

## Understanding the Conceptual of Job Search Theory

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**Abstract:** This study shows the preoccupied of job search towards the social learning process and highlights how the variables can be framed by relating with the theories assumptions to be view. The purpose of this study has two perspectives. First as to theoretically understand the theory that impact on job search perspectives which can leads to unemployment. Secondly, to study the concept of job search theory that emerged from past literature for identifying the research background.

**Key words:** Component • Job search • Motivation • Unemployment • Job dissatisfaction • Turnover intention • Job search intensity

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### INTRODUCTION

**The Overview:** Job search theory is a substitute of neoclassical theory. This is because this theory is treated as an option for ‘standard’ – neoclassical labour supply theory. In neoclassical theory, it assumes that all employee has a job, even when they shifted to potential new job, they will get a job in short. It seems that neoclassical does not in-line with the unemployment activities. This is due to sometimes the potential job cannot be offered to the potential employees or the employees cannot sometimes to adapt the job offer as they should be considered. Hence, job search is adapted.

Historically, neoclassical framework is being assumed only based on perfect information. Unfortunately, this framework does not allow the activity of unemployment, even the individuals put greater effort to find a job but still they failed got a job. The duration between unemployment has been seen insignificant evidence, some scholars took some initiative to formulate the job search theory. In the theory, they note the job search is a progressive sequential mechanism. Expressive individuals will stop until they satisfied with what they found. Past scholar classified that job search is a self-regulatory action [1]. In previous literature, job search is conceptualized as the results from self-regulatory action, where it started with identification and end with

engagement to pursue the employment intention. Action from job search has becoming essential aspect across the world; various area of research has been explored.

Self-regulations skills associated to higher labour niche benefit and have less unemployment period particularly [2-8]. Disappointment and dejection occurs when low of confidence as well as confusions about the job finding options where it is relating with the role of self-regulations skills. Job seekers with high level of conscientiousness feature greater job search intensity and have lower unemployment duration [9].

Self-control shows that it has a power significant as indicator of job search behaviour compared to work motivation [10]. To improve the job search intensity, providing a self-regulations training for unemployed individuals [11] (cf. Wanberg *et al.*, 2012) and the reemployment rates. Finding a new job when unemployed is hard where self-regulatory is needed. A strong self-regulation may sustain the job search activities from time to time [12] where it is hard during long-term unemployed individuals whose experienced often frustration and discouragement.

### The Keywords

**Literature Review:** Job search field is still a hot issue and it has been conduct from various perspectives. Obviously, it shows that problem in job search related still

expanding and not yet solved. It is a stressful to be unemployed for community, hence it is essential to lessen unemployment rate. Besides, from the findings above, many researches are concern on clarity and lead to job search intensity. The clarity steps an important process for job search as the job search focuses on accuracy of the job search process including its goals, types of career and needs and wants of employees. It may involve with time spent fulfilling opened job. The absence of clarity as job seekers' goals may contribute to longer time in job search. Hence, their job search intensity still low [13]. In addition to, a higher in clarity in job search results greater intensity of job search. Moreover, job research delivers to a pattern of thinking, affect and behavior that can be evaluate along intensity effort, content-direction and temporal persistence dimension [1]. This is because most employees may able to brush their job search skill in terms of finding goals, types of career and needs and wants of employees. In turn, they can shorten the duration between submission application and job acceptance. If do not have clarity process, it may contribute to longer time in job search or job acceptance. Directly, the decreased of job intensity expected as been in past research [13].

From past literature, this job search relating and connecting with self-regulatory activities [14]. With self-regulatory process, the individuals know where to begin and to end their job search process. Three capitals have found in job search; 1) social capital, 2) psychological capital and 3) human capital. The social capital; include the "knowing-whom" capabilities and aware to both informal and formal networking which offering relevant information where it would affect the reemployment anticipation [15]. The psychological capital, on the other hand, likelihood impact on reemployment as it is affecting on the amount of coping resources that displaced employee' own - for example, the levels of perceived employability. When an individual with the elevated stages of social and human capital were much success in gain reemployment later job loss [16]. From Chen and Vivien (2012) views, they found that the linkage between preparatory and active job search with the psychological capital and it controlled by problem-focused coping and perceived employability [17]. As for human capital, it refers to the "knowing-how" variables (examples cognitive abilities, educational level and skills) which it would response for reemployment progress [15].

The above job search three capitals are crucial in sustaining employability and led to reducing employee turnover and discouraging job hopping behavior. In other

words, employer can generate a pool of productive and quality potential employees. The association between capitals above and job search and perceived employability is positive relationship [13] [15] [17]. The success of job search also influenced by organization job search strategy [14]. In consistent with the earlier findings, the present research develops a figure that will give the understanding of conceptual framework within job search theory.

**Purpose of the Study:** The purpose of this study has two perspectives. First as to theoretically understand the theory that impact on job search perspectives which can leads to unemployment. Secondly, to study the concept of job search theory that emerged from past literature for identifying the research background.

