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Abstract: This study discuss about the mobility of labor between services and non-services sectors in Palembang city. Labor mobility is divided into moving sector of employment and not moving sector of employment. Data used in this study is secondary data obtained from the Central Statistics Agency of Palembang, as well as primary data obtained through a questionnaire of 100 respondents. Respondents were obtained using non-probability sampling technique with purposive sampling method. The analysis technique used is a binary logistic regression. The results showed that wage and work experience significantly influencing the possibility of labor mobility. Wage variable positively effect on the probability of labor mobility between sectors, while work experience has a negative effect on it.

1 INTRODUCTION

The city of Palembang is one of the major cities on the island of Sumatra which has the potential to experience a shift in the structure of the economy which certainly changes the sector in employment. Palembang initially relied heavily on the industrial sector as a sector that was able to generate the largest share in Gross Regional Domestic Product (GRDP), but due to the current contribution experienced a shift in the leading sectors, namely the industrial sector which experienced a decline and vice versa the service sector increased more (Yunisvita, 2011) .

According to Clark (1941), Kuznets (1957), and Fuchs (1980) in Ahmed and Ahsan (2011) observed that the shift in the economic structure from agriculture to industry then from industry to services occurred during economic development. The service sector is considered to be an indicator that shows progress in the economy.

The service sector is divided into several sub-sectors, including large and small traders (including hotels and restaurants), transportation, government, finance, professional services and personal services such as education, health, and real estate services. Meanwhile, the manufacturing sector runs its business by converting raw materials into semi-finished products or finished products. There are several manufacturing sectors, including producers of transportation equipment, food and soft drinks, machinery, medicines, home furnishings, textiles, and so on.

Table 1: Sectoral Gross Regional Domestic Product Contribution in Palembang City 2010-2016 (%)

Years	Agriculture	Industry	Service
2010	0.55	39.55	59.90
2011	0.54	39.07	60.39
2012	0.52	38.38	61.10
2013	0.53	37.45	62.02
2014	0.55	37.06	62.39
2015	0.54	37.03	62.14
2016	0.53	36.34	62.13

Source: Palembang Central Bureau. The Gross Regional Domestic Product of Palembang City According to the 2012- 2016 Economics Sector, processed in 2018

The service sector has the largest contribution to the economy in the city of Palembang. The contribution of Gross Regional Domestic Product from the services sector during 2010-2016 experienced an average contribution of 61.58% with the largest contribution in 2016 reaching 63.13%.

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While the industrial sector contributes an average of only 37.38% and the largest contribution occurred in 2010, which was 39.55%. Furthermore, the agricultural sector has the smallest average contribution of only 0.54%. This shows that the service sector dominates the GRDP of Palembang City.

Economic structure transformation is not only defined as sectoral domination in the formation of Gross Regional Domestic Product (GRDP) but also sectoral domination of employment absorption. Thus, when the industrial share falls, the absorption of labor in the sector will also go down. This causes the service sector to become more dominant. The phenomenon of labor reduction in certain sectors as a result of workers preferring to work in other sectors (Herdianti, Burhan, and Pratomo, 2015).

The provision of employment opportunities usually follows the economic developments that occur. If in the early years of economic development more people worked in the agricultural sector, then in line with economic development there was a transformation of employment to more complex jobs, namely industry and eventually to the service stage (Tjiptoherijanto, 1997 in Utomo, 2014).

Kusreni's research (2009) explains that employment opportunities in Indonesian cities are generally dominated by the service sector that is public service, therefore the service sector has experienced a rapid increase in labor for urban areas. While the agricultural sector experienced a decline while the industrial sector was relatively constant.

Alexandi and Marshafeni (2013) said the increase in labor in the service sector was influenced by the minimum wage policy determined in an area. This means that a high minimum wage causes the absorption of labor in the service sector to also increase.

Research conducted by Herdianti, Burhan, and Pratomo (2015) states that an increase in the number of workers in the industrial sector and services is a result of a decrease in the workforce in the agricultural sector. This decrease will increase the community's per capita income.

