

Research on Factors Affecting Re-Employment Outcomes of Youth in Vietnam

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Abstract

The article talks about youth unemployment in Vietnam from 2015-2020. Research on factors affecting job search results of unemployed youth in Vietnam. Youth unemployment is an urgent social problem, challenging the country's development, reducing the opportunities for work, dedication and development of young people, and requiring decisions—and timely solutions. The article has new academic and theoretical contributions: (i) Systematize the theories related to re-employment and re-employment results, and at the same time, define a clear view of re-work and re-employment. Results of re-employment of the unemployed; (ii) Developing and testing a new model of factors (human capital, job search motivation and unemployment insurance policy) affecting the re-employment of officially unemployed youth in Vietnam through the mediating factor is job-seeking behaviour; (iii) Adding the income satisfaction variable to reflect the job search results of unemployed youth; (iv) Add factors related to the Vietnamese context that affect the re-employment of unemployed youth such as foreign language proficiency, job-seeking skills, family pressure and social pressure into the model. Study; The factor of unemployment insurance policy to support the unemployed according to the provisions of the law is also included in the research model. The results show that: Human capital (including factors: work experience, professional qualifications, work skills, foreign language proficiency and job search skills) has a positive impact both directly and indirectly (through job-seeking behaviour) on the re-employment results of unemployed youth; Job seeking motivation factors affect re-employment results through job-seeking behaviour. The unemployment support regime under the current unemployment insurance policy in Vietnam has a positive relationship with the outcome of finding a job again through job-seeking behaviour. The job counselling and introduction regime have the most apparent impact on the results of job re-employment; unemployment benefits not only compensate people after unemployment but also motivate them to continue participating in the job search process. Job search.

Keywords: *re-employment, youth unemployment, job search motivation, utt.*

1. Introduction

Unemployment always leaves long-term consequences for the unemployed person, the unemployed person's family and the whole economy. The unemployed may be under pressure, depressed, showing signs of depression, even illness, declining health, increasing the risk of some mild mental illness, and reducing their self-confidence. Unemployed... (Latack et al., 1995)[1]; McKee-Ryan et al., 2005[2]; Van Ryn and Vinokur, 1992)[3]. In general, the unemployed have worse health than the employed (House et al., 1994)[4]. Besides, unemployment is also believed to reduce the family's happiness and the role of the unemployed in the family. In the long run, failure Unemployment also minimises the chance of unemployed people returning to work because they have gradually lost their jobs, lost work skills, and lost self-confidence (Dew et al., 1992)[5]. More seriously, the fear of losing a job in the future makes unemployed people will try to keep their current job, even if the benefits it brings to them have been significantly reduced. (Amundson and Borgen, 1987)[6]. For the economy, unemployment is often associated with poverty and is a waste of financial and human resources. When workers are unemployed, they cannot create products for society but still consume goods to ensure their lives. Besides, new labour is a waste. The government also has to spend more to solve unemployment, create jobs, and pay unemployment benefits. The consequences of unemployment from a social perspective have also been considered a lot because many unemployed people participate in social evils such as theft, drugs, and prostitution... (Tran Xuan Cau et al., 2014)[7]. . Particularly for the young workforce, youth unemployment is seen as a global economic problem, bringing adverse outcomes for both individuals and society as a whole (Tyrrell et al., 2017)[8].

In Vietnam, according to the General Statistics Office, in 2019, there were over 1.1 million people of working age who were unemployed (corresponding to an unemployment rate of 2.17%). In particular, the unemployed youth group accounts for nearly half of the national unemployment (42.1%) (GSO, 2021). The trend of unemployment is forecasted to increase firmly in 2020 due to the impact of the Covid-19. This is alarming when the core of the labor force is youth, which accounts for a large proportion of the total unemployed, posing many challenges to the socio-economic field and ensuring social security. In particular, in big cities that are the socio-economic locomotives of the whole country, there are large areas where industrial parks, export processing zones and service complexes are concentrated; the number of enterprises operating in the area is vast, with diverse forms and scales; The labour force has all the characteristics of the total labour force in the whole country. Therefore, youth unemployment in Vietnam is always the top concern of researchers and policymakers to limit the negative consequences of unemployment and make the most of the labour force. Young people in the context that Vietnam is in the golden population period and is starting to enter the ageing population.

For a long time in the world, many researchers have delved into topics related to unemployment in different aspects. There are many studies, including qualitative, quantitative or empirical research, long-term research or research at a point in time on the topic of return to work or re-employment of the unemployed that have made a significant contribution. Theoretical and practical basis to enhance understanding of re-employment issues serves as a basis for policymakers to come up with solutions to solve unemployment and improve the quality of life. Find a job again. In Vietnam, the issue of unemployment has also been studied since the early 2000s, such as research by Le Thi Hoai Thu 2005)[9],

Nguyen Quang Truong (2016)[10], and Tran Minh Thang (2018)[11]. Besides, there have also been several studies on issues related to job creation for workers, thereby contributing to reducing unemployment such as research by Bui Ton Hien (2009)[12], Nguyen Le Minh (1990)[13].), Nguyen Van Quang (2003)[14], Bui Anh Tuan (1999)[15]. In particular, many authors interested in youth employment, such as Ngo Quynh An (2012)[16], have studied the factors that promote or hinder youth's ability to create self-employment in the new context. Or Nguyen Van Thang (2014)[17] identifies limitations in employment policies for young people in rural areas of land acquisition in Hanoi to provide solutions/policy recommendations on self-employment and job creation for young people. However, there still needs to be more in-depth research to understand the theory and practice related to job-returning results and the factors affecting the job-returning results of unemployed youth - the group of unemployed youth. I account for 42.1% of the total workforce in the world, as estimated by the International Labor Organization (ILO, 2018)[18]. Most importantly, the employment status of young people is susceptible to economic events, which has been evident in the recent financial crises (Caliendo et al. associates, 2011)[19]. In addition, in the digital and integration era, many new jobs and forms of work are born, along with the requirements for higher qualifications, skills and work experience. This could lead to high unemployment, especially among young people (Choi, 2017)[20]. Moreover, when Vietnam was in the golden population period, youth unemployment was a problem of society, an urgent issue, challenging the country's development and losing valuable resources. Opportunities for young people to work, contribute and develop require timely decisions and solutions (Trinh Thi Kim Ngoc, 2016)[21].

Therefore, research on factors affecting re-employment outcomes of youth in Vietnam is

essential to synthesize and develop a theoretical and analytical system on these issues. Factors affecting the job search results of unemployed youth, thereby discussing some solutions to improve the job search results of this group.

