JOURNAL OF ECONOMICS DEVELOPMENT
e-ISSN: 3025-3225
Volume 4 Number 2 | July 2024

The Dynamics of Minimum Wages and Inflation: Implications for Employment Opportunities in the Manufacturing Sector

Asriati, Ismail Rasulong, Arfinayanti Syam
Department of Development Economics, Universitas Muhammadiyah Makassar, Indonesia
email: asriati@unismuh.ac.id

Article Info

Article History:
Received:
January 2024
Revised:
March 2024
Accepted:
May 2024

Keywords
Minimum Wage, Inflation, Employment Opportunities, Manufacturing Sector.

Abstract

This study aims to analyze the impact of minimum wages and inflation on employment opportunities in the manufacturing sector in Gowa Regency from 2014 to 2023. Using a quantitative approach and multiple linear regression analysis, this research examines the influence of minimum wages and inflation as independent variables on employment opportunities as the dependent variable. Secondary data were sourced from the Central Statistics Agency (BPS) and related institutions. The results reveal that minimum wages have a positive and significant effect on employment opportunities, supporting the efficiency wage theory, where wage increases drive higher labor productivity and employment absorption. Conversely, inflation does not significantly influence employment opportunities, indicating that other factors, such as investment and regional economic growth, may have a stronger impact. The findings highlight the importance of well-designed minimum wage policies in enhancing job opportunities, particularly when supported by improved workforce quality. Policymakers are advised to ensure that wage policies align with local economic conditions and are complemented by programs that enhance worker skills and productivity. Furthermore, addressing other determinants, such as investment and fiscal policies, is essential for fostering sustainable employment growth in the manufacturing sector. This study contributes to a deeper understanding of regional labor market dynamics and provides practical insights for local governments to drive economic development and create quality employment opportunities.

1. Introduction

Economic development is a multidimensional process that includes structural changes, institutional reforms, and improvements in the quality of life. One of the key indicators of successful economic development is economic growth that fosters welfare through increased job opportunities and labor productivity. In this context, the manufacturing sector plays a significant role as a primary driver of economic growth in many developing countries, including Indonesia (Gunawan & Arka, 2021; Sitorus, 2023). The sector is widely recognized for its effectiveness in creating employment opportunities due to its strong upstream and downstream linkages and its ability to enhance value-added production and business surpluses (Rahman, 2024; Widiarani et al., 2021).

In Gowa Regency, the large and medium manufacturing industries play a pivotal role in driving the regional economy. However, similar to other regions in Indonesia, employment creation in this sector is influenced by several factors, including minimum wage policies and inflation. The minimum wage policy, aimed at ensuring workers' welfare, can impact the equilibrium of the labor market. Meanwhile, inflation, as a macroeconomic indicator, affects the purchasing power of households and production efficiency, which ultimately influences the industry's capacity to absorb labor (Anggraini, 2023; Royda & Seto, 2018).

From a theoretical perspective, economic growth is generally positively associated with employment opportunities in the manufacturing sector (Gunawan & Arka, 2021; Dea, 2023). However, some studies indicate that economic growth does not always significantly improve employment opportunities, particularly when growth is not accompanied by a balanced distribution of industrial sectors or when there is a mismatch between labor qualifications and industry needs (Farrell,

2023; Rofatunnisa, 2024). This highlights the need to consider factors such as minimum wage and inflation as key variables in understanding employment dynamics.

The minimum wage policy has been the subject of extensive academic debate in labor economics. Several studies show that the minimum wage positively influences labor productivity and worker motivation (Tapparan, 2017; Widiyasari, 2023). Wage increases can encourage production efficiency, the adoption of modern technologies, and skills enhancement, ultimately boosting production capacity and employment absorption (Widiyasari, 2023). However, this policy also carries the risk of reducing employment if the minimum wage is set too high, particularly in labor-intensive and less innovative industries (Izzah, 2021; Buchari, 2016; Putra et al., 2022).

On the other hand, inflation, as a macroeconomic phenomenon, has varied effects on employment. High inflation can erode purchasing power, thereby reducing the demand for goods and services. This may prompt companies to scale back production and reduce the workforce (Anggraini, 2023). To counter the rising costs of production caused by inflation, companies may also replace human labor with more efficient technology (Royda & Seto, 2018). However, not all studies find a significant impact of inflation on employment. In some cases, the relationship between inflation and employment absorption is influenced by other factors, such as fiscal policies, investment, and regional economic growth (Rozaini, 2023; Anggraini, 2023).

Amidst these diverse findings, the relationship between minimum wages, inflation, and employment opportunities in the manufacturing sector requires further examination, particularly at the regional level, such as in Gowa Regency. Over the past decade, employment trends show that Indonesia's manufacturing sector has absorbed more labor than other sectors (Gunawan & Arka, 2021; Sitorus, 2023). However, disparities in industry structure and demographic conditions across regions often hinder the achievement of optimal employment efficiency and distribution (Farrell, 2023; Buwono, 2022).

