

The Effect of Economic Growth, Minimum Wage, and Population on Labor Absorption in Regencies and Cities of Central Java Province

Tiara Amalia Puasanty¹, Wiwin Priana Primandhana², Wiryana Wardaya³

^{1,2,3} Department of Development Economics, Faculty of Economics and Business,
National Development University "Veteran" East Java

Corresponding author: 20011010150@student.upnjatim.ac.id

Abstract

Labor absorption is one of the important indicators in the success of economic development, especially in Central Java which faces the challenge of high unemployment and lack of employment. This study aims to analyze the influence of economic growth, minimum wage, and population on labor absorption in districts/cities of Central Java Province in the 2017-2023 period. The study used a quantitative method with panel data analysis to combine time series data and cross data. The variables used include labor absorption as the dependent variable, while economic growth, minimum wage, and population number are independent variables. The results of the study show that economic growth, population number, and minimum wage have a positive influence on labor absorption.

Keywords: Labor Absorption, Economic Growth, Minimum Wage, Number of Population, Panel Data, Central Java.

INTRODUCTION

Labor absorption is the number of people working in an agency/company in various sectors (Nurvira & Ichsan, 2021). According to Mulyadi, "The workforce is a population that is of working age, namely those aged 15 years - 64 years" (Rachman et al., 2022). The increase in the population triggers an increase in job seekers, so unemployment is the main challenge due to the imbalance between job seekers and job availability. In 2023, the open unemployment rate in Indonesia will be recorded at 5.32% (BPS). To

267

IJEBIR, Volume 04 Issue 01, 2025



Copyright at authors some right reserved this work is licensed under a [Creative Commons Attribution-ShareAlike 4.0 International License](https://creativecommons.org/licenses/by-sa/4.0/).

overcome this, efforts are needed to increase the provision of jobs to reduce unemployment and support community welfare.

Table 1 Labor absorption in Indonesia in 2023

It	Province	%Work/AK	I t	Province	%Work/AK
1	West Sulawesi	96,96%	18	Jambi	95,50%
2	Gorontalo	96,93%	19	West Kalimantan	95,48%
3	East Nusa Tenggara	96,90%	20	South Sumatra	95,47%
4	Bengkulu	96,79%	21	North Maluku	95,40%
5	Papua	96,51%	22	North Sumatra	94,76%
6	Central Sulawesi	96,51%	23	Central Java	94,76%
7	D I Y	96,42%	24	South Sulawesi	94,74%
8	Southeast Sulawesi	96,34%	25	West Papua	94,47%
9	West Nusa Tenggara	96,27%	26	Aceh	94,25%
10	Bali	96,27%	27	West Sumatra	94,10%
11	Central Kalimantan	96,16%	28	Maluku	93,92%
12	Bangka-Belitung	96,11%	29	North Sulawesi	93,81%
13	South Kalimantan	96,05%	30	East Kalimantan	93,63%
14	North Kalimantan	95,90%	31	Jakarta	92,43%
15	Lampung	95,82%	32	Riau Islands	92,39%
16	Riau	95,75%	33	West Java	92,11%
17	East Java	95,67%	34	Banten	92,03%

Source : Central Statistics Agency 2023

Labor absorption is an important indicator of the success of regional development, because it contributes to economic stability. Central Java ranks 23rd out of 34 provinces in labor absorption rate, with a figure of 94.76% in 2023, which is relatively low. The high rate of open unemployment (5.13%) and poverty (10.77%) in this province hinders long-term economic development. According to Arthur Okun, the ideal unemployment rate is below 4%, so strategic steps are needed to achieve full employment opportunities for the sake of economic stability and community welfare (Prathama & Mandala, 2018).



The absorption of labor in Central Java from year to year tends to increase, but this increase is not comparable when compared to the increase in the number of labor force every year.

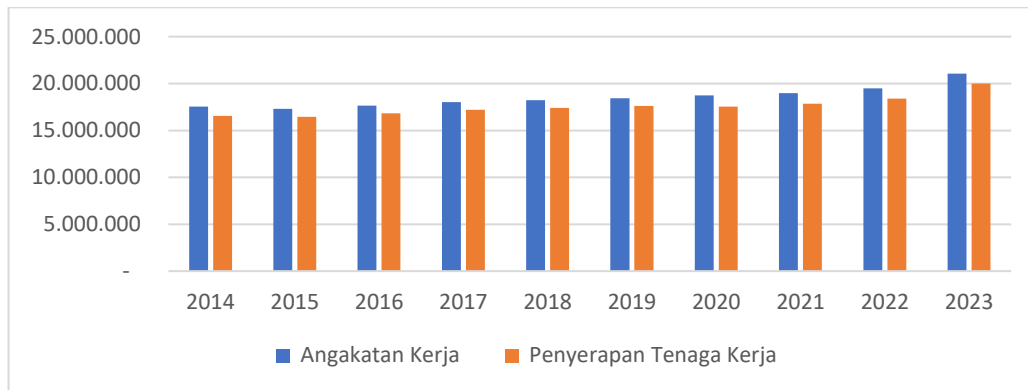


Figure 2 Labor absorption in Central Java in 2014-2023

Source : Central Java Statistics Agency

Labor absorption in Central Java tends to be in line with the movement of the labor force every year, but has not been able to fully absorb the entire existing labor force. The lack of employment resulted in an increase in the number of job seekers and competition among them. Therefore, the government needs to improve the quality of human resources and create more jobs to support a more optimal absorption of labor in the future. Economic growth aims to increase the production of goods and services to boost the economy (Audia, 2018). Low economic growth results in increased unemployment because human resources are not utilized optimally. In Central Java, which faces high unemployment, consistent economic development is needed to increase labor absorption. This increase not only suppresses unemployment, but also reduces poverty, social inequality, and creates a more stable and prosperous society. The creation of new jobs every year is an important step to achieve this goal (Artina, 2022).

