Determinants of Job Seekers' Decision for Migration; A Study in Big Cities in Indonesia

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Abstract

This study aims to analyze the influence of pull and push factors of job seekers to migrate to cities classified as big cities in Indonesia. The research variables consisted of economic infrastructure, employment opportunities, security levels, and differences in wage levels as pull factors. Meanwhile, the variables of gender, physical condition of the area, parents' occupation, migration culture, work opportunities in the place of origin served as push factors. The destination cities of migration were cities with the classification of big cities in Indonesia, which included Medan, Jakarta and Surabaya. The study population was prospective job seekers from the city of Padang, presented by students of Padang State University and Andalas University in their last semester (semester eight). Samples of each University were 4 faculties, namely, Faculty of Economics, Faculty of Social Sciences, Faculty of Engineering and Faculty Science and Mathematic.To determine the student sample size is based on a purposive sampling technique by assigning as many as 120 people in each faculty so that a total sample of 960 people, that is, around 460 respondents or 320 people for each migration destination cityparticipated in answering the questionnaires. The analytical technique followed the Logistic Regression Model. The research results showthat (a) economic infrastructure, level of security and comfort, gender, and parents' occupations were factors that influenced the decision of job seekers to emigrate from Padang City to Surabaya City; (b) employment opportunities, relative wage levels, physical condition of the area of origin are factors that influenced the tendency of job seekers to emigrate from Padang City to Medan City; (c) while the physical condition of the place of origin, parental education, migration

culture and employment opportunities in the area of origin were factors that influenced the tendency of job seekers to emigrate to Jakarta. Furthermore, the cities of Jakarta and Surabaya tended to have relatively strong pull and push factors for prospective jobseekers to migrate while Medan has only relatively strong pull factors compared to the push factors.

Keywords

Migration, Pull Factors, Push Factors, Logistics Models.

Introduction

In addition to births and deaths, migration is one of the demographic components that affects the number and structure of the population in a region or country. Migration is the movement of people from one place to another within a certain period of time with economic motives, caused by the presence of push factors in the place of origin and pull factors in the destination area (Rhoda: 1980). Physical, socio-economic, demographic, security, and cultural factors are factors being considered by prospective job seekers to migrate (Liddle & Lung: 2014; Naim: 1979). From an economic standpoint, the decision to migrate is determined by the desire to get a job with a higher wage, which is indicated by the difference in income at the place of origin and destination (Todaro: 2012).

Migration as a sign of the ongoing process of urban growth, on the other hand, migration can also cause problems and challenges to urban development activities with various problems. High migration will threaten the continuation of the development process in urban areas such as increasing traffic congestion, pollution and crime. The cities of Medan, Jakarta and Surabaya are big cities that attract prospective job seekers from various regions in Indonesia due to the large role of the trade, industry, and service sectors in providing employment opportunities with high wages. Amar, at.al (2014) indicated in his study that the pull factors for migration include infrastructure facilities and wages and push factors, namely, employment in the place of origin and number of dependents. Henderson et.al (2016) suggested that poor rural infrastructure, climate change and declining soil fertility caused farmers to urbanize to find work in a city.

From the economic perspective of the City of Medan, Jakarta and Surabaya, the development has been quite rapid when compared with cities in Indonesia due to the increase in investment, economic growth and employment for the last three years (2017 - 2019). The level of investment in Gross Domestic Product in Medan in the same period was 18%, Jakarta 22% and Surabaya 21% higher than the national investment level of only 16.57%. Medan City's economic growth was 6.13%, Jakarta's 6.23% and Surabaya's

5.91% higher than the national economic growth in the same periodonly 5.24%. High economic growth has an impact on the amount of job opportunities that can be created. Medan City in 2017 - 2019 had an average employment opportunity of 1,532,500 people, Jakarta of 1,713,250 people and Surabaya of 1,684,350 people. This reality is triggered by an economic phenomenon that cannot be denied as the main pulling factor for job seekers from various tribes including Minang, Chinese, Batak and Malay tribes to come to the cities of Medan, Jakarta and Surabaya.