Previous studies provide a solid foundation for understanding the roles of minimum wages and inflation in employment creation. However, this study offers a more specific solution by quantitatively testing the extent to which minimum wages and inflation influence employment opportunities in the large and medium manufacturing sector in Gowa Regency. Using multiple linear regression analysis, this study seeks to identify significant relationships between these variables and provide empirical evidence regarding their impact within a local economic context.

Although numerous studies have explored minimum wage and inflation dynamics, this study offers novelty by focusing on the specific case of Gowa Regency, which has strong economic potential in the manufacturing sector but still faces challenges in job creation. Furthermore, the research uses secondary data from 2014 to 2023, contributing empirical insights into regional labor dynamics.

Thus, the purpose of this study is to analyze the effects of minimum wages and inflation on employment opportunities in the large and medium manufacturing sector in Gowa Regency. Specifically, this study aims to test: (1) Whether the minimum wage significantly influences employment opportunities and (2) Whether inflation significantly affects employment opportunities.

This research is expected to fill gaps in the literature related to employment dynamics in the manufacturing sector at the regional level and to provide policy recommendations for local governments to promote economic growth and quality job creation.

2. Literature Review

2.1 Employment Opportunities

Employment opportunities refer to the number of jobs available to the labor force within an economy. In classical economic theory, employment opportunities are

determined by the equilibrium between labor supply and demand in the labor market. Keynes (2010) emphasized that employment levels depend on the balance between Aggregate Demand (AD) and Aggregate Supply (AS). When aggregate demand rises, production increases, leading to higher employment needs. Conversely, a decline in aggregate demand reduces employment opportunities.

In the theory of economic growth, employment opportunities are closely linked to productivity, investment, and value-added increases in the industrial sector. Economic growth creates new jobs if supported by a healthy economic structure and improved workforce quality (Gunawan & Arka, 2021; Widiarani et al., 2021). However, Farrell (2023) argues that economic growth does not always significantly improve employment, especially in regions with demographic imbalances and uneven industry sector distributions.

The Human Capital Theory posits that enhancing human resource quality through education and training improves workforce competitiveness and expands employment opportunities. Skilled labor is better able to adapt to technological advancements, improving productivity and reducing unemployment (Wulandari, 2023). Additionally, structural factors such as regional demographics and government policies affect employment elasticity in the manufacturing sector (Septiyanto & Tusianti, 2020).

Recent studies emphasize the manufacturing sector's critical role in creating productive jobs, particularly in developing countries. This sector provides substantial employment and significantly contributes to economic growth (Sitorus, 2023; Rahman, 2024). Nevertheless, challenges remain, including mismatches between workforce skills and industry demands.

2.2 Minimum Wage

The minimum wage represents the lowest income level set by the government to protect workers' welfare and ensure a fair standard of living. According to Efficiency Wage Theory, minimum wages can improve labor productivity by increasing worker motivation and performance. Tapparan (2017) argues that raising the minimum wage enhances workers' abilities, which subsequently increases production output and job absorption.

From a neoclassical economic perspective, the effects of minimum wages are mixed. On one hand, higher wages encourage labor supply because workers feel adequately compensated. On the other hand, companies may reduce labor demand due to increased production costs, potentially causing unemployment (Gunawan & Kurniawati, 2017).

Empirical studies in developing countries show varied impacts of minimum wage policies. Widiyasari (2023) finds that an optimal minimum wage improves production efficiency by encouraging skill development and the adoption of modern technology. However, other studies indicate that minimum wage hikes disproportionately affect vulnerable worker groups, such as women and unskilled workers, who are often excluded from formal labor markets due to rising labor costs (Tridiana & Widyawati, 2019; Ahmaddien & Sa'dia, 2020).

Thus, the effectiveness of minimum wage policies in increasing employment depends on regional economic conditions, industries' ability to absorb wage costs, and supportive policies such as worker training programs (Saraswati et al., 2022; Alisman et al., 2022).

2.3 Inflation

Inflation is defined as the general and continuous rise in the prices of goods and services over time. High inflation negatively impacts employment opportunities by eroding household purchasing power and reducing aggregate demand. As demand declines, businesses scale back production and reduce workforce absorption (Anggraini, 2023).

According to the Phillips Curve, there is often an inverse relationship between inflation and unemployment. Low inflation typically coincides with high unemployment, while moderate inflation can stimulate short-term production and reduce unemployment (Shaari

et al., 2018). However, this relationship may shift due to economic shocks, monetary policy, and inflationary expectations (Bleaney & Francisco, 2017; Sovbetov & Kaplan, 2019).

