Job Information from Website (X18),	33	33
	Job Information from Television (X16),	19	19
	Job Information from Social Media (X17),	34	34
	Ability to Access the Internet (X20),	43	43
	Job Information from Friends (X13).	67	67
Factor IV	Reasons for Working Hours (X5),	39	39

	Looking for Flexible Working Hours (X6).	58	58
Factor V	Job Information from Family (X12),	26	26
	Marital Status (X21).	26	26
Factor VI	Contract Labor (X28),	46	46
	Increasing Age (X4).	41	41
Factor VII	Residence Location (X22),	21	21
	Saturation (X7).	36	36

Source: Results of factor analysis

E. Naming the Factors Formed

From the results of data analysis using Factor Analysis, it can be explained as follows: Of the 21 variables analyzed, in the end they were summarized into seven core (main) factors with a total variance percentage of 64.60%.

The next stage is giving names to the factors formed. Naming the factors formed can be determined based on the similarity of the general meaning of the variables included in each factor. These core factors include:

a) Factor I, called Economic Factors, consists of: Expenditures (X9), Desire for Greater Income (X2), Greater Income (X1), More Attractive Job Offers (X8).
b) Factor II, called the Labor Quality Factor. This factor consists of: Educational Adjustment(X10), Increased Education Level (X11), Young Age (X3), Work Experience (X19).
c) Factor III, called the Information Technology Mastery Factor, consists of: Job Informationfrom Websites (X18), Job Information from Television (X16), Job Information from Social Media (X17), Ability to Access the Internet (X20), Job Information from Friends (X13).
d) Factor IV, called the Working Hours Factor, this factor consists of two variables, namely: Working Hours (X5), Flexible Working Hours (X6).
e) Factor V, called the Family Factor. This factor consists of: Job Information from Family (X12) and Marital Status (X21).
f) Factor VI, called the Employment Status Factor, consists of: Contract Labor (X28), and Increasing Age (X4).
g) Factor VII, called the Distance Factor. This factor consists of: Location of Residence (X22), and Saturation (X7).

From the results of this rotation, it is also known that the Work Experience variable (X19) from Factor 2 and the Job Information variable from Friends (X13) from Factor 3 are not priorities in causing workers to move because the loading factor value is below 0.5. From the results obtained, the values are 0.304 and 0.392 respectively, so this variable is considered to have a very low influence on workers' decisions to change jobs.

F. e-Factor Interpretation

1) Economic Factors.

The results of the analysis show that job mobility occurs due to the desire to earn a greater income from the previous job. The desire to earn greater income is also influenced by a person's current high level of expenditure. Thus, the desire to improve one's economic level is the reason for job mobility. Maulida, (2013) states that someone carries out job mobility due to economic motives. Workers change jobs because of the hope of earning a greater income than the previous one (Todaro, Michael P., 2003). The large amount of expenditure to meet economic needs allows a person to move to a job that can meet these needs.

2) Labor Quality Factors

The quality of the workforce is largely determined by the education and level of education they have received. Efforts to find jobs that match their education cause workers to look for other jobs that match their education. This factor also includes the variables age and work experience. According to Suriastini, (2006) that age is one thing that a person considers when deciding to change jobs. Job mobility can be expected to decrease with age as workers begin to settle into their careers and increase their responsibilities. When approaching the end of their working lives, people are less likely to want to change jobs, because it is more difficult for older workers to find new jobs. Meanwhile, young workers tend to try various jobs with the aim of finding or developing their skills. Workers with less education tend to make fewer job changes. Meanwhile, workers also change jobs due to the desire to adapt their work to the level of education they have completed.

In this factor there is also a work experience variable, although based on research results this variable has a low influence on job mobility. There were respondents who stated that working in the previous period was just to gain work experience. Such workers only work for a short time, but if they have worked for a long time, the desire to move has decreased. According to Jovita & Mangundjaya (2019), one of the factors that influences a person's intention to stop working and look for another job is the length of work. The results of research that has been conducted show that there is a negative correlation between work experience and labor mobility, which means that the longer a person's work period, the lower the person's tendency to change jobs.

3) Information Technology Mastery Factor

Technological advances have caused many people to change jobs or shift in search of greater income, for example from the agricultural sector to industry. Kurniawati's research, (2019), existing technological developments have offered various jobs outside the agricultural sector. There has been a change in employment among the population after industrial development, namely that in general the native population who previously worked in the agricultural sector then changed out of the agricultural sector, such as factory employees, trades, service sectors, mining workers and others. Likewise, this research shows that the existence of information that is very easy to obtain through sophisticated technology means that workers can easily obtain job vacancies that are more

attractive than their previous jobs. Advances in the field of information technology enable workers to find out the advantages of a job vacancy regarding salary, type of work and other benefits.

