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Determinant analysis of labor absorption in Maluku Province

Bin Raudha Arif Hanoeboen
Economic Department, Faculty of Economic and Business, Ambon, Indonesia

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ABSTRACT

Data from Badan Pusat Statistik (BPS) of Maluku Province shows that the absorption of labor in Maluku Province has increased quite significantly from 2019 to 2020. This research aims to analyze the effect of wage level, direct investment, and education level on employment opportunity in Maluku Province. It used panel data from BPS of Maluku Province. The results of this study indicate that wage level has a significant effect and negative relationship with employment opportunities in Maluku Province. It was indicated by probability score 0.0300 which is less than 0.05 and regression coefficient - 1.894757. Direct investment has significant effect and positive relationship to employment opportunities with probability score 0.0544 and regression coefficient 138740.1. While, education level also has significant effect and positive relationship to employment opportunities with probability score 0.0087 which is less than 0.05 and regression coefficient is 148667.3.

Corresponding Author:

Bin Raudha Arif Hanoeboen
Economic Department,
Faculty of Economic and Business,
Ir. M. Putuhena Street, Ambon, 97233, Indonesia,
Email: raudhaarif12@gmail.com

INTRODUCTION

Employment is a very fundamental aspect of human life because it includes social and economic measures. Labor as one of the factors of production is an important and most influential element in managing and regulating the economic system, such as production, distribution, consumption, or investment. Involvement in the production process can give rise to an adequate income, a level of safety and comfort of work, as well as other advantages that can be obtained. Therefore, economic development cannot be separated from the role of humans in managing it. Humans are labor, inputs of development, and also consumers of the results of development itself.

According to Prasetya (2021), Rahmah & Juliannisa (2022) level of education affects the absorption of labor. Education is very important for everyone, because of the importance of the role of educators in improving the quality of education and the main factor that ensures better schools is if the school has good educators. Agustin (2020) also found that if there was an increase of 1% in the education level, it would increase the number of workers in Mojokerto Regency. Education level can increases wage. Rising wages can increase employment opportunities through increased consumption, but in some cases wage increases actually have a negative impact on the absorption of

labor itself. According to Sumarsono (2003: 106) changes in wage levels will affect the high low cost of production of the company. Maulidina (2018) found that the minimum wage has a negative and significant effect on the absorption of workers. While Gindling & Terrell (2010) in their research said that the wage rate has an influence on labor absorption, where every 10% increase in the minimum wage there is a decrease in workers in each sector by 1.09%.

Furthermore, the direct investment factor also increases production capacity. The increase in production capacity can increase the demand for factors of production, including labor. Maluku Province is divided into 11 Regencies/Cities, 9 Regencies and 2 Cities. From the 11 regencies/cities, Ambon City is the center of economic activity and it is a high-income economy in Maluku province. High economic growth will have an impact on increasing the Maluku economy so that it will provide positive results for the Maluku economy.

Data from BPS Maluku Province shows that the absorption of labor in Maluku Province has increased quite significantly, namely from 2019 to 2020. A significant increase is that in 2020 the employment rate was 65.07%, in 2016 the employment rate was 64.47%, in 2017 the employment rate was 60.18%, in 2018 the employment rate was 62.90%, and in 2019 the employment rate was 63.04%. This indicates that the absorption of labor in Maluku Province has made significant progress.

Data from BPS Maluku Province shows that the highest total investment in 2018 is 253,225.8 and the lowest in 2020 with a value of 82,477.3. Seeing the condition of Maluku Province, capital increase plays an important role in improving the economy. Through investment, production capacity can be increased. Large production capacity will further require a larger workforce so that increasing production will increase the demand for work. Large labor demand will increase employment.

Based on data from BPS Maluku Province shows that the highest wage in 2019 was 2,604,960, an increase of 8.5% compared to 2019 of 2,400,664 and the lowest wage in 2016 of 1,775,000. Through the increase in wages, it is hoped that the welfare of the community can increases, the implementation of the minimum wage policy is an effort to increase the per capita wage of workers so that the average wage level of labor can increase.

Based on data from the BPS of Maluku Province, it shows that the number of high school graduates in Maluku Province in 2016-2020 fluctuates every year. The most high school graduates in 2019 were 60,452 students, up 1.1% compared to 59,768 students in 2020, and the lowest high school graduates in 2016 were 18,791 students. By this it can be said that education is considered capable of producing labor. Based on theory, if education is higher, it can reduce the number of unemployed in an area, especially in Maluku Province.