Literature Review

The Todaro Migration Model explains the paradox relationship between rural-urban migration acceleration and an increase in urban unemployment. This theory was developed with the assumption that migration is an economic phenomenon and individual migrants will make rational decisions regardless of urban unemployment. Migration will occur as a response to the difference in income expected in the destination city from the income in the village. Migrants will consider various employment opportunities available in the rural sector and in the urban sector and then they choose which sector is deemed to be able to maximize the expected results of migration.
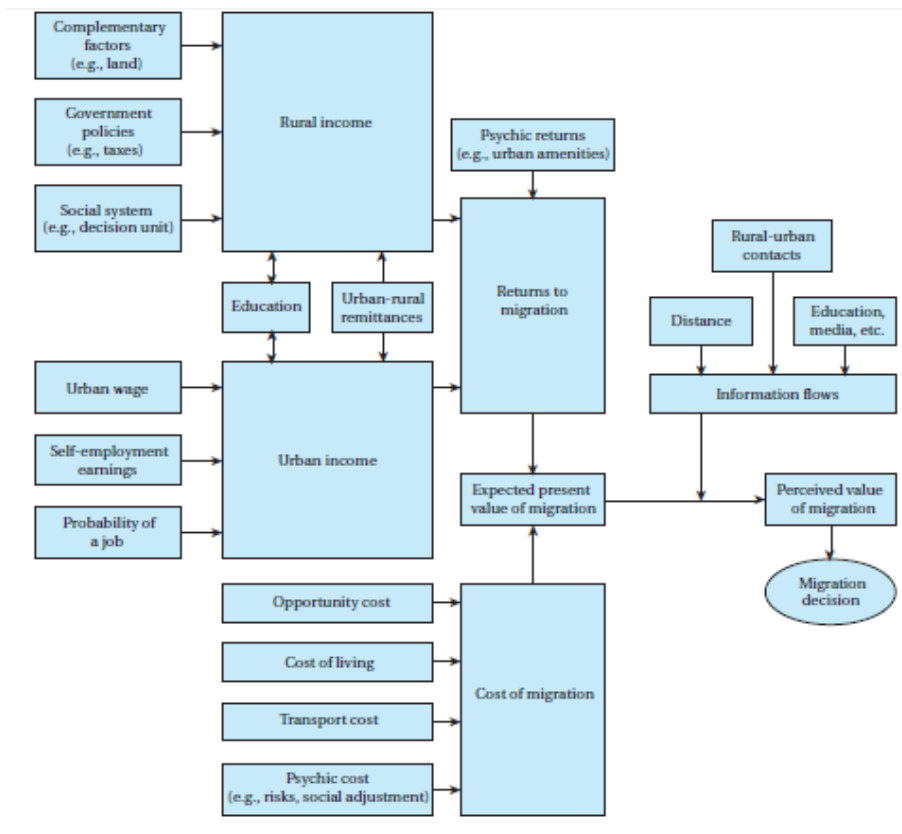

Figure 1: Systematic Framework for Migration Decisions from Village to City
Source: Todaro, 2012

The Todaro Migration Model shows the interaction of various factors that influence the decision to migrate as shown in Figure 1. The theory explains that workers will compare the income they expect within a certain period of time in the urban sector that is equal to the difference between the results and costs of migrating with average income to be earned in the countryside. In addition, the distance factor between the destination city of migration and the place of origin and education of the job seekers also determine their decision to migrate.

In full working conditions, the decision to migrate is based on the desire to get a high-paying job. This condition will theoretically be able to reduce wage level differences through the interaction of labor supply and demand forces, both in the context of emigration and immigration. However, rural-urban migration is not a process that considers the comparison between wage rates in cities and villages as in the competitive model, but takes into account the ratio between expected income in rural and urban areas. The equilibrium process of unemployment between the expected urban wage and the average rural income as explained in the Harris-Todaro Model on the basis of different assumptions from the neoclassical free market model that only compares rural and urban wages.