Some studies suggest that high inflation drives companies to improve production efficiency by substituting human labor with advanced technology, thereby lowering labor absorption rates (Royda & Seto, 2018). Conversely, other research finds that inflation does not significantly affect employment, as other factors such as economic growth, fiscal policies, and investments play a more dominant role (Rozaini, 2023).

The impact of inflation on employment is thus contextual, depending on macroeconomic conditions, government policies, and business strategies in response to price changes. Moderate inflation may encourage production and job creation, while excessive inflation harms economic stability.

2.4 Hypothesis Development

2.4.1 The Influence of Minimum Wage on Employment Opportunities

Efficiency Wage Theory suggests that minimum wages enhance labor productivity by boosting worker motivation and skills (Tapparan, 2017). Increased productivity can raise labor demand as companies benefit from improved production efficiency. However, neoclassical theory argues that higher minimum wages increase production costs, prompting firms to reduce workforce absorption (Gunawan & Kurniawati, 2017).

Empirically, Widiyasari (2023) found a positive relationship between minimum wages and labor productivity in the industrial sector. However, other studies report that the impact of minimum wages on employment depends on worker skills and regional economic conditions (Izzah, 2021; Tridiana & Widyawati, 2019). Based on this, the following hypothesis is proposed:

H1: *Minimum wages significantly influence employment opportunities in the large and medium manufacturing sector.*

2.4.2 The Influence of Inflation on Employment Opportunities

The Phillips Curve framework highlights the trade-off between inflation and unemployment, where moderate inflation stimulates short-term production and reduces unemployment (Shaari et al., 2018). However, excessive inflation weakens purchasing power, reduces demand, and ultimately lowers employment opportunities (Anggraini, 2023).

Royda & Seto (2018) demonstrate that inflation encourages businesses to adopt technological substitutions, thereby decreasing human labor dependence. However, other studies argue that inflation's impact on employment is influenced by macroeconomic policies, investment levels, and regional economic growth (Rozaini, 2023). Hence, the hypothesis is as follows:

H2: *Inflation significantly influences employment opportunities in the large and medium manufacturing sector*.

3. Research Methods [Times New Roman 11 Bold]

This study employs a quantitative approach to examine the influence of minimum wages and inflation on employment opportunities in the large and medium manufacturing sector in Gowa Regency for the period 2014–2023. The quantitative method is selected because it allows for the empirical testing of relationships between variables using statistical analysis. Specifically, this research utilizes multiple linear regression analysis to analyze the effect of two independent variables—minimum wages and inflation—on employment opportunities as the dependent variable. This method is appropriate for determining both the simultaneous and partial influence of these variables on employment dynamics.

The data used in this study are secondary data, obtained from official sources such as the Central Statistics Agency (BPS), the Department of Industry and Trade, and the Department of Manpower in Gowa Regency. The secondary data include time-series data for the variables

minimum wages, inflation rates, and employment opportunities for the specified ten-year period. Using such data ensures accuracy and reliability in analyzing macroeconomic trends and their impact on the labor market.

The regression model used in this study is expressed as follows:

$$Y = a + b1X1 - b2X2 + e$$

where Y represents employment opportunities, X1 is the minimum wage, X2 is inflation, a is the constant term, b1 and b2 are the regression coefficients for each independent variable, and e is the error term. This model helps determine the direction and significance of the relationship between the independent and dependent variables.

The analysis process involves several stages, starting with data collection, data cleaning, and the preparation of variables for analysis. Next, the regression model is tested using statistical software, which generates key outputs such as the regression coefficients, the coefficient of determination (R^2), and the significance values (p-values) for each variable. The coefficient of determination indicates the proportion of variance in employment opportunities explained by the independent variables. A significance test using the t-test is conducted to evaluate the individual impact of minimum wages and inflation on employment opportunities, while the F-test is used to assess the overall fit of the model.

The choice of this method is supported by its widespread use in economic and labor market research, where it effectively identifies and quantifies relationships between macroeconomic variables. Previous studies have demonstrated the reliability of regression analysis in exploring similar issues, such as the impact of wages and inflation on employment absorption (Rahayu, 2019; Nursafitri & Yudha, 2020; Tangke, 2023). Furthermore, this study ensures the robustness of the results by assessing the model's assumptions, including normality, heteroscedasticity, multicollinearity, and autocorrelation, which are crucial for the validity of regression estimates.

Through this methodology, the study aims to provide empirical evidence on how minimum wages and inflation influence employment opportunities in the manufacturing sector. The findings are expected to contribute valuable insights for local policymakers in designing effective wage policies and managing inflation to enhance job creation and economic development in Gowa Regency.

4. Results and Discussion

The results of the multiple linear regression analysis reveal the impact of minimum wages and inflation on employment opportunities in the large and medium manufacturing sector in Gowa Regency during the 2014–2023 period. The analysis is based on interpreting key statistical outputs, such as regression coefficients, t-tests, and the overall model significance.