RESEARCH METHOD

Scope of Research

This study used bound variables, namely Labor and free variables, namely Education, Investment and Wages. The scope of research in eleven regencies/cities in Maluku Province is West Southeast Maluku Regency, Southeast Maluku Regency, Central Maluku Regency, Buru Regency, Aru Kep. Regency, Western Seram Regency, Eastern Seram Regency, Southwest Maluku Regency, South Buru Regency, Ambon City and Tual City.

The reason for choosing the location is because the 11 districts/cities are the reason for taking purposive data, namely deliberately destroying the object because of the completeness of the existing data 2.

Data Types and Sources

This study used secondary data. The data used in this study is time series data. Time series data is data that describes a development over time or a historical period. The data sources used were obtained from Badan Pusat Statistik (BPS) and various other sources, the journals and papers, the internet and other scientific papers related to this research.

Variable Operational Definition

1. Wage Level
   Wage level is a minimum standard used by industry or employers to bind workers in their work environment. Based on Peraturan Menteri Tenaga Kerja Republik Indonesia Nomor 1 Tahun 1999, the minimum wage is the lowest monthly wage consisting of a cottage wage which includes a fixed allowance. Undang-Undang Republik Indonesia Number 13 Year 2003 concerning Employment, the wage component consists of basic wages and fixed allowances, so the amount of basic wages is at least 75% of the total basic wages and fixed allowances.
2. Provincial Minimum Wage
   The provincial minimum wage is the minimum wage that applies to all districts/cities in one province. This determination is decided by the Governor once a year. To determine the increase, the Governor is based on the recommendations of the Provincial Wage Council and refers to inflation and national economic growth data from the Central Statistics Agency (BPS).
3. Employment
   Employment is a number of workers used by a certain sector or business unit to increase the productivity of a business unit. Kuncoro (2002) defines employment as a certain amount of labor used in a certain business unit or in other words, employment is the number of workers working in a business unit. The absorption of the working population is due to the demand for labor. Therefore, the deployment of labor can be said to be the demand for labor.
4. Level of Education
   The level of education is the stage of education that is established based on the level of development of the learner, the goals to be achieved and the will that is developed. The level of education affects changes in attitudes and healthy living behaviors. A higher level of education will make it easier for a person or society to absorb information and implement it in daily behavior and lifestyle, especially in terms of health (Suhardjo, 2007).
5. Investment
   Investment is the expenditure or expenditure of investment or companies to purchase capital goods and production equipment to increase the production capability of goods and services available in the economy (Sukirno, 1997: 107). Investments are used by companies for the growth of their wealth through the distribution of investment returns, for the appreciation of investment value, or for other benefits for the company that invests, such as benefits obtained through trade relations (Simamora, 2000:438).

Data Collection Methods

The data collection method carried out and used by the author in this study is the literature method. This is done through documents or written records in the form of archives, theoretical opinions and relevant lecture materials so that they get information related to this research.

Data Analysis Methods

The data used in this study is the Data Panel estimate. Panel data is an econometric model that unites time series and latitude (cross section) data, so that in the panel data the number of observations is the result of time series observations (T>1) with latituderat observations (N>1). Regression using data panels (data pooling) provides several advantages compared to the standard cross section and time series approach (Daryanto and Hafizrianda, 2010:85-86).

Regression Model Selection

Some of the things that will be faced when using panel data are different Slope coefficients and interceptions in each space and each time period. Therefore, the assumptions of interception, slope, and error need to be understood because there are several possibilities that will arise, some of these possibilities indicate that the more complex the estimation of the parameters so that several methods are needed to estimate the parameters, such as the common effect, fixed effect, and random effects approaches (Widarjono, 2013).

Chow Test (Likelihood Test)

The first test was to select the analysis technique to be used best among the fixed effect and Ordinary Least Square models. To perform the test, researchers will use a fixed effect significance test called the Chow Test. This test is carried out by comparing the P-value with the α = 5 percent. The hypothesis to be used is as follows:

H_0 : common effect model.

H_a : fixed effect model.

Hausman Test

The next test carried out is to select the best analysis technique among the random effect model and the fixed effect model for use in regression testing. To perform the test, researchers will conduct a Hausman test. The Hausman test can be carried out with the Eviews 9 software facility.

Regression Model Accuracy

To test the accuracy of the sample regression model in estimating the actual value, it can be measured using the coefficient of determination test (adjusted R^2), statistical test F, and statistical test T.