Labor has a vital role in managing resources to produce goods and services. The higher the quality of the workforce, the more effective and efficient the production produced. High economic growth in an area can reduce the unemployment rate and increase labor absorption. Therefore, economic growth must continue to be encouraged so that employment opportunities are wider, which in turn will increase labor absorption and reduce unemployment (Andriani, 2023).

In theory, when wages rise, the number of incoming workers will decrease. When wages increase, the company will not increase the number of workers because the costs incurred by the company will be higher. The wage increase does not only have an impact on the workers but surely the company's superiors will also experience a wage increase (Sholeh, 2012). Wage increases can reduce the number of workers accepted because companies will bear higher costs. Although a higher minimum wage (UMP) can improve worker welfare, employers may respond by moving their businesses to areas with lower UMP, thereby reducing production costs. In Central Java, which has the lowest UMP in Indonesia in 2023, the increase in UMP can affect labor absorption. Rising wages can lead to high production costs, reduce corporate profits, and worsen unemployment, especially if not balanced with increased productivity. The minimum wage needs to be controlled so as not to put excessive pressure on business actors, especially MSMEs (Ferilio, 2021).

In addition to the minimum wage and economic growth, population growth also plays a role in influencing labor absorption. Although economic growth encourages the absorption of labor, the increase in population numbers leads to tighter competition in the job market. The imbalance between the growing labor force and limited employment opportunities exacerbates labor problems, especially in Central Java (Kawet et al., 2019). To overcome this, the local government holds training through the Job Training Center (BLK) to improve the skills of the workforce. However, the training has not shown a significant impact on the decrease in unemployment, which is still high, with a figure of 5.32% in 2023.

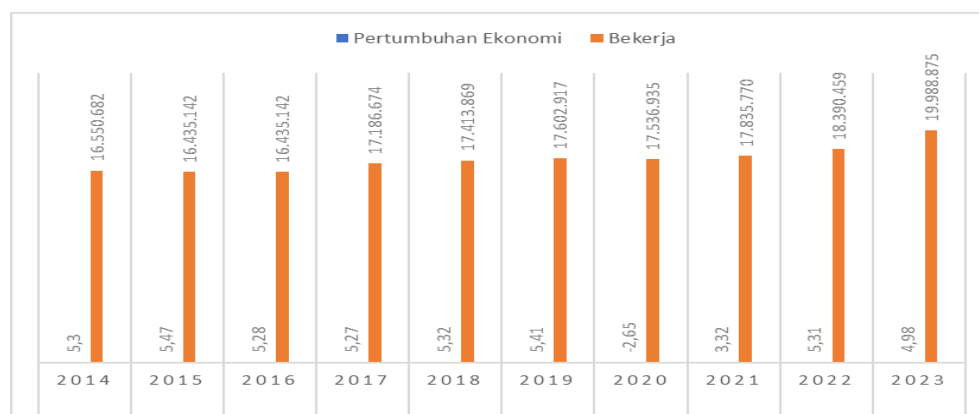


Figure 2 Economic Growth in Central Java Province 2014-2023

Source : Central Java Statistics Agency

Economic growth in Central Java fluctuates every year, with a significant decline in 2020 due to the Covid-19 pandemic. Although economic growth picked up again in the following years, the increase has not been fully followed by an increase in labor absorption. Increasing GDP as an indicator of economic growth should encourage an increase in labor absorption, because labor plays an important role in increasing production (Suluh, 2022). However, despite increased production activity, other factors of production, including labor, have not been fully proportional to economic growth. Therefore, an increase in economic growth must be accompanied by an increase in labor absorption, and conversely, a decrease in economic growth must be proportional to a decrease in labor absorption.

Wages are an important indicator related to employment opportunities, where wages are rewards given to workers for services or work they do, which are determined and paid according to employment agreements. For companies, wages affect price levels and can affect the expansion and equal distribution of employment opportunities (Suluh, 2022). However, according to Kaufman (2000), high wages can increase the unemployment rate because it will increase production costs, which encourages companies to reduce the number of workers for efficiency. Therefore, the determination of the minimum wage is important so that workers get decent rewards without harming job opportunities (Widodo & Woyanti, 2023)

