

Self Management, Self Esteem, And Body Image on Job Opportunities in Malang City

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ABSTRACT

Human resources are the fundamental capital in the national development process. Currently, the competition for job opportunities is becoming increasingly fierce, and the number of available jobs is dwindling. This has led to a high level of unemployment. Malang City is ranked fifth in the Open Unemployment Rate (Tingkat Pengangguran Terbuka, TPT) in East Java, following Sidoarjo Regency, Batu City, Bangkalan Regency, and Gresik Regency. This research aims to examine the influence of self-management, self-esteem, and body image on job availability in Malang City. The research method employed is quantitative through a survey using primary data. Information was collected by distributing questionnaires to a sample of 100 fresh graduate students. The sampling method used was accidental sampling. Data analysis techniques included data quality test, classic assumption test, multiple linear regression, t-test, and F-test. The research results indicate that self-management, self-esteem, and body image, when considered together, collectively have a positive and significant impact on job availability for job seekers. However, individually, body image does not significantly affect job availability.

Keywords: Body Image, Fresh Graduate, Self Esteem, Self Management, Unemployment.



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INTRODUCTION

Human resources are the fundamental capital in the process of national development. Currently, the competition to secure employment is growing increasingly fierce, and job opportunities are becoming scarcer. Human resource management (HRM) is vital in achieving this goal. In general, company leaders expect all employees to perform well within the company. Indonesia is a developing country, and one of the issues faced by developing nations is unemployment. Unemployment is a serious problem influenced by various factors with diverse patterns. If unemployment is not addressed promptly, it can lead to social inequality and the potential for poverty. Unemployment in a country can be due to the insufficient availability of job opportunities in a region to meet the labor force's needs or a lack of interest in employment due to excessive job

demand. This results in an increase in the number of jobs and an increase in the number of job seekers compared to the number of available positions (Muslim, 2014).

Indonesia faces its own challenges in addressing the issue of unemployment. In this context, unemployment is a major problem or a significant issue in all developing countries. Unemployment is the inability of a worker aged 15-65 years to engage in or seek employment. Meanwhile, open unemployment refers to individuals who are without a job, actively seeking employment, or people who have a job but are not being paid. Open unemployment is often caused by an excess of job applicants and a shortage of available job opportunities (Mifrahi & Darmawan, 2022). East Java is one of the most densely populated provinces in Indonesia. Therefore, many residents fall within the productive age range of 19-25 years (Putri, 2018). The government must create new job opportunities to prevent an increase in unemployment. The total unemployment rate and the labor force are crucial indicators of the population that can contribute to the economy, necessitating the participation of the entire labor force in economic development (Muslim, 2014).

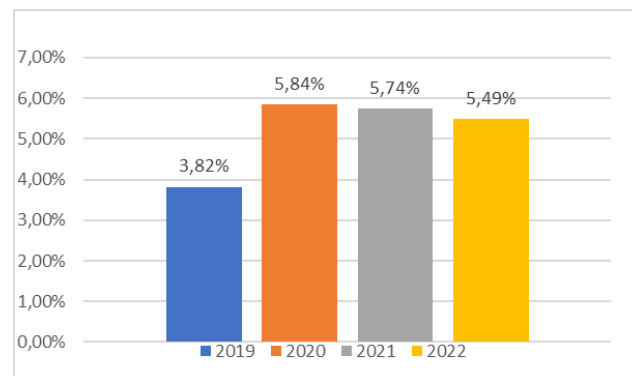


Figure 1. Chart of Open Unemployment Rate in East Java
Source: BPS, 2022

The chart shows that the Open Unemployment Rate (OUR) increased from 2018 to 2019 but experienced a significant spike from 2019 to 2020. According to the Central Statistics Agency of East Java (BPS Jawa Timur, 2020), the COVID-19 pandemic led to an increase in the number of unemployed individuals. Policies such as Large-Scale Social Restrictions (PSBB) implemented by the government to address the pandemic created new issues, including layoffs (Syahputra & Nurfahmiyati, 2022). The OUR in East Java decreased from 2021 to 2022. In 2021, the OUR dropped by 0.1% to 5.74%, with an increase of 74.78 thousand workers (BPS Jawa Timur, 2021). In 2022, the OUR decreased by 0.25% to 5.49%, with an addition of 575.54 thousand workers (BPS Jawa Timur, 2022).