According to Soekartawi (1995) in Utomo (2014) an increase in the number of people in rural areas causes difficulties in obtaining productive employment in the agricultural sector. Because the work in the agricultural sector is not too much and only relies on a small number of workers, thus encouraging workers who are not accommodated will move to the non-agricultural sector.

Table 2: Population aged 15 years and over According to the job sector of Palembang City in 2013-2015 (people)

Job Sector	Years		
	2013	2014	2015
Agriculture	6583	14 290	33 997
Industry	65 026	81 339	72 291
Service	528 791	565 563	565 863
Amount	600 408	661 192	672 151

Source: Palembang in Figure 2013-2015, Palembang Central Bureau, processed in 2018

From Table 2 it can be seen that during 2013-2015 the number of workers in the agricultural sector continued to increase. This increase is more than double every year. But the increase in the number of workers is not much greater when compared to the service sector.

The service sector which includes trade, hotels and restaurants, community services, other services, has the most number of workers from 2013 to 2015. The biggest increase in labor is in 2014, which is around 36,772 people more than in 2013. Then the number increased in 2015 even though the increase was not too large.

In the industrial sector the number of workers in 2015 decreased by 0.89 lower than the number of years before. But when compared with the number of workers in 2013, the number is 1.11 times more.

The number of workers in the industrial sector fluctuates and tends to decline, while the number of labor services in the city of Palembang continues to grow. This shows that workers in the industrial sector perform labor mobility between sectors. Worker mobility occurs as a result of a decrease in employment in the industrial sector and an increase in employment in the service sector.

According to Sulistyono (2011), the mobility of labor from certain sectors is influenced by: (1) the level of education, where the higher the level of education of a person, the easier it is for someone to move labor. (2) the age factor makes someone choose the right job. Old age makes people choose jobs that are easy, and do not require a lot of energy. (3) the level of wages is the main factor that determines a person to work in a particular sector. If the sector of work that has been undertaken has a lower wage rate than other occupational sectors, the greater the motivation of someone to move jobs.

The difference in wage systems is one of the factors that determine the mobility of workers between sectors. Permata, Yanfitri, and Prasmuko (2010) argue that the difference in wage systems is

one of the factors that directly affect the mobility of workers both across companies in the same industry or across different industries.

Akkemik (2005) that workers are more likely to move to other sectors that provide wage increases, meaning that workers prefer sectors with better productivity than other economic sectors. Ahmed and Ahsan (2011) argue that the higher the skills, education, work experience, and work needed, the higher the wages paid. Miskiyah, et al (2017), Euwals (2001), and McLaughlin and Bils (2001) state that if wages received in jobs are now very low, workers tend to look for jobs that offer higher wages.

Previous work experience also affected labor to move to other sectors. Permata, Yanfitri, and Prasmuko (2010), show that workers who have had work experience in the formal sector have a tendency to move 45% more than workers who do not have work experience in the formal sector. Even in the industrial sector, workers with formal work experience have a tendency to move 6.4% higher.

Miskiyah et al. (2017) shows that individuals who have had longer work experience, the opportunity to change jobs is increasing. Experience controlling all types of jobs and also sources for these workers to earn better income from previous jobs.

Education can affect the workforce in finding and carrying out work. Workers who have a higher level of education will make it easier to move jobs. Sulistyono (2011) states that education has a positive effect on worker mobility. This means that the higher the education that is owned by workers, then encourages workers to do mobility.

According to Souza-Pouza and Henneberger (2004) workers with low education tend to do fewer jobs. This can be explained in terms of the theory of human resources that the higher a person's education shows the higher investment in education as well as the wide scope of expertise that can be offered to company owners.

Age can be a factor that influences labor mobility. Markey and Parks (1989), Souza-Pouza and Henneberger (2004), age is the most prominent determinant factor in determining the transfer of positions of voluntary work. The more age a person tends to experience a decrease in the transfer of positions. Most workers move jobs under the age of 45

McLaughlin and Bils (2001) also stated that the increasing age of workers tended to have fewer jobs. The rate of job turnover has declined sharply with the increase in the age of workers also stated by Goldberg and Aaronson (1999) that the increasing age of workers will reduce the chance of moving jobs between industrial sectors as a whole. Magnani (2001) also argues that younger female workers tend to change jobs more.