Table 1 Multiple Regression Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-8867837.359	2487614.726		-3.565	.009
	Upah Minimum (X1)	3.672	.478	.916	7.690	.000
	Inflasi (X2)	1507.206	2185.690	.082	.690	.513

a. Dependent VariableJob Opportunities (Y)

The findings demonstrate that the minimum wage variable has a positive and significant effect on employment opportunities. The regression coefficient for minimum wages indicates that an increase in the minimum wage leads to higher absorption of labor in the manufacturing sector. This result is further supported by a very low significance value ($p < 0.05$), confirming that minimum wages significantly influence employment opportunities. These findings align with the efficiency wage theory, which states that higher wages can enhance worker productivity, motivation, and well-being, encouraging firms to increase production capacity and expand their workforce.

In contrast, the analysis reveals that the inflation variable does not have a significant effect on employment opportunities. The regression coefficient for inflation is positive; however, its significance value exceeds the critical threshold ($p > 0.05$), indicating that inflation does not exert a substantial influence on labor absorption in the manufacturing sector. This result suggests that inflation may not be a primary factor affecting employment opportunities, as other variables, such as investment levels, economic growth, and technological advancements, could play a more dominant role in determining labor demand.

Table 2. Determination Coefficient Test

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.990[a]	.980	.974	4305255.677

a. Predictors: (Constant), Inflation (X2), Minimum Wage (X1)
b. Dependent Variable: Job Opportunities (Y)

The coefficient of determination (R^2) highlights that the model explains 98% of the variation in employment opportunities, with only 2% attributable to other factors not included in the model. This finding confirms the robustness of the regression model and the significant explanatory power of the independent variables (minimum wages and inflation) within the given context.

Overall, the results indicate that minimum wages serve as a critical factor in enhancing employment opportunities in the large and medium manufacturing sector, while inflation has a negligible impact. These outcomes emphasize the importance of well-formulated minimum wage policies to stimulate job creation while recognizing the need to address other factors, such as regional investment and workforce quality, to further support sustainable employment growth.

The findings of this study provide significant insights into the relationship between minimum wages, inflation, and employment opportunities in the large and medium manufacturing sector in Gowa Regency. The results confirm that minimum wages have a positive and significant effect on employment opportunities. This supports the efficiency wage theory, which posits that higher wages improve worker productivity, motivation, and overall welfare. When workers receive higher wages, they are incentivized to work more efficiently, leading to an increase in production capacity and, subsequently, the demand for labor. This finding is consistent with studies conducted by Tapparan (2017) and Widiyasari (2023), which demonstrate that appropriate minimum wage policies can enhance labor absorption by fostering productivity improvements and encouraging firms to expand their workforce.

The positive relationship between minimum wages and employment opportunities in this study also highlights the importance of considering the economic

conditions of specific regions when formulating wage policies. In Gowa Regency, the large and medium manufacturing sector has the potential to absorb labor effectively, especially when minimum wages are set at levels that balance worker welfare and the operational capabilities of firms. However, this result differs from some prior studies that argue minimum wage increases can lead to a reduction in employment, particularly in labor-intensive industries that are unable to absorb rising labor costs (Gunawan & Kurniawati, 2017; Izzah, 2021). This discrepancy can be explained by the structural characteristics of the manufacturing sector in Gowa Regency, where productivity improvements may offset the costs associated with wage increases.

In contrast, inflation does not have a significant effect on employment opportunities, as indicated by its statistically insignificant regression coefficient. While inflation can theoretically reduce employment by eroding purchasing power and weakening aggregate demand, this study suggests that inflation may not be a dominant factor influencing employment dynamics in Gowa's manufacturing sector. Instead, other macroeconomic variables, such as investment growth, government fiscal policies, and regional economic expansion, are likely to play a more substantial role in driving employment opportunities. This result aligns with previous research by Rozaini (2023) and Royda & Seto (2018), which highlight that inflation's impact on employment absorption is often mediated by broader economic and policy-related factors.

The findings also suggest that the relationship between inflation and employment is influenced by the nonlinear nature of inflation's effects. Moderate levels of inflation may have limited or no impact on employment, as firms can often adjust to short-term price increases. However, persistent or high inflation can compel firms to adopt cost-cutting measures, such as substituting human labor with more efficient technologies, thereby reducing employment opportunities. In the case of Gowa Regency, the insignificant effect of inflation may reflect the relatively stable inflationary environment during the study period or the resilience of the manufacturing sector to inflationary pressures.

The coefficient of determination (R^2), which indicates that 98% of the variation in employment opportunities can be explained by minimum wages and inflation, underscores the robustness of the regression model used in this study. However, the remaining 2% of unexplained variation suggests that other critical factors, such as investment levels, economic growth, and human capital quality, are not captured by the current model. This finding emphasizes the importance of a holistic approach to employment policy, one that integrates wage regulations with measures aimed at enhancing labor skills, fostering technological innovation, and promoting regional investments.