Figure 2 illustrates two economic sectors, namely, the rural agricultural sector and the urban manufacturing sector. The demand for labor (marginal product of the labor curve) in the agricultural sector is shown through the negative curved line AA '. The demand for labor in the manufacturing sector is indicated through the MM line '. The total workforce can be seen from the OAOM line. In the Neoclassical market as characterized by flexible wages and full employment, equilibrium wages will be at WA * = WM * with OALA * workers in the agricultural sector and OMLM * workers in the urban manufacturing sector. So all workers have been employed in their respective sectors.
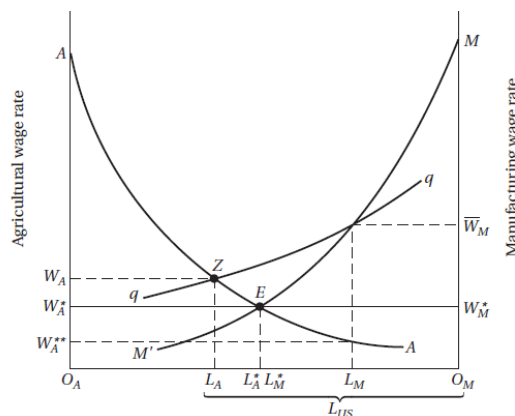

Figure 2 Harris-Todaro Migration Model

What happens if the urban wage is determined by the government (so that the curved line moves downward and is inflexible) as Todaro assumed at the WM level at a considerable distance above WA *. If for a while it is assumed that there will be no unemployment, OMLM workers will get urban work and the rest, OALM must work in rural areas with OAWA wages * (below OAWA free market level *). So, now we see the real wage gap between the rural cities of WM - WA ** and the WM wage rate set by the government. If rural workers are free to migrate even though there are only as many OMLM jobs available, they are willing to try their luck in urban areas. If their probability of getting one of their preferred jobs is expressed by the ratio of employment in the LM manufacturing sector to the total number of Lus's urban workforce, the formula is :

$$W_A = \frac{L_M}{L_{US}}(\overline{W}_M) \qquad (1)$$

Equation (1) shows the probability of getting a job in the city by comparing the income of the WA agricultural sector with the expected urban income (LM / LUS) (WM), so that prospective migrants do not question (being indifferent / indifferent) wherever the employment sector will be obtained. Where indifference points are shown through the qq curve. Now a new equilibrium occurs at point Z where the actual urban-village wage gap is WM - WA with OALA workers still in the agricultural sector and OMLM workers in the modern (formal) sector receiving WM wages. the rest, OMLA - OMLM may be unemployed or engaged in low-income informal sector activities. The illustration shows that urban unemployment and a person will continue to migrate from villages to cities personally despite high unemployment. Similarly, Slobodan at.al (2015) stated that the level of wages in the country of origin and the cost of migrating and expertise determine the considerations for migrating. On the other hand, economic infrastructure owned by a region will have a direct impact on economic growth through increased productivity of the trade sectors and tourism(Luo and Xu, 2018; Das, 2018). The performance of these economic sectors will have a direct impact on providing employment in the destination city of migration which will ultimately be an attraction for job seekers to migrate.

Liddle & Lung(2014) proposed that urbanization or the share of a population living in urban areas is both an important demographic, socio-economic phenomenon. Elie A, at.al (2006) also stated that demographic, economic, religious and linguistic factors determine a person's consideration for migration. More specifically Cristina Baboc, at. al (2014) suggested thatplace of origin and socioeconomic factors influence the consideration of prospective job seekers to migrate. With limited economic resources, accessibility in the area of origin and lack of a good socioeconomic level of job seekers also encourage them

to migrate to improve their quality of life. Michael (2014) suggested that the lack of agricultural land, lack of suitability in the field of expertise encourages job seekers to migrate to other cities to get higher income jobs. Migration activities cannot be separated from internalized behavior in the culture of a society that will influence the consideration of job seekers to migrate (Naim, 1979).

