



The Role Of Women Factory Workers In Increasing Family Income (Case Study : PT Java Mete Indonesia, Demak Regency)

Amanda Mastisia Rakanita

Politeknik Balekambang

Kepel, Buaran, Kec. Mayong, Kabupaten Jepara, Jawa Tengah 59465

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ABSTRACT

This study aims to determine the role of female factory workers in increasing family income with working hours as an intervening variable. Family income in this study is represented by the income of women laborers and dependents who also work and generate income. This type of research uses a quantitative approach. The population in this study consists of 75 female workers at PT Java Mete Indonesia with the sampling technique using simple random sampling. Data was collected using a questionnaire. This study used quantitative analysis with multiple linear regression and testing of partial line-of-analysis (t test) and path analysis for partial variable testing (t test). Research results indicate that. (1) The variable income of female workers has a positive and significant effect on the working hours variable. (2) The insurance variable has a negative and insignificant effect on the working hours variable. (3) The income variable of women workers has a positive and significant effect on the family income variable. (4) The dependent variable has a positive but insignificant effect on the family income variable, (5) The working hour variable has a positive and significant effect on the family income variable, (6) The female labor income variable has the family income variable mediated by the working hour variable resulting in an indirect effect on the income of female workers by mediating working hours. (7) Dependent variable on family income mediated by working hours variable shows that indirectly dependents mediating working hours have no significant effect on family income.

E-mail : Amandarakanita@gmail.com

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1. Introduction

Industry is an important factor in the progress of a country's economy. In Indonesia, industrial cities have begun to develop and produce quality products such as textiles, household furniture, fashion, food, beverages and others. One of the industrial cities that is experiencing rapid development is industrialization that has occurred in Demak Regency, Central Java Province. Furthermore, the industry itself will not be able to operate without a supportive workforce. In this case, it is women workers who have played an important role in the industrial sector.

The involvement of women in various economic activities is increasingly marked by two processes. First, an increase in the number of women involved in work outside the household, which can be seen from the Women's Labor Force Participation Rate (TPAK) over time. Second, an increase in the number of occupations that can be entered by women, where fields previously dominated by men are gradually entering or even starting to be dominated by women. Both forms of development indicate quantitative developments in women's lives, which represent the opportunities that are increasingly opening up for women.

Table 1
Number of Labor Force and Labor Force Participation Rate (TPAK)
by Gender in Demak Regency 2018-2020

Year	Workforce		TPAK	
	Man	Woman	Man	Woman
2018	343.265	240.471	80,01%	53,50%
2019	345.467	242.673	81,02%	54,51%
2020	364.571	255.321	83,53%	56,52%

Source: BPS Demak Regency, 2021

Table 1 shows that the percentage of TPAK for women in Demak Regency from 2018-2020 tends to increase, meaning that there are more women who decide to work. In general, the reason women work is to help the family economy. The economic condition is increasingly uncertain, the prices of basic necessities are increasing, the income of the family which tends not to increase will result in disruption of the stability of the family economy (Sudirman, 2016). The importance of work as a source of income for the family makes women give a positive perception of their work.



Table 2
Working Population by Main Employment Status and Gender
in Demak Regency in 2020

Main Work Status	Man	Woman	Total
Try yourself	50.260	45.581	95.841
Doing business is assisted by temporary workers	59.330	34.735	94.065
Trying to be assisted by permanent workers	9.102	2.389	11.491
Laborer / Employee / Employee	127.541	89.293	216.834
Free Worker	66.034	11.739	77.773
Family worker / unpaid amount	26.722	51.876	78.598
	338.989	235.613	574.602

Source: BPS Demak Regency, 2021

Table 1 shows that the status of work that is dominated by women is as a laborer / employee / employee. This is in line where industrialization that occurs in Demak Regency has developed so rapidly, there are many large, medium, small and micro-scale industries that manage various foods and beverages, fish, salt, wood, building materials, textiles, and others. PT Java Mete Indonesia is one of the industries that produces food products in the form of cashew nuts in Demak Regency. PT Java Mete Indonesia prioritizes female workers or female workers to work in it. This is because women have more skills and high patience at work. Meanwhile, only a small proportion of male workers or male workers are employed and not as many as female workers or female workers. Male workers or male laborers only do heavy jobs such as lifting raw materials, preparing tools, delivering orders inside or outside the city.