2. Literature Review

Scientists have learned and developed criteria to reflect the return of unemployed people. Still, in these studies, the results of job searches are only measured by discrete standards, needing more comprehensiveness to reflect its multidimensionality. The author recognizes some research "gaps" as follows:

Criteria reflecting the job search results of unemployed people

Firstly, the content of the criteria reflecting the job search results is still overlapping, for example, the simultaneous use of the requirements on time to find a job (speed of job search) and time to stop enjoying the Insurance. Unemployment insurance. Moreover, the time to find a position only partially reflects the return of the job search result because it depends a lot on the wishes and aspirations of the job seekers. Successful job search with shorter job search time is associated with higher levels of job aspiration (Kanfer et al., 2001a)[22].

Second, the importance of salary criteria for new jobs has been confirmed in many studies to reflect the quality of job search and job satisfaction. Economic needs of job seekers. However, instead of salary, it is necessary to consider the level of income from the new job (including non-salary pay) to more comprehensively reflect the level of satisfaction of job seekers' expectations in the area. Economic level. In addition, previous studies only integrated salary criteria and other criteria reflecting general job satisfaction or welfare (internal and external) of employment but did not have independent character. Furthermore, these studies all compared the wages of jobs before and after

unemployment to identify improvements to reflect job search results or job quality. However, Eliason and Storrie (2006)[23] demonstrated that workers who lost their jobs would suffer from loss or decline in income not only during unemployment but also continuously for at least several years afterwards. Therefore, the income level at the newly found job after unemployment is lower than at the job before, and it needs to reflect the nature of the job search results fully. More importantly, according to the Theory of compensating wage differentials (Rosen, 1986), high-paying jobs are not necessarily associated with better job quality and high levels of welfare. Higher wages are often used to compensate for workers' unpleasant and toxic working conditions.

Factors affecting the return to work of unemployed people

Scientists approach research factors affecting job search results of unemployed people according to 3 main elements: human capital, job search motivation and support policies. Besides, in many studies, job-seeking behaviour is an intermediary factor in the relationship between influencing factors and job-seeking results. However, there are still several research "gaps" that need to be further addressed as follows:

Firstly, it is easy to see that the studies were conducted in European countries (Netherlands, Denmark, Finland...), where the social security system, especially Unemployment Insurance, is perfect. Develop. The policy system on Social Insurance is quite comprehensive, plus the social stability issues, but there are many social issues that have yet to be mentioned in the research. For example, factors stemming from socio-cultural factors, pressure to have a job from the family, social anxiety, and personal honour.

Second, although factors related to human capital are a concern in most studies, the factor

of foreign language proficiency has yet to be considered. This may be because workers in the countries conducting the research have reached a standard foreign language level, which is sufficient for the job, especially the everyday English in the workplace. European countries. However, in Vietnam, when the international integration process is taking place firmly, many foreign-invested companies and corporations established in Vietnam use a lot of local workers. Hence, their foreign qualifications could be better. Basic language skills can positively affect job search results.

Third, many authors are interested in the impact of the unemployed people's competencies (knowledge, experience, functional skills, etc.) on their job search results, but employees. The factor of job-seeking skills has yet to be mentioned. Although according to Brown and Medoff (1989)[24] and Millimeters (2005)[25], job search skills play an essential role in the job search process, Help negotiate salary and working conditions as expected by job seekers.

Fourth, the studies were conducted on a sample of unemployed people in general; there are few studies specifically for the unemployed group of young people. Even though it's disappointing, youth employment has been shown to adversely affect labour markets in the long run, increasing the probability of future unemployment return. (Kawaguchi and Murao, 2014[26]; Mroz and Savage, 2006)[27].

Fifth, in Vietnam, recently, there have been some studies on youth employment and unemployment, but there needs to be more research on these issues. Factors affecting the job search process and job search results of the unemployed serve as a basis for a multidimensional approach to unemployment in general and youth unemployment in particular. From there, it is possible to propose several solutions and recommendations for the unemployed, production and business, state management agencies on the labour market and Unemployment Insurance.

From there, this article focuses on the following:

- Proposing criteria to reflect the results of finding a job in a comprehensive way, in which to fix the gap related to the requirements of job search time and salary criteria in previous studies;
- Building a research model with three factors (human capital, motivation to find a job, unemployment insurance policy) affecting the return to job search results by the characteristics of the legal system and policies on unemployment insurance. Unemployment insurance, labour market and Vietnamese culture - society through the addition of factors on the unemployment insurance policy and motivation factors for job search (family pressure, social pressure, etc.). Affect job search results). In addition, foreign language proficiency and search skills the job will be new compared to previous studies examining the impact of human capital on job search results;
- Research the official sample of unemployed youth to address the gap in research subjects in previous studies.

3. Research hypotheses and research models

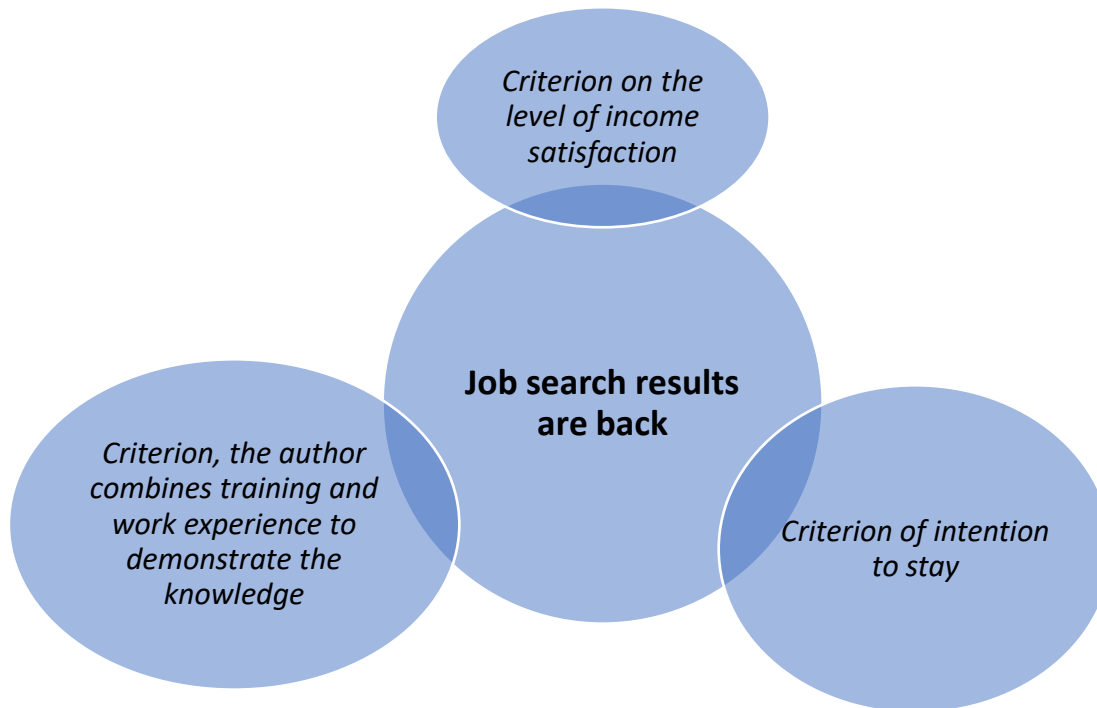
3.1. Determine the criteria reflecting the job search results of the unemployed