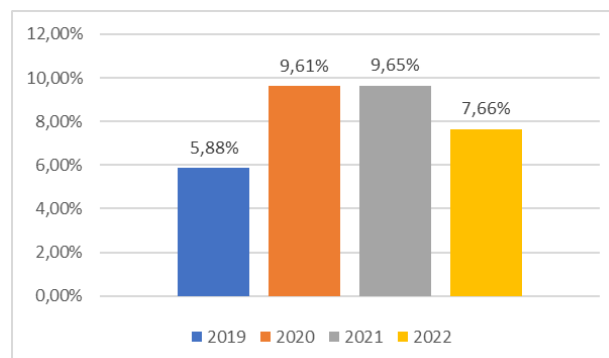


Figure 2. Chart of Open Unemployment Rate in Malang City
Source: BPS, 2022

Malang City is ranked 5th in the Open Unemployment Rate (OUR) in East Java after Sidoarjo Regency, Batu City, Bangkalan Regency, and Gresik Regency. The chart shows a decrease in OUR in Malang City from 6.65% in the previous year to 5.88% in 2019, despite an increase in the workforce and a population growth of nearly 13,000 people (BPS Kota Malang, 2019). In 2020, there was an increase in OUR by 3.73% due to the COVID-19 pandemic, affecting 141,122 people (BPS Kota Malang, 2020). The following year, there was an increase of 0.04%, reaching 9.65%, with an increase in unemployment from 2020 to 2021 (BPS Kota Malang, 2021). In 2022, the OUR in Malang City decreased by 1.99% to 7.66% compared to the previous year. This decline is related to a decrease in the labor force and Labor Force Participation Rate (LFPR) compared to 2021 (BPS Kota Malang, 2022). According to the Mayor of Malang, Sutiaji, in an interview (Egatya, 2023), a significant factor contributing to the high unemployment rate is recent graduates who choose to stay in Malang City without employment.

Malang City is an educational city with 33 higher education institutions according to BPS Malang City 2021, witnessing an increase in the number of college graduates. This has made Malang City one of the options for furthering education. BPS data shows an increase in the number of college graduates in Malang City.

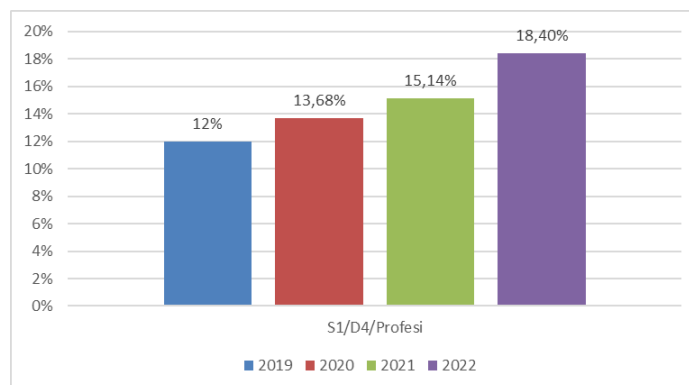


Figure 3. Percentage of Population Aged 15 Years and Over in Malang City by Highest Educational Attainment in Malang City (Percent (%))

Source: BPS, 2023

From Figure 3, it can be observed that there is an increase in the number of people completing undergraduate (S1), postgraduate (D4), or professional education in Malang City. The data indicates an increase from year to year: 1.68% from 2019 to 2020, 1.46% in the following year, and 3.26% in 2022. This increase makes Malang City a popular destination for higher education, which also contributes to the growth of the workforce. Despite the increase in the workforce, the open unemployment rate in Malang City still ranks fifth in East Java, as shown in Figure 2.

