



Differences of Economic Factors on Employment between Industrial Sector in Sidoarjo and Gresik Regencies

Rima Anggun Aprilya^{1*}, Sishadiyati²

Universitas Pembangunan Nasional Veteran Jawa Timur, Indonesia¹

Universitas Pembangunan Nasional Veteran Jawa Timur, Indonesia²

Corresponding Email: 20011010043@student.upnjatim.ac.id*

Received: 05-04-2024

Reviewed: 20-04-2024

Accepted: 07-05-2024

Abstract

The problem of unemployment is increasingly worrying, where unemployment in Sidoarjo and Gresik every year cannot decrease significantly. So the potential level of labor absorption is also getting smaller. Unemployment is a problem that must be overcome by every region. Because high unemployment can lead to decreased productivity, slow economic growth, and increased poverty. This study aims to study, analyze, and compare how the condition of labor absorption in the industrial sector in Sidoarjo and Gresik regencies, as well as to determine the differences in population factors, the number of industrial companies, industrial sector investment, and minimum wages on the absorption of labor in the industrial sector in Sidoarjo and Gresik regencies. The method used in this study is a quantitative approach with secondary data from 2008-2022 with technical analysis of different tests. The result of this study is that the population and number of industrial companies have no difference in the absorption of industrial sector workers between Sidoarjo and Gresik regencies, while there are differences in the investment value of the industrial sector and the minimum wage on the absorption of industrial sector workers between Sidoarjo and Gresik regencies.

Keywords: Industry, Investment, Number of Population, Labor, Minimum Wage

Introduction

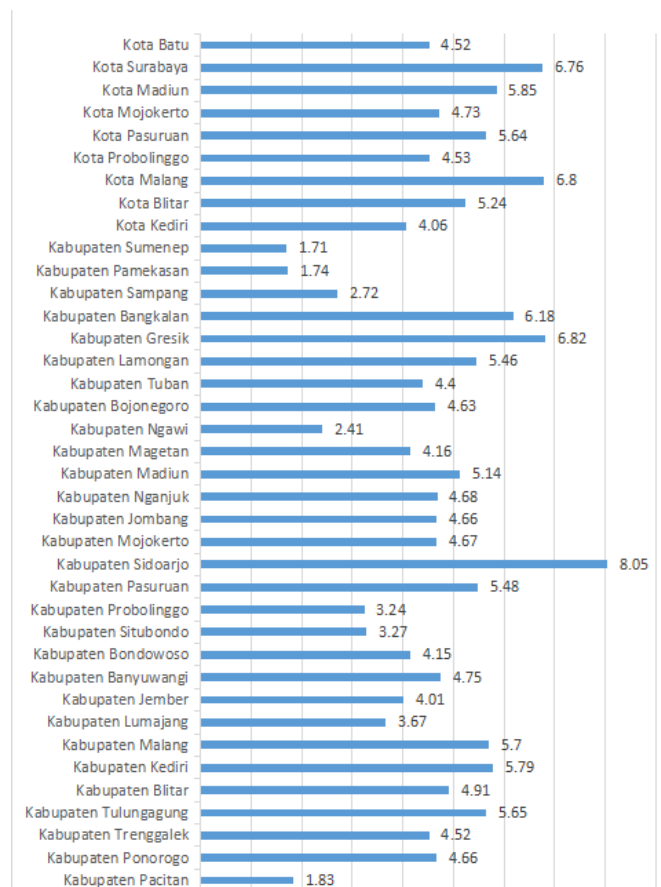
Economic development is a complex cycle that includes changes in environmental structures, societal perspectives and societal foundations, for example accelerating economic growth, reducing unemployment and inequality, and reducing poverty (Awaludin et al., 2023). The process of increasing the long-term per capita income of a society is called economic development. Job creation and economic growth in the interest of social welfare in general are the main objectives of economic development (Ramadhani, 2022).

Differences of Economic Factors on Employment between Industrial Sector in Sidoarjo and Gresik Regencies

The main objectives of the development process are to increase the distribution and quantity of basic living goods, increase living standards (such as the quality of education, employment, and income), and increase economic and social choices. Indonesia as a developing country, still faces employment problems. The issue discussed is the high unemployment rate. Known as one of the obstacles in the development process is unemployment. Employment is a vast and complex issue. Unemployment is a consequence of the lack of balance between the number of people employed and the number of jobs available. If the unemployment rate continues to increase and people's welfare decreases, the burden on the regional economy will increase.

