

ANALYSIS OF FACTORS AFFECTING MANPOWER ABSORPTION IN THE INDUSTRIAL SECTOR IN WEST JAVA

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ABSTRACT

This study aims to determine the factors that influence the employment of the industrial sector in West Java in 2016 to 2020. Although the rate of economic growth has increased, the rate of investment has declined quite significant in West Java Province, which ultimately will have a negative effect on labor absorption. Thus it is of urgent importance to pay close attention to factors affecting employment in West Java industrial sector. The independent variables used in this study are the rate of economic growth, the number of industrial business units, the district/city minimum wage and investment. This study uses secondary data obtained from the Central Bureau of Statistics of West Java and various literatures. Analysis methods using panel data regression analysis. The results with the Fixed Effects Model approach showed that the rate of economic growth and the district/city minimum wage have a positive and significant effect on employment, while the number of industrial business units and investment have a negative and significant effect on employment,

KEYWORDS: *Economic growth rate, number of industrial business units, regency/city minimum wage, investment, labor absorption.*

1 INTRODUCTION

Labor absorption is the relationship between the desired quantity of labor and the wage level. Dimensions in the employment problem are influenced by investment or investment and also the global market which can lead to a decline in industrial growth. Indonesia is a country with a high population growth rate. This increase is not in line with the creation of employment opportunities where the number of the workforce cannot be accommodated, resulting in an increase in unemployment.

Population growth that is growing faster than job opportunities shows that economic development in developing countries is not able to increase job opportunities more than the increase in population.

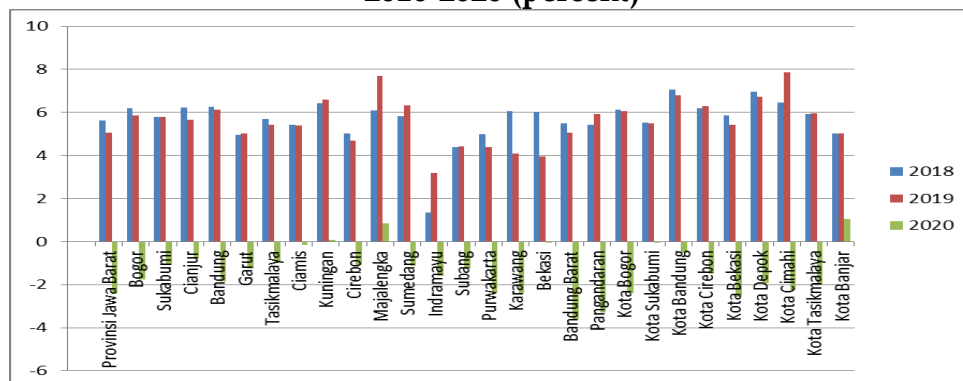
The industrial sector is believed to be a sector that can lead other sectors in an economy towards progress, Industrial products have a high or more profitable " *term of trade* " , and create large added value compared to products from other sectors. . One of the important goals in economic development through the industrialization process is the

provision of sufficient employment opportunities to catch up with the increase in the labor force whose growth is faster than the growth of job opportunities. This shows that one of the main problems faced to date, which has not yet been resolved, is the relatively high unemployment rate (Aslan, 2012) .

The existence of industry can help improve people's welfare to achieve sufficient income, and industrial development can also provide employment opportunities for people who do not have jobs or who are looking for work. In addition, there are also several supporting factors for people to work in industry, such as the first example because of the Regency/City Minimum Wage (UMK) level. Many people choose work in an area with a high wage rate, they think that price and quantity must be balanced to meet their needs and because income in West Java itself is large enough so that to find work there is no need to migrate out of town (Rakhmawati, 2010). 2018)

Regional economic growth is the additional income of the community as a whole that occurs in a certain area, due to an increase in all added value (*value added*). With regional autonomy, each region is free to determine prioritized commodities or sectors. By looking at the strengths and weaknesses in the West Java region, better prospects are developed and are expected to encourage other sectors to develop. Indonesia is an agrarian country where the nation's primary sector is agriculture, but the share of the secondary sector (industry) and the share of the tertiary sector (services) is increasing.