The tendency of women to enter the world of work such as becoming laborers cannot be separated from economic factors. These factors include, 1) the income of women factory workers, Anggriyani (2018) stated that the income earned from working as factory workers will help increase family income so that it can be lighten the burden on the family, 2) dependents, Simanjuntak in Sudarsini, et al (2015) states that the more family members who are supported will encourage other family members besides the head of the family to work, 3) working hours (Afrida in Waridin (2013) stated that the more working hours of a person then the higher the income earned

Based on the description above, this study aims to determine "The Role of Women Factory Workers in Increasing Family Income (Case Study at PT Java Mete Indonesia in Demak Regency).

2. Literature Review

2.1 Concept of Work and Female Labor

Labor is someone who is able to do work in order to produce goods / services both to meet the needs of his own life and the needs of the community. And a worker or laborer is a person who works for a fee or remuneration. Every worker has the same opportunity without discrimination in getting a job.

Working in factories is increasingly the dream of more young women because it provides opportunities to self-actualize. Febriani, et al (2016) stated that one of the factors driving women to work is helping the family economy where there is a decrease in income. In addition, there are many possible reasons for women to work because of poverty, but nowadays women work more to increase the level of family life, or because they want to work (Tuwu, Darwin, 2018).

2.2 Income Theory

Income is all someone's acceptance in return for his services in the production process. The remuneration can be in the form of wages, interest, rent, or profit depending on the production factors involved in the production process (Yuliana Sudremi, 2007). Income according to economics is defined as the maximum value that can be consumed by a person in one period as in the original state. This definition focuses on the quantitative total control over consumption over a period. In other words, income is the amount of assets at the beginning of the period plus all the results obtained during the period, not just what is consumed. Broadly speaking, income is defined as the amount of assets at the beginning of the period plus changes in valuation that are not due to changes in debt and equity.

The conclusion from the definition of income is a result received by a person or household from doing business or working in the form of money or goods received or generated within a certain period of time.

2.3 Hypothesis Formulation

Hypothesis is an assumption or conjecture about something that is made to explain it. So the hypothesis in this study is as follows:

- H1: It is assumed that the income of female workers has a positive and significant effect on working hours
- H2: It is suspected that the dependents have a positive and significant effect on working hours
- H3: It is assumed that the income of women laborers has a positive and significant effect on family income
- H4: It is assumed that dependents have a positive and significant impact on family income
- H5: It is suspected that working hours have a positive and significant effect on family income
- H6: It is assumed that the income of women laborers has a positive and significant effect on family income by mediating working hours
- H7: It is suspected that dependents have a positive and significant effect on family income by mediated working hours

3. Research Methods

This type of research uses a quantitative approach. The population in this study totals 75 female workers at PT Java Mete Indonesia with the sampling technique using simple random sampling. Data were collected using a questionnaire. This study used quantitative analysis with multiple linear regression and partial pathway hypothesis testing (t test) and path



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analysis for testing the intervening variables.

The variables used in this study were divided into three, namely dependent, independent and intervening variables.

- 1) Independent variable
The variables are explained by the independent variable (Sugiyono, 2013). The variables used are the income of women laborers and dependents.
- 2) dependent variable
Variables that describe other variables. This study uses family income variables.
- 3) Intervening variables
According to (Ghozali, 2018) are variables that theoretically affect the relationship between independent and dependent into a direct and indirect relationship. This study uses a variable working hours.

4. Results

4.1 Classic Assumption Test

The Classical Assumption Test is a test on the research variables with a regression model, whether an error occurs in the variable and regression model or not. There are several kinds of classical assumption tests, namely the Normality Test, Multicollinearity Test, and Heteroscedasticity Test.

a. Normality Test

The normality test aims to test whether in the regression model, the dependent variable and the independent variable both have a normal distribution or not. A good regression model is to have a normal distribution (Ghozali, 2018). The data normality test was performed using the Kolmogorov Smirnov test, where the Kolmogorov Smirnov test is a normality test in the SPSS for windows program, if the significance value is greater than 0.05, the data is normally distributed. Conversely, if the significance value is smaller than 0.05, the data is not normally distributed

Table 3
Normality Test for Regression I & II
Regression Normality Test I
One-Simple Kolmogorov-Smirnov Test