Indonesia has 38 provinces, including East Java Province which is the largest province on Java Island and has the second largest population in Indonesia. Like other regions, East Java Province also faces various social problems, one of which is the unemployment rate. Every year, unemployment remains a serious problem that requires accurate treatment. The unemployment rate in East Java, which can be seen by district/city, is illustrated in the figure below.

Figure 1. Open Unemployment Rate by District/City (percent) in 2023



Source: BPS Jawa Timur 2023

Based on the chart above, the highest unemployment rate of East Java Province in Sidoarjo and Gresik Regencies in 2023 with values of 8.05% and 6.82% respectively. Although in recent years the unemployment rate in Sidoarjo and Gresik Regencies has decreased, the

unemployment problem in Sidoarjo and Gresik Regencies has become a serious problem considering that the unemployment rate in Sidoarjo and Gresik Regencies is the highest in East Java Province. The poverty rate in Sidoarjo and Gresik districts has always been the highest for a long time due to inconsistent government efforts in fighting unemployment. However, it is realized that the impact of unemployment is very bad for the region's economy.

Sidoarjo and Gresik Regencies are districts with the highest economic value in East Java Province and many sectors that are the destination of job seekers. Therefore, the population in Sidoarjo and Gresik districts continues to increase every year, which means that unemployment will increase due to an increase in population density, which is the reason why there is a lot of migration to get a job. to make ends meet. As a result, this will cause the population of a region to increase (Khristina Kiha et al., 2021). The high rate of population growth of a country and the large labor force will not actually make much change as long as the country's economy is strong enough to accommodate the needs of various communities, including providing employment (Nirmal Juvita, 2022). In 2023, Sidoarjo and Gresik regencies will have the largest unemployment in East Java. Although in recent years the unemployment rate in Sidoarjo and Gresik Regencies has decreased, the unemployment problem in Sidoarjo and Gresik Regencies has become a serious problem considering that the unemployment rate in Sidoarjo and Gresik Regencies is the highest in East Java Province.

Judging from the 2022 GRDP data in Sidoarjo and Gresik regencies, the highest contributor to GRDP is the processing industry sector. In terms of geography, the population and area in Sidoarjo and Gresik districts are not among the largest and largest in East Java. However, in terms of the number of companies and workers in the industrial sector, Sidoarjo and Gresik Districts also have the highest value in East Java. Meanwhile, in terms of minimum wage, Sidoarjo and Gresik districts also have the highest wages in East Java after Surabaya with almost the same nominal value.

If you look at various aspects such as the many industrial sectors that exist so that they become the leading sectors in the GRDP, Sidoarjo and Gresik Regencies should be able to absorb a lot of labor, but what happens is that Sidoarjo and Gresik Regencies are the districts with the highest unemployment rate in East Java. The many characteristics of the two districts make researchers want to examine what factors influence the phenomenon and whether there are differences in the influencing factors of the two districts. The problem of unemployment is increasingly worrying, where unemployment in Sidoarjo and Gresik every year cannot decrease significantly. So the potential level of labor absorption is also getting smaller. Unemployment is a problem that must be overcome by every region. Because high unemployment can lead to decreased productivity, slow economic growth, and increased poverty. This writing is important to do because by looking at the difference in the influence of the unemployment rate on employment, especially in the industrial sector, it will contribute to related parties in making policies. This study aims to study, analyze, and compare how the condition of labor absorption in the industrial sector in Sidoarjo and Gresik regencies, as well as to determine the differences in population factors, the number of industrial companies, industrial sector investment, and minimum wages on the absorption of labor in the industrial sector in Sidoarjo and Gresik regencies.

Differences of Economic Factors on Employment between Industrial Sector in Sidoarjo and Gresik Regencies

The expansion, utilization of resources, and potential of the industrial sector must be increased in order to continue and increase the development of the industrial sector to improve public welfare and encourage and drive other economic sectors. Government intervention is expected to reduce this labor problem. The higher the population growth, the smaller the jobs that can be accessed and over time, fair industrial companies have certain rules in determining workers, for example having capacity and more talented in working, so that assets that cannot be accessed by workers will increase. Those who do not have the capacity and ability will be displaced from the labor market and do not get jobs, even become unemployed, leading to economic inequality.