From a policy perspective, the study highlights the need for well-designed minimum wage policies that are aligned with local economic conditions. Policymakers in Gowa Regency must ensure that wage increases are supported by initiatives to enhance workforce productivity, such as vocational training, skills development programs, and educational improvements. These complementary measures can help mitigate the risk of wage-induced unemployment while maximizing the benefits of higher wages on labor absorption. Furthermore, to address the limitations of inflation in influencing employment, policymakers should focus on promoting economic stability and stimulating investment in the manufacturing sector, which has a proven capacity to drive job creation.

The study's findings underscore the importance of minimum wages as a tool for enhancing employment opportunities in the manufacturing sector, provided they are implemented alongside productivity-enhancing policies. The negligible impact of inflation further reinforces the need for a broader economic strategy that prioritizes investment

growth and workforce development. By adopting a balanced and evidence-based policy approach, local governments can harness the potential of the manufacturing sector to drive sustainable employment and economic development in Gowa Regency.

5. Conclusion

This study analyzes the impact of minimum wages and inflation on employment opportunities in the large and medium manufacturing sector in Gowa Regency for the period 2014–2023. The results reveal that minimum wages have a positive and significant effect on employment opportunities, supporting the efficiency wage theory, which states that higher wages enhance worker productivity and motivation, leading to greater labor absorption. Conversely, inflation does not significantly influence employment opportunities, suggesting that other factors, such as investment and regional economic growth, may play a more substantial role in driving employment dynamics. The regression model, with a coefficient of determination (R^2) of 98%, demonstrates the robustness of the findings and highlights the importance of wage policies in influencing job creation.

Based on these findings, it is essential for policymakers to design minimum wage policies that consider regional economic conditions and are supported by initiatives to improve workforce quality through skills training and education programs. Additionally, efforts to stimulate investment in the manufacturing sector should be prioritized to sustain economic growth and employment creation. To address the limited impact of inflation, governments should focus on ensuring macroeconomic stability and creating a favorable business environment that encourages job opportunities. By integrating wage policies with workforce development and economic stability strategies, local governments can optimize the manufacturing sector's potential to drive sustainable employment growth and regional prosperity.

Bibliography

Anggraini, H. (2023). Analisis pengaruh investasi dan inflasi terhadap penyerapan tenaga kerja melalui pertumbuhan ekonomi sebagai variabel intervening di provinsi Bali. Jurnal E-Bis (Ekonomi-Bisnis), 7(2), 500-513. https://doi.org/10.37339/e-bis.v7i2.1294

Ahmaddien, I., & Sa'dia, N. (2020). Pengaruh kebijakan upah minimum terhadap penyerapan tenaga kerja perempuan di Indonesia. Komitmen Jurnal Ilmiah Manajemen, 1(1), 22-32. https://doi.org/10.15575/jim.v1i1.8286

Ardiansyah, V., & Huda, S. (2023). Faktor-faktor yang mempengaruhi penyerapan tenaga kerja industri besar dan sedang di Kabupaten Mojokerto. Jurnal Ekonomi Pembangunan STIE Muhammadiyah Palopo, 9(1), 185. https://doi.org/10.35906/jep.v9i1.1489

Arum, K. (2022). Faktor yang memengaruhi tenaga kerja di Jawa Barat. Jurnal Indonesia Sosial Sains, 3(2), 255-267. https://doi.org/10.36418/jiss.v3i2.532

Az-zahra, R. (2022). Analisis kualitas layanan terhadap kepuasan pengguna sistem informasi kawasan agrowisata Cicantayan menggunakan Webqual 4.0. Jurnal Edukasi dan Penelitian Informatika (JEPIN), 8(1), 13. https://doi.org/10.26418/jp.v8i1.51056

Bleaney, M., & Francisco, M. (2017). Is the Phillips curve different in poor countries? Bulletin of Economic Research, 70(1). https://doi.org/10.1111/boer.12124

Buchari, I. (2016). Pengaruh upah minimum dan tingkat pendidikan terhadap penyerapan tenaga kerja sektor industri manufaktur di Pulau Sumatera tahun 2012-2015. Eksis Jurnal Riset Ekonomi dan Bisnis, 11(1). https://doi.org/10.26533/eksis.v11i1.33

Buwono, K. (2022). Analisis faktor-faktor yang mempengaruhi pertumbuhan ekonomi serta kontribusinya terhadap

kesempatan kerja di Kota Mojokerto. Journal of Economics Development Issues, 5(1), 49-56. https://doi.org/10.33005/jedi.v5i1.117

Candra, K., Heryanto, B., & Rochani, S. (2019). Analisis pengaruh upah, tingkat pendidikan, jenis kelamin, dan usia terhadap produktivitas tenaga kerja pada sektor industri tenun ikat di Kota Kediri. JIMEK Jurnal Ilmiah Mahasiswa Ekonomi, 2(1), 38. https://doi.org/10.30737/jimek.v2i1.428