Open unemployment or tunakarya is the workforce that is genuinely unemployed due to difficulties in finding a job despite efforts (Yulistiyo et al., 2021). The Open Unemployment Rate (TPT) is an indicator to measure the workforce that is not absorbed by the job market (BPS Kota Malang, 2022). According to Arya (Maulina, 2022), one of the factors influencing the high unemployment rate is individual factors. Individual factors are those caused by oneself, including laziness, disability, low education, and a lack of skills. Research by Clarke (Jasak et al., 2020), shows that job readiness includes self-management and vocational skills, job identity, social career aspects, as well as other external influences such as economic conditions and labor market conditions. The unemployed also have to address the skill gap between their abilities after graduation and the requirements required in the workplace (Suarta et al., 2017). Therefore, the challenge faced by the unemployed is oneself, which will be closely related to individual behaviors such as self-management (controlling oneself so as not to be lazy in looking for work), self-esteem (to always

evaluate oneself regarding the skills one has), and body image (to always pay attention to her body appearance). According to Komalasari in (Imran, 2020), self-management is the process by which individuals regulate their own behavior through steps such as setting goals, monitoring behavior, choosing methods, implementing actions, and evaluating their effectiveness. Since the 1990s, self-management has become a crucial aspect in new organizations and a determinant of organizational success (Castaneda et al., 1999). Self-management skills are crucial for employees' careers and aligning organizational commitments with future cultures (King, 2004). Another factor is self-esteem, which affects individual work readiness. Good self-esteem is needed to enter the workforce prepared and influences an individual's success in interacting with their social environment (Elfranata et al., 2022). Rosenberg and Coopersmith define self-esteem as an individual's evaluation of themselves and the extent to which individuals accept, reject, and believe in their abilities and values (Damayanti, 2020).

Manullang in (Hasibuan, 2007) states that employee selection can be done in a non-scientific manner, relying solely on estimates and experience without following job guidelines or standards. Non-scientific selection is often used in developing countries and can include assessments based on the physical appearance of applicants. Research (Lestari, 2021) mentions that in the recruitment of bank employees, appearance or body image, such as age, attractive appearance, and height, is a crucial consideration in filling teller and customer service positions. According to Samosir and Sawitri (Hanifah & Zuraida, 2020), body image is an individual's attitude toward their body shape, both consciously and unconsciously. Company entrance exams, such as psychological tests, are used to assess applicants' abilities, experiences, and personalities. Personality tests in these exams help measure the willingness to cooperate, leadership qualities, and other personality elements (Ongkowijoyo & Setiawan, 2014). The use of personality tests in recruitment provides insight into the applicant's attitude tendencies and adaptation to the job and company environment. The more compatible the applicant's personality, the faster their adaptation to the work environment.

The research results (Prameswari & Soerjoatmodjo, 2022) indicate that self-regulation influences 23% of students' work readiness. Another study (Tarmidi & Alamsyah, 2022) states that work motivation and self-management practices affect the performance of employees at PT. Bank Negara Indonesia Branch Sukabumi by 56.4%. Research by (Aminah, 2015) found that self-management has a positive impact on employee performance, enhancing achievement motivation. Therefore, every company desires employees who perform well because their positive contributions can enhance the overall company performance (Pristiyanti, 2016).

Self-esteem is also a crucial factor. Research (Elfranata et al., 2022) shows that self-esteem influences the work readiness of vocational school students in North Pontianak Regency. A study by (Haris & Irma Suryani, 2021) found that self-esteem has a positive impact on career adaptability. Research by (Widyawati & Karwini, 2018) states that self-esteem has a positive and significant impact on employee performance; conversely, (Hidayat & Setiawan, 2016) states that self-esteem does not significantly affect employee performance.