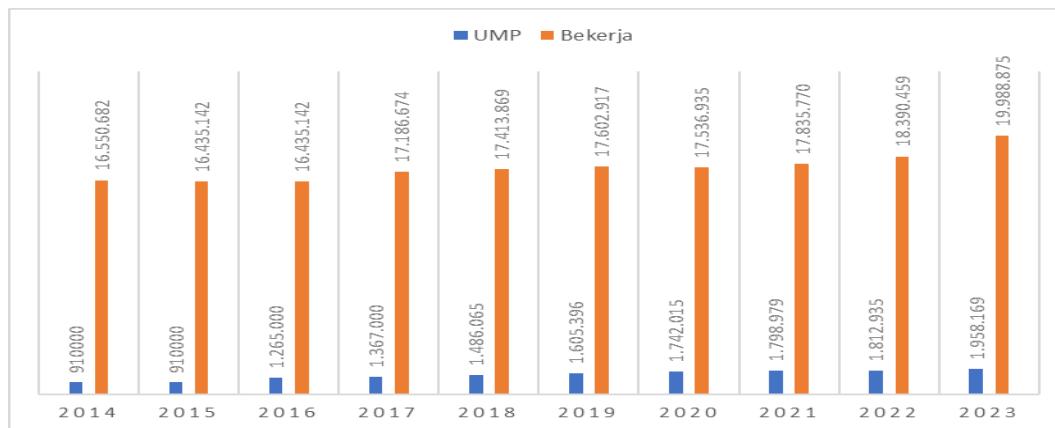


Figure 3 Central Java Province Minimum Wage 2014-2023

Source : One Data from the Ministry of Manpower of the Republic of Indonesia, and the Central Statistics Agency of Central Java

The minimum wage in Central Java continues to increase every year, in the hope of improving the quality of life of the people and meeting their needs. Nonetheless, there is a negative relationship between wage levels and the amount of labor demand, as explained by Todaro's theory, which states that the higher the wage, the less labor is absorbed. Based on the data, although the UMP in Central Java is increasing, the number of workers absorbed does not always decrease according to theory. An increase in wages can increase production costs, which causes product prices to rise and demand to decrease. However, labor absorption in Central Java tends to increase, although there was a decline in 2015 and 2020.

A high population can affect economic growth positively or negatively. If the high population is balanced with expertise and skills, then the available workforce can become productive and potential human resources (HR), supporting the increase in productivity of goods and services. However, if the population is not equipped with adequate skills, this can become a burden in regional development, hindering the achievement of economic progress (Rashid & K, 2022).

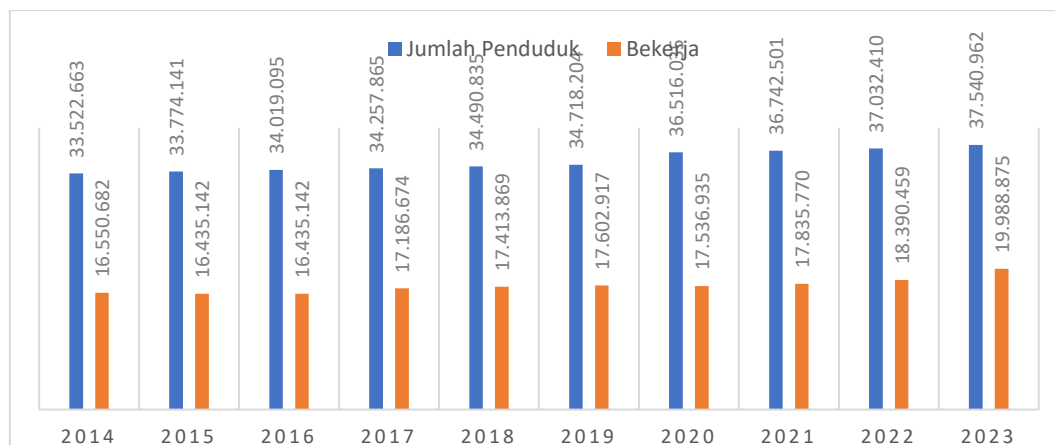


Figure 4 Population of Central Java Province 2014-2023

Source : Central Java Statistics Agency

The population in Central Java Province continues to increase from 2014 to 2023, with the dominance of the productive age population (15-64 years old), which affects labor absorption. The more working-age people are working, the lower the unemployment rate. Therefore, the government needs to create new jobs every year to ensure that population growth has a positive impact on labor absorption, not increasing unemployment.



The phenomenon of labor absorption in Central Java still shows relatively low figures despite economic growth and minimum wage continuing to increase, indicating a mismatch between the available labor force and the jobs created. Previous research, such as those conducted by Suluh (2022) and Banurea (2022), shows the varying effects of minimum wage, population size, and economic growth on labor absorption, but not many have studied specifically in the context of Central Java. Therefore, this study uses the Neo-Classical economic growth theory (Sukirno, 2012) which emphasizes the importance of capital and labor accumulation in creating stable economic growth, the minimum wage theory according to Todaro (2000) which states that increasing wages can reduce labor absorption, and the population theory from Malthus (2022) which explains that population growth can affect the availability of labor. with the aim of analyzing the influence of these factors on labor absorption in Central Java.

The increase in the population and labor force every year in Central Java requires the government to create new jobs so that the increase in population can have a positive impact on labor absorption, not increase unemployment. While population growth should increase labor absorption, data shows that in 2015 and 2020, the number of absorbed labor actually decreased despite the increase in population. This shows that employment growth is not always in line with the increase in the population. This study aims to analyze the influence of economic growth, minimum wage, and population on labor absorption in Central Java during the 2014-2023 period.