Research Method

The study population was prospective job seekers who were represented by students of Padang State University and Andalas University in the last semester (semester eight). The selection of the sample is based on a purposive sampling approach, namely, deliberately assigning 4 faculties at each university: the Faculty of Economics, the Faculty of Social Sciences, the Faculty of Engineering, and the Faculty of Natural Science and Methematic. Each faculty deliberately designated as many as 120 students as the samples of this study. Thus the total sample of all faculties was 960 people or320 people for each migration destinationcity. The destination cities for migration included the cities with the classification of big cities in Indonesia, namely, Medan City, Jakarta and Surabaya. The respondents for each faculty are chosen randomly. The type of data is primary data collected by using questionnaires distributed to the respondents.

To analyze the effect of independent variables on the outcome variables in three of the three emigration destinations, the Logistic Regression Model was used. Before the analysis was conducted, A fit test was conducted by using the Hosmer and Lameshow test.

The Logistics Model derived from the Logistic Distribution Function with the following equation:

$$P_i = EY = 1/x_1 = \frac{1}{1+e^{-(\beta_0+\beta_1 x_1+\beta_2 x_2+\beta_3 x_3+\cdots\beta_p x_p)}} \qquad (1)$$

Equation (4) above is then simplified to become:

$$P_i = \frac{1}{1+e^{-Z_i}} \qquad (2)$$

In order for equation (5) to be estimated, the equation is manipulated by multiplying $1 + e^{-zi}$ on both sides, so the following equation is obtained:

$$(1 + e^{-Z_i})P_i = \frac{1}{1+e^{-Z_i}} \times (1 + e^{-Z_i}) \qquad (3)$$

or $\qquad (1 + e^{-Z_i})P_i = 1 \qquad (4)$

$$\frac{(1+e^{-Z_i})P_i}{P_i-1} = \frac{1}{P_i-1} \tag{5}$$

So that,

$$e^{Z_i} = \frac{P_i}{1-P_i} \tag{6}$$

Because the Pi range is between 0 - 1 and Pi is related non-linearly to Zi. If Pi is an opportunity to migrate to the destination city, 1 - Pi is a notation not to migrate. The opportunities for prospective workers to migrate to the destination city are presented as follows:

$$1 - P_i = \frac{1}{1+e^{-Z_i}} \tag{7}$$

By combining equation (6) with equation (7) a new equation is obtained:

$$\frac{P_i}{1-P_i} = \frac{1+e^{Z_i}}{1+e^{Z_i}} = e^{Z_i} \tag{8}$$

Equation (8) is transformed into a natural logarithmic model to produce the following equation:

$$L_i = L_n\left[\frac{P_i}{1-P_i}\right] = Z_i \tag{9}$$

Based on equation (9), converted into specific models in this study aincludes:

$$L_i = L_n\left[\frac{P_i}{1-P_i}\right] = \beta_0 + \beta_1 x_1 + \beta_2 x_2 + .. + \beta_{12} x_{12} + \varepsilon \tag{10}$$

Information :

$L_i = L_n\left[\frac{P_i}{1-P_i}\right]$ is the decision to emigrate or not, β0 is the interception of the regression line, β_ (1,2,.. 10), which is the logistic regression coefficient of each independent variable. X1 is the economic infrastructure, X2 is the employment opportunity, X3 is the level of security, X4 is the Difference of Wage Level, X5 is Gender, X6 is the Physical Condition of the place of origin, X7 is the Occupation of Parents, X8 is the Type of Education, X9 is Migration culture, and X10 is the employment opportunity in the place of origin.

