

Abstract

This research excavates the system of the labor market to increase the reliability of knowledge about the LMI and their current position in the labor market with a monopsony market structure by only using power to buy services, using wages as a proxy for hiring and recruitment, to estimate the casual effect of mediators on the labor market. Our result shows the LMI's who are substantially worse subsequent to the labor community because of their monopsonist mindset. This creates the misconception that apprentices and experienced workers who served in the same firm. But albeit this, two of the different mediators were found in the cluster Kotri, one of the firms that are registered and maintain their position to capture the entire market. And the other one is individuals and unregistered intermediaries that individuals named "Thekedar" are using their power with influential references to survive and control the market not by their Wages rate. A mediator option varies with the number of workers, and from which position do they vary and how they matter for firms? Are they satisfied with the hiring policies of their receivers of service? Offerings are more than labor market intermediaries in any other firms? However, the function of the cluster's matching to provider of services and receiver of services. And the examples of LMI's are included in the factual base. I argue that the labor market intermediary's role impacts the industrial cluster Kotri, and their position as mediator creates Monopsony, with agreed to redress workers. The result unearths examples of mediator's practices. The most enthusiastic intermediary initiatives were able to: target specific industrial clusters by hiring and recruitment with wages rates from the mediators; build communication with labor and top-level management or their representatives; and provide both appropriate wages rates with job security after and during training.

Keywords: Labor Market Intermediaries; Monopsony; Wages Rates; Hiring & Recruitment; Jobs retention.