Literature Review

Grand Theory

Keynes's theory of demand and supply of labor states that if employers and job seekers have reached an agreement on a certain level of wages, it is called equilibrium or equilibrium. According to the classicists, an economy that depends on the strength of market mechanisms will always reach equilibrium. In a position of equilibrium, all resources, including residents, will be used in full. Therefore, there is no unemployment in a system that adheres to market mechanisms. They will be willing to work for a lower wage if no one works, rather than earning no income at all. This lower wage rate will attract more employees to the company (Hend, 2020).

Keynes emphasized the role of aggregate demand in determining the level of output and employment. Investment is one of the important components of aggregate demand. When firms invest, they increase demand for goods and services, which in turn increases output and creates jobs (Suharto Budi, 2021).

Industrial Sector Employment

The capacity to accept employees who meet the requirements of the enterprise is called labor absorption. These rules can be adjusted to the capacity or ability of each person needed by job seekers. The number of jobs can be smaller or the same, depending on how many jobs are needed and available. According to Adam Smith, a country's ability to produce is its main advantage by utilizing technology and labor efficiency. In his theory of the value of labor, he argued that the more labor used, the higher the value of the goods produced (Sadiah, 2020). It can be concluded that unemployment will occur if the number of job opportunities exceeds the amount of labor absorbed. Conversely, if the number of open job vacancies is equal to the number of job absorption, then there will be no unemployment. Labor absorption can also be interpreted as a specific measure of work that can be maintained or expected by a unit or organization in different fields. This restraint in employment is due to the high interest in employment from the large population growth in a country. Thus, the absorption of this labor can be assumed as a work interest (Ramadhani, 2022)

Total Population

According to Statistics Indonesia submitted by the Central Bureau of Statistics (BPS), population is defined as any person who has lived in the territory of the Unitary State of the Republic of Indonesia for at least six months, or who has stayed for less than six months but wants to settle. The number of people living in a particular location affected by demographic processes such as fertility, mortality, and migration is referred to as population. In other words, population growth is the transformation of the number of inhabitants from one period to the next in a region. In developing countries, populations often increase rapidly and are large in number. The problem of population growth is not only related to numbers, but also to the importance of human welfare and development.

Malthus's theory explains that as the population increases, the number of workers increases, but employment opportunities cannot be adjusted for the increase. Due to the limited number of job opportunities, this can cause a portion of the labor force to be unable to find work, and eventually become unemployed (Ani, 2020). Malthus in the book Mulyadi (2003) revealed that a relatively large population that continues to increase can affect the increase in unemployment in certain regions. The number of population affects the absorption of labor, the value of output becomes something that also affects it (Azizah Malta, 2023).

Number of Industrial Companies

A company is an entity established by individuals, groups of people, or other entities, centered on how to meet the needs of the human economy through the production and distribution of goods. Industry on the other hand refers to the process of producing the final product from semi-finished products or profitable raw materials. While the number of firms or industries is a term used to describe specialized units that carry out financial activities to create labor and products. Based on neo-classical business unit theory, business is an action carried out with the aim of achieving something, such as profit, wages, or profit (Sadiah, 2020). The confluence between producers' need for labor in the production process and job seekers' need for job opportunities occurs through the interaction of demand and supply in the labor market. Therefore, the number of industrial companies will play an important role in determining the level of employment in the industrial sector (Amparian & Chandriyanti, 2022).

Industrial Sector Investment

The expenditure of a certain amount of funds by investors to finance production activities aimed at generating profits in the future is known as investment. Investment comes from investment by various parties directly or indirectly with the aim of increasing output. This investment consists of expenditures or expenditures of investment or companies to buy capital goods and production equipment to increase the ability of the economy to produce goods and services. According to the Harrod-Domar theory (Todaro, 2006), in addition to capital stock, capital formation is needed to grow the economy (Woyati, Riyadh, 2022). This theory argues that investment increases production capacity and increases demand. When this more capital-intensive investment increases, this will decrease or reduce the amount of employment (Susanti, 2019).

Differences of Economic Factors on Employment between Industrial Sector in Sidoarjo and Gresik Regencies

Minimum Wage

According to "Law No.13 of 2003 concerning Manpower, it is explained that the Regency / City Minimum Wage (UMK) is a minimum wage norm set for the Regency / City area with the aim of maintaining workers' wages and improving their standard of livelihood" (Izzah et al., 2021). Wages play a major role in encouraging someone to work for the benefit of another person, organization, or company. The value of wages plays an important role in creating high unemployment in a country, this is because the size of the value of wages given will have an impact on the satisfaction felt by workers, so that with this measure the unemployment rate can change and fluctuate greatly. Therefore, wages and unemployment are inseparable from each other because the impact caused can affect the course of the economy, this view is in accordance with the theory of wages and unemployment expressed by David Ricardo and Karl Marx (Basmar & Sugeng, 2020).