For testing the significance of the effect of independent variables on outcome variables, the Wald Test was used, and to determine the probability of emigrating to the three destination cities the Odd Ratio model was used.

Research Results and Discussion

After testing the feasibility of the model for the three migration destination cities using the Hosmer and Lameshow test, the Chie Square value was obtained, namely, for model 1, Medan City at 3.85 at α 0.874, model 2 for Jakarta at 3.304 at α 0.914 and model 3 for Surabaya city at 4,666 at α 0,793. This can be interpreted that there is no significant difference between the used model and the observed data. Thus, it can be concluded that the model meets the model's suitability requirements *(goodness of fit)* with the existing data.

The results of logistic regression analysis for models 1,2 and 3 can be seen in Table 2.

Table 1 Logistic Regression Analysis Models 1,2 and 3

		Model 1 (Kota Medan)			Model 2 (Kota Jakarta)			Model 3 (Kota Surabaya)		
		B	Sig.	Exp(B)	B	Sig.	Exp(B)	B	Sig.	Exp(B)
Step 1[a]	X_1	.466	.056	1,011	.030	.053	1,241	.316	.013	1.572
	X_2	.949	.063	.469	.372	.022	2.584	.758	.026	1.450
	X_3	.469	.013	1.599	1.781	.000	1,956	1.956	.000	7,067
	X_4	.274	.062	1.378	.246	.020	1.715	.164	.016	1.464
	X_5	.002	.096	.998	.002	.003	1.199	.008	.024	1.008
	X_6	.233	.020	1.262	.353	.007	1.462	.581	.030	1.059
	X_7	.364	.042	1.440	.629	.000	1.533	.576	.015	1.779
	X_8	.676	.018	.509	.666	.008	1.946	-.482	.008	1.617
	X_9	.304	.004	.738	.107	.004	1.113	.020	.042	1.020
	X_{10}	.514	.022	.598	.216	.046	1.241	.055	.035	1.056
	Constant	3.315	.035	.036	1.530	.114	4.616	2.220	.074	.109

Based on the results of the analysis in Table 1, the logistic regression equation for model 1 can be stated as follows:

$$\text{Ln}\left(\frac{P}{1-P}\right) = 3.315 + 0.466\ X_1 + 0.949\ X_2 + 0.469\ X_3 + 0.274\ X_4 + 0.002\ X_5$$
$$(0.056) \quad (0.063) \quad (0.013) \quad (0.062) \quad (0.096)$$
$$+ 0.233\ X_6 + 0.364\ X_7 + 0.676\ X_8 + 0.364\ X_9 + 0.514\ X_{10} \quad (11)$$
$$(0.020) \quad\quad (0.042) \quad\quad (0.018) \quad\quad (0.004) \quad\quad (0.022)$$

The logistic regression equation for model 2 can be written as follows:

$$\text{Ln}\left(\frac{P}{1-P}\right) = 1.530 + 0.030\ X_1 + 0.372\ X_2 + 1.781\ X_3 + 0.246\ X_4 + 0.002\ X_5$$

$$\text{(0.053)} \quad \text{(0.022)} \quad \text{(0.000)} \quad \text{(0.020)} \quad \text{(0.003)}$$
$$+ \ 0.353 \ X_6 + 0.629 \ X_7 + 0.666 \ X_8 + 0.107 \ X_9 + 0.216 \ X_{10} \quad (12)$$
$$\text{(0.007)} \quad \text{(0.000)} \quad \text{(0.008)} \quad \text{(0.004)} \quad \text{(0.046)}$$