**Research Methods:** The theory used will define the development towards job search perspectives which to explain the research background more. Using past literature, by empirically, we can see the trends happens throughout the years.

**Findings:** The empirical results show that job search perspectives refer with the theory used and proved the trends of job search has positive relationship with the theories used. Moreover, it also indicates that job search has been the issues in management environment.

Refer Figure 1 for the conceptual framework:

Figure 1 above outline the important components that are in job search theory. Two phases shown, phase 1 offers the reason of job search; job dissatisfaction and job hopping or job turnover in the framework. Job dissatisfaction still investigated in terms of lacking in 1) the job itself, 2) peer interrelationship, 3) supervision, 4) policy and 5) environment. If job dissatisfaction still not solved, it may cause turnover or job hopping. In job satisfaction theory two outcomes need to be review either 1) to still be within the same organization or 2) to quit and search for a new job. In this case, the focus is only on quitting and searching for an alternative job. Job dissatisfaction can be in terms of lacking in 1) the job itself, 2) peer interrelationship, 3) supervision, 4) policy and 5) environment. As a human, lacking means do not fulfil the expectations, the motivation low to stay longer and increasing the turnover or job hopping within the organization.

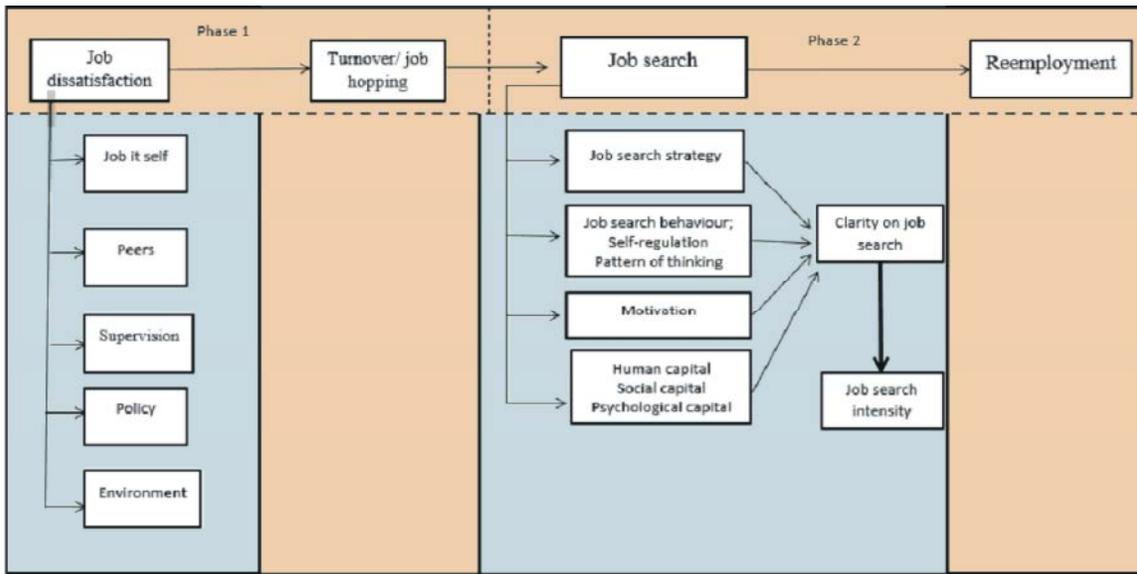


Fig. 1

In phase 2, job search is beginning. To reach the success indicator that is reemployment, job search skill needed. The more expert the job search skill, the greater chances for potential employees to match what they expect and what the organization offer. Apart the use of activities of job search behavior was the use of proper job search strategies (as parallel Van Hooft *et al.*, 2013). Literature of job search, differentiates the three types of job search strategies: a haphazard strategy, a focused strategy and an exploratory strategy (Crossley & Highhouse, 2005; Koen, Klehe, Van Vianen, Zikic & Nauta, 2010). A haphazard strategy shows a trial and error of the approaches with some uncertain employment specifications. A focused strategy entails the job seekers that have very clear employment goals and commitment in their searching activities which until they found what they want for. While on an exploratory strategy, it goes with the job seekers who more dedicated into their job search and explore thoroughly for their choices. For comparison, focused job search and exploratory job search strategies focused on the outcome of job matching, as for haphazard strategy relies on gained at finding any job, not really care on what types of the job it is.

At final stage, it contributes to greater clarity in job search process and greater job intensity as a result. The backbone for the job search skill is depending on employees' search motivation. The motivation is inner self and most employees have the momentum and focused in job delivery. Both extrinsic and intrinsic motivation related to the basic human needs for

relatedness, autonomy and competence. Moreover, the linkage between intrinsic and extrinsic motivation found to be for the relationship. From Deci and Ryan (1985) views and Ryan and Deci (2000) cited that the extrinsic factor may affected and increased on intrinsic motivation. Which, extrinsic motivation with intrinsic motivation seems like to see the important matters for current research framework. In motivating people to do a job, intrinsic the motivation recognized as a crucial construct for the framework (Ryan and Deci, 2000). This due to find employees' goal and type of career they wish and the environments they want. Hence, the employment relationship sustained and quality of well-being improved.