Research Method

This research is a comparative quantitative research. The place in this study is Sidoarjo and Gresik Regencies because the two districts have the same character in accordance with the phenomenon raised in this pelitian. The samples used in this study are industrial sector labor, population, number of industrial companies, industrial sector investment, and minimum wage in Sidoarjo and Gresik Regencies in 2008-2022. The secondary data used in this study consisted of *cross-section* data for two districts and time series data for the period 2008-2022. This research is carried out with a literature study approach, which involves exploration, understanding, analysis, and identification of existing materials. This test is tested with normality and homogeneity tests to test the feasibility of the data followed by testing the difference with the t test or the *Independent Sample t-test difference test*

Result/Findings

Normality Test

The normality test aims to see learning outcome data from both classes of normally distributed samples or not. So that analysis can be used using *T-Test* (Rahmi, Selfi & Fitria, 2021).

Table 1. Normality Test Results

	Kelompok	Shapiro-Wilk		
		Statistic	df	Sig.
Industrial Sector Employment	Sidoarjo	0,976	15	0,808
	Gresik	0,953	15	0,577
Total Population	Sidoarjo	0.977	15	0,944
	Gresik	0,924	15	0,221
Number of Industrial Companies	Sidoarjo	0,958	15	0.650
	Gresik	0.929	15	0,260
	Sidoarjo	0,947	15	0,479

Industrial Sector Investment	Gresik	0,960	15	0,690
Minimum Wage	Sidoarjo	0,892	15	0,073
	Gresik	0,894	15	0,077

Source: Researcher, SPSS 2024 Data Processing

The statistics can be seen in the Shapiro-Wilk Test of Normality Table where if the value of sig. > 0.05, it can be concluded that the data is distributed normally, otherwise if the value of sig. < 0.05, it can be concluded that the data is not distributed normally. Sidoarjo Industrial Sector Labor is worth 0.808 Gresik 0.577; The total population of Sidoarjo is 0.944 Gresik 0.221; Number of Sidoarjo Industrial Companies valued at 0.650 Gresik 0.260; Investment in the Sidoarjo Industrial Sector is worth 0.479 Gresik 0.690; and Sidoarjo Minimum Wage is 0.073 Gresik 0.077. It can be concluded that all variables show a value of >0.05 so that it can be interpreted that the data is normally distributed.

Homogeneity test

The homogeneity test is a test to determine whether or not the variances of two or more distributions are the same (Yolviansyah et al., 2020).

Table 2. Homogeneity Test Results

		Levene's Test for Equality of Variances	
		F	Sig.
Industrial Sector Employment	Based on Mean	3,936	0,057
Total Population	Based on Mean	2,750	0,108
Number of Industrial Companies	Based on Mean	0,314	0,580
Industrial Sector Investment	Based on Mean	3,007	0,094
Minimum Wage	Based on Mean	0,000	0,983

Source: Author, SPSS 2024 Data Processing

In the Test of Homogeneity of Variance Table where if the value of sig. >0.05, it can be concluded that the data is homogeneous, but if <0.05 the data is not homogeneous. Industrial Sector Labor 0.057; Total Population is 0.108; The number of Industrial Enterprises is worth 0.580; Industrial Sector Investment 0.094; and the Minimum Wage is 0.983. It can be known that all variables show a value of >0.05 which can be interpreted as homogeneous data. So it can be concluded that the data used in this test has the same variant.

Independent Sample t-test

The t-test (independent samples t-test) is used to determine whether there is a significant difference between the two groups of samples studied.

Table 3. Result Independent Sample t-test

		t-test for Equality of Means
		Sig. (2-tailed)
Industrial Sector Employment	Equal variances assumed	0,000
	Equal variances not assumed	0,000
Total Population	Equal variances assumed	0,000
	Equal variances not assumed	0,000
Number of Industrial Companies	Equal variances assumed	0,000
	Equal variances not assumed	0,000
Industrial Sector Investment	Equal variances assumed	0,165
	Equal variances not assumed	0,167
Minimum Wage	Equal variances assumed	0,989
	Equal variances not assumed	0,989

Source: Author, SPSS 2024 Data Processing

In the Independent Sample Table t-test where if the value of sig. (2 tailed) < 0.05 then it can be concluded that there is a significant difference but if the value of sig. (2 tailed) > 0.05 means there is no significant difference. If homogeneous data is viewed at Equal Variance Assumed if not homogeneous at not assumed. Industrial Sector Labor 0.000; The total population is worth 0.000; The number of Industrial Enterprises is worth 0.000; Investment in the industrial sector variances assumed 0.165 not assumed 0.167; The Minimum Wage is worth 0.989.