**Figure 1. Economic Growth Rate in West Java
 2016-2020 (percent)**



Source: Central Bureau of Statistics of West Java (processed)

The rate of economic growth in West Java has increased from year to year as shown in Figure 1.1. The highest economic growth rate in West Java in 2016-2020 occurred in the city of Bandung. In 2019, the area with the highest economic growth rate was Cimahi City, while the area with the lowest economic growth rate was Indramayu Regency. The city of Bandung shows fluctuations in economic growth in the city of Bandung throughout 2016-2019.

Despite fluctuations, the percentage of economic growth is never less. Fluctuations in the rate of economic growth are still fairly stable. However, economic growth during the pandemic finally fell to minus 2.28 percent in 2020. Economic conditions in 2020 fell due to Covid-19. The slow pace of economic growth in Indramayu is caused by various factors, one of which is the icon of Indramayu Regency as the national rice barn experiencing decreased production due to crop failure.

According to Meier in *Regional Economic Studies* (2007), economic development is a function of investment in terms of investment or the most essential economic factor that is easily measured quantitatively. However, in the real world, investors who invest their capital in the business sector will always pay attention to environmental security factors, legal certainty, investment land status, and government support. The investment climate is a condition that is multidimensional and becomes a consideration for investors in making their investments.

The realization of domestic investment investment (PMDN) in West Java showed an increase throughout 2017 to 2020. West Java's PMDN investment was recorded at IDR 38.4 trillion in 2017. Then it increased 10.1% to IDR 42.28 trillion in 2018. A year later, domestic investment increased again by 16.5% to Rp 49.28 trillion. Then in 2020 West Java PMDN investment increased 4.3% to reach Rp 51.4 trillion. Domestic investment fell due to the decline in execution and implementation of policies so that investment was heavily influenced by global economic conditions.

The rate of economic growth in West Java has increased but the level of investment has decreased, more attention needs to be given related to the large potential for employment in the industrial sector. The results of research conducted by Tanti (2016) Based on the results of the study, it can be concluded that together the variables of the rate of economic growth, the district/city minimum wage and the number of industrial business units have an effect on employment in Central Java Province. Partially, the rate of economic growth and the district/city minimum wage have a positive effect on employment in the industrial sector, while the number of industrial business units has no effect on employment.

Manpower is population of working age who is ready to do work, including those who are already working, those who are looking for work, those who are in school and those who take care of the household. Manpower or *manpower* consists of the workforce and not the workforce. work. The labor force or *labor force* is the part of the workforce who wants and that actually produce goods and services. The workforce consists of working class and unemployed and looking for work. The non-labor force group consists of those who attend school, who takes care of the household, and other groups or income recipients. The three groups in the group are not the work force at any time can offer his services to work. Therefore, this group often called *the potential labor force* (Simanjuntak, 1985). The problem of labor is a problem that will be faced by every company. An industry that relies on talent, skills, and creativity which are the basic elements of every

individual. Large and modern companies have used machines or automatic tools to computers, but it is humans who control all the running of these machines (Atifatur, 2018) . absorption of workers in the industrial sector can be approached through the theory of labor demand. Employment absorption is a derived demand from changes in consumer demand for the company's output. Companies hire labor not for direct consumption, but for production, so the increase in the ability of entrepreneurs to absorb labor depends on the increase in demand for the goods produced. Therefore, the analysis is approached from a production point of view (Nazaruddin, 2018) . Based on the results of research by Rohmani (2016), economic growth has a positive effect on employment in the industrial sector. Based on the results of research by Perdana (2012) , the path coefficient which is positive with a path coefficient value of 0.00 means that economic growth does not significantly affect employment, meaning that an increase in economic growth is not followed by a significant increase in labor absorption. The population growth rate is quite high, causing a large population explosion, resulting in a continuous workforce increasing, while on the other hand the creation of job opportunities is relatively limited (Purwasih, 2017)