## CONCLUSION

In ensure to obtain the success outcome that is reemployment, the potential employees need to have skill of job search. The skills itself may include employees' job search behavior, job search strategy, the extension of influential of social, psychology and human capital towards job search. The backbone for the job search skill is depending on employees' search motivation. This is due to find employees' goal and type of career they wish and the environments they want. These help the employees to have greater clarity in job search process, hence the greater job intensity. It results in employment relationship sustainability and improvised the wellbeing for an organization.

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Appendixes: Related articles

Sources	Year	Area
Lippman, S. A., & McCall, J. J.	1976	Job search in a dynamic economy.
Hackman, J. R., & Oldham, G. R.	1976	Motivation through the design of work: Test of a theory. Organizational behaviour and human performance
Ellis, R. A., & Taylor, M. S	1983	Role of self-esteem within the job search process
Power, D. J., & Aldag, R. J.	1985	Soelberg's job search and choice model: A clarification, review and critique.

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Hanson, S., & Pratt, G.	1991	Job search and the occupational segregation of women
Van Ryn, M., & Vinokur, A. D.	1992	How did it work? An examination of the mechanisms through which an intervention for the unemployed promoted job-search behaviour
Kopelman, R. E., Rovenpor, J. L., & Millsap, R. E.	1992	Rationale and construct validity evidence for the Job Search Behaviour Index: Because intentions (and New Year's resolutions) often come to naught
Bretz, R. D., Boudreau, J. W., & Judge, T. A.	1994	Job search behaviour of employed managers
Barber, A. E., Daly, C. L., Giannantonio, C. M., & Phillips, J. M.	1994	Job search activities: An examination of changes over time
Blau, G.	1994	Testing a two-dimensional measure of job search behaviour
Saks, A. M., & Ashforth, B. E.	1999	Effects of individual differences and job search behaviours on the employment status of recent university graduates
Wanberg, C. R., Kanfer, R., & Rotundo, M.	1999	Unemployed individuals: Motives, job-search competencies and job-search constraints as predictors of job seeking and reemployment
Barber, A. E., Wesson, M. J., Roberson, Q. M., & Taylor, M. S.	1999	A tale of two job markets: Organizational size and its effects on hiring practices and job search behaviour
Boudreau, J. W., Boswell, W. R., Judge, T. A., & Bretz, R. D.	2001	Personality and cognitive ability as predictors of job search among employed managers
Kanfer, R., Wanberg, C. R., & Kantrowitz, T. M.	2001	Job search and employment: A personality-motivational analysis and meta-analytic review
Allen, J., & Van der Velden, R.	2001	Educational mismatches versus skill mismatches: effects on wages, job satisfaction and on-the-job search
Vuori, J., Silvonen, J., Vinokur, A. D., & Price, R. H.	2002	The Työhön Job Search Program in Finland: Benefits for the unemployed with risk of depression or discouragement
Wanberg, Hough and Song	2002	Job search is about clarity as the extent to which job seekers have clear job search objectives and a clear idea of the type of career, work, or job desired
Vansteenkiste, M., Lens, W., De Witte, S., De Witte, H., & Deci, E. L.	2004	The 'why' and 'why not' of job search behaviour: their relation to searching, unemployment experience and well-being
Van Hooft, E. A., Born, M. P., Taris, T. W., & van der Flier, H.	2004	Job search and the theory of planned behaviour: Minority-majority group differences in The Netherlands
Vansteenkiste, V., Lens, W., Witte, H., & Feather, N. T.	2005	Understanding unemployed people's job search behaviour, unemployment experience and well-being: A comparison of expectancy-value theory and self-determination theory
Vuori, J., & Vinokur, A. D.	2005	Job-search preparedness as a mediator of the effects of the Työhön Job Search Intervention on re-employment and mental health
Wanberg, C. R., Glomb, T. M., Song, Z., & Sorenson, S.	2005	Job-search persistence during unemployment: a 10-wave longitudinal study.
Brown, D. J., Cober, R. T., Kane, K., Levy, P. E., & Shalhoop, J.	2006	Proactive personality and the successful job search: a field investigation with college graduates
Song, Z., Wanberg, C., Niu, X., & Xie, Y.	2006	Action-state orientation and the theory of planned behaviour: A study of job search in China.
Zikic, J., & Saks, A. M.	2009	Job search and social cognitive theory: The role of career-relevant activities.
Wanberg, C. R., Zhu, J., Kanfer, R., & Zhang, Z.	2012	After the pink slip: Applying dynamic motivation frameworks to the job search experience
Boswell, W. R., Zimmerman, R. D., & Swider, B. W.	2012	Employee job search toward an understanding of search context and search objectives
Wanberg, C. R.	2012	The individual experience of unemployment
Xie Yizhong, Zhibin Lin, Yevhen Baranchenko, Chi Keung Lau andrey Yukhanaev, Hailing Lu	2017	Employability and job search behaviour: A six-wave longitudinal study of Chinese university graduates

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