LITERATURE REVIEW

Economic Growth Theory

According to the neoclassical economic growth theory put forward by Harrot Domar, in order for the economy to reach a stable growth point, growth will always give rise to capital tools that will be useful for the economy. Neoclassical Theory Looks at Economic Growth from the Supply Side This theory focuses on the accumulation of stock of capital goods and its relationship with investment decisions and people's savings, economic growth that occurs depends on the development of production factors (Sukirno, 2012).

Minimum Wage Theory

According to David Richardo's wage theory there are two types of wages, namely wages according to nature and wages according to market prices, "Wages according to nature are wages that are sufficient to meet the needs of workers and their families, while

273

IJEBIR, Volume 04 Issue 01, 2025



Copyright at authors some right reserved this work is licensed under a [Creative Commons Attribution-ShareAlike 4.0 International License](https://creativecommons.org/licenses/by-sa/4.0/).

according to market prices, wages are wages that occur in the market that are determined by demand and supply, the wages will change according to nature" (Gigih et al., 2019). According to Todaro (2000) on the theory of the balance of labor demand and supply, "The higher the wage level offered, the lower the labor absorption rate".

According to Adam Smith, "Wages are determined by the tug-of-war between the demand and supply of labour, wages will increase when the demand for labour grows faster than the supply of labour" (Gatiningsih and Sutrisno, 2017). In theory, if wages increase, the absorption of labor will decrease, in reality the company will not increase the number of workers anymore if wages increase because the costs that will be incurred by the company will be even greater because the wage increase that occurs not only for workers but certainly the company's superiors will also experience an increase in wages, So that production costs will also increase due to the increase in policies related to these wages (Sholeh, 2012).

Population Theory

Classical theory views humans as the most important factor of production that determines the well-being of a nation. Because even though natural resources exist, they will be meaningless if no one is able to manage them properly, effective allocation of human resources is also the beginning of economic growth in a region (Guszalina et al., 2022). According to Adam Smith "The more the population is, the output per capita will also increase by expanding the specialization in work".

Labor Absorption Theory

According to the labor market theory, "The labor market is a market that brings together sellers and buyers of labor", where the labor sellers referred to in this market are job seekers while the buyers are people/agencies that need labor (Gatiningsih and Sutrisno, 2017).

RESEARCH METHODS

Research Location

The object of this research covers the Regency and City areas in Central Java Province for ten years starting from 2017-2023.



Data Sources and Data

The source of the data was obtained from data from the Central Statistics Agency (BPS) of Central Java Province, related to Economic Growth, Minimum Wage, Number of Population, and Labor Absorption in Central Java Province. The data is contained in a statistical table on the official website of the Central Statistics Agency (BPS) of Central Java Province. The type of data used in this study is secondary data, which is data that is already available and collected by other parties outside the institution being studied. Secondary data used in this study is in the form of panel data for the 2017-2023 period in Central Java Province, which includes:

1. Economic Growth of Regencies/Cities in Central Java Province for the period of 2017-2023,
2. Regency/City Minimum Wage in Central Java Province for the period of 2017-2023,
3. Number of Regency/City Population in Central Java Province for the period 2017-2023.
4. the absorption of Regency/City labor in Central Java Province for the period of 2017-2023.

Data Analysis

This study uses panel data regression analysis. After the analysis of the panel data, there are three methods of estimation of the regression model of the panel data according to (Gujarati and Porter, 2012), namely: Common Effect Model (CEM), Fixed Effect Model (FEM) and Random Effect Model. The selection of test models from the panel data uses tests such as *the Chow Test*, Hausman Test and Lagrange Multiplier Test. Then, used to determine the certainty of the model, the regression model is determined and tested using classical assumption tests, namely the multicollinearity test and the heteroscedasticity test. The application of panel data regression analysis is formulated in accordance with the dependent variables and independent variables that have been used, so it is formulated as follows:

$$Y = a + B_1X_{1it} + B_2X_{2it} + B_3X_{3it} + e$$

Information:

Y = Absorption of labor

a = Constant

B (1... 3) = Regression coefficient of each independent variable

275

IJEBIR, Volume 04 Issue 01, 2025



Copyright at authors some right reserved this work is licensed under a [Creative Commons Attribution-ShareAlike 4.0 International License](https://creativecommons.org/licenses/by-sa/4.0/).

- X1 = Economic growth
 X2 = Minimum Wage
 X3 = Number of population
 i = Regency / City in Central Java
 t = Time
 e = error

RESULT

Descriptive Analysis

Table 2 Descriptive Analysis

	Y	X1	X2	X3
Mean	1305857	4017406	1444079	1374300
Maximum	1376963	6978581	1480148	1452997
Minimum	1150329	-102806	1413032	1214912
Std. Dev.	0.493117	2706385	0.137899	0.508928

Based on the results of descriptive statistical analysis, the labor absorption variable (Y1) as a dependent variable has an average of 13.05 with a standard deviation of 0.49, which shows that there is no significant gap, with a maximum value of 13.76 and a minimum of 11.50. The economic growth variable (X1) has an average of 4.01 and a standard deviation of 2.7, which also shows stability with a maximum value of 6.97 and a minimum of -10.28. The minimum wage variable (X2) has an average of 13.74 and a standard deviation of 0.13, indicating a small gap, with a maximum value of 14.8 and a minimum of 14.13. Meanwhile, the population variable (X3) has an average of 14.44 with a standard deviation of 0.5, indicating a minimal gap, with a maximum value of 14.52 and a minimum of 12.14.