		Unstandardized Residual
N		75
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	3.53767665
Most Extreme Differences	Absolute	.065
	Positive	.065
Test Statistic	Negative	-.057
		.065
Asymp. Sig. (2-tailed)		.200 ^{c,d}

- a. Test distribution is normal
 - b. Calculated from data
 - c. Lilliefors Significance Correction.
 - d. This is a lower bound of the true significance.
- Source : Processed primary data

Based on the table above, the Asymp value is obtained. The sig of equation I above 0.05 is 0.200 and equation II is 0.060 so it can be concluded that the data spreads normally.

b. Multicollinearity Test

Multicollinearity test is carried out to test whether the regression model finds any correlation between independent variables. A good regression model should not have correlation between independent variables. Testing the presence or absence of multicollinearity in the regression model can be seen by looking at the tolerance value and the VIF (Variance Inflation Factor) value. The value used to show multicollinearity is the tolerance value ≤ 0.10 or the VIF value ≥ 10 (Ghozali, 2018). If the VIF value is not more than 10 and the tolerance value is not less than 0.1, then it can be said to be free from multicollinearity. The following are the results of the multicollinearity test carried out on the variable income of women workers and dependents on working hours.

Table 4
Multi Collinearity Test Of Equation !
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Collinearity Statistics	
		B	Std. Error				Beta	Tolerance
1	(Constant)	6.338	3.098		2.046	.044		
	Labor income woman (X1)	.655	.104	.595	6.281	.000	.998	1.002
	Dependents (X2)	-.091	.218	-.040	-.419	.676	.998	1.002

- a. Dependent Variable: Working hours (Y1)
- Source: Processed primary data



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The results of the multicollinearity test showed that the test model was not detected Multicollinearity cases. This can be seen from table 4.5 of the multicollinearity test where each variable has a Tolerance value ≤ 0.10 or equal to a VIF value ≥ 10 . Multicollinearity Test of Equation II.

Table 5
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	10.825	2.388		4.533	.000		
	Income of female workers (X1)	.346	.097	.394	3.563	.001	.645	1.551
	Dependent (X2)	.290	.164	.158	1.774	.080	.996	1.004
	Hours of Operation (Y1)	.258	.088	.323	2.924	.005	.646	1.548

a. Dependent Variable: Family Income (Y2)
Source: Processed primary data

The results of the multicollinearity test showed that the test model was not detected Multicollinearity cases. This can be seen from the multicollinearity test table where each variable has a Tolerance value ≤ 0.10 or equal to a VIF value ≥ 10 .

c. Heteroscedasticity Test

The heteroscedasticity test aims to test whether in the regression model there is an inequality of variance from the residuals of one observation to another. If the residual from one observation to another is constant, then it is called Homoscedasticity and if it is different it is called Heteroscedasticity. A good regression model is a regression model that is homoscedasticity or is not heteroscedasticity (Ghozali, 2018). The following is a heteroscedasticity test for the income of female workers and dependents on working hours.

Table 6
Heteroscedasticity Test of Equation I
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.630	1.660		-.379	.706
	Labor income woman (X1)	.077	.056	.156	1.376	.173
	Tanggung (X2)	.221	.117	.215	1.894	.062

a. Dependent Variable: Abs_RES
Source: Processed primary data

Based on the heteroscedasticity table of equation I, it can be seen that the significant level of the independent variables is > 0.05 . If the significant level of the independent variable is > 0.05 , it indicates that heteroscedasticity does not occur in the regression model in this study.

Table 7
Heteroscedasticity Test of Equation II
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-2.187	1.539		-1.421	.160
	Labor income woman (X1)	.079	.063	.178	1.265	.210
	Dependents (X2)	.135	.105	.145	1.276	.206
	Working hours (Y1)	.048	.057	.119	.845	.401

a. Dependent Variable: Abs_RES
Source : Processed Primary Data



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The results of the heteroscedasticity test for equation II, it can be seen that the significant level of the independent variables is > 0.05. If the significant level of the independent variable is > 0.05, it indicates that heteroscedasticity does not occur in the regression model in this study.