2 LITERATURE REVIEW

2.1 Fisher Development Model

Fisher (1939) proposed a theory of shifting patterns of economic structure that focused on changes in production and the use of factors of production with the development of an economy. Fisher's hypothesis is famous for the Three Stages of Economics Development or three stages in economic development consisting of pre-industrial (pre-industrial), industrial (industrial), and post-industrial (post-indutrial) and divides the economy into three sectors namely the sector primary, secondary and tertiary sectors. In the final stages of economic development, consumer demand for services will increase.

Fisher's results were supported by Clark's (1949) statistical study in Herdianti, Burhan and Pratomo (2015), that consumer demand for manufactured goods will stagnate and consumer demand will shift to the service sector as well as labor. The movement of labor from one sector to another is also caused by differences in productivity of each sector. Both studies are often known as the Fisher-Clark Model of Development.

2.2 Job mobility

Job mobility Worker mobility is the change of work to a different job, type of work to another type of work, or employment status to a different job status (Alatas and Trisilo, 1990). Work mobility can be seen from two sides. First, the view of the status of job mobility which includes workers who have moved jobs and workers who have not / have never changed jobs. Second, work mobility is seen from shifting types of work from one sector to another. The transition from one job to another has an important role in the economy, because it involves improving the welfare of workers. In addition to job shifting, there is a match between the company and the workforce, where companies want a quality workforce while workers expect higher wages. In making a decision to move a job or keep working long time is usually influenced by several factors,

but usually the most dominant factor is the desire to get more income. (Miskiyah, et al, 2017).

According to Tarmizi (2014) the mobility of workers between types of work or occupation depends on: a) incentives to move to other jobs with higher skills, b) disintegration out of work with lower skills, c) retraining, and d) facilities for energy counseling services work. While labor mobility between companies is affected by: a) recruitment and dismissal, b) overpayment, c) reservation wages, d) requirements for the bidding of permanent employment contracts and e) retirement claims.

2.3 Migration Theory

The definition of migration in the broadest sense is a place where geographical mobility resides which includes all population movements that cross certain boundaries in a certain period (Mantra, 1992). Migration is the transfer of a worker from one economic region to another. Migration can affect the supply of labor in the long run and can also be seen as an investment decision because a migrant hopes to obtain a higher income stream in the future (Santoso, 2012).

2.3.1 Theory Harris-Todaro

Todaro said the migration from the traditional sector in rural areas to the modern sector in urban areas was determined by two factors, First, the level of real wage differences between the agricultural sector (rural) and the industrial (urban) sector. Second, there are opportunities to get jobs in urban areas. Migration will occur if there is an expected rate difference between the agricultural sector in rural areas and the industrial sector in urban areas. If the expected expected rate is higher in the rural agricultural sector, there will be no migration from urban to rural areas. (Sjafrizal, 2012).

Based on Haris – Todaro's theory, Palembang City is an urban area whose agricultural sector is not very dominant. Characteristic of urban areas is the dominant industrial sector and services sector (Sjafrizal, 2012), therefore it is assumed that migration in the city of Palembang is from the non-service sector to the service sector where the non-service sector represents the sector in rural areas and the service sector represents the urban sector (Sjafrizal, 2012).

3 RESEARCH METHODS

This study analyzes the factors that influence opportunities for mobility of workers from the non-service sector to the service sector. The object that will be examined in this study are workers who work in the service sector in the city of Palembang. The variables to be examined include the dependent variable namely worker mobility and independent variables namely wages, work experience, level of education and age.

The population used in this study were all residents of Palembang City who worked in the service sector. Based on BPS data from Palembang City in 2015, the number of workers in the service sector is 565,863 people.

The size of the sample to be taken is determined using the Slovin formula (Bungin, 2011) so that the number of samples obtained is 100 people. The sampling technique uses purposive sampling technique. Respondents who will be given a questionnaire must have the following characteristics: 1) Workers in the service sector 2) and / Have worked in the non-service sector.