Based on the research by (Turrahmah, 2019), factors such as age, gender, physical condition, appearance, skills, and good communication influence the recruitment and selection of employees at PT. Bank Syariah Mandiri KC. Payakumbuh. These factors serve as the criteria for accepting or rejecting prospective employees. Meanwhile, the study by (Hapsari, 2022) indicates that there is no relationship between self-image and anxiety about the working world among senior college students.

Based on previous research, the variables of self-management, self-esteem, and body image are important factors in getting a job. Therefore, this research aims to test the influence of these variables on the availability of employment opportunities in Malang City.

Job Opportunities

According to BPS (Statistics Indonesia), job fields are areas of activity where an individual works, based on the Indonesian Standard Industrial Classification (KBLI) 2009. According to (Ningsih & Abdullah, 2021), job opportunities refer to the number of people who can work in a company or institution. If job opportunities are balanced with the available workforce, they can accommodate the entire available workforce. State policies for expanding job opportunities include development in various regions, increasing the quantity and quality of the workforce, and providing a broad role for regional potential development.

According to Zamrowi (Maryanti & Thamrin, 2015), labor absorption is the number of workers employed in a business unit. Factors influencing labor absorption involve two aspects, namely external and internal. External factors, such as economic growth, inflation, unemployment, and interest rates, cannot be altered by businesses and can only be addressed by the government. In a business context, the development of the small industry sector can focus on internal factors, such as wage levels, labor productivity, capital, and non-wage labor expenditures. From the above description, it can be concluded that job opportunities are the availability of workplaces to be filled by the workforce.

Recruitment

According to Sulistiyani and Rosidah (Ongkowijoyo & Setiawan, 2014), recruitment is the process of searching, finding, and attracting applicants to become employees in a company. It involves a series of activities to attract individuals with the motivation, abilities, skills, and knowledge needed to fill human resource gaps. According to Halim, recruitment is the initial step for a company to attract human resources with the appropriate qualifications. The next stage, selection, involves identifying and placing human resources in the right positions for individual skill development. Simamora refers to recruitment as a series of activities to find and attract applicants with the motivation, abilities, skills, and knowledge that match the company's needs (Cupian et al., 2020).

According to Hariwijaya (Sholatiah et al., 2022), recruitment is a company's routine activity to disseminate information and open avenues for individuals in the community who want to apply for jobs. According to Randall S. Schuler and Susan E. Jackson, recruitment is the search for employees who meet the qualifications to choose the most suitable candidate to fill a job vacancy. T Hani Handoko states that recruitment is the process of searching for and attracting prospective employees (applicants) (Muslimah, 2020). From the descriptions above, it can be concluded that recruitment is the process of searching, finding, and attracting prospective employees to fill positions within an organization, serving as the initial step in someone's acceptance into the organization.

Self Management

According to Komalasari in (Imran, 2020), self-management involves procedures in which individuals regulate their behavior by setting target behaviors, monitoring, selecting, implementing, and evaluating the effectiveness of these procedures. Self-management involves self-monitoring, positive reinforcement, self-agreement, and mastery of stimuli as behavioral change strategies (Suwanto, 2016). Self-management is a key competence involving emotional self-control, transparency, adaptability, achievement, initiative, and optimism (Didiek, 2015). Self-management is a technique of the behavioral approach, focusing on changing human behavior through teaching new behaviors to overcome difficulties and eliminate unwanted behaviors (Imran, 2020). From the descriptions above, self-management is an individual strategy to consciously regulate behavior, allowing control over factors that need to be changed.

The self-management technique aims to enable clients to manage their own behavior, thoughts, feelings, and actions to reduce negative impacts and enhance positive aspects (Imran, 2020). According to Sokadji (Imran, 2020), the benefits of self-management involve individuals actively managing their thoughts, feelings, and development. With the responsibility for change entirely on the individual, this makes them feel free from the control of others, perceive change as a result of

their own efforts, and enhance the sustainability of change. Individuals also become more capable of facing life independently, no longer relying on counselors to address their issues.