Criterion on the level of income satisfaction is the criterion proposed by the author to be included in the study independently due to the importance of income at a new job for newcomers who return to work after unemployment. The majority of unemployed people report that they are apprehensive about their financial and economic well-being. (Winkelmann, 2014)[28]. An income that meets their current needs will help them overcome financial difficulties, secure a living,

and restore their role in the family and community. According to Andersson (2015)[29], income from a new job is always the top concern of job seekers, especially unemployed people, when their financial and economic status has been affected since losing their job and other job losses. Unemployment benefits are limited in terms of the duration and the number of benefits. The income level may not be higher than the job before unemployment, but it must ensure the basic needs of workers at the time of job search. Therefore, the author assesses the satisfaction of income at work with the current needs of new job seekers rather than comparing the absolute difference between the income from the previous job and after unemployment.

Criterion, the author combines training and work experience to demonstrate the knowledge, skills and ability to perform the job of job seekers, according to the KSAs approach from foundation theory. Therefore, it will be possible to overcome errors in reflecting job search results if these two factors are separated. Because in reality, there are people with a low level of training or not suitable for the job, but over time working, gaining experience and skills through on-the-job training, they have become skilled and responsive to requirements.

Criterion of intention to stay is used to assess the degree of job satisfaction with individual job seeker expectations (Wanberg et al., 2016; Wanberg et al., 2002)[30,31] and expressed by employees' certainty about their intention to work long-term or not. When employees feel that the job meets their expectations or set goals to a certain extent, they will have psychological comfort, thereby tending to work longer. In contrast, workers in jobs of poor quality or who do not meet their goals often have poorer mental health and are more likely to seek new work (Weinberg et al., 1999)[32].

Figure 2.1: Diagram of criteria reflecting the job search results of unemployed people

Source: Author's calculation, 2022.

3.2. Proposing groups of factors affecting the job search results of unemployed people and research hypotheses.

Inheriting previous studies and overcoming research gaps, the research was carried out on a sample of officially unemployed youth who have declared unemployment at employment service centres and enjoy the benefits of the National Insurance Agency. Unemployment insurance follows the current Law on Unemployment Insurance. The author focuses on the following groups of factors:

(a) Human capital factor group: work experience, training level, work skills, foreign language proficiency, and job-seeking skills.

(b) Human group on job search motivation: social network, family pressure, social pressure, job orientation.

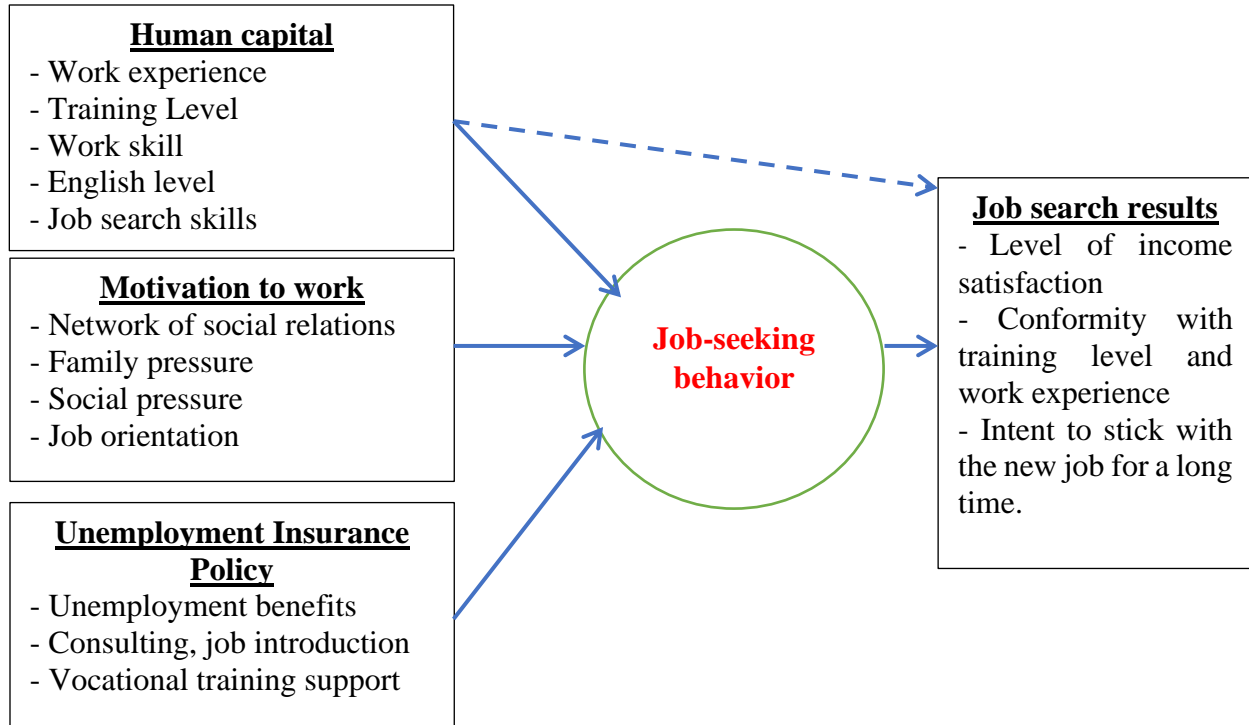
(c) Group of factors on an unemployment insurance policy: unemployment benefits, job placement counselling, vocational training support

3.3. Research models

Based on an overview of domestic and international studies related to job-returning results and factors affecting job-returning results of unemployed people. Industry, the author has found research gaps and proposed a research model to overcome these gaps as well is suitable for the context and audience.

The research object in Vietnam. The model is described as shown below:

Figure 3.1: Research models



Source: Author's calculation, 2022.