The data analysis method used is the Binary Logistic Regression Model. Variable regression analysis of worker mobility between sectors is based on two categories: (1) move; and (0) do not move According to Hosmer, Lemeshow, and Studirvant (2013), and Agresti (2007), the binary logit equation model is:

$$g(x) = ln\frac{\pi(x)}{1-\pi(x)} = \beta_0 + \beta_1 x_1 + \beta_2 x_2 + \beta_p x_p$$

From the equation, the model in this study is as follows:

$$\text{MP (ln)} = \ln\left(\frac{\text{p}}{1-\text{p}}\right) = \beta_0 + \beta_1 \text{WAGE} + \beta_2 \text{EXP} + \beta_3 \text{EDU} + \beta_4 \text{AGE} + \mu$$

Remarks: MP = Job Mobility (1 = Move job sector; 0 = Not move the job sector)
P = Probability of respondents who perform work mobility between sectors; 1-P = Probability of respondents who do not perform work mobility between sectors; WAGE = Respondent's salary / month (in rupiah); EXP = Respondent's work experience (in years); EDU = Formal education of respondents (in years); AGE = Age of respondent (in years)

According to Yamin and Kurniawan (2014) the results of the logistic regression equation cannot be directly interpreted from the coefficient value as in ordinary linear regression. Interpretation can be done by looking at the value of Exp (B) or the exponent value of the regression equation coefficient that is formed.

Nachrowi and Usman (2002) describe the interpretation of coefficients in logistic models carried out in the form of odds ratios (risk comparison) or in adjusted probability (probability occurs). Odds are defined as p / (1-p) (risk), p represents the probability of success (occurrence of events y = 1) and 1 - p states the probability of failure (occurrence of event y = 0).

Odds Ratio, Ψ is a comparison of the Odds value (risk) in two individuals, for example individuals A and B.

Odds Ratio is written as:

$$= \Psi \qquad \frac{p(X_A)/\,1 - p(X_A)}{p(X_B)/1 - p(X_B)}$$

Based on bivariate data (X, Y); X is a continuous independent variable and Y is the response variable one-zero, then the interpretation of the coefficients in the logistic model is any rise in unit C unit on the independent variables will result in the risk of y = 1 exp (C) times greater.$\beta_j\beta_j$

3.1 Goodness of Fit Test

To assess the hypothesized model fit by using: 1) Hosmer and Lemeshow Test that is, if the probability values> 5%, it means the binomial logistic regression model is feasible for further analysis. 2) to see the value of logistical survival (-2LL). If there is a reduction in the value of the initial value -LL (block 0) with the next step -LL value then this indicates that the hypothesized model is fit to the data Sujarweni (2014).

3.2 Operational Definition of Variables and Indicators

Table 3: Operational Definition of Variables and Indicators

Variable	Definition	Unit	Scale
Labor Mobility	transfer of jobs from Certain sectors to the same or different sectors	1 = Move the employ ment sector; 0 = No change sector of employ ment	Nominal
Wage	The consideratio n received in the form of money or goods	Rupiah	Nominal
Work Experi-ence	Length of employment to be taken	years	ratio
Education	The duration of formal education completed	years	ratio
Age	Worker's Age	years	Nominal

4 RESULTS AND DISCUSSION

4.1 Cross tabulation of Job Mobility and Economics Variables

Cross tabulation of worker mobility and economic variables, including wages and work experience. Table 4 shows that service sector worker respondents who have a wage of Rp.2,000,000 to less than Rp.3,000,000 reach a balanced amount, which is 15% between those who do not move or those who move jobs. At the same wage range this amount is the biggest for workers who do not change jobs.

As many as 9% of respondents who received a wage of Rp.3,000,000 to less than Rp.4,000,000 did not carry out mobility and as much as twice that amount did work mobility. This is also the largest number of all respondents who conduct mobility.

Service sector workers who have a wage of Rp.4,000,000 up to less than Rp.5,000,000 are only 6% who do mobility. The comparison between those who do mobility and not mobility is 1: 2.