4.2 Test Model Goodness

a. F test

The F statistical test basically shows whether all the independent or free variables included in the model have a joint influence on the dependent variable (Ghozali, 2018). If the independent variables are simultaneously related to the dependent variable, then the regression model used is good. This hypothesis uses the F statistic with the Quick Look decision making with the probability level of 5%. Following are the results of the simultaneous F test data analysis with a regression model on the multiple role conflict variable and emotional intelligence on work stress.

Table 8
Simultaneous F Test Result of Equation I
ANOVA^a

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	507.798	2	253.899	19.739	.000 ^b
	Residual	926.122	72	12.863		
	Total	1433.920	74			

a. Dependent Variable: Working hours (Y1)

b. Predictors: (Constant), Dependents (X2), income of women laborers (X1)

Source: Processed primary data

Based on the results of the simultaneous f test, the calculated F value is 19,739 with a probability level of 0.000. Because the probability level is much smaller than 0.05, the regression model can be used in this study.

Table 9
Simultaneous F Test Result of Equation II
ANOVA^a

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	402.120	3	134.040	18.565	.000 ^b
	Residual	512.626	71	7.220		
	Total	914.747	74			

a. Dependent Variable: Family Income (Y2)

b. Predictors: (Constant), Hours of Work (Y1), Dependents (X2), Income of female workers (X1)

Source: Processed primary data

Based on the results of the simultaneous f test, the calculated F value is 18,565 with a probability level of 0.000. Because the probability level is much smaller than 0.05, then a regression model can be used in this study.

b. Determination Coefficient Test (R²)

The coefficient of determination (R²) essentially measures how far the model's ability to explain variations in the dependent variable is. The value of the coefficient of determination is between zero and one. A small R² value means that the ability of the independent variables to explain variations in the dependent variable is very limited. A value close to one means independent variables provide almost all the information needed to predict the variation of the dependent variable (Ghozali, 2018). The following is the test results of the coefficient of determination for the variable income of women laborers and dependents on working hours.

Table 10
Test of the Determination Coefficient of Equation I
Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.595 ^a	.354	.336	3.586

a. Predictors: (Constant), Dependents (X2), income of women laborers (X1)

Source: Processed primary data

Based on the test results of the coefficient of determination, the model summary, the amount of adjusted R² is 0.336. This means that 33.6% of the working hours variable can be explained by the income of women laborers and dependents.



Table 11
Test of the Determination Coefficient of Equation II
Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.663 ^a	.440	.416	2.687

a. Predictors: (Constant), Hours of Work (Y1), Dependents (X2), Income of female workers (X1)

Source: Processed primary data

Based on the test results of the coefficient of determination, the model summary, the amount of adjusted R^2 is 0.416. This means that 41.6% of the family income variable can be explained by the income of female workers, dependents and working hours.

4.3 Hypothesis testing

Hypothesis testing in this study using the t statistical test basically shows how far the influence of one individual variable is in explaining the variation of the dependent variable. If t count is smaller than t table with a significance level of 5%, it has an insignificant effect. Conversely, if t count is greater than or equal to t table at the 5% significance level, it has a significant effect. Following are the results of the t statistical test.

Table 12
Regression Test for Equation I
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients Beta	t	Sig.
	B	Std. Error			
(Constant)	6.338	3.098		2.046	.044
Labor income woman (X1)	.655	.104	.595	6.281	.000
Dependents (X2)	-.091	.218	-.040	-.419	.676

a. Dependent Variable: Working hours (Y1)

Source: Processed primary data

Hypothesis testing in this study is to use the t statistical test. Based on the results of the regression analysis of equation I, it can be explained that the hypothesis testing in this study is:

a. The Influence of Income of women laborers on Working Hours

The effect of female laborers' income on working hours t is obtained by a coefficient β of 0.595 and a significance level of 0.000. If the value of $\beta > 0$, it means that the income of women laborers has a positive effect on working hours. By using a significance limit of 0.05, the significance value is < 0.05 . This means that the income of women workers has a significant effect on working hours. Thus, the first hypothesis is accepted

b. Effect of Dependents on Hours of Work

The influence of dependents on working hours obtained a coefficient β of 0.271 and a significance level of -0.040. If the value of $\beta < 0$, it means that dependents have a negative effect on working hours. By using a significance limit of 0.05, the significance value is < 0.05 . This means that dependents do not have a significant effect on working hours. Thus, the second hypothesis is rejected.