4. Materials and Methods

4.1. Data

The survey model in the article includes 54 observed variables, so we have the necessary sample size to achieve accuracy. The required precision is $54 \times 5 = 270$ observations or more. So, the sample used in the survey is 542 words, and the representativeness of the model is still guaranteed for the study. According to the study of Hair et al. (2006)[33], the minimum sample size for quantitative research is 100. For studies using regression analysis, Tabachnick et al. (2007)[34] give the minimum sampling formula as $n \geq 50 + 8p$, where n is the sample size, and p is the number of independent variables. Comrey and Lee (2013)[35] give dimensions different sample sizes with respective ratings:

+ From 1-1.9 = Very important (The impact of the factor on the return to work of Vietnamese youth "i" is vast);

+ From 2-2.9 = Important (The effect of the element on the return to work of Vietnamese youth "i" is significant);

+ From 3.3-3.9 = Moderately good (The impact of the factor on the return to work of Vietnamese youth "i" is acceptable);

+ From 4- 4.9 =Not meaningful (The effect of the element on the return to work of Vietnamese youth "i" is low);

+ From >5= Very insignificant (The impact of the factor on the return to work of Vietnamese youth "i" is shallow).

A deductive research approach with a quantitative research method is determined suitable for research. In addition, the author presents the detailed construction process of the scale and questionnaire and explains the basis for determining the research sample size and the data collection, processing and analysis process (in the section below). IBM SPSS 22 software). In this study, the author focuses on

quantitative analysis using methods/tools including Cronbach's Alpha reliability analysis, factor analysis explore EFA, confirmatory factor analysis CFA and finally, analyze the linear structural model SEM.

4.2. The scale used in the article

The author also inherits three indicators of the training level of Wanberg (2012) and proposes to use 5-point Likert scale (1 “strongly disagree” to 5 “strongly agree”) instead of using identity scale with two options, agree and disagree.

Table 1: The scale of Independent variables and Dependent variable.

Symbol	Content
	Independent variables
a.	<u>Human capital</u>
	- <i>Work experience</i>
WE1	Work experience is enough for me to find a job that I want
WE2	Companies/employees will be impressed with my work experience.
	- <i>Training Level</i>
TL1	My training is enough to get a job in the training field.
TL2	My training can meet the requirements of the job I am looking for.
TL3	Companies/employees will be impressed with my training.
	- <i>Work skill</i>
WS1	Employment skills are enough to find a suitable job.
WS2	Work skills can meet the requirements of the job.
WS3	Skills to do desired job are constantly updated.
WS4	Companies/employees will be impressed with my work skills.
	- <i>English level</i>
EL1	Language proficiency is enough to find a suitable job.
EL2	Foreign language skills can meet the requirements of the job
EL3	Companies/employers will be impressed with foreign language

	proficiency
	- <i>Job search skills</i>
JS1	Your strengths to increase your chances of finding a job
JS2	The ability to prepare a good resume
JS3	Can contact recruiters and convince them to consider hiring
JS4	Be able to make the best impression of yourself during a job interview
b.	<u>Motivation to work</u>
	- <i>Network of social relations</i>
NS1	You reach out to friends or acquaintances to seek advice and guidance related to employment.
NS2	You have called or met a few people in person to inquire about a particular job or a particular company.
NS3	You asked acquaintances for referrals to a few people who might have helpful information or job advice.
NS4	Have you talked to your former boss or colleague about potential job opportunities for me that they know of?
NS5	You have contacted people in my field of work who can help you find a job.
NS6	You have made several contacts that will help you find a job.
	- <i>Family pressure</i>
FP1	Your family's financial/economic status was affected after I lost my job.
FP2	You feel the increased tension in your family after unemployment..
FP3	A family member thinks you should find a job as soon as possible
	- <i>Social pressure</i>
SP1	Most of my friends think that I should find a job as soon as possible
SP2	Most of my former colleagues think that I should find an appointment as quickly as possible
SP3	Most of the other acquaintances believe that it is better to find a job as soon as possible
	- <i>Job orientation</i>
JO1	I clearly know what kind of company

	I want to find
JO2	I clearly know what kind of company I want to work for.
JO3	I can decide for myself whether I should change careers or not.
JO4	I can arrange for myself what kind of work I enjoy.
JO5	I can plan a career change myself.
c.	Unemployment Insurance Policy
	- <i>Unemployment benefits</i>
UP1	Unemployment benefits help me overcome financial difficulties during unemployment.
UP2	Unemployment benefits are essential in the process of finding a new job.
	- <i>Consulting, job introduction</i>
CI1	I register and participate fully in job placement counselling sessions.
CI2	I get helpful information from job placement counselling.
CI3	Job placement counselling is essential for the process of finding a new job.
	- <i>Vocational training support</i>
VS1	Sign up and participate fully in supported apprenticeship sessions.
VS2	Apprenticeship support helps me improve my career skills.
VS3	Apprenticeship support was vital for me to find a new job.
d.	Job-seeking behavior.
JB1	Actively looking for jobs through different channels
JB2	Set aside time each day to search for job-related information.
JB3	Ready to do a job that I love.
JB4	Ready to do a job that's not my favourite
e	Dependent variable.
	- <i>Satisfaction level of income.</i>
SI1	The income at my new job helped me overcome financial difficulties.
SI2	The income at the new job meets my current needs.
SI3	I am more satisfied with this income level than at my previous job.
	- <i>Match between training level and work experience with the new job.</i>

ME1	What I trained before is suitable for the new job..
ME2	My work experience matches the new position.
ME3	Career opportunities at the new job are more precise than at the old one.
	- <i>Intent to stick with the latest assignment for a long time.</i>
IP1	I will be looking for a new job next year.
IP2	I often think about quitting my job

Source: Author's calculation, 2022.

5. Results

5.1. Testing the scale through Cronbach's Alpha coefficient

The Cronbach's Alpha coefficient is also used based on the scales in the indicators, which the authors put into the question of finding out the reasons for assessing the factors affecting re-employment outcomes of youth in Vietnam. . In the theoretical part, the authors selected 43 observed variables that, through the survey, asked for opinions of businesses and management agencies that had an influence.

Table 2: Illustrating Cronbach's Alpha test results for the causal variable affecting re-employment outcomes of youth in Vietnam.