Self Esteem

Self-esteem, according to Rosenberg (Damayanti, 2020), is a self-evaluation that includes both positive and negative views of oneself. Coopersmith (Damayanti, 2020) states that self-esteem involves self-evaluation, including attitudes of acceptance and rejection, and reflects an individual's belief in their abilities, significance, success, and worthiness. Individuals with high self-esteem tend to be happier and psychologically healthier, viewing themselves and life with a positive attitude. Self-esteem, according to (Salangka & Dotulong, 2015), affects the ability and performance at work. The level of self-confidence and the employees' ability to perform tasks play a crucial role in facing challenging tasks, emphasizing responsibility for the company's interests and achieving common goals. Individuals with high self-esteem, according to Rosenberg, exhibit characteristics such as self-satisfaction, pride in oneself, often experiencing happiness, the ability to accept failure and bounce back from disappointment, a positive outlook on life, taking the positive side of experiences, appreciating feedback for self-improvement, as well as the ability to interact, form close relationships, trust others, take risks, maintain a positive attitude, think constructively, and cope with failure while bouncing back from disappointment (Damayanti, 2020).

Body Image

Body image, according to Samosir and Sawitri (Hanifah & Zuraida, 2020), is how an individual perceives and feels about their body shape, involving feelings and perceptions related to size, shape, function, and potential of the body. This perception can change over time and through experiences. A positive view of the body has significant psychological impacts, influencing self-identity, enhancing comfort, and reducing feelings of anxiety. Body image is an individual's representation of their body's appearance, encompassing size and shape, as well as attitudes toward its characteristics. It consists of three components: perceptual (body perception), attitudinal (attitude toward appearance), and behavioral (behavior), where perception and attitude influence individual behavior (Bell & Rushforth, 2008). In conclusion, body image is an individual's evaluation of their body's appearance, involving perceptions, attitudes toward appearance, and behavior in changing appearance. Positive body image contributes to psychological well-being, while negative body image is associated with perceptual disorders, dissatisfaction, and negative feelings about size and weight.

Unemployment

As a developing country, Indonesia faces the challenge of unemployment, especially among the working-age population aged 15-65, becoming a major issue (Yoga, 2021). Unemployment, according to Yulistiyono, is a situation where someone in the workforce wants to find a job but is unsuccessful, while those not actively seeking employment are not considered unemployed (Yulistiyono et al., 2021). Open unemployment, as explained by Mantra in (Marini & Putri, 2019), occurs when someone in the workforce is currently not employed but actively seeking employment. From the above description, it can be concluded that unemployment is a condition in which individuals in the workforce are looking for jobs and have not found employment or are not currently working but actively seeking employment.

METHODS

This research employs a quantitative approach to assess the relationship between variables (X1), (X2), and (X3) with the variable (Y). Quantitative research is an approach that collects data that can be quantified and analyzed objectively with statistics. The independent variables are self-management, self-esteem, and body image, while the dependent variable is job field provision (Creswell, 2012). This research uses a questionnaire technique with data collection through a list of written questions for the respondents. The scoring assessment uses a Likert scale with response

options ranging from strongly agree to strongly disagree, with a numerical scale from 1-5. Additionally, this research employs a descriptive approach aimed at describing and interpreting the conditions of the objects in the field.