Data Analysis

Table 3 Panel Data Test Results

Estimation Method	CEM	FEM	REM
Variable			
Economic Growth (X1)	3.749.969 (0.0002)	6.880283 (0.0000)	7.218.080 (0.0000)
Minimum Wage	2.199.454	6.697936	3.874.847



(X2)	(0.0289)	(0.0000)	(0.0001)
Population	8.521.111	2.098752	3.587.868
(X3)	(0.0000)	(0.0371)	(0.0000)
Number of samples	231	231	231
Heterokedasticity Test		Free from Heterokedasticity	
Multicollinearity Test		No Multicooker	
Adj R2	0.969320	0.991249	0.850645
R Square	0.969720	0.992581	0.852593
Test F	2.423.272 (0.000000)	745.3782 (0.000000)	4.376.515 (0.000000)
Chow Test (CEM - FEM)	0.0000		
Hausman Test (FEM - REM)		0.0000	
LM TEST (CEM - REM)	0.0000		

Source: Processed Data (Output Eviews, 2024).

Selection of Panel Data Regression Analysis

The Chow test is used to choose between the Common Effect Model (CEM) or the Fixed Effect Model (FEM) model in the regression analysis of the panel data. If the p-value is less than 0.05, then the correct model is FEM; if it is more than 0.05, the right model is CEM. The Chow test results show a p-value of 0.0000, which means the right model is FEM. Furthermore, the Hausman Test is used to choose between FEM and the Random Effect Model (REM). If the p-value is less than 0.05, then FEM is selected, conversely if it is more than 0.05, the REM is chosen. The results of the Hausman test showed a p-value of 0.0000, which means the right model is FEM.

Classical Assumption Test

The Normality Test is used to test whether the residuals in the normal distributed regression model are normal. The Jarque-Bera statistical test was used to see the normal distribution, with the p-value criterion > 0.05 indicating the normal distribution. The test



results showed a p-value of 0.060262, which is greater than 0.05, so it can be concluded that the data is normally distributed.

The Multicollinearity Test aims to test whether there is a correlation between independent variables in the regression model. If the value of the correlation coefficient between independent variables is less than 0.8, then the data is free of multicollinearity. The test results showed that the correlation coefficient between variables was less than 0.8, so it can be concluded that the data is free from multicollinearity.

The Heterokedasticity test is used to test whether there is a difference in residual variance between one observation and another. Based on the results of the heterokedasticity test, the probability values for variables X1, X2, and X3 are 0.2, 0.21, and 0.09, respectively, which are all less than 0.05, so it can be concluded that the data is free from heterokedasticity symptoms.

Estimated Results

The results of the Fixed Effect Model estimation obtained the results of the multiple linear regression equation as follows:

$$Y = 5.055966 + 0.008381X_1 + 0.304290X_2 + 0.260115X_3 + e$$

- The constant value of 5.055966 shows that if all variables have a value of 0, the labor absorption value is 5.05 percent
- The value of the X1 coefficient of 0.008381 shows that when X1 increases by 1%, there will be an increase in labor absorption up to 0.008%
- The value of the X2 coefficient of 0.304290 indicates that when X2 increases by 1%, there will be an increase in labor absorption up to 0.3%
- The value of the X3 coefficient of 0.260115 indicates that when X3 increases by 1%, there will be an increase in labor absorption up to 0.2%

Test t

Based on the tests that have been carried out, the results of the partial test (t-test) are obtained below:

- The Economic Growth variable (X1) has a t-value of 6.880283 and a significance value of 0.0000 > 0.05 which means that economic growth has a significant positive influence on labor absorption in Regencies, Cities, Central Java Province.
- The minimum wage variable (X2) has a calculated t-value of 6.697936 and a significance value of 0.0000 > 0.05 which means that this proves that the



minimum wage has a significant positive effect on labor absorption in the City Regency of Central Java Province.

- The population variable (X3) has a t-value of 2.098751 and a significance value of $0.0371 > 0.05$ which means that this proves that the population has a significant positive effect on labor absorption in the City Regency of Central Java Province.

Coefficient of Determination Test

The Coefficient of Determination test serves to measure how well the regression model explains the variation in dependent variables. Based on the Coefficient of Determination with Fixed Random Effect test that has been carried out, it is known that the Adjusted R-Square value is 0.991249, meaning that in terms of stimulants, the independent variables selected Economic growth (x1), minimum wage (x2), and population (x3) have explained the dependent variable of labor absorption (y) of 99.12%. While the rest is 0.88% were influenced by other variables outside of this study.

Test F

The f test was carried out to find out whether the variables used together affect the dependent variable or not, if the significance probability value > 0.05 , then there is no significant influence, if the significance probability value < 0.05 , then there is a significant influence. Based on the tests that have been carried out, the result of f statistic is 745.3782, the probability of f statistic is $0.000000 < \alpha 5\%$. This proves that together the independent variables of Economic Growth, Minimum Wage, and Population have a significant effect on the dependent variables of labor absorption in City Regencies in Central Java Province.