Variable group	Cronbach's Alpha	Conclude
Independent variables		
1 - Work experience	0,672	Accepted/Supported
2. - Training Level	0,813	Accepted/Supported
3. Work skill	0,856	Accepted/Supported
4. English level	0,891	Accepted/Supported

5. Job search skills	0,670	Accepted/Supported
6. Unemployment benefits	0,858	Accepted/Supported
7. Family pressure	0,657	Accepted/Supported
8. Job orientation	0,762	Accepted/Supported
9. Unemployment benefits	0,604	Accepted/Supported
10. Consulting, job introduction	0,678	Accepted/Supported
11. Vocational training support	0,910	Accepted/Supported
12. Job-seeking behaviour	0,672	Accepted/Supported
Dependent variable.		
13. Satisfaction level of income	0,720	Accepted/Supported
14. Match between training level and work experience with the new job	0,812	Accepted/Supported
15. Intent to stick with the latest assignment for a long time	0,671	Accepted/Supported

5.2. Exploratory factor analysis (EFA) results.
Independent variables: Human capital

The analysis results by factor discovery show that the use of factors is relevant to the study data. KMO coefficient is 0.759, the test Bartlett has a p-value < 0.05, and the factor loading coefficients of the observed variables measuring capital All human beings' variance of explanation (TVE) is more significant than 0.5 and greater than 50% (71,367%).

Table 3: Result of exploratory analysis of human capital factors.

Variable	Model 1	Model 2	Model 3	Model 4	Model 5
WE1				0.816	
WE2				0.823	
TL1			0.911		
TL2			0.865		
TL3			0.852		
WS1	0.817				
WS2	0.805				
WS3	0.832				
WS4	0.881				
EL1		0.859			
EL2		0.901			
EL3		0.912			
JS2					0,751
JS4					0,769
KMO					0,759
p-value					0,000
TVE(%)					71,367

Source: Author's calculation, 2022.

Independent variables: Motivation to work

The analysis results by factor discovery show that the use of factors are relevant to the study data. KMO coefficient of 0.801 is more significant than 0.5, check Bartlett's determination has a p-value < 0.05, the factor loading coefficients of the observed variables are dynamically measured, the job search force is more significant than 0.5, and the variance of

explanation (TVE) is greater than 50% (58.126%).

Table 4: Result of exploratory analysis of Motivation to work.

Variable	Mode 11	Mode 12	Mode 13	Mode 14
NS2			0.619	
NS3			0.801	
NS4			0.606	
NS5			0.865	
FP1	0,682			
FP2	0.901			
FP3	0.889			
SP1				0.710
SP2				0.783
SP3				0.669
JO1		0.771		
JO2		0.769		
JO3		0.759		
JO4		0.712		
KMO				0,801
p-value				0,000
TVE(%)				58,126

Source: Author's calculation, 2022.

Independent variables: Unemployment Insurance Policy

The table results below show that the number of factors drawn here is 3, with three main components' total explanatory rate at 75.434% (greater than 50%), the load factor of variables in each of the corresponding elements is more significant than 0.5, the KMO test is 0.753 and the value test significance level Sig = 0.000; important at the 5% significance level, the variables are related to each other as a whole.

Table 5: Result of exploratory analysis of Unemployment Insurance Policy.

Variable	Model 1	Model 2	Model 3
UP1			0.819
UP2			0.801
CI1		0,732	
CI2		0.911	
CI3		0,878	

VS1	0.901
VS2	0.855
VS3	0.913

KMO	0,753
p-value	0,000
TVE(%)	75,433

Source: Author's calculation, 2022

Intermediate variable: Job-seeking behaviour.

The table results below show that the number of factors drawn here is 1, with one major component total explanatory rate at 50.504% (greater than 50%), and the load factor of The variables in each of the respective elements is more significant than 0.5. KMO test result reached 0.733 and significance test value Sig = 0.000; significant at the 5% significance level for variables correlated with each other.

Table 6: Result of exploratory analysis of Job-seeking behavior.

Variable	Model	
JB1	Actively looking for jobs through different channels	0,668
JB2	Set aside time each day to search for job-related information.	0,712
JB3	Ready to do a job that I love.	0,718
JB4	Ready to do a job that's not my favourite	0.753
KMO		0,733
p-value		0,000
TVE(%)		50,504

Source: Author's calculation, 2022

Dependent variable:

The table below shows that the number of factors drawn here is 1, with one main component, the total explanatory rate is 61,004% (greater than 50%), and the loading coefficient of variables in each of the corresponding factors is more significant than 0.5. KMO test analysis results pass 0.911 and significance test value Sig = 0.000; practical at

the 5% significance level, variables are correlated with each other in the population.

Table 7: Results of the analysis of the factor affecting re-employment outcomes of youth in Vietnam

Variable		Model
SI1	The income at my new job helped me overcome financial difficulties.	0,718
SI2	The income at the new job meets my current needs.	0,743
SI3	I am more satisfied with this income level than at my previous job.	0,710
ME1	What I trained before is suitable for the new job..	0,818
ME2	My work experience matches the new position.	0,803
ME3	Career opportunities at the new job are more precise than at the old one.	0,815
IP2	I often think about quitting my job	0,618
IP1	I will be looking for a	0,802

Table 8: CFA analysis results

	CMIN	df	CMIN/df	P	TLI	CFI	RMSEA
Standard values	>>	>0	<2	<0,05	>0,9	>0,9	<0,08
Estimated results	1082.819	599	1.805	0.000	0,933	0,943	0,039

Source: Author's calculation, 2022

The correlation coefficient between components is less than 1, with a standard deviation of less than 0.05. So, the scales of work experience, training level, work skills, foreign language proficiency, job-seeking skills, social network, family pressure, social pressure, orientation jobs, Unemployment benefits, Counseling, job placement, and