Coefficient of Determination Test (adjusted R^2)

Hypothesis testing was carried out using a multiple regression analysis model The coefficient of determination (adjusted R^2) is used to measure how far the model's ability to explain variations in dependent variables (Gujarati, 2006). The value of the ability of independent variables to explain dependent variables is very limited. An adjusted value of R^2 close to one means that the independent variables provide almost all the information needed to predict the dependent variable and when the adjusted R^2 is close to zero, the weaker the independent variable describes the finite dependent variable (Ghozali, 2013).

Regression Model Feasibility Test (Statistical test F)

This research regression model can be used to explain the influence of independent variables on dependent variables and to show that the model used in the study is feasible for further testing.

Hypothesis Test (Statistical Test T)

Hypothesis test (T statistical test), this test is used to show how far explanatory or independent variables individually describe the variation of dependent variables (Ghozali, 2013). This test was carried out by comparing the P-value with the α = 5 percent.

RESULTS AND DISCUSSIONS

Aspects of Geography

Maluku Province is one of the provinces in the Eastern Region of the Republic of Indonesia which has a strategic position, because its position is between parts of the western and central regions of Indonesia with Papua in the Timor Leste part with the Northern regions such as North Maluku and Sulawesi, this position causes Maluku as a crossing point that has an important role as a transit area. The condition of this archipelago area gives importance to the prospects of economic development of the region which will not only rest on the land area but will largely lead to coasts, seas and small islands. In accordance with the Governor's Decree No. 305 of 2008 concerning the Determination of the Number, Name and Code Number of the Maluku Provincial Government Administration Area in 2008, it is divided into 11 (eleven) Regencies/Cities, 73 (seventy-three) Districts and 906 (Nine hundred and six) Villages/Kelurahan.

Climate

The Maluku Islands have a tropical climate and a monsoon climate, this climate is strongly influenced by the condition of the Maluku Islands which consist of islands and are surrounded by the ocean, based on climatological data from the recording of the Meteorological and Geophysical

Station in Maluku Province, the average temperature in Maluku Province is around 26.70C with rainfall of 264.4 mm.

Topography

The average topographical condition of the Ambon City area is rather flat starting from the coastline to residential areas, the morphology of the ambon city land varies from flat, choppy, undulating and hilly and mountainous with a predominantly rather gentle to steep slope. Flat areas have a slope of 8-15%, choppy areas of slope slopes of 3-8%, undulating areas of 8-15%, hilly areas of 15-30% and mountainous areas of slope slopes greater than 30%.

Test assumptions and statistics

Coefficient of Determination Test R2

The value of the power of two of R is called a coefficient that will indicate the percentage of bound variables can be explained by all the free variables used in the model This determinant coefficient (R^2) ranges from zero to one ($0 \leq R^2 \leq 1$), where the higher the R2 (close to 1) means that the free variables provide almost all the information needed to predict the variation of the bound variable and if $R^2 = 0$ indicates the free variable as a whole can not describes bound variables. According to observations and calculations, the value of $R^2 = 0.84$ is obtained, which means that 84% of employment opportunities are jointly influenced by the level of education, direct investment and level of wages.

Simultaneous regression coefficient significance test (F-test)

The statistical F test was carried out to test the regression coefficient simultaneously from the free variable, namely the wage rate (X_1), direct investment (X_2) and education level against the dependent variable Employment opportunity (Y).

Normality Test

The results of testing the normality of the residual value of the regression model using the J-B Test Based on the test results above, the results of the Jarque-fallow value are statistically significant, namely where ($\chi 2$ calculation) < a value of $\chi 2$ table with a value of 1.006216 < 1.67802900 with a confidence level of 50%, it can be concluded that the disruptive variable or distributed residual value is normal.

Multicholinearity Test

In the results of the Multicholinearity test using the Correlation Matrix test above, it can be seen that the variables of wage levels, direct investment, and education level have values of 0.56, 0.31, and 0.50, respectively, the value of each of these variables is all smaller than 0.80. It can be seen in the table below:

Table 1. Multicholinearity Test Results

	Wages Level	Direct Investment	Education Level
Wages Level	1.000000	0.561432	0.499454
Direct Investment	0.561432	1.000000	0.307360
Education Level	0.499454	0.307360	1.000000

Heterochemedasticity Test

This study used a heteroskedasticity test with the White Heteroskedasticity method with the following results:

Table 2. Heterochedasticity Test Results

Heteroskedasticity Test: White

F-statistic	0.432045	Prob. F(5,4)	0.8153
Obs*R-squared	3.453049	Prob. Chi-Square(5)	0.6305
Scaled explained SS	0.755564	Prob. Chi-Square(5)	0.9798

Processed, Eviews

Autocoleration Test

In this study, we will use an easier method to detect autocorrelation problems, namely the Breusch-Godfrey Serial Correlation LM Test method. If the *T*R-squared* probability value of the method is statistically significant at a significance level = 5 % then it can be said that the regression data or model contains autocorrelation problems, on the contrary, if it is not statistically significant, it can be concluded that there is no autocorrelation problem α.