DISCUSSION

The Effect of Economic Growth on Labor Absorption in Regencies/Cities in Central Java

The test results partially show that economic growth has a significant and positive effect on labor absorption, as evidenced by the t-test which obtained a probability value of 0.0000, less than the significance level of 0.05, and a statistical value of 6.880283. Thus, economic growth affects the absorption of labor in Central Java. This result is in accordance with Harrot Domar's theory which states that to achieve stable economic growth, it is necessary to generate capital that can increase economic demand and

279



supply, which in turn increases labor productivity. This research is also in line with research by (Berliana et al., 2024), which found that economic growth has a significant positive effect on labor absorption in the small industrial sector in Pacitan Regency, where economic growth can encourage investment and development of the sector. In addition, the results of this study are also consistent with the findings (N. Sari et al., 2017) which shows that economic growth affects the absorption of labor in Jambi City, where the fast-growing flagship sector attracts investors and creates new jobs.

The Effect of Minimum Wage on Labor Absorption in Regencies/Cities in Central Java

The test results partially show that the minimum wage has a significant and positive effect on labor absorption, as evidenced by the t-test which obtained a probability value of 0.0000, less than the significance level of 0.05, and a statistical value of 6.697936. Thus, the minimum wage affects the absorption of labor in Central Java. This result is not in line with Todaro's (2000) theory which states that wage increases can reduce the rate of labor absorption. However, in this study, the minimum wage actually has a positive effect on labor absorption, which shows that people tend to want jobs with adequate salaries to meet their living needs. If the wages offered by the company are in accordance with the services provided by the worker, then job seekers will be more eager to get the job. The increase in the minimum wage encourages an increase in people's purchasing power, which in turn increases demand and production, so that companies increase the workforce and create new job opportunities. In addition, an increase in the minimum wage can increase worker morale and productivity, thereby accelerating the development of production and labor absorption. This result is also in accordance with the theory (Mankiw Gregory N et al., 2014) which states that the alignment between supply and demand in the labor market allows companies to increase employment to the maximum. This research is also in line with the results of the research (Nofrita & Marwan, 2022) which states that the increase in the minimum wage can increase people's purchasing power, motivate workers, and increase productivity and labor absorption. In addition, research (Ratnasari & Nugraha, 2021) also supports these findings, which show that the increase in the minimum wage in Central Java is supported by an agreement between employers, the government, and trade unions, and is accompanied by an increase in labor productivity that ensures smooth absorption of labor despite the increase in the minimum wage.



The Effect of Population on Labor Absorption in Regencies/Cities in Central Java

The results of the partial test show that the population has a significant and positive effect on labor absorption, as evidenced by the t-test which obtained a probability value of 0.0371, less than the significance level of 0.05, and a statistical value of 2.098751. Thus, the population affects the absorption of labor in Central Java. This result is in accordance with Thomas Robert Malthus' theory which states that "As the population increases, the labor supply also increases" (Pangastuti & National Economy and Industry, 2015). This means that the more the population increases, the absorption of labor will also increase. The increasing population in Central Java every year can be used as human resources to support development. This can encourage the opening of new jobs and attract investors to start businesses, which is also supported by the potential of natural resources in the region. As the population increases, the number of job seekers will also increase, so to achieve a balance between job seekers and available jobs, there needs to be a job that matches the skills and desires of job seekers. The results of this study are in line with the research (Prayogo & Indira Hasmarini, 2022), which shows that the population has a positive and significant effect on labor absorption in the Special Region of Yogyakarta, where a larger number of workers increases the production level and enlarges the domestic market. Research (Ganie, 2017) also supports this finding, which shows that the population has a positive and significant effect on labor absorption in Berau Regency, East Kalimantan, where the potential of existing human resources can encourage the entry of investors and the opening of new jobs even though the absorbed labor force is still relatively low.

CONCLUSION

It can be concluded that economic growth has a positive effect on the absorption of labor in the Regencies/Cities of Central Java Province, because economic improvement encourages more investment and capital which increases labor demand. The minimum wage also has a positive effect, where wage increases increase demand, which in turn encourages increased production and additional labor. In addition, the growing population plays a role as development capital that can create new jobs and attract investors to expand business opportunities.

SUGGESTION

Based on data on labor absorption in Regencies/Cities of Central Java Province, it can be seen that labor absorption is still not optimal. Therefore, the government needs

281



to continue to expand employment by increasing investment in Central Java to create new jobs. In addition, the government should also increase training in various regions to develop skills and improve the quality of human resources. Finally, the government is expected to suppress the rate of population growth, because if this is not accompanied by an improvement in the quality of human resources and the availability of jobs, it will worsen the unemployment rate.