The research was conducted in the city of Malang, focusing on human resources issues, particularly the influence of self-management, self-esteem, and body image on the provision of job opportunities for the unemployed in the Lowokwaru Subdistrict. The research population consists of fresh graduate students in that area, and the sampling method used is accidental sampling, referring to the selection of respondents encountered by researchers by chance and considered suitable as a source of sample data (Sugiyono, 2009). The number of samples taken in this study is 100 people, following the calculation results of the Lemeshow formula. The researcher chose to use the Lemeshow formula because the exact number of the target population is unknown. Data analysis techniques use data quality test, classic assumption test, multiple linear regression, t-test, and F-test. In this research, SPSS 26 and EvIEWS 13 software were used. SPSS 26 was chosen for data quality testing because it has various powerful features for descriptive and inferential statistical analysis, including validity and reliability tests, which help researchers ensure that the data used is accurate and consistent. EvIEWS 13 is used to test classical assumptions, the t-test, and the hypothesis test. This software offers various tools to test classic assumptions such as heteroscedasticity, multicollinearity, and autocorrelation to ensure that the regression model used is appropriate and free from bias. In addition, EvIEWS 13 allows t tests and hypothesis tests to be carried out more efficiently and accurately, providing more reliable results for decision making.

RESULTS AND DISCUSSION

Description of Respondents

Research respondents are fresh graduate students in the Lowokwaru District who are not yet employed and are actively seeking employment or preparing to start their own businesses. The total number of respondents is 100 people. Here is an overview of the respondents:

Table 1. Description of Respondents

NO	Gender	Total	%
1.	Laki-Laki	53	53%
2.	Perempuan	47	47%
NO	Highest Education	Total	%
a.	SD	0	0%
b.	SMP	0	0%
c.	SMA/SMK	0	0%
d.	S1/D4/Profesi	100	100%
NO	Age	Total	%
1.	>25	96	96%
2.	26-30	4	4%

Source: Data Processed (2023)

Validity Test

The research validity was tested to ensure the ability to measure the desired outcomes and the accuracy of variable data. The validity testing used Corrected Item Total Correlation, and statements were considered valid if $r_{\text{count}} > r_{\text{table}}$, and invalid if $r_{\text{count}} < r_{\text{table}}$. The r_{table} value was obtained from the distribution table of r values for $N = 100$ at a 5% significance level, which is 0.195.

Table 2. The Results of the Validity Test for the Self Management Variable

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1.1	34.01	9.889	.338	.729
X1.2	33.92	9.610	.475	.708
X1.3	33.99	10.091	.359	.725
X1.4	33.91	10.244	.289	.735
X1.5	33.85	9.402	.454	.710
X1.6	33.93	9.298	.541	.697
X1.7	33.95	9.098	.569	.691
X1.8	33.85	10.088	.375	.723
X1.9	33.89	10.018	.390	.720
X1.10	34.00	10.505	.218	.745

Source: Data Processed (2023)

Table 2 indicates that the self-management variable is valid with an r count > r table (0.195) for all statements.

Table 3. The Results of the Validity Test for the Self Esteem Variable

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X2.1	33.07	12.470	.213	.826
X2.2	33.12	11.480	.455	.799
X2.3	33.10	11.889	.404	.804
X2.4	33.06	11.330	.572	.787
X2.5	33.05	10.856	.620	.781
X2.6	33.08	11.387	.489	.796
X2.7	32.98	11.070	.537	.790
X2.8	33.08	10.943	.628	.780
X2.9	33.08	11.286	.576	.787
X2.10	33.04	11.655	.449	.800

Source: Data Processed (2023)

Table 3 declares the validity of the self-esteem variable with an r count > r table (0.195) for all statements.

Table 4. The Results of the Validity Test for the Body Image Variable

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X3.1	33.18	13.280	.217	.830
X3.2	33.17	12.001	.473	.804
X3.3	33.13	11.771	.614	.788
X3.4	33.16	11.631	.617	.787
X3.5	33.17	11.496	.629	.785
X3.6	33.12	12.410	.452	.805
X3.7	33.17	12.587	.393	.811
X3.8	33.14	11.677	.613	.788
X3.9	33.13	12.094	.529	.797
X3.10	33.19	12.559	.464	.804

Source: Data Processed (2023)

Table 4 states the validity of the body image variable with an r count $>$ r table (0.195) for all statements.