Table 4: Cross tabulation of Wage and Job Mobility

Wage (million)	job Mobility		Total
	Not move the job sector	Move job sector	
<2	6	5	11
2 - <3	15	15	30
3 - <4	9	18	27
4 - <5	3	6	9
> 5	7	16	23
Total	40	60	100

Source: Field Survey, 2018

Table 5: Cross tabulation of Work Experience and Job Mobility

Work Experience	job Mobility		Total
	not move the job sector	Move job sector	
<5	14	46	60
5 - <10	8	8	16
10 - <15	2	4	6
15 - <20	2	2	4
> 20	14	0	14
Total	40	60	100

Source: Field Survey, 2018

Table 5 shows that service sector workers who have less than 5 years of work experience are the most engaged in labor mobility, which is 46%. All respondents who had more than 20 years of experience did not carry out mobility as much as 14%.

The same amount is also found in the work experience of less than 5 years. This amount includes the most for respondents who do not perform worker mobility. Furthermore, as many as 4% of service sector workers who have 10 years of work experience and less than 15 years of age have moved jobs and half of that number is settled in their jobs.

In the range of work experience of 5 years to less than 10 years, the number of respondents who did work mobility or who did not do mobility were 8%. This is also found in different experience ranges of 15 years to less than 20 years. But the number is four times less than the range of 5 years to less than 10 years

4.2 Cross Tabulation of Job Mobility and social variables demograpic

Cross tabulation of worker mobility and social demographic variables, including education and age. Table 6 shows that respondents with high school education are the most dominant in carrying out labor mobility, which is 35%. Then 20% is also the most dominant in deciding to stay on the job. Respondents who do mobility are almost twice as many as those who do not mobility. As many as 6% of respondents with D3 education were the least engaged in labor mobility and as much as 9% at the same level of education also became the least settled in their jobs.

Table 7 shows that service sector workers who have an age range of 25 <30 years are the most mobility, namely 27%. This number is three times more than the number of workers from the three oldest age ranges, only 9%. Whereas 19% of workers who are in the age range <40 years are the most who do not change jobs. This is because the older age makes it difficult for workers to get new jobs so they prefer to stay in old jobs. In addition to age, older workers have limitations in terms of physical strength and productivity.

Table 6: Cross tabulation of Education and Job Mobility

Education	Job Mobility		Total
	Not move the job sector	Move job sector	
Senior High School	20	35	55
Diploma	9	6	15
S1	11	19	30
Total	40	60	100

Source: Field Survey, 2018

Table 7: Cross tabulation of Age and Job Mobility

Age	Job Mobility		Total
	not move the job sector	Move job sector	
<25	7	24	31
25 - <30	7	27	34
30 - <35	4	3	7
35 - <40	3	3	6
> 40	19	3	22
Total	40	60	100

4.3 Binomial Logistic Result

Based on the hypothesis, with $\alpha = 0.05$ and degrees of freedom (df) = k = 8, a value of χ^2 (p) is obtained from the chi-square distribution table of 5875. with a significance value of 0.66. This means that a binary logistic regression model that is feasible to use for the next analysis and the null hypothesis which states that no independent variable has a significant effect on the dependent variable can be rejected.

Furthermore, by using the log likelihood value it can be seen that there is a reduction in the value of -LL at step 0 that is equal to 134.602 with a value of -2LL in step 1 which is equal to 95.525. So that it can be stated that the model hypothesized is fit with the data. it can be concluded that together (simultaneously), 4 independent variables significantly affect the mobility of workers between sectors.

Table 8 The Summary Model shows that the data obtained has a Nagelkerke's R Square value of 0.437. This shows that the ability of independent variables, namely wages, work experience, education and age in explaining the dependent variable, namely the probability or opportunity of worker mobility between sectors in the city of Palembang is 43.7 percent, while 56.3 percent is explained by other factors outside the model.

Table 8: Model Summary

-2 log likelihood	Cox & Snell R Square	Nagelkerke R Square
95.525	0.323	.437

Source: Field Survey, 2018

By using binary logistic regression, the test results are shown in Table 9 below.