4.4 Path and Sobel Analysis

Path analysis is only used to determine the pattern of the relationship between three or more variables and cannot be used to confirm or reject the imaginary causality hypothesis, so to prove the 6th and 7th hypotheses, the sobel test is used. Following are the results of stage II linear regression analysis to examine the effect of female labor income (X1), dependents (X2) and working hours (Y1) on family income (Y2) and the effect of female labor income (X1) on family income (Y2). in the mediation of working hours (Y1) and dependents (X2) on family income (Y2) with mediation of working hours (Y1):

Table 13
Equation II Regression Test
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients Beta	T	Sig.
	B	Std. Error			
1 (Constant)	10.825	2.388		4.533	.000
Pendapatan buruh wanita (X1)	.346	.097	.394	3.563	.001
Tanggung (X2)	.290	.164	.158	1.774	.080
Jam Kerja (Y1)	.258	.088	.323	2.924	.005



a. Dependent Variable: Family Income (Y2)
Source: Processed primary data

Based on the results of regression analysis of equation II, it can be explained that the hypothesis testing in this study is:

a. The effect of female labor income on family income

The influence of female laborers' income on family income is obtained by a coefficient of β of 0.394 and a significance level of 0.001. If the value of $\beta > 0$, it means that the income of women laborers has a positive effect on family income. women have a significant effect on family income. Thus, the third hypothesis is accepted

b. The influence of dependents on family income

The influence of responsibility on family income is obtained by a coefficient of β of 0.158 and a significance level of 0.080. If the value of $\beta > 0$ means that the dependents have a positive effect on family income. . Thus, the fourth hypothesis is rejected

c. Effect of working hours on family income

The effect of working hours on family income obtained a coefficient β of 0.323 and a significance level of 0.005. If the value of $\beta > 0$, it means that working hours have a positive effect on family income. By using a significance limit of 0.05, the significance value is ≥ 0.05 . This means that working hours have a significant effect on family income. Thus, the fifth hypothesis is accepted

d. The effect of women's labor income on family income by mediating working hours

The direct effect of female labor income on family income is the coefficient β value of 0.394. Meanwhile, the indirect effect of female workers' income through working hours on family income is the multiplication of the coefficient β of female workers' income on working hours and the value of β of working hours on family income, namely: $0.595 \times 0.323 = 0.193$. Then the total effect given by female laborers' income to family income is the direct effect plus the indirect effect, namely: $0.394 + 0.193 = 0.587$. Based on the results of the calculation of regression analysis in stage II, it can be seen that the value of the direct effect is 0.394 and the indirect effect is 0.193 which indicates that the value of the direct effect is greater than the indirect effect. These results indicate that indirectly the income of women laborers by mediating working hours has no significant effect on family income. Thus, the sixth hypothesis is accepted

e. Effect of dependents on family income by mediating working hours.

The direct effect given by the responsibility on family income is the coefficient β value of 0.158. While the indirect effect of the dependents through working hours on family income is the multiplication of the coefficient β of coverage on working hours with the value of β of hours of work on family income, namely: $-0.040 \times 0.323 = -0.02$. Then the total effect given by dependents on family income is the direct effect plus the indirect effect, namely: $0.158 + -0.03 = 0.128$. Based on the results of the calculation of regression analysis in stage II, it can be seen that the value of the direct effect is 0.158 and the indirect effect is -0.02 which indicates that the value of the indirect effect is smaller than the direct effect. These results indicate that indirectly the dependents mediating working hours have no significant effect on family income. Thus, the seventh hypothesis is rejected

5. Conclusion

Based on the results of data analysis through proving the seven hypotheses proposed in this study regarding the role of female factory workers in increasing family income (a case study at PT Java Mete Indonesia in Demak Regency), this study concludes:

1. The income variable of female laborers has a positive and significant effect on the working hours variable.
2. The responsibility variable has a negative and insignificant effect on the working hours variable.
3. The income variable of female laborers has a positive and significant effect on the family income variables.
4. The dependent variable has a positive but insignificant effect on the family income variable.
5. Working hours variable has a positive and significant effect on family income variables.
6. The income variable of women workers on family income variables mediated by the working hours variable resulted that indirectly the income of women workers with the mediation of working hours had an insignificant effect on family income.
7. Dependent variable on family income mediated by working hours variable shows that indirectly dependents mediated working hours have no significant effect on family income.

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