The minimum wage in Government Regulation no. 78 of 2015 concerning Wages, it is stated that the minimum wage is the lowest monthly wage consisting of: wages without allowances, basic wages including fixed allowances. The minimum wage was developed by the government as a solution to the problem of many workers who still earn very little, even less than their minimum living needs. Each region has a different minimum wage level. The determination of the minimum wage has the main objective of ensuring that an employee's income is not lower than a certain level. In neoclassical theory, it states that wages earned are in accordance with the increase in marginal returns obtained by employees. Where the wage referred to here is the Regency Minimum Wage (UMK) whose movement is relatively stable and is determined by an agreement between employers, workers, and the government. In addition, wages are also influenced by the performance of the community for the achievement of a decent life. Minimum Wage is a minimum standard used by entrepreneurs or industry players to provide wages to workers in their business or work environment (Saputri & Gunawan, 2018) . In the relationship between the minimum wage and employment, it is explained that the implementation of the minimum wage will cause unemployment, but on the other hand this shift can cause companies to increase their workforce and maximize profits. (Boedirochminarni, 2018) . Based on the t-test obtained information that the wage variable has a positive effect on employment in the sector industry, this means that the higher and lower wages affect the level of labor absorption in the industrial sector (Chusna, 2013) .

Based on the results of the analysis, it can be explained that the Wage variable has a negative and significant effect on labor absorption (Soelistyo, 2018) . Based on the results of research by Khoirudin (2019) the industrial sector wage variable has a significant positive effect on employment in the industrial sector.

Company or industrial business is a business unit that carries out economic activities and has the aim of producing goods or services, generally located in a certain building or location and has its own administrative record regarding production and cost structure and there are people who are in charge or the undertaking. In general, the growth of business units in an area will increase the number of jobs. This means that the demand for labor also increases. According to theory, the number of business units has a positive influence on the demand for labor, meaning that if the business units of an industry are added, the demand for labor will also increase. The more companies or business units that are established, the more workers will be added (Saputri, 2018) . In general, the growth of business units in an area will increase the number of jobs (Miki, 2018) . based on the t test, it shows that partially the number of business units has a significant effect on employment (Bustam, 2017) . This study shows that the number of business units has an effect on Labor Absorption (Saputri, 2017)

Investment is defined as the expenditure or expenditure of investment or companies to buy production goods, to increase the ability to produce goods and services available in the economy that come from domestic investment and foreign investment (Romdhoni, 2017) . Investment can also be called a determinant of the rate of economic growth, because in addition to encouraging a significant increase in output, it will also automatically increase input demand, which in turn will increase job opportunities and community welfare as a consequence of increasing income received by the community (Gunawan, 2018) . Investment is an investment for one or more assets owned, usually long term with the hope of getting profits in the future as professional compensation for delays in consumption, the impact of inflation and the risks borne (Nurafuah, 2017) . Research conducted by Akhmal (2010) found that investment has a positive and significant effect on employment in Indonesia. When there is an increase in investment of 1%, it will increase employment by 0.01%. Research conducted by Putra et al. (2012) that the investment value variable has a significant positive effect on employment.

2 MATERIALS DAN METHODS

Data analysis method

The data used in this study is secondary data with analysis using panel data, observations from 2016 to 2020 include data on labor absorption, economic growth rate, Regency/City Minimum Wage, number of industrial business units and investment.

Panel Data Regression is a combination of cross section data and time series data, where the same cross section unit is measured at different times. So in other words, panel data is data from the same individuals who are observed over a certain period of time.

The analytical tool used in this study is panel data analysis, the formulation of the estimator model is:

$$TK_{it} = \beta_0 + \beta_1 LPE_{it} + \beta_2 UMK_{it} + \beta_3 JUI_{it} + \beta_4 INV_{it} + \varepsilon_{it}$$

Where TK describes the absorption of labor which is measured using units of soul, LPE is the growth of Gross Regional Domestic Product according to 2010 constant prices measured using percent units, UMK is the minimum wage applicable in districts/cities measured in years. Meanwhile, eJUI is the number of business units operating in districts/cities in West Java which is measured using units and INV is investment investment which is measured using years.