Discussion

The Difference in the Effect of Total Population Industrial Sector Employment Between Sidoarjo and Gresik Regencies

Looking at the test results, it was found that the population was 0.000, which was less than 0.05, which means that between Sidoarjo Regency and Gresik Regency there was difference in the influence of population on employment in the industrial sector in the region. This means that there are differences in the influence of population on labor absorption in the Sidoarjo and Gresik industrial sectors, indicating that there are other factors that are more important. Although indirectly, population size can have an impact on work energy absorption. According to data from the Central Bureau of Statistics, Sidoarjo has a higher ROR compared to Gresik. This means that the proportion of Sidoarjo residents who are of working age and choose to work is higher compared to Gresik. A higher labor force participation rate indicates more adequate labor availability, so that the influence of population on labor absorption in Sidoarjo is not as large as in Gresik. Judging from the 2022 BPS education index data, Sidoarjo has a higher proportion of the population with higher education with a value of 0.77% compared to Gresik which has a value of 0.70%. Higher work skills can increase productivity and attractiveness for industry, thereby enabling more efficient labor absorption, even with a smaller population. From data from the Central Statistics Agency, Sidoarjo has a higher level

of incoming migration compared to Gresik. Migration of labor from outside the region can increase the availability of labor in Sidoarjo, thereby possibly reducing the influence of the local population on employment energy absorption. Sidoarjo and Gresik implement policies in accordance with the Regent's Regulations for each different employment area, such as job training programs or incentives for companies that employ local residents. Government policies that favor local labor absorption can influence the level of influence of population on labor absorption in each district.

The Difference in the Effect of the Number of Industrial Companies on the Absorption of Industrial Sector Workers Between Sidoarjo and Gresik Regencies

Looking at the test results, it is known that the number of industrial companies worth 0.000 is less than 0.05, which means that between Sidoarjo Regency and Gresik Regency there is a difference in the influence of the number of industrial companies on the absorption of the industrial sector workers in the area. This means that there is a significant difference in the influence of the number of industrial companies on labor absorption in the industrial sector in Sidoarjo and Gresik, indicating that other factors play a more dominant role. This means that the main focus must be directed at increasing company efficiency, productivity and competitiveness, as well as ensuring decent quality work for workers.

Sidoarjo has a more diversified economy, with more diverse industries, so that increasing the number of industrial companies does not always have a direct impact on employment. Gresik is more focused on heavy industry, which requires more workers, so increasing the number of industrial companies generally has a positive impact on labor absorption. This can also be seen from the Regent's Regulations for each region. The Sidoarjo regional government has stricter policies regarding labor standards and work safety, which can increase costs for companies. Gresik regional government policies are more pro-business, with looser regulations and incentives for companies that create jobs.

The many industries that dominate Sidoarjo help the city's economy stabilize. These industries usually use local raw materials and are supported by independent financing, so they are strong enough to overcome economic chaos that comes from outside. Sidoarjo industry also has many workers because of its large population. Apart from that, due to its labor-intensive nature, MSEs in Sidoarjo are able to absorb a lot of labor (MRizky, 2020) In Sidoarjo there are still weak supporting industries, which include machine manufacturing to the manufacture of a number of components used in final products such as cars. Because, compared to light industry, the production process in heavy industry such as metal processing and machinery is more complex and requires human resources with higher skills, technology and capital. For this type of engineering industry, the implosive production process in the heavy industry subsector can be carried out efficiently using technology that is relatively labor intensive. This causes differences in the influence of the number of industrial companies on labor absorption in the two districts (Sidoarjo, 2019). Research from (Janah & Nuraini, 2021) revealed that medium and large industries in Gresik Regency are capital intensive industries and (Richter et al., 2023) also wrote the same thing in their study.