The logistic regression equation for model 3 can be written as follows:

$$\text{Ln} \left(\frac{P}{1-P} \right) = 2.220 + 0.316 \ X_1 + 0.758 \ X_2 + 1.956 \ X_3 + 0.164 \ X_4 + 0.008 \ X_5$$
$$\text{(0.013)} \quad \text{(0.026)} \quad \text{(0.000)} \quad \text{(0.016)} \quad \text{(0.024)}$$
$$+ \ 0.581 \ X_6 + 0.576 \ X_7 + 0.482 \ X_8 + 0.020 \ X_9 + 0.055 \ X_{10} \ (13)$$

$$\text{(0.030)} \quad \text{(0.015)} \quad \text{(0.008)} \quad \text{(0.042)} \quad \text{(0.035)}$$

Note:

The number in parentheses is the level of significance

Economic infrastructure in the destination city of migration (X1) has a positive and significant influence on the decision of prospective job seekers to migrate. Migration destination cities that have relatively good economic infrastructure have a higher chance of becoming migrant destination cities by job seekers than the cities that have relatively poor economic infrastructure. The city of Surabaya has a higher Odd Ratio value than Medan and Jakarta. This can be interpreted that the chances that the opportunity for job seekers to migrate to Surabaya city tend to be higher than Medan City and Jakarta with Odd Ratio values of 1,011, 1,241 and 1,572, respectively. Economically, a better and more complete infrastructure will support the production and distribution process of goods and services which in turn will increase regional income and economic growth through the increased productivity of the trade, and tourism sectors (Luo &Xu, 2018; Das, 2018). Jakarta and Surabaya are cities that have good economic infrastructure, so these conditions will be an attractive factor that influences the decision of prospective job seekers to migrate. On the other hand, a high level of regional income as a result of high investment activities is a hope for prospective migrants to find work with a better standard of living (Amar, at.al, 2014).

Job opportunities in the destination city determine the decision of job seekers to migrate.The results of the study indicate that employment opportunities (X2) have a positive and significant effect on the decision of prospective workers to migrate to Jakarta and Surabaya, but no significant effects on the City of Medan. Cities that have higher employment opportunities have a higher chance of being made as destination cities for migration. The cities of Jakarta and Surabaya have higher attractiveness to prospective job seekers, than the city of Medan because of the availability and variety of jobs that provide opportunities for prospective job seekers to get better jobs, as indicated by the Odd Ratio

value of each city at 0.469 2,584 and 1,450. The opportunity to find work in the destination city will largely determine the decision of job seekers to migrate through various considerations of available labor market opportunities and then choose one of them that can maximize the results they expect (Todaro: 2012).

The level of security of the destination city of migration (X3) has a positive and significant effect on the decision of job seekers to migrate. Safer migration destination citieshave a higher chance of being designated as migrant d destinations by job seekers compared to unsafe cities. The high level of security in the city of Surabaya that causes the opportunity for job seekers to migrate to the city also tends to be higher when compared to the City of Medan and Jakarta as shown by the Odd Ratio values of 1.599, 1.956 and 7.067, respectively. The city of Surabaya is known as a city of heroes with a homogeneous and harmonious community structure, with low levels of conflict, crime and social vulnerability. Safer city conditions will provide freedom for prospective migrants to carry out economic activities without any doubt of the danger that threatens their safety. Emperor Hasunanga (2013) suggested that the security conditions of a country would be very supportive for the mobilization of the population both domestically and internationally.

The wage rate difference (X4) is a pull factor that influences the decision of the job seekers to migrate. This variable has a positive and significant effect on the decision of prospective job seekers to migrate in the three cities. The difference in the level of higher wages has a higher chance. The city also is made by job seekers as a destination city for migration than cities that have a lower wage level difference. Jakarta is the city that is the most widelytargetted by prospective job seekers as a destination city for migration compared to Medan and Surabaya due to the high wage differentials, as shown by the odds ratios of 1,378, 1,715 and 1,464, respectively. The relatively high difference in wage rates with job search areas is a consideration for prospective job seekers to migrate with the aim of increasing their income and welfare (Todaro: 2012; Slobodan at.al:2015).