new job next year.	
KMO	0,911
p-value	0,000
TVE(%)	61,004

Source: Author's calculation, 2022

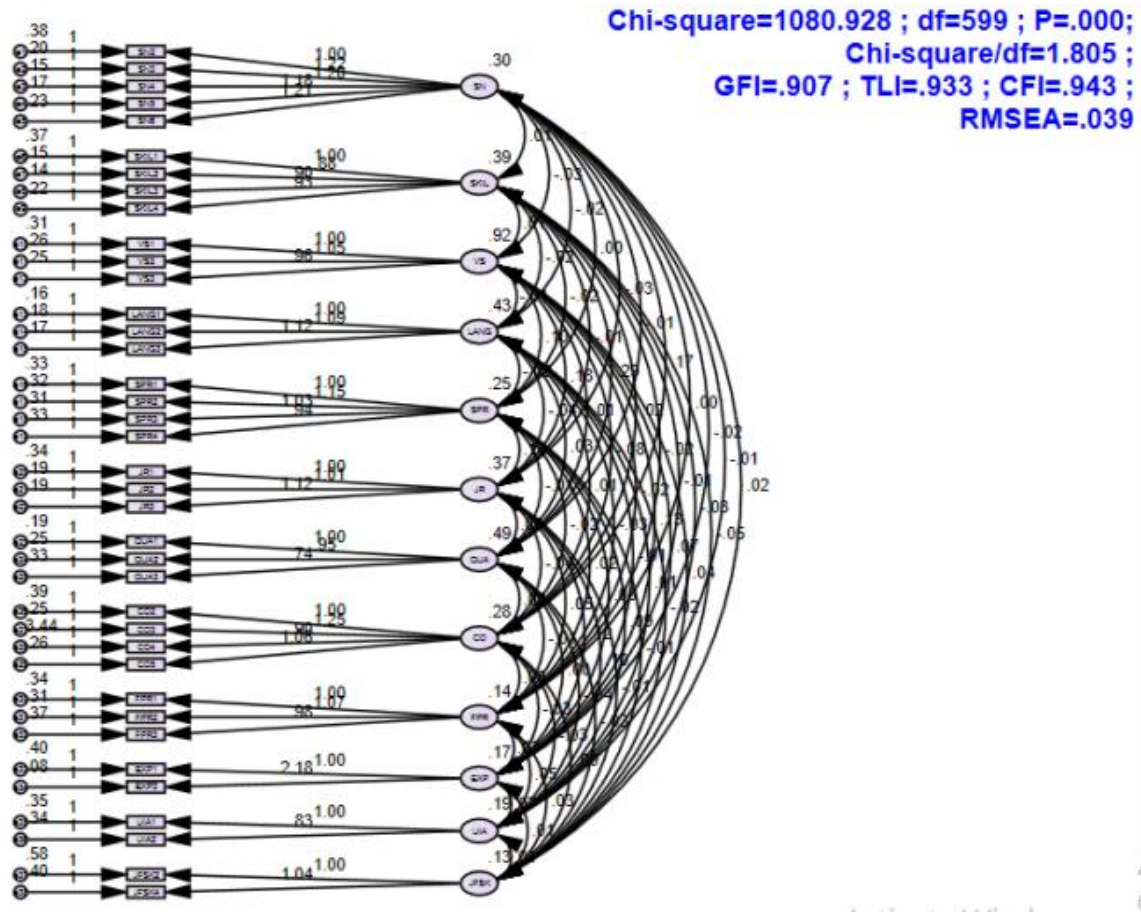
5.3. Confirmatory factor analysis (CFA) results.

The results of the CFA analysis of the component model have Chi-square/df = 1,805 < 2 with p = 0.000. Other indicators show that this model is consistent with the research data (CFI = 0.943; TLI = 0.933; RMSEA = 0.039 < 0.08). Thus, the components, including work experience, training qualifications, foreign qualifications, language, job-seeking skills, social network, family pressure, social pressure, job orientation, unemployment benefits, job placement counselling, and vocational training support, have not been related. The relationship between the errors of the observed variables should be unidirectional.

In the results of the CFA analysis, the measurement model is relatively consistent with the values. The fundamental required values are shown in the following table:

Apprenticeship support all achieve distinctive value. The normalized weights all meet acceptable standards (> = 0.5) and have a statistical significance of 0.000. So concluded that the variables used to measure the aggregate and the total variance extracted are >0.5, so these components are all reliable.

Figure 4.1: CFA. analysis model



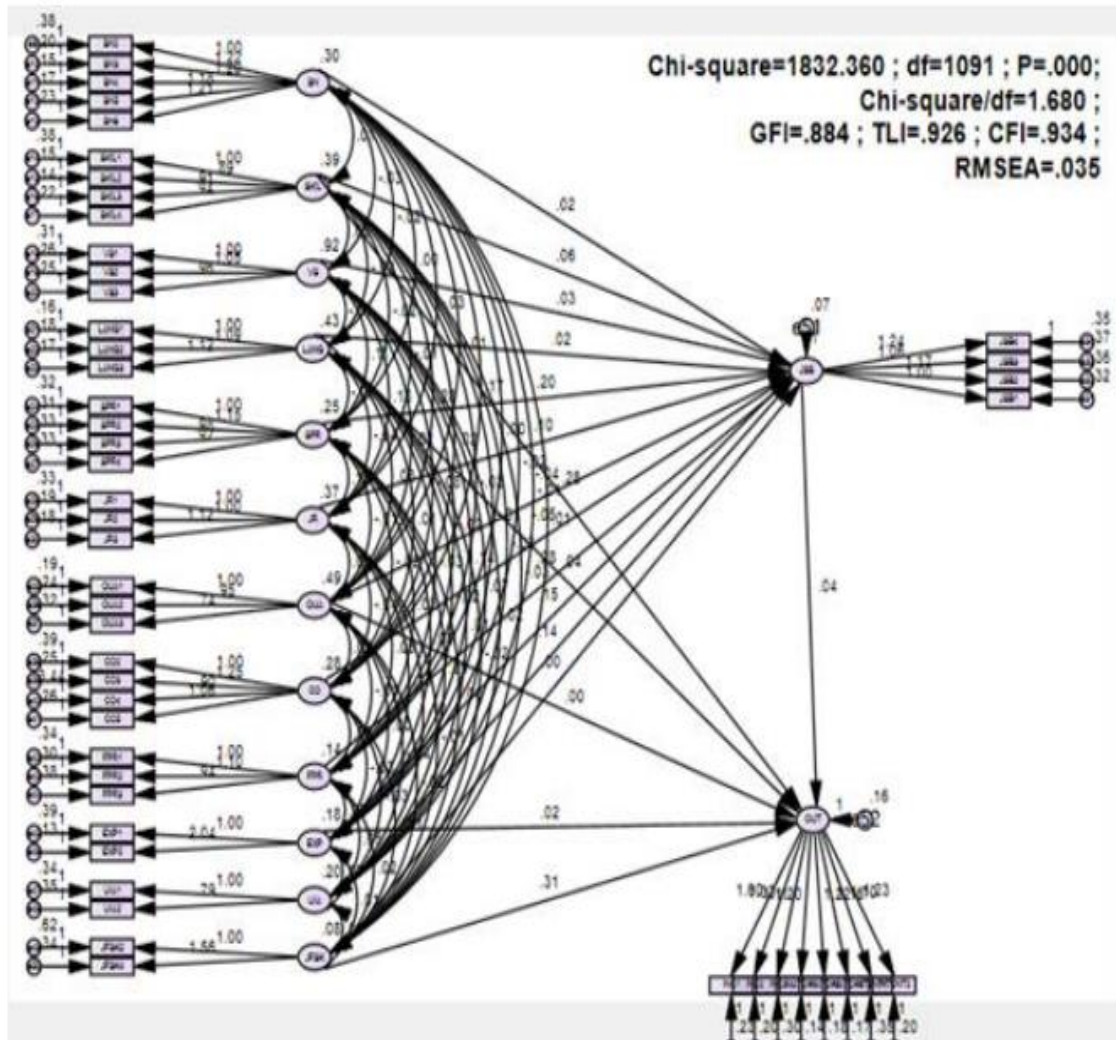
Source: Author's calculation, 2022

5.4. The results of hypothesis testing using SEM

This paper aims to study the influence of human capital, job search motivation and unemployment insurance policy on job-seeking behaviour and subsequently. Is how it affects job search results through two effects: (i) direct impact of human capital on job search results (direct impact role) and (ii) direct impact on job search results. Mediation is the act of looking for a job. In this article, 15 theoretical concepts