REFERENCE

- Adhi, K., Mustamil, K. A., & Ali, A. T. (2020). Metode Penelitian Kuantitatif. Grup Penerbitan CV Budi Utama.
- Andriani, P. I. G. A. M. A. M. (2023). Peranan Upah Minimum Terhadap Pertumbuhan Ekonomi Dan Penyerapan Tenaga Kerja Di Provinsi Bali. *Ganec Swara*, 17(2), 463. <https://doi.org/10.35327/gara.v17i2.444>
- Artina, N. (2022). Pengaruh Tenaga Kerja Indonesia, Remitansi, Dan Inflasi Terhadap Pertumbuhan Ekonomi Di Indonesia. *Jurnal Ilmiah Ekonomi Dan Bisnis Universitas Multi Data Palembang*, 11(2), 338–357.
- Audia, D. P. (2018). Analisis Pengaruh Inflasi Terhadap Laju Pertumbuhan Ekonomi Di Kota Jambi. *Jurnal Khazanah Intelektual*, 7(2), 1750–1763. <https://doi.org/10.37250/khazanah.v7i2.200>
- Ayu, S., Sari, E., Pembangunan, E., Ekonomi, F., Brawijaya, U., Ekonomi, F., Brawijaya, U., Ayu, S., Sari, E., & Pangestuty, F. W. (2022). *Jdess* 01.04.2022. 1(4), 641–649.
- Banurea, J. (2022). Pengaruh PDRB, Investasi Dan Upah Minimum Terhadap Penyerapan Tenaga Kerja Di Kota Medan. *Journal of Social Science and Digital Marketing*, 2(2), 14–26. <https://doi.org/10.47927/jssdm.v2i2.342>
- Berliana, I., Huda, S., & Perdana, P. (2024). 1 , 2 , 3. ANALISIS PENGARUH JUMLAH PENDUDUK, PERTUMBUHAN EKONOMI, DAN INDUSTRI KECIL TERHADAP PENYERAPAN TENAGA KERJA DI KABUPATEN PACITAN, 7.
- Ferilio. (2021). Pengaruh Tingkat Upah terhadap Permintaan Tenaga Kerja pada Industri Kecil Menengah Menurut Pandangan Islam di Kota Manna Bengkulu Selatan. <http://repository.iainbengkulu.ac.id/id/eprint/6566>
- Ganie, D. (2017). Analisis Pengaruh Upah, Tingkat Pendidikan, Jumlah Penduduk Dan Pdrb Terhadap Penyerapan Tenaga Kerja Di Kabupaten Berau Kalimantan Timur.



- Jurnal Eksekutif, Volume 14(Nomor 2), 332–354.
- Gatiningsih dan Sutrisno, E. (2017). Kependudukan dan Ketenagakerjaan. In Modul mata kuliah. [http://eprints.ipdn.ac.id/2402/1/Buku GATI dan EKO Kependudukan LENGKAP.pdf](http://eprints.ipdn.ac.id/2402/1/Buku_GATI_dan_EKO_Kependudukan LENGKAP.pdf)
- Ghozali, I. (2018). Aplikasi Analisis Multivariate dengan Program IBM SPSS 25 (Edisi Semb). Badan Penerbit Universitas Diponegoro.
- Guszalina, S., Kornita, S. E., & Maulida, Y. (2022). Analisis Penyerapan Tenaga Kerja Perempuan Di Provinsi Riau. *Eqien - Jurnal Ekonomi Dan Bisnis*, 11(04). <https://doi.org/10.34308/eqien.v11i04.1345>
- Jannah, B. P. dan L. miftahul. (2016). Metodologi Penelitian Kuantitatif. In PT Rajagrafindo Persada (Vol. 3, Issue 2).
- Kawet, J. A., Masinambow, V. A. J., & Kawung, G. M. V. (2019). Pengaruh Jumlah Penduduk, Pendidikan Dan Tingkat Upah Terhadap Penyerapan Tenaga Kerja Di Kota Manado. *Jurnal Pembangunan Ekonomi Dan Keuangan Daerah*, 19(10). <https://doi.org/10.35794/jpekd.23446.19.10.2019>
- M, F. (2019). Aplikasi Ekonometrika untuk Data Panel dan Time Series. PT Penerbit IPB PPress.
- Maryati, S., Handra, H., & Muslim, I. (2021). Penyerapan Tenaga Kerja dan Pertumbuhan Ekonomi Menuju Era Bonus Demografi di Sumatra Barat. *Jurnal Ekonomi Dan Pembangunan Indonesia*, 21(1), 95–107. <https://doi.org/10.21002/jepi.2021.07>
- Mulyadi, M. (2016). Peran Pemerintah dalam Mengatasi Pengangguran dan Kemiskinan dalam Masyarakat. *Jurnal Kajian*, 21(3), 221–236. <https://jurnal.dpr.go.id/index.php/kajian/article/view/776>
- Nofrita, C., & Marwan. (2022). Pengaruh Upah Minimum , Inflasi dan Pertumbuhan Ekonomi Terhadap Penyerapan Tenaga Kerja di Provinsi Sumatera Barat Universitas Negeri Padang Abstract : The purpose of this study for knows does the minimum wage , inflation and economic growth have a signi. 01(2), 179–187.
- Nurvira, & Ichsan. (2021). ANALISIS HUBUNGAN INFLASI, PMA, PENYERAPAN TENAGA KERJA DAN PERTUMBUHAN EKONOMI INDONESIA. 04, 9–16.
- Pangastuti, Y., & Ekonomi dan Industri Nasional, K. R. (2015). ANALISIS FAKTOR-FAKTOR YANG MEMPENGARUHI PENYERAPAN TENAGA KERJA DI PROVINSI JAWA TENGAH. <http://journal.unnes.ac.id/sju/index.php/edaj>
- Prathama, R., & Mandala, M. (2018). Teori Ekonomi Makro Suatu Pengantar Edisi : 5 (Edisi Keli). Lembaga Penerbit Fakultas Ekonomi Universitas Indonesia.
- Prayogo, I., & Indira Hasmarini, M. (2022). *SEIKO : Journal of Management & Business*