Gender (X5) is a driving factor in migration activities and has a positive and significant influence on the decision of prospective job seekers to migrate in the three migration destination cities. Men have a higher chance of migrating compared to women to Jakarta and Surabaya as their destinations as shown by the odds ratio values of 1.199 and 1.008, respectively. The chances of men migrating to Medan are smaller than women, as indicated by the Odds Ratio of 0.998.This is because the distance between the city of Medan with the place of origin of job seekers is relativelyso close that women can stay into this city. Gender's role in a society cannot be separated from the culture and value

systems that apply to an area, such as Padang city with its *Minang* culture. *Minang* culture gives a more significant role and responsibility to men as heads of households in meeting their household needs. Therefore, men in *Minang* Kabau are obliged to make a temporary living, while women are responsible for taking care of children and households (Muchtar: 1979). With relatively heavy responsibilities and obligations, men in *Minang* migrate *(marantau)* to find work to meet their household needs.

The physical condition of the place of origin (X6) has a positive and significant influence on the decision of prospective job seekers to migrate. Lack of physical and geographical condition of the area of origin is a motivating factor for prospective job seekers to migrate when compared to regions with better physical conditions. The city of Jakarta is the city with the highest chance of being a destination for migration for job seekers from the city of Padang compared to Medan and Surabaya, as shown by the Odd Ratio values of 1,262, 1,462 and 1,059, respectively. The poor physical condition of the area such as being far from the city center, the unavailability of clean water supply, disaster-prone, and lack of access to transportation, tends to hamper people's access to economic activities as migration occurs in order to get a better life. Henderson et.al, (2016) suggested that poor rural infrastructure, climate change and declining soil fertility cause farmers to urbanize to find alternative jobs in the city. These conditions encourage job seekers to migrate to the cities that have relatively good physical conditions and provide relatively more jobs, and are easily accessed by various modes of transportation. Accessibility to a city will be a consideration for prospective migrants to migrate (Cristina Baboc, at. Al: 2014).

The work of parents (X7) is a driving factor for job seekers to migrate. This variable has a positive and significant effect on the decision of prospective migrants. Job seekers whose parents do not have a permanent job tend to have a higher chance of migrating with the aim of obtaining a job with a better income, when compared to prospective job seekers whose parents have permanent jobs. Surabaya is a destination city of migration that has a higher chance of becoming a destination city for migration by job seekers when compared to Medan City and Jakarta, as indicated by the odds ratios of 1.440, 1.533 and 1.779, respectively. Job seekerswho do not have a permanent job and do not have a steady income to meet household needs tend to have their children become the economic backbone of their household. This phenomenon in developing countries indicates that children are seen as an investment for their parents.When children are still young, they are educated and nurtured to develop and, when they are adult, they are expected to help and support the lives of their parents (Todaro: 2012). Parents who do not have permanent jobs tend to encourage their children to get jobs with better income levels even if they go to other areas to finance their household.

Type of Education (X8) has a positive and significant influence on the decision of prospective migrants. Prospective job seekers with an education background in Natural Science and Engineering tend to have a higher chance of migrating compared to prospective job seekers who have an educational background in Social Sciences. The destination city of migration is the City of Jakarta. Jakarta is the destination of migration with the highest chance when compared to the cities of Medan and Surabaya, as indicated by the odds ratio values for this variable respectively 0.509, 1,946 and 1,617. The city of Jakarta has more varied facilities and jobs with higher wage levels and better accessibility. Prospective job seekers who have a background in Natural Science and Engineering tend to migrate to Jakarta and Surabaya rather than Medan because the cities have relatively large employment opportunities due to the development of the industrial and trade sectors. When the prospective job seekers get a better job, this will be a driving force for prospective job seekers to migrate (Slobodan at.al: 2015).