Table 5. The Results of the Validity Test for the Job Opportunities Variable
Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y1	33.34	12.368	.386	.777
Y2	33.28	12.224	.464	.768
Y3	33.20	11.556	.555	.756
Y4	33.27	12.522	.392	.776
Y5	33.30	11.949	.494	.764
Y6	33.22	13.163	.225	.795
Y7	33.20	12.364	.379	.778
Y8	33.32	11.432	.535	.758
Y9	33.18	11.624	.564	.755
Y10	33.15	11.543	.563	.755

Source: Data Processed (2023)

Table 5 declares the validity of the job opportunities variable with an r count $>$ r table (0.195) for all statements.

Reliability Test

The results of the reliability test are shown in Table 6 below:

Table 6. Results of the Reliability Test

Variabel	Cronbach's alpha	Reliability
Self Management (X1)	0,740	Reliable
Self Esteem (X2)	0,812	Reliable
Body Image (X3)	0,817	Reliable
Penyediaan Lapangan Pekerjaan (Y)	0,787	Reliable

Source: Data Processed (2023)

Classic Assumption Test

a. Normality Test Result

Based on the normality test, the Jarque-Bera probability value is 0.443, which is greater than 0.05, concluding that the research data is generally normally distributed.

b. Multicollinearity Test Results

From the research results, the VIF for each independent variable is less than 10, indicating that there is no multicollinearity issue or the multicollinearity test has met the criteria.

c. Heteroskedasticity Test Result

From the research results, the significance values for the Self Management, Self Esteem, and Body Image variables are 0.189, 0.385, and 0.762, respectively. Since the significance levels for each variable are $>$ 5%, it can be concluded that there is no heteroskedasticity in the regression model, or it can be referred to as homoskedasticity being fulfilled.

T Test (Partial)

Hypothesis testing was conducted partially using a significance level of 5% and two-tailed, with degrees of freedom (df) = $n - k$. In this study, $n = 100$, and $k = 4$ (the number of dependent and independent variables), resulting in (df) = 96. The critical t-value is 1.984. If the calculated t-value $>$ the critical t-value and the significance level is $<$ 0.05, then the independent variable has a significant partial effect on the dependent variable. Conversely, if the calculated t-value $<$ the critical t-value and the significance level is $>$ 0.05, the independent variable does not have a significant partial effect on the dependent variable.

Table 7. T Test Result

Variable	<i>t-statistic</i>	Sig	Description
<i>Self Management</i> (X1)	5.233333	0.0000	Accepted
<i>Self Esteem</i> (X2)	2.461274	0.0156	Accepted
<i>Body Image</i> (X3)	1.239466	0.2182	Rejected

Source: Data Processed (2023)

F Test (Simultaneous)

F-test is used to determine whether all independent variables have the same effect on the dependent variable.

Table 8. F Test Result

F-statistic	Sig
36.18623	0.000000

Source: Data Processed (2023)

At a significance level of 5%, the f-table value is determined with degrees of freedom (N1) = k - 1 and (N2) = n - k. In this study, (N1) = 4 - 1 = 3 and (N2) = 100 - 4 = 96. The f-table value is 2.70. The test results show that the calculated F value is 36.186, while the tabled F value is 2.70. Therefore, this regression model can be used for the employment field variable, and the variables of self-management, self-esteem, and body image simultaneously have a positive and significant effect on employment field provision.

Discussion

The research indicates that the self-management variable has a positive and significant partial effect on job field provision. This is evidenced by a significance of $0.000 < 0.05$ and supported by the t-value (5.233) > the t-table (1.984), thus accepting H_a and rejecting H_o . These findings align with previous research that highlights factors influencing job opportunities. Another study by (Prameswari & Soerjoatmodjo, 2022) found that self-management influences students' work readiness by 23%. Similarly, research by (Tarmidi & Alamsyah, 2022) shows the impact of work motivation and self-management practices on employee performance. Another study by (Aminah, 2015) indicates that self-management has a positive effect on employee performance. Well-performing employees can provide the best contributions to the company, thus enhancing its overall performance (Pristiyanti, 2016).