Dea, A. (2023). Kontribusi sektor pertanian dan sektor industri terhadap pertumbuhan ekonomi Kabupaten Nagekeo. Agrifo Jurnal Agribisnis Universitas Malikussaleh, 8(2), 63. https://doi.org/10.29103/ag.v8i2.14609

Doni, A. (2023). Analisis faktor-faktor yang mempengaruhi penyerapan tenaga kerja di Provinsi Sumatera Barat. Jurnal Ilmiah Manajemen Bisnis dan Kewirausahaan, 3(2), 145-158. https://doi.org/10.55606/jurimbik.v3i2.466

Farrell, I. (2023). Analisis pengaruh tingkat upah, pertumbuhan ekonomi, kesempatan kerja, dan pendidikan terhadap tingkat pengangguran terbuka (Studi kasus 34 provinsi di Indonesia). - Bus. Econ. Entrepre., 6(2), 128. https://doi.org/10.61689/bisecer.v6i2.431

Flourenansyah, F. (2023). Determinan penguat aktivitas pendukung pertumbuhan ekonomi pada sektor industri pengolahan di kabupaten/kota Jawa Timur. Jurnal Ilmu Ekonomi JIE, 7(03), 481-493. https://doi.org/10.22219/jie.v7i03.25397

Gautama, M., Pyadini, A., & Ulya, D. (2021). Faktor-faktor yang mempengaruhi penyerapan tenaga kerja di Kabupaten Tanah Laut. Jurnal Riset Akuntansi Politala, 4(1), 15-21. https://doi.org/10.34128/jra.v4i1.49

Gunawan, B., & Kurniawati, A. (2017). Pengaruh upah minimum terhadap transisi individu dalam pasar kerja. Jurnal Riset Ekonomi dan Manajemen, 17(1), 101. https://doi.org/10.17970/jrem.17.170108.id

Gunawan, I., & Arka, S. (2021). Pengaruh UMR dan pendidikan terhadap kesempatan kerja dan pertumbuhan ekonomi Kabupaten/Kota Provinsi Bali. E-Jurnal Ekonomi dan Bisnis Universitas Udayana, 459. https://doi.org/10.24843/eeb.2021.v10.i05.p03

Hakim, A., & Pakpahan, A. (2021). Apakah UMR mempengaruhi penyerapan tenaga kerja: Pendekatan model demometrik. Anterior Jurnal, 20(2), 1-10. https://doi.org/10.33084/anterior.v20i2.1831

Hindrayanto, I., Samarina, A., & Stanga, I. (2019). Is the Phillips curve still alive? Evidence from the Euro area. Economics Letters, 174, 149-152. https://doi.org/10.1016/j.econlet.2018.11.021

Izzah, C. (2021). Analisis faktor-faktor yang mempengaruhi penyerapan tenaga kerja di Wilayah Solo Raya. Equilibrium Jurnal Penelitian Pendidikan dan Ekonomi, 18(02), 90-101. https://doi.org/10.25134/equi.v18i2.4322

Jacinto, P., Tejada, C., & Sousa, T. (2010). Efeitos das condições macroeconômicas sobre a saúde no Brasil. Revista De Saúde Pública, 44(2), 310-317. https://doi.org/10.1590/s0034-89102010000200011

Komariyah, S., Putriya, H., & Sutantio, R. (2020). Dampak investasi, kinerja ekspor, dan inflasi dalam penyerapan tenaga kerja Indonesia: Analisis data panel. Ekuitas (Jurnal Ekonomi dan Keuangan), 3(4), 464-483. https://doi.org/10.24034/j25485024.y2019.v3.i4.4195

Lailisholawati, L. (2023). Analisis daya saing dan inovasi terhadap pertumbuhan ekonomi Indonesia tahun 2016-2020. Jurnal Ilmu Ekonomi JIE, 7(04), 614-628. https://doi.org/10.22219/jie.v7i04.30151

Liargovas, P., & Psychalis, M. (2020). Phillips curve: The Greek case. European Review, 30(2), 244-261. https://doi.org/10.1017/s1062798720001301

Munawir, M., Barus, B., & Sudadi, U. (2019). Analisis spasial dinamika konversi lahan di Kabupaten Gowa, Sulawesi Selatan. Jurnal Tataloka, 21(2), 237. https://doi.org/10.14710/tataloka.21.2.237-252

Mufida, N., Muchtolifah, M., & Sishadiyati, S. (2021). Analisis beberapa faktor yang memengaruhi penyerapan tenaga kerja di Provinsi Jawa Timur. Jurnal Syntax Admiration, 2(7), 1317-1329. https://doi.org/10.46799/jsa.v2i7.270