Migration culture (X9) is a driver of migration which has a positive and significant influence on the decision of prospective migrants seeking to migrate. Job seekers have a higher chance of migrating to Jakarta when compared to Medan and Surabaya, as shown by the Odd Ratio values of 0.738, 1.113 and 1.020, respectively. The culture of migrating or so-called migrating is an internalized driving factor for job seekers, especially for the people of Padang City with their Minang Kabau culture, which in turn, will affect their decision to migrate. The word "merantau" comes from the Minangkabau language whose origin is "overseas". Rantau means the region outside the Minangkabau region and culturally wandering is a mental attitude that must be possessed by the Minang Kabau communityto seek for experience. A *Minang* men when reaching adulthood (20-30 years) are culturally encouraged to go abroad to seek for knowledge and experience after they succeed, they are expected to return home to rebuild their hometown (Naim: 1979).

> *Karatau Madang dahulu*
> *Babuah Babungo alun,*
> *Marantau Bujang dahulu*
> *Di rumah PagunoBalun*

The proverb above means that it is better for *minang* men to wander off rather than stay in their hometown to reach success and go back home to build their hometown.

Job opportunities in the area oforigin (X10) are a driving factor in migration activities and have a positive and significant effect on the decision of job seekers to migrate. The smaller the opportunity to work in the area oforigin, the higher the opportunity for job seekers to migrate to other cities to find work. The city of Jakarta has the highest chance

of being a destination for migration compared to Medan and Surabaya as shown by the odds ratio values0.598, 1.241 and 1.056. Limited employment opportunities in the area of origin are a motivating factor for prospective workers to migrate to other cities to get jobs with a better income. Specifically, Michael (2014) suggested that the limited agricultural land and the absence of suitability in the field of expertise encourage job seekers to migrate to another city to get a job with a higher income.

The cities of Jakarta and Surabaya have influential pull factors and migration drivers in making the decision to migrate. It is because the distance between West Sumatra Province and the cities of Jakarta and Surabaya is relatively far. Thus, job seekers must have high motivation and expectations to migrate to improve their welfare. Meanwhile, the city of Medan only has the attraction of the city, but has a relatively weak driver for job seekers to migrate.

Conclusions

The movement of people from one place to another is not a stand-alone phenomenon, but it cannot be separated from the two main things that influence it, namely, the pull and push factors. The pull factors are variables related to the condition of the destination of migration which consists of economic infrastructure, employment opportunities, security levels, and differences in wage rates. The driving factors are the variables related to the socioeconomic condition of prospective job seekers, gender, migrant culture and the physical condition of the area of origin. The cities of Jakarta and Surabaya have influential pull factors and driving factors in having the job seekers decide to migrate. The cities of Jakarta and Surabaya are relatively far from Padang city, so job seekers who come to the city are those who have high motivation and expectations to improve their welfare to a higher level. In contrast, the city of Medan has a city attraction that strongly makes this city a destination city for migration, but it has a relatively weak driver for job seekers to migrate.

Implications

Based on the study findings, it can be stated the implications of research as follows:
1. The cities of Jakarta and Surabaya are migration destinations having pull and push factors, while Medan only has pull factors. This phenomenon is supported by economic infrastructure, educational facilities, the level of security and comfort and wage level differences with the area of origin. In connection with this, it is hoped that the governments of Jakarta, Surabaya and Medan will increase the availability of infrastructure as a destination city for migration in increasing the availability of jobs

nationally in order to reduce unemployment. On the other hand, the governments should determine the optimal city size policy to realize the efficiency of city management.

The relatively high level of migration of job seekers from West Sumatra to major cities in Indonesia is the implication of lack of adequate employment, lack of infrastructure and the existence of the migration culture. In this regard, it is hoped that the government of West Sumatra Province should strive to increase the availability of economic infrastructure, promotion and investment opportunities in order to increase employment opportunities, especially, for job seekers who are from the Province of West Sumatra.

3. In order to improve the competitiveness of job seekers from the city of Padang to be able to compete in the national and global labor market, it is recommended that the city government improve the quality of human resources through formal and non-formal education channels.

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