Differences of Economic Factors on Employment between Industrial Sector in Sidoarjo and Gresik Regencies

The Difference in the Effect of Industrial Sector Investment on Industrial Sector Employment Between Sidoarjo and Gresik Districts

Based on the test results, it is known that the population with the same variant is assumed to be 0.254, while the same variant is not assumed to be 0.256, both are greater than 0.05, which means that between Sidoarjo and Gresik Regencies, there is no difference in the influence of industrial sector investment on industrial sector employment. in the area. The difference in the influence of industrial sector investment on labor absorption in the industrial sector in Sidoarjo and Gresik shows the structural complexity and differences in skills needs in the two regions. Industry in Sidoarjo has a lower level of capital efficiency and uses more labor-intensive technology. The strong economic links between these regions mean that there are no differences in the pattern of demand and supply of labor in the industrial sector. Although Sidoarjo and Gresik have different industrial focuses, the two regions complement each other in the regional industrial supply chain. Statistically, this shows that the relationship between investment and employment in the industrial sector in both districts has the same strength and direction. The magnitude of the influence of investment on labor absorption in the two districts is not significantly different. In both Sidoarjo and Gresik, increased investment has consistently been accompanied by increased employment in the industrial sector.

According to data from the Central Statistics Agency, both districts have an economic structure dominated by the industrial sector, especially the processing industry. This shows that the industrial sector in both districts has a high need for labor and is sensitive to changes in investment. Regional governments in both districts implement harmonized investment policies, such as ease of business licensing. This conducive policy can attract investors and encourage increased investment in the industrial sector, which in turn increases labor absorption. Sidoarjo and Gresik are located in the Greater Surabaya area, which is one of the strongest economic areas in Indonesia. Economic linkages between regions allow for spillover effects, where increased investment in one district can encourage economic growth in other districts, including in terms of employment. In general, investment has the potential to increase labor absorption. However, the magnitude of this influence depends on various factors mentioned previously.

The Difference in the Effect of Minimum Wage on Industrial Sector Employment Between Sidoarjo and Gresik Districts

Based on the test results, the minimum wage is 0.989, which is greater than 0.05, which means that between Sidoarjo Regency and Gresik Regency there is no difference in the effect of the minimum wage on employment in the industrial sector in the region. In both districts, there is a competitive labor market where minimum wages have a significant influence on labor supply and demand. Workers in both districts have limitations in finding alternative jobs with higher wages, so they are more sensitive to changes in the minimum wage. The needs for a decent living in Sidoarjo and Gresik are not much different, so the minimum wages set in both districts have the same influence on workers' purchasing power. Determination of the minimum wage in both districts takes into account social factors such as living standards and poverty levels, which ultimately results in a minimum wage value that is relatively the same.

Determination of minimum wages in both districts follows national regulations or guidelines, namely the Governor's Regulations which regulate regional wages, resulting in minimum wage values that are not much different. Economic growth in Sidoarjo and Gresik is not much different, so it is able to support the setting of a minimum wage that is not much different. Labor productivity in the industrial sector in the two districts is comparable, making it possible to determine minimum wages that are not much different.

Conclusion

From the test results it is known that the population and number of industrial companies between Sidoarjo Regency and Gresik Regency have different effects on labor absorption in the industrial sector. This means that there are differences in the influence of population on labor absorption in the Sidoarjo and Gresik industrial sectors, indicating that there are other factors that are more important. Although indirectly, population size can have an impact on work energy absorption. And the significant difference in the influence of the number of industrial companies on labor absorption in the industrial sector in Sidoarjo and Gresik shows that other factors play a more dominant role. This means that the main focus must be directed at increasing company efficiency, productivity and competitiveness, as well as ensuring decent quality work for workers. Meanwhile, there is no difference in the value of investment in the industrial sector and the minimum wage between Sidoarjo and Gresik Regencies in their influence on the energy absorption of the industrial work sector in Sidoarjo and Gresik Regencies, from 2008 to 2022. This shows the complexity of the dynamics of the employment energy market, industrial structure and energy productivity. work in both regions.

Recommendations

With this research, it is hoped that the people of Sidoarjo and Gresik Regency can produce experts who can process and create new local products for the welfare of the community. So it can reduce poverty levels. The Sidoarjo and Gresik Regency governments formed a company association and implemented a policy of prioritizing local workforce absorption. This policy aims to increase employment opportunities for local communities, support regional economic growth, and reduce poverty levels. Regional governments and companies are working together to increase efforts to attract domestic investors to build capital, especially in the processing industry sector. It is recommended that future research broaden its scope by creating or including independent factors that may have an impact on labor absorption in medium and large scale companies. In order to improve the quality of empirical testing of labor absorption and increase knowledge of development economics and employment literature, it is hoped that this improvement will provide more valid and relevant results.

Differences of Economic Factors on Employment between Industrial Sector in Sidoarjo and Gresik Regencies

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