are presented, including 13 independent variables established (including work experience, training level, work skills, foreign language proficiency, job-seeking skills, social network, family pressure, social pressure orientation, etc.) job, unemployment benefits, job placement counselling, vocational training support), one intermediate variable (job-seeking behaviour), and 1 dependent variable represented by the standard variable is the job search outcome.

Figure 4.2: SEM model estimation results according to the theoretical model



Source: Author's calculation, 2022

From the analysis of the linear structural model of the study, it has been shown that The model is perfectly consistent with the survey data of the parameters (bottom table). Conclude This result indicates that the parameters have fully

met the standard of conformity of the measurement model with survey data (Nguyen Dinh Tho and Nguyen Thi Mai). Page, 2008)[36]

Table 9: Table of results to evaluate the fit of the model

	CMIN	df	CMIN/df	P	TLI	CFI	RMSEA
Standard values	>>	>0	<2	<0,05	>0,9	>0,9	<0,08
Estimated results	1755.31	1067	1.680	0.000	0,926	0,934	0,035

Source: Author's calculation, 2022

Estimation results of unnormalized coefficients, normalized coefficients, standard

error, and value The critical and statistical test values are shown in the table below.

Table 10: Results of estimating the effects of independent variables on dependent variables intermediary

Impact			Not standardized	Standardized	Normalization error (SE)	Critical value (CR)	Value (P)
OUT	←	WE	0.024	0.023	0.008	10.531	***
OUT	←	TL	-0.009	-0.011	0.015	-0.054	0.916
OUT	←	WS	0.240	0.372	0.109	12.055	***
OUT	←	EL	0.024	0.081	0.002	11.539	***
OUT	←	JS	0.381	0.210	0.026	12.613	***
JB	←	WE	0.140	0.168	0.015	12.055	***
JB	←	TL	-0.024	-0.071	0.008	-10.539	***
JB	←	WS	0.069	0.155	0.015	11.581	***
JB	←	EL	0.012	0.048	0.005	10.705	***
JB	←	JS	0.008	0.005	0.003	0.031	0.648
JB	←	FP	0.019	0.029	0.106	10.291	***
JB	←	SP	0.209	0.262	0.005	13.619	***
JB	←	JO	0.208	0.227	0.018	13.190	***
JB	←	JO	-0.068	-0.091	0.036	-11.008	***
JB	←	UP	0.115	0.137	0.012	11.721	***
JB	←	CI	0.108	0.165	0.008	12.424	***
JB	←	VS	0.019	0.072	0.006	11.740	***
OUT	←	JB	0.042	0.031	0.005	10.510	***

*, **, *** are at the 10%, 5% and 1% statistical significance levels, respectively

Source: Author's calculation, 2022

Results of estimating the direct impact of human capital factors on Job search results show:

- The impact coefficients are all positive and statistically significant at the 1% level. (P<0.01) minus the training level variable (TL), which has an unclear effect due to the value of P > 0.1 (not statistically significant at the 10% level). Therefore, there needs to be more basis for accepting the hypothesis H1.1b.
- The coefficient of the impact of the variable work experience (WE) on the job search results (OUT) is 0.024, showing a positive effect of the experience factor (WE). To job search results (OUT) with statistical significance at 99%. This result supports the research hypothesis H1.1a.

Work skills (WS) positively affect job search results (OUT). With a significance level of P<0.01 and an impact coefficient of 0.372, you show a high impact of all the independent variables on the dependent variable. Therefore, the study accepts accept hypothesis H1.1c.

- Hypothesis H1.d about the direct positive effect of foreign language proficiency language (EL) on job search results (OUT) is supported by the results of analysis produced by the system number of positive effects (0.081) and statistically significant at 99%.

- Similarly, the study also accepts the hypothesis H1.e with the impact coefficient of job-seeking skills (JS) on job search results (OUT) of 0.210 with the value P<0.01.

The results of estimating the impact of human capital factors on the job search (JB) variable show that:

- Work experience (WE), work skills (WS) and foreign language (EL) have a positive impact on job-seeking behaviour with the more extensive estimation system. 0 and statistically significant at the 99% level. In which work experience is practical is the largest in the group of human capital factors with an impact system of 0.168. Therefore, hypotheses H1.2a, H1.2c and H1.2d are accepted.

- The coefficient of the impact of the variable training level (TL) on job-seeking behaviour (JB) is negative, showing the negative relationship between these two variables, so hypothesis H1.2b was rejected.

- Similarly, hypothesis H1.2e about the positive effect of search skill job (JS) on job-seeking behaviour (JB) was also rejected because the impact factor was no Statistical significance with $P > 0.1$

For the group of factors on job search motivation:

- Coefficient to estimate the impact of 3 out of 4 factors on the intermediate variable Job-seeking behaviour (JB) has a positive value, including social network (FP), family pressure (SP) and social pressure (JO). At the same time, the estimates are all statistically significant at the 99% level, so the study accepts the hypotheses H2a, H2b and H2c.

- The impact of family and social pressure on job-seeking behaviour is equivalent, with an impact factor of 0.227. In contrast, the work-oriented factor job hurts job-seeking behaviour with a negative coefficient at the Statistical significance level of 99%, so hypothesis H2d is rejected.

Regarding the impact of the unemployment insurance policy:

- All three elements of the Unemployment Insurance policy, including unemployment benefits (UP), Job placement counselling (CI) and vocational training support (VS), all have a positive impact coefficient.

On job-seeking behaviour with 99% statistical significance, hypotheses H3a, The analytical results support H3b and H3c.

For the variable mediating job-seeking behaviour (JB):

- The impact of the intermediate variable job-seeking behaviour (JB) on job-seeking results (OUT) is positive with an impact coefficient of 0.031 and statistically significant with $P < 0.01$, so hypothesis H4a is supported. Thus, the analysis results show that human capital factors, motivation to find a job and unemployment insurance policy impact the intermediate variable of job-seeking behaviour and job-seeking behaviour. Job search. Therefore, it can be concluded that job-seeking behaviour is the mediator in the relationship between human capital, motivation to find work, unemployment insurance policy and job-seeking results (hypothesis H4b is supported).