Self-management enables individuals to effectively manage their careers by setting career goals, action plans and actively seeking information about their desired career paths. It enhances confidence and optimism in job searching by promoting a sense of responsibility towards one's career, fostering independence, and requiring accountability for decisions, with the belief that efforts will yield future results. Unemployed individuals who set learning targets, evaluate their achievements, and are supported by self-confidence will develop strong job readiness, possess valuable skills, achieve quality learning outcomes, and confidently complete their tasks (Tentama & Riskiyana, 2020).

The research results show that self-esteem has a positive and significant effect on the provision of employment opportunities, with a significance value of $0.015 < 0.05$ and t count (2.461) > t table (1.984). This finding is consistent with previous research, such as (Elfranata et al., 2022), who found that self-esteem influences work readiness, and (Haris & Irma Suryani, 2021), who showed the positive influence of self-esteem on career adaptability. It is hoped that job seekers will increase their self-confidence, self-acceptance, and motivation to develop.

From these findings, it is clear that individuals must have confidence in their abilities to compete in the job market and develop a strong mentality to succeed in the professional world. To tackle these

challenges, it is crucial for individuals to first gain self-awareness, recognizing their strengths and weaknesses, to better prepare for entering the workforce (Elfranata et al., 2022).

The results of the research show that the body image variable has a positive but not partially significant effect on the provision of employment opportunities. This can be seen from the significance of $0.218 > 0.05$ and the t-count value $(1.239) < t\text{-table } (1.984)$, thus rejecting H_a and accepting H_o in this study. These results are in line with research (Hapsari, 2022), which states that body image does not have a significant effect on the provision of employment opportunities. The study suggests a greater focus on soft skills such as leadership, public speaking, and organizational experience in job searches. However, research by (Turrahmah, 2019) reveals that appearance can influence employee recruitment and selection in the banking industry.

Therefore, in job searching and career development, factors such as qualifications, experience, skills, and personality are crucial. Individuals should prioritize their qualifications when looking for a job, and if the desired career requires a good appearance, then body image can be an added advantage for roles such as teller or customer service and so on (Turrahmah, 2019).

Based on the results of the F test, a value of 36.186 was obtained, while the F table value was 2.70. The calculated F value is $36.186 > \text{table F value } (2.70)$, and the significance level is $0.000 < 0.05$. Thus, it can be concluded that the three variables of self-management, self-esteem and body image together have a positive and significant effect on the provision of employment opportunities for the unemployed. Self-management helps individuals manage their careers by setting goals, creating action plans, and actively seeking career information. This increases confidence that efforts will pay off. Self-esteem helps individuals know about themselves, recognize their strengths and weaknesses, and be better prepared to enter the world of work. Body image will be an added value for getting a job. These three variables work synergistically; a decrease in one of the variables will have a negative impact on the supply of employment opportunities, reducing an individual's chances of getting a job.

CONCLUSION

Based on the data and testing of the issue, it can be concluded that the self-management variable has a significant partial effect on job field provision. Individual's ability to self-manage contributes to productivity and adds value to the company. Strong self-management also encourages entrepreneurship and effective business management, influencing job searches, taking control of one's career, and maximizing job opportunities. Self-esteem also has a significant impact, enhancing confidence in job seeking, facing interviews, and improving performance in the workplace. Good self-esteem has a positive impact on job field provision through performance, leadership, and business opportunities. Meanwhile, the body image variable does not have a significant impact on job field provision for informal workers, although it can be an added value in some job positions. Collectively, the self-management, self-esteem, and body image variables significantly influence job field provision for informal workers, providing positive impacts on job opportunities with proper support.

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