The analysis method is carried out using panel regression with three approaches, namely the *common effect model* (CEM), *fixed effect model* (FEM) and *random effect model* (REM). To determine which of the three approaches is considered the most accurate for predicting factors affecting employment in the industrial sector, the *Chow test* and *Hausman test* are used. *Chow test* is used to determine which of the two methods (*common effect model* and *fixed effect model*) is considered better. Meanwhile, *Hausman test* is used to decide whether the regression model used is FEM or REM. The selected model is the FEM model

Variable Operational Definition

Employment

Labor absorption is the population who are able to work of working age (15-64 years) consisting of people who are looking for work, have jobs but are temporarily not unemployed. According to Law No. 13 of 2003 concerning Manpower, a manpower is anyone who is able to do work to produce goods and services, both to meet their own needs and for the community. This variable is expressed in soul units.

Economic growth rate

The rate of economic growth is economic growth from year t-1 to year t and positive growth indicates an increase in the production of goods and services. This variable is expressed in percent

$$r = \frac{Y_{it} \times 100}{Y_{i(t-1)}} - 100$$

where:

- r = Economic growth rate
- Y_{it} = GRDP at constant price in year t (nominal)
- Y_{i(t-1)} = GRDP at constant price year t-1 (nominal)

Regency/City Minimum Wage (UMK)

The minimum wage is the lowest monthly wage set annually as a safety net in an area. This wage will be the lower limit of the wage value because the regulation

prohibits employers from paying their workers wages lower than the Minimum Wage. According to Sumarsono (2003) wages are defined as a number of funds issued by employers to pay workers for having done their work, namely producing products. This variable is expressed in units of years.

Number of Industrial Business Units

The number of business units is a unit that carries out activities carried out by individuals or households or an entity and has the authority determined based on the correct location of the physical building and the area of operation. In general, the growth of business units in an area will increase the number of fields. This variable is expressed in units.

Investation

Investment can be interpreted as spending or investment or companies to buy capital goods and production equipment to increase the ability to produce goods and services available in the economy. So in the macro perspective, investment is the action of the corporate sector in buying capital goods and not in the perspective of individuals in buying capital goods. This variable is expressed in units of years.

3 RESULTS AND DISCUSSION

Table 1. Chow test

Effect Test		Statistics	Df	Prob
cross-section	Cross-section F	348.365798	(26, 104)	0.0000
fixed effects	Cross-section			
	Chi-square	604.580689	26	0.0000

Source: Data processed

Based on Table 1 above, it can be seen that the prob cross section F value is 0.000 < 0.05. Thus it can be concluded that based on the *Chow test*, the model chosen is FEM. Furthermore, the Hausman test is used to determine whether the chosen model is FEM or REM. The selection of one of the two models is based on the value of the random cross-section prob provided that if the prob value is > 0.05, the model chosen is REM. On the other hand, if the prob value is < 0.05, the model chosen is FEM.

Table 2. Hausman test

Hausman Test cross-section random effects		
Chi-Sq. Statistics	df	Prob
10.870252	4	0.0281

Source: Data processed

Based on Table 2, the Hausman test results can be seen that the value of the Chi-Sq prob is $0.028 < 0,05$ so it can be concluded that the selected model is the FEM model.

Table 3 . Fixed Effects Model Estimation Results

<i>Kindergarten</i> $_{it} = 25,482 + 0.0102 LPE_{it} + 15,447 \log UMK_{it} - 20,081 \log JUI_{it} - 0.0095 INV \log_{it}$			
(0.0416) **	(0.0034) *	(0.0046) *	(0.0601) ***
R ² = 0,1846 ; DW = 1,5365 ; F-stat = 7.3599 ; Prob . (F-stat) = 0.0000			

Source : EViews regression output results , processed.

Note : *Significant at = 0.01; ** Significant at = 0.05; *** Significant at = 0.10.