Indirect effects of factors on human capital, motivation to find work and Unemployment insurance policy on job search results through the adjustment of the mediating variable of job-seeking behaviour is shown in the table below:

Table 11: Indirect impact of human capital, job search motivation and unemployment insurance policy on job search results.

Impact		Coefficient	
Human capital			
OUT	←	WE	0,0061
OUT	←	JS	0,0001
OUT	←	TL	-0,0025
OUT	←	EL	0,0012
OUT	←	WS	0,0041
Motivation to work			
OUT	←	CO	-0,0021

OUT	←	FP	0,0007
OUT	←	SP	0,0088
OUT	←	JO	0,0087
Unemployment Insurance Policy			
OUT	←	UP	0,0049
OUT	←	CI	0,0050
OUT	←	VS	0,0028

Source: Author's calculation, 2022

Estimating the indirect impact of human capital on job search results also shows that only the training level (TL) variable hurts the job search results. At the same time, the other factors have a positive impact on job search results. Which work experience (WE) has the most significant impact with an impact factor of 0.0061, next followed by job skills (0.041), foreign language skills (0.0012) and job-seeking skills (0.0001)?

Three variables positively and indirectly affect the motivation to find a job. On-the-job search results in it are moderated by job-seeking behaviour with the following order of Impact: family pressure (SP) > social pressure (JO) > social network (FP). Impact The indirect effect of job orientation (CO) on job search results is the opposite to the coefficient negative Impact.

All three factors of unemployment insurance policy have an indirect positive impact on the outcome of job search results, in which unemployment benefits (UP) have the most significant impact, followed by job placement counselling (CI), and finally, vocational training support (VS).

Based on the results of quantitative analysis, the thesis synthesizes the tests Research hypothesis on the relationship between human capital, motivation to find a job, Unemployment insurance, and job-seeking behaviour to job search results in the table below:

Table 12: Summary of the effects of testing the research hypotheses.

Hypothesis	Content	Results
H1.1a	Work experience has a direct positive impact on job search results.	Accepted
H1.1b	Education level has an immediate positive effect on job search results.	Rejected
H1.1c	Job skills have a direct positive impact on job search results.	Accepted
H1.1d	Foreign language proficiency has a direct positive effect on job search results.	Accepted
H1.1e	Job search skills have an immediate positive impact on job search results.	Accepted
H1.2a	Work experience has a positive effect on job-seeking behaviour.	Accepted
H1.2b	Education level has a positive impact on job-seeking behaviour..	Rejected
H1.2c	Job skills have a positive effect on job-seeking behaviour.	Accepted
H1.2d	Foreign language proficiency has a positive impact on	Accepted

	job-seeking behaviour.	
H1.2e	Job-seeking skills have a positive effect on job-seeking behaviour	Rejected
H2a	Social network has a positive effect on job-seeking behaviour.	Accepted
H2b	Family pressure has a positive impact on job-seeking behaviour	Accepted
H2c	Social anxiety has a positive effect on job-seeking behaviour.	Accepted
H2d	Job orientation has a positive impact on job-seeking behaviour.	Rejected
H3a	Unemployment benefits have a positive effect on job-seeking behaviour.	Accepted
H3b	Job placement counselling has a positive impact on job-seeking behaviour.	Accepted
H3c	Apprenticeship support has a positive effect on job-seeking behaviour.	Accepted
H4.1	Job-seeking behaviour has a positive	Accepted

	relationship with job search results.	
	Job-seeking behaviour mediates the relationship between human capital, job search motivation, unemployment insurance policy and returns to work outcomes.	Accepted

Source: Author's calculation, 2022

6. Conclusions

Human capital (including factors: work experience, training level, and technical skills), employability, foreign language proficiency, and job-seeking skills) have both direct and indirect on the job search results of unemployed youth. The impact of working skills on job search results is the largest in a direct hit and ranked 2nd in indirect implications, showing the importance of job skills in the job search process of unemployed youth. Job-seeking skill is a new factor proposed by the author to be added to the model proven to have a significant direct and indirect impact on job search results (ranked 2nd in the group of human capital factors). The author also proposes the element of foreign language proficiency to be new to match the actual context in Vietnam. When the assembly process of International integration is taking place firmly, more and more companies and organizations with foreign elements are operating in Vietnam, leading to an increasing demand for the ability to use employees' use of foreign languages. The results of the quantitative analysis show that foreign language proficiency has a direct and indirect positive impact on the return to job search results. The degree is a barrier that businesses have to pay high salaries. Therefore, this is also

a barrier that makes bar unemployed youth who need help finding work return to their status as unemployed, contrary to the opposite when they are working and looking for a new job to change.

Job search motivation and job search results: From the built theoretical model and quantitative research results, It is confirmed that job search motivation indirectly impacts job search results through the intermediate variable job seeking behaviour. Two factors are proposed by the author New addition to the research model is that family pressure and social pressure play dominant and equal positive impacts on job search results (with a coefficient of equally positive effects). Therefore, the job orientation of unemployed youth in the research sample negatively impacts job search results through search behaviour. However, this finding contradicts the views of some scholars around the world, such as Wanberg et al. (2002)[37], McArdle et al. (2007)[38], and Zikic and Saks (2009)[39]. This contrast is partly explained because when employees are job-oriented, they believe in their ability to find work, so the level of positivity in job search activities. Instead, they only target a few that the job position is suitable for them, and they need more time to be ready for the opportunities for jobs they consider less promising. Therefore, the job orientation is clearer job seekers are less likely to engage in job-seeking activities, thus indirectly affecting inversely on job search results.

Unemployment insurance policy and job search results. All three support regimes for unemployed people under the Unemployment Insurance policy proposed by the author to be included in the study are confirmed to have a positive relationship with the search results. Job Returning through intermediaries is job-seeking behaviour. Although the unemployment insurance regimes are different and differ according to the characteristics of each country, this result is similar to the finding

from the research of many scholars around the world, such as Vouri and Vesalainen (1999)[40], Graversen and Van Ours (2008)[41] and Koen et al. (2015)[42].

7. Limitations and directions for future research

The study is currently only conducted on a sample of young adults' formal employment in Vietnam and the return to work of unemployed youth. To react accurately and sustainably, long-term research should be carried out to monitor employment quality for at least 1-3 years after finding a job. From there, the basis for assessing job quality and employee satisfaction with the job is more convincing.

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