Tabel 3. Breusch-Godfrey Serial Correlation LM Test:

F-statistic	0.775635	Prob. F(2,5)	0.5751
Obs*R-squared	2.488329	Prob. Chi-Square(2)	0.2831

Based on the test results in the table above, it shows that the T*R-squared indicator is statistically significant with the calculated value indicator T*R-squared 2.593329 > chi-squared table = 0.05; which means that the regression model used does not contain autocoleration problems.α_1

Economic Conditions of Maluku Province

Gross Regional Domestic Product (GRDP) Per Capitals

Although the value of Gross Regional Domestic Product (GRDP) Per capita is not able to reflect the level of equal distribution of income received by the people of a region, the Gross Regional Domestic Product (GRDP) per capita remains a fairly important indicator used to measure the success of development that has been implemented in the region.

Table 4. Multiple Regression Estimation Results

Dependent Variable: Employment Opportunity
Method: Least Squares
Date: 03/08/22 Time: 14:38
Sample: 2016 2020
Included observations: 30

Variable	Coefficient	Std. Error	t-Statistic	Prob.
C	10832353	3789430.	-3.115175	0.0235
Wages Level	- 1.894757	0.536869	4.62058	0.0300
Direct Investment	138740.1	208277.5	0.612791	0.0544
Education Level	148667.3	310002.7	0.632474	0.0087

R-squared	0.844512	Mean dependent var	4637669.
Adjusted R-squared	0.789603	S.D. dependent var	4618479.
S.E. of regression	2457627.	Akaike info criterion	31.66747
Sum squared resid	4.62E+13	Schwarz criterion	31.76726
Log likelihood	169.7868	Hannan-Quinn criter.	31.58670
F-statistic	10.678525	Durbin-Watson stat	1.040291
Prob(F-statistic)	0.008330		

Based on the results of the estimation model, it can be interpreted as follows:

1. Wage level (X_1) has a negative influence on job creation in Maluku Province with a coefficient of - 1,894. This means that if the wage level increases by 1%, ceteris paribus, the employment opportunity rate in Maluku decreases by 1.89%.
2. Direct Investment (X_2) has a positive influence on the creation of employment opportunities in Provinsi Maluku with a coefficient of 13874. This means that if direct investment increases by 1%, ceteris paribus, the level of employment opportunities in Maluku increases by 13.8%.

3. Education Level (X_3) has a positive influence on the creation of employment opportunities in Provinsi Maluku with a coefficient of 14866. This means that if the level of education increases by 1%, ceteris paribus then the level of employment opportunities in Maluku increases by 14.8%.

The Effect of Wage Levels on Employment Opportunities

The assumption of Lewis's theory is that a country's economy is divided into two sectors: (1) the traditional sector, namely the subsistence agricultural sector with a surplus of labor, and the low level of wages, and (2) the modern urban industrial sector, which has a high level of productivity with higher wages, and becomes a reservoir for labor transfers from the traditional sector. The difference in the level of labor wages in these two sectors will attract a lot of labor to move (migration) from the agricultural sector to the industrial sector. The marginal productivity of labor in the industrial sector is higher than the wages they receive, resulting in the formation of a surplus of the industrial sector. The surplus of the industrial sector from this wage difference is reinvested entirely and the level of wages in the industrial sector is assumed to be constant and the amount is set to exceed the average level of wages in the agricultural sector. The process of such labor transfer is further determined by the level of investment and the accumulation of capital as a whole in the industrial sector. The high wage rate in the industrial sector is a trigger for labor transfers. Paying wages above the average supports the welfare of the workforce. This is in accordance with the findings of Trimaya (2014) that a system of setting wages above the minimum living needs of workers through the national wage system can increase worker welfare, increase productivity, and encourage income distribution in the context of creating social justice.