Table 9: Binomial Logistic Results

Variables	B	Sig	odds Ratio
Wage	0,000	0,029	1,000
Exp	-0.135	0.092	0.874
Edu	-0.184	0.184	.832
Age	-0.059	.219	.942
Constant	4.245	.070	777

Source: Field Survey, 2018

Based on the table, the regression equation model that will be formed is as follows:
Zi = 4,245 + 0,000 Wage - 0,135 Exp - 0,184 Edu - 0,059 Age.

The wage variable has a coefficient of 0,000 with a value of Odds Ratio 1,000. This shows that the wage variable has a positive influence on the probability or opportunity for worker mobility between sectors. When wages rise, the probability or opportunity for workers to move the job sector is 1,000 (one) times higher than workers who do not change jobs. For example, the current wage offered is 1 million, which moves the employment sector by 50%, then if wages rise to 2 million, mobility workers increase 1-fold to 100%.

This is in accordance with the Haris-Todaro theory that the level of difference in real wages between the traditional sector which is assumed to be the non-service sector and the modern sector is assumed to be the service sector will cause high opportunities for workers to carry out mobility. Workers who do mobility are attracted to high wages because high wages can meet all their living needs to achieve prosperity.

As expressed by Akkemik (2005) that workers will move when new jobs have a high level of productivity so that the wages they produce are also high. Permata, Yanfitri, Prasmuko (2010) also argued that the same level of wages in each sector of employment resulted in the movement of labor. Sulistyono (2011) also got the same result that high wages in the non-agricultural sector will increase worker mobility. Maulida's opinion (2013) a wage increase of only Rp1 will cause in-migration to increase by 0.32%.

Work experience variables have a negative and insignificant effect on the probability or opportunity of worker mobility between sectors in the City of Palembang. This can be seen from the coefficient of -0.135 and a significance level of 0.092 greater than the significance level of 5% or 0.05. But at a significance level of 10% or 0.1 experiencing variables have a negative and significant effect. The Odds Ratio value of the experience variable is 0.847. Odds Ratio values show that the more work experience a worker has, the probability of moving a job sector is 0.832 times lower than not moving the job sector.

The results of the study are different from Miskiyah. et al (2017) that experience variables are the most influential on worker mobility. Workers who have longer work experience, the opportunity to change jobs is increasing. Nasa (2017) also got the same results in his research on the decision to migrate. Work experience variables have a positive and significant influence. This means that the higher

the worker's experience, the higher the decision to migrate (settle) in Palembang City.

Educational variables have a coefficient value of -0.184. and Odds Ratio value of 0.832. The results show that the higher the education that is owned by workers, the opportunity or opportunity to move the job sector is 0.832 times lower than not moving the work sector. But the influence of education variables is not significant.

Education variables are not significant because most respondents who have high school, D3, and S1 levels have the same opportunity to move the job sector. The level of education can be accepted in any sector. Even some respondents with secondary school education are the most likely to move because there are insiders who are known by some respondents. In addition there are other factors, namely their desire to change jobs or settle down. Workers who have a higher level of education are usually reluctant to move because they feel comfortable with the current work environment.

Furthermore, the age variable of the age variable has an Odds Ratio value of 0.942 with a coefficient of -0.059. This means that the more the age of the worker, the probability or probability of the worker doing mobility becomes 0.942 lower. But education variables also have no significant effect on the mobility of workers between sectors in the city of Palembang.

Based on the facts obtained in the field, the reason for the age variable is insignificant, namely that there are some workers whose ages are old but are forced to change jobs because they are laid off and have to find another job. The average worker who is old and still working is the head of the family and the backbone of the family.

5 CONCLUSION

The average wage of workers in the service sector is Rp. 3,411,000. The average wage, which is only Rp.2,294,000, can be classified as wages for workers in the service sector. Experience and work is 7.18 years and things that are relevant to affordable work in the service sector. The average level of education in the service sector is secondary school, which can be used in this sector, especially what is needed. The average time given by workers in the service sector is 30.8 years. This shows that workers in the service sector are still relatively productive.

Variables that affect mobility between worker sectors are wage variables and work experience. Positive influential wage variables that provide high yields are offered in sectors that generate a lot of work in the Palembang city sector. Negative variable work experience. If the work experience is longer, the lower the chance to change jobs. education and stock variables. While the level of education and the influence of age are not significant.

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