4) Information Technology Mastery Factor

Working hours also influence someone changing jobs. This research also shows that workers change jobs due to the desire to find work with less binding working hours. Research conducted by Xing & Yang, (2003), shows that working hours that are too long cause workers to choose to change jobs. Long working hours (too frequent overtime) can cause severe fatigue effects so that work becomes no more efficient, thus encouraging workers to look for jobs with different working hours.

5) Family Factors

A study of Ravenstein's work in 1985 by (Rees & Lomax, 2020) revealed that regarding population mobility (migration) behavior, young and unmarried residents migrate more than those who are married. Apart from that, news from relatives or family who have moved to other areas is very important information. They become interested in moving to another area or job. Apart from that, the increasing needs of families also contribute to job mobility. The increasing price of basic commodities, educational needs and other things to meet family needs causes workers to look for jobs with higher wages.

6) Employment Status Factor

According to Rahayu (2010), apart from being caused by the worker's desire to find a better job, job transfers can also be caused by being dismissed by the company where they work or the end of the work contract. Currently, many companies employ employees on contract status. This causes workers to feel worried that their contracts will be terminated. This condition causes workers to look for jobs with permanent employee status.

For young workers who have just entered the world of work, they are usually still contract employees. We can say that when the contract period ends, they will look for another job. Meanwhile, older workers usually have become permanent employees due to their long working period, so their job mobility has begun to decrease. However, the informal sector is identified with work where workers rely on physical strength, so to adapt to increasing age, people tend to look for jobs with a lighter workload.

7) Employment Status Factor

Distance is quite an important factor in determining the form of population mobility (Mcconnell et al., 2013). In mobility, residents are more interested in moving short distances or carrying out non-permanent mobility. The close distance between residence and workplace, adequate facilities and infrastructure can increase a person's intention to carry out shuttle mobility (Syamsiah et al., 2015). Workers want to be able to work in an office location that is close to where they live. Long distances can cause fatigue before work, which can cause a person to be ineffective at work.

Thus, in this research, the most dominant factors influencing workers to change jobs, in sequence, are: economic factors with a variance value of 16.698%, labor quality

factors with a variance value of 12.118%, information technology mastery factors with a variance value 9.556%, the working hours factor with a variance value of 8.313%, the family factor with a variance value of 7.388%, the marital status factor with a variance value of 5.372%, and the last factor is the distance factor with a variance value of 5.156%. This is in accordance with research conducted by Ujito & Abdurachman (2004), that in determining the most dominant factors, namely by looking at the total variance value in the Total Variance Explained table from the research.

CONCLUSION

Based on the research results, the factors obtained are the reasons for the decision of informal sector workers in the city of Makassar to change jobs, namely, economic factors, workforce quality factors, technology mastery factors, working hours discipline factors, family factors, employment status factors, and factors distance. Economic factors are an important factor, in addition to other factors, for the occurrence of job displacement among informal sector workers in the city of Makassar. This is evident from the research results that 75 percent of the 100 respondents answered that they changed jobs because they wanted to earn a higher income.

Age and education are also considerations for someone changing jobs. Workers between the ages of 20-32 years tend to change jobs. This is because the age range is a productive age for working. Apart from that, young workers tend to still look for jobs that suit their desires and to gain work experience. Meanwhile, according to education level, 36 percent of 100 workers are high school graduates and 45 percent of 100 workers who have changed jobs are graduates. This shows that increasing education or skills will influence the desire to move due to the opportunity to enter other types of work.

This research shows that the existence of information that is very easy to obtain through sophisticated technology means that workers can easily obtain job vacancies that are more attractive than their previous jobs. There is also a work experience variable, although based on research results, this variable has a low influence on job mobility. Another factor is the distance factor. Workers want to be able to work in an office location that is close to where they live. Long distances can cause fatigue before work, which can cause a person to be ineffective at work.

Some of the findings of this research support previous research, namely that worker mobility is caused by economic factors, by Maulida, (2013) and Piyapromdee, (2014). Family factors and distance to the work location can also cause worker mobility by Mcconnell et al., (2013), as well as employment status factors by Rahayu, (2010). The influence of education, age and work experience are factors in the quality of the workforce. This is in line with the findings of Mcconnell et al., (2013); Rahayu, (2010); Waskito, (2016); Saputri et al., (2017), and Sieben & Grip, (2004).

The new findings from this research are that job mobility can be caused by the ability to access information via the internet, and work discipline.

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