The goodness of fit statistic shows that the model exists, as can be seen from the empirical probability *F statistic* , which is 0.0000 (< 0.01), with R^2 or moderate predictive power, which is 0.1846 . That is, overall the independent variables, economic growth rate, district / city minimum wage , number of industrial business units , and investment are able to explain 18.46 % variation in labor absorption .

variable of the economic growth rate that has a significant effect on employment with the empirical probability *t* is 0.0416 (< 0.05). The minimum wage variable has a significant effect on employment with the empirical prob *t* of 0.0034 (< 0.01). The variable number of industrial units has a significant effect on employment with a prob empik *t* of 0.0046 (< 0.01). The investment variable has a significant effect on employment with the empirical prob *t* of 0.0601 (> 0.10).

The rate of economic growth has a regression coefficient of 0.0102 . The pattern of the relationship between the rate of economic growth and employment is linear, so that if the rate of economic growth increases by 1%, the absorption of labor will increase by 1.02 % . Conversely, if the growth in the money supply decreases by 1%, the interest rate will also decrease by 1.02 % .

The number of industrial business units has a regression coefficient of - 20,081 . The relationship pattern used by this variable on employment is linear-logarithmic, so that if the number of industrial business units increases by 1%, then employment will decrease by 0,200 % . On the other hand, if the number of industrial business units decreases by 1%, the absorption of labor will increase by 0,200 % .

Economic growth rate

The results showed that the variable rate of economic growth (LPE) had a positive and significant effect on employment. Economic growth has a positive effect on employment in the industrial sector because the increase in labor-intensive activities in this sector will cause a multiplier effect due to the emergence of economic activities in both the formal and informal sectors to support activities in the industrial sector. The results of this study are in accordance with the research of Irawan (2021) and Mimabar (2016) which show that the rate of economic growth has a positive effect on employment.

The results of this study are not in accordance with research conducted by Irwan (2015) which states that the rate of economic growth has no significant effect on employment. This is because the economy is considered to be experiencing growth that leads to an increase in living standards.

District/city minimum wage

The results show that the district/city minimum wage (UMK) variable has a significant positive effect on employment, because a high wage level will attract workers to come to work in areas that offer it in accordance with Fachreza's research (2017) which shows that the minimum wage has a significant effect. on employment. While the results of this study are not in accordance with research conducted by Utami (2020) , namely wages do not have a significant effect on employment. This is because the minimum wage has a stable movement due to active performance and relatively large labor production.

Number of industrial business units

The results of the examiner in the study indicate that the variable number of industrial business units (JUI) has a negative and significant effect on employment , this is probably due to the increasing number of capital-intensive industrial business units, so that it cannot increase labor absorption and actually has a negative effect on employment. labor due to the use of machines and robots in the production process . The results of this study are in accordance with research conducted by Zenda & Suparno (2017) which states that industrial business units have a significant effect on employment. While the results of this study are not in accordance with the research conducted by Saputri & Gunawan (2018) which shows that industrial business units have no significant effect on employment. This is due to the lower number of business units in industry in West Java which absorbs a relatively large number of workers

Investation

The results of the examiners in the study showed that the investment variable (INV) had a significant effect on employment. The results of this study are in accordance with the research conducted by Handayani et al. (2018) stated that investment has a negative effect and does not significantly affect employment. While the results of this study are not in accordance with Syarifudin's research (2020) which shows that investment has a significant effect on employment. Handayani et al. (2018) stated that investment has a negative effect and does not significantly affect employment. This is because industrial investment invests in capital and does not invest labor intensively so that not many use human resources but use machines.

4 CONCLUSION

Based on the results of the research and the conclusions obtained, it is recommended that the government continue to increase economic growth to maintain the momentum of employment, especially the abundant young age in Indonesia. In addition, setting a competitive minimum wage level and taking into account the welfare of employees while taking into account the aspirations of entrepreneurs will certainly be a driving factor for the absorption of labor in the industrial sector in West Java. This study has limitations due to the use of static panel analysis methods, so it is recommended for further research to use dynamic models in order to capture patterns in the long term.

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