Based on the results analysis wages level in Maluku province shown in Table 4, with a significance probability value of 0.030 which is smaller than the significance level (α) determines at 0.05. Based on the results of this test, it means that the first hypothesis which states that wages have a significant effect on employment opportunities for Maluku province is acceptable. The wage rate variable has a negative effect on employment opportunities in Maluku province. It was indicated by probability score 0.0300 which is less than 0.05 and regression coefficient - 1.894757. This result is in line with findings of Faraha et al., (2018) that real wages that have a negative impact. This gives the meaning of a high real wage giving more absorption.

The Effect of Direct Investment on Employment Opportunities

Domestic investment is an investment activity to carry out a business in the territory of the Republic of Indonesia which is carried out by domestic investors and uses domestic capital as well. Domestic investment is the beginning of a country's economic development activities. Therefore, investment plays an important role as an alternative source of domestic funds used for development.

The biggest investment realization in Maluku is still in the agriculture, fisheries, forestry and mining sectors which absorb 52.8 percent of the workforce in Maluku province. However, most of the workforce in the agricultural sector is over 40 years of age and the workforce has graduated from elementary school or lower, which are referred to as workers with low productivity. This working group has very little opportunity to move from the low productivity agricultural sector to the high productivity manufacturing sector. And the main problems that occur in the infrastructure sector that affect business activities are the poor quality of district roads, the low efficiency of port operations. The poor condition of district roads and congestion in major economic centers can result in high transportation costs and lower returns on investment. The main ports in Maluku are still not fully efficient in their operations and have almost reached their maximum capacity. This is an important issue for larger investment and trade activities in the Maluku region.

Based on the results of testing the hypothesis using regression analysis, the effect of direct investment on employment opportunities for Maluku province is shown in table 1, a significance probability value of 0.0544 is obtained which is smaller than the significance level (α) which is determined at 0.05. Based on the results of this test, it means that the second hypothesis which states that direct investment has a significant effect on employment opportunities for Maluku province is

acceptable, because it is statistically proven. The direct investment variable has a positive effect on employment opportunities in Maluku province. The research results are in line with the research conducted by Surani et al., (2021) that investment is one of the factor that can significantly influence labor absorption. The level of investment will affect the size of the absorption of existing labor.

The Effect of Education Level on Employment Opportunities

Based on the results of hypothesis testing using regression analysis, the effect of education level on the employment opportunities of Maluku province shown in Table 4, obtained a significance probability value of 0.008 which is smaller than the specified level of significance (α) of 0.05. Based on the results of this test, it means that the second hypothesis that states that the level of education has a significant effect on the employment opportunities of Maluku Province is acceptable.

From the results of the analysis it can be seen that the positive relationship between education level and employment opportunities in Maluku shows the suitability of the theory that has been valid so far. According to the theory put forward by Keynes in Boediono (1999) that the labor market only follows what is happening in the goods market. If the output produced increases, the number of people employed also increases (This can be related to the concept of the production function, which states that increasing output can only be achieved if input (labor) is increased. Demand for goods and services in an economy will affect the output must be produced so that it has an impact on the use of its input (labor) because according to the theory of production which states that input demand is a derived demand from output demand, which means that input demand only occurs when there is a demand for output. Thus, to increase employment opportunities, the level of education needs to be increased because the level of education in Maluku has a very strong influence on employment opportunities. This result is in line with finding of Menajang (2019).

CONCLUSION

Based on the analysis of the results of the study, it can be concluded that the wage level has a significant effect and negative relationship with employment opportunities in Maluku. The coefficient with a negative sign means that the effect of wages on employment opportunities is not in the same direction, meaning that if there is an increase in wages, it has the potential to reduce labor opportunities, especially labor with low productivity. This was indicated by probability score 0.0300 which is less than 0.05 and regression coefficient - 1.894757. Besides, direct investment has a significant effect and has a positive relationship with employment opportunities in Maluku. This positive relationship means that if there is an increase in direct investment in Maluku, it will have an impact on increasing employment opportunities in Maluku. This was indicated by probability score 0.0544 and regression coefficient 138740.1. While, the level of education has a significant effect and has a positive relationship with employment opportunities in Maluku Province. Education level also has significant effect and positive relationship to employment opportunities with probability score 0.0087 which is less than 0.05 and regression coefficient is 148667.3. It means the existence of a positive relationship indicates that if there is an increase in the level of education, it will provide a strong impetus and impact on increasing employment opportunities in Maluku.

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