- Analisis Pengaruh IPM, Upah Minimum, PDRB dan Jumlah Penduduk Terhadap Penyerapan Tenaga Kerja Di Yogyakarta Tahun 2018-2021. *SEIKO : Journal of Management & Business*, 5(2), 77–85. <https://doi.org/10.37531/sejaman.vxi.3455>
- Rachman, A., Muthalib, A. A., Rosnawintang, R., & Harafah, L. (2022). Pengaruh Penanaman Modal Dalam Negeri Dan Penanaman Modal Asing Terhadap Penyerapan Tenaga Kerja Sektoral Di Provinsi Sulawesi Tenggara. *Jurnal Progres Ekonomi Pembangunan (JPEP)*, 7(2), 156. <https://doi.org/10.33772/jpep.v7i2.22541>
- Ramadhan, M. F., & Juanda, R. (2022). Efektifitas Pengaruh Jumlah Umk Dan Upah Minimum Terhadap Penyerapan Tenaga Kerjadi Indonesia. *Jurnal Ekonomi Regional Unimal*, 4(2), 17. <https://doi.org/10.29103/jeru.v4i2.6053>
- Rapika, O. :, Damanik, K., Selna,), & Sidauruk, A. (2020). PENGARUH JUMLAH PENDUDUK DAN PDRB TERHADAP KEMISKINAN DI PROVINSI SUMATERA UTARA. In *JURNAL DARMA AGUNG* (Vol. 28, Issue 3).
- Rasyid, H. Al, & K, A. T. I. (2022). Pengaruh Produk Domestik Regional Bruto dan Upah Minimum Kabupaten Terhadap Penyerapan Tenaga Kerja Di Kabupaten Bogor Dari Tahun 2010 - 2020. *Owner*, 6(4), 4167–4174. <https://doi.org/10.33395/owner.v6i4.1157>
- Ratnasari, D., & Nugraha, J. (2021). Pengaruh UMK, Pendidikan, Jumlah Penduduk Terhadap Penyerapan Tenaga Kerja Di Kota. *Journal Of Economics*, 1(2), 16–32. <https://journal.unesa.ac.id/index.php/independent>
- Safitri, L. V., Haris, A., Basri, H., & Putra, A. (2023). Pengaruh jumlah penduduk terhadap jumlah penduduk miskin dengan intervening penyerapan tenaga kerja di Provinsi Jambi. 18(4), 73–81.
- Sari, F. N., Bafadal, A., & Yusria, W. O. (2017). Faktor-Faktor Produksi yang Berpengaruh dalam Usahatani. *Jurnal Ilmiah Agribisnis*, 2(1), 6–12.
- Sari, N., Yulmardi, Y., & Bhakti, A. (2017). Pengaruh pertumbuhan ekonomi, pertumbuhan penduduk dan produktivitas tenaga kerja terhadap penyerapan tenaga kerja di Kota Jambi. *E-Jurnal Ekonomi Sumberdaya Dan Lingkungan*, 5(1), 33–41. <https://doi.org/10.22437/jels.v5i1.3927>
- Sholeh, M. (2012). Dampak Kenaikan Upah Minimum Propinsi Terhadap Kesempatan Kerja (Studi Kasus Propinsi Jawa Tengah). *Jurnal Ekonomi Dan Pendidikan*, 2(2), 156–167. <https://doi.org/10.21831/jep.v2i2.647>
- Sukirno, S. (2012). *Makroekonomi Teori Pengantar Edisi Ketiga (Edisi Keti)*. Rajawali Pers.
- Suluh, S. i. (2022). Faktor Yang Mempengaruhi Penyerapan Tenaga Kerja Pada Sektor



- Industri Pengolahan Di Provinsi Kalimantan Tengah. JEPP: Jurnal Ekonomi Pembangunan Dan Pariwisata, 2, 83–98.
- Widodo, P. E. N., & Woyanti, N. (2023). Analisis Pengaruh Pdrb, Unit Usaha, Dan Umk Terhadap Penyerapan Tenaga Kerja Industri Manufaktur Besar Dan Sedang Di Jawa Timur Tahun 2015 - 2019. BISECER (Business Economic Entrepreneurship), 6(2), 34. <https://doi.org/10.61689/bisecer.v6i2.394>
- Yanda, F. A., Saleh, S. E., & Dai, S. I. S. (2022). Pengaruh Pertumbuhan Ekonomi Dan Upah Minimum Terhadap Penyerapan Tenaga Kerja Di Sulawesi. POINT: Jurnal Ekonomi Dan Manajemen, 4(2), 101–111. <https://doi.org/10.46918/point.v4i2.1635>