Nanga, M. (2022). Faktor-faktor yang memengaruhi ketimpangan pendapatan di Indonesia: Suatu analisis dengan model regresi data panel. Transformatif, 10(2), 28. https://doi.org/10.58300/transformatif.v10i2.212

Nursafitri, S., & Yudha, A. (2020). Instrumen moneter dan belanja daerah serta pengaruhnya terhadap pengangguran terbuka. Ekonomi dan Bisnis, 7(2), 121-136. https://doi.org/10.35590/jeb.v7i2.2111

Ojapinwa, T., & Esan, F. (2013). Does Philips relations really exist in Nigeria? Empirical evidence. International Journal of Economics and Finance, 5(9). https://doi.org/10.5539/ijef.v5n9p123

Olivia, Y. (2023). Pengaruh pertumbuhan ekonomi, upah minimum kabupaten/kota, dan pengeluaran pemerintah terhadap penyerapan tenaga kerja di Provinsi Bali. E-Jurnal Ekonomi dan Bisnis Universitas Udayana, 1186. https://doi.org/10.24843/eeb.2023.v12.i06.p16

Pasaribu, R., Tampubolon, D., & Hamidi, W. (2022). Analisis pengaruh pertumbuhan ekonomi, upah, dan pertumbuhan penduduk terhadap kesempatan kerja di Provinsi Riau periode 2011-2020. JEPP Jurnal Ekonomi Pembangunan dan Pariwisata, 2(2), 99-110. https://doi.org/10.52300/jepp.v2i2.7464

Penawan, A. (2022). Pengaruh disiplin kerja, kompensasi, dan motivasi kerja terhadap kinerja guru tidak tetap. Buana Ilmu, 7(1), 201-211. https://doi.org/10.36805/bi.v7i1.3028

Pratama, B., Muljaningsih, S., & Asmara, K. (2021). Pengaruh PDRB, tingkat upah minimum, dan pengeluaran pemerintah terhadap penyerapan tenaga kerja di Kabupaten Sidoarjo. Jurnal Syntax Admiration, 2(8), 1395-1406. https://doi.org/10.46799/jsa.v2i8.293

Purnomo, M. (2023). Pengaruh hasil audit pelayanan terhadap citra perusahaan dengan kepuasan nasabah sebagai variabel intervening pada bank pembiayaan rakyat syariah Puduarta Insani. Jurnal Ilmiah Ekonomi Islam, 9(2), 2876. https://doi.org/10.29040/jiei.v9i2.8967

Rahman, Z. (2024). Pengaruh belanja daerah terhadap pendapatan asli daerah dan pertumbuhan ekonomi. Jesya (Jurnal Ekonomi & Ekonomi Syariah), 7(1), 1183-1193. https://doi.org/10.36778/jesya.v7i1.1575

Rahayu, Y. (2019). Pengaruh upah minimum provinsi dan PDRB terhadap penyerapan tenaga kerja di Provinsi Jambi. Journal Development, 7(2), 174-188. https://doi.org/10.53978/jd.v7i2.143

Rasyid, H., & K, A. (2022). Pengaruh produk domestik regional bruto dan upah minimum kabupaten terhadap penyerapan tenaga kerja di Kabupaten

Bogor dari tahun 2010-2020. Owner, 6(4), 4167-4174. https://doi.org/10.33395/owner.v6i4.1157

Rini, A., & Kurnia, T. (2021). Pengaruh penghargaan finansial dan pertimbangan pasar kerja terhadap keputusan pemilihan profesi alumni sarjana ekonomi syariah di Bogor. Jurnal Ekonomi Syariah, 6(2), 1-14. https://doi.org/10.37058/jes.v6i2.2818

Royda, R., & Seto, A. (2018). Pengaruh upah terhadap produktivitas dan inflasi pada sektor industri manufaktur di Kota Palembang. Jurnal Ilmiah Ekonomi Global Masa Kini, 9(1), 15-20. https://doi.org/10.36982/jiegmk.v9i1.443

Rozaini, N. (2023). Pengaruh upah minimum dan pendidikan terhadap produktivitas tenaga kerja di Kota Medan. Niagawan, 12(3), 142. https://doi.org/10.24114/niaga.v12i3.47378

Sahil, D., Syahwier, C., Sembiring, S., & Sari, R. (2023). Analisis pengaruh upah minimum regional, investasi, dan jumlah penduduk terhadap kesempatan kerja di Sumatera Utara. Primer Jurnal Ilmiah Multidisiplin, 1(1), 1-8. https://doi.org/10.55681/primer.v1i1.22

Salsabila, N., & Muhajir, M. (2023). Pengaruh tingkat inflasi, upah minimum, dan pertumbuhan ekonomi terhadap tingkat pengangguran terbuka di Provinsi Bali. ESDS, 1(1), 97-104. https://doi.org/10.20885/esds.vol1.iss.1.art11

Saraswati, B., Krisnawati, Y., & Adhitya, D. (2022). Determinan penyerapan tenaga kerja 34 provinsi di Indonesia: Pendekatan fixed effect model. Jurnal Ilmiah Manajemen Ekonomi & Akuntansi (MEA), 6(3), 1139-1156. https://doi.org/10.31955/mea.v6i3.2218

Septiyanto, W., & Tusianti, E. (2020). Analisis spasial tingkat pengangguran terbuka di Provinsi Jawa Barat. Jurnal Ekonomi Indonesia, 9(2), 119-131. https://doi.org/10.52813/jei.v9i2.40

Shaari, M., Abdullah, D., Razali, R., & Saleh, M. (2018). Empirical analysis on the existence of the Phillips curve. MATEC Web of Conferences, 150, 05063. https://doi.org/10.1051/matecconf/201815005063

Sofiah, S. (2024). Pengaruh upah minimum dan pertumbuhan ekonomi terhadap penyerapan tenaga kerja di Kabupaten Banyuwangi tahun 2013-2023. JAKPT, 1(3), 52-58. https://doi.org/10.59407/jakpt.v1i3.513

Sovbetov, Y., & Kaplan, M. (2019). Causes of failure of the Phillips curve: Does tranquillity of economic environment matter? The European Journal of Applied Economics, 16(2), 139-154. https://doi.org/10.5937/ejae16-21569

Tapparan, S. (2017). Pengaruh upah minimum dan investasi terhadap kesempatan kerja di Provinsi Sulawesi Selatan. Jurnal Ad Ministrare, 4(1), 7. https://doi.org/10.26858/ja.v4i1.3441

Tridiana, C., & Widyawati, D. (2019). Dampak upah minimum terhadap probabilitas keluar dari sektor formal. Jurnal Ekonomi dan Pembangunan Indonesia, 119-139. https://doi.org/10.21002/jepi.v0i0.1082

Ukkas, I. (2017). Faktor-faktor yang mempengaruhi produktivitas tenaga kerja industri kecil Kota Palopo. Kelola Journal of Islamic Education Management, 2(2). https://doi.org/10.24256/kelola.v2i2.440

Widiyasari, A. (2023). Analisis variabel ketenagakerjaan terhadap produktivitas pekerja Indonesia tahun 2022. Seminar Nasional Official Statistics, 2023(1), 117-126. https://doi.org/10.34123/semnasoffstat.v2023i1.1855

Widodo, P., & Woyanti, N. (2023). Determinan penyerapan tenaga kerja industri manufaktur besar dan sedang Jawa Timur. Ekopem Jurnal Ekonomi Pembangunan, 5(1), 66-78. https://doi.org/10.32938/jep.v5i1.3957

Wiguna, A. (2019). Penyerapan tenaga kerja industri Provinsi Jawa Timur: Apakah upah minimum masih menjadi faktor penentu? Ecces (Economics Social and Development Studies), 6(2), 214. https://doi.org/10.24252/ecc.v6i2.11178

Wihastuti, L., & Rahmatullah, H. (2018). Upah minimum provinsi (UMP) dan penyerapan tenaga kerja di Pulau Jawa. Jurnal Gama Societa, 1(1), 96. https://doi.org/10.22146/jgs.34054

Wulandari, D. (2023). Pengaruh pendidikan, upah minimum, dan kesempatan kerja sektor formal terhadap pengangguran terdidik di Provinsi Jawa Barat (2017-2021). -Bus. Econ. Entrepre., 6(2), 90. https://doi.org/10.61689/bisecer.v6i2.434

Yanda, F. (2022). Pengaruh pertumbuhan ekonomi dan upah minimum terhadap penyerapan tenaga kerja di Sulawesi. Point Jurnal Ekonomi dan Manajemen, 4(2), 101-111. https://doi.org/10.46918/point.v4i2.1635

Yanuar, M., Dewi, R., Handayani, W., & Yuwanti, S. (2023). Perkembangan metropolitan Mamminasata: Tinjauan kesenjangan aspek sosial-ekonomi dan tata kelola wilayah. Region Jurnal Pembangunan Wilayah dan Perencanaan Partisipatif, 18(1), 194. https://doi.org/10.20961/region.v18i1.60006

Yogatama, A. (2023). Efektivitas sistem cash on delivery pada e-commerce Lazada selama masa pandemi COVID-19. Publik Jurnal Manajemen Sumber Daya Manusia Administrasi dan Pelayanan Publik, 10(2), 689-703. https://doi.org/10.37606/publik.v10i2.608

Zahra, R. (2022). Analisis kualitas layanan terhadap kepuasan pengguna sistem informasi kawasan agrowisata Cicantayan menggunakan Webqual 4.0. Jurnal Edukasi dan Penelitian Informatika (JEPIN), 8(1), 13. https://doi.org/10.26418/jp.v8i1.51056