

## The Effect of Provincial Minimum Wage, Education Level, and Inflation on Labor Absorption in East Java Province

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### Abstrak

*Penelitian ini bertujuan untuk mengetahui pengaruh upah minimum provinsi, tingkat pendidikan, dan inflasi terhadap penyerapan tenaga kerja di Provinsi Jawa Timur. Penelitian ini menggunakan metode kuantitatif dengan menggunakan data sekunder jenis time series pada tahun 1994 – 2023. Teknik analisis menggunakan regresi linier berganda, dengan upah minimum provinsi ( $x_1$ ), tingkat Pendidikan ( $x_2$ ), inflasi ( $x_3$ ), dan penyerapan tenaga kerja ( $Y$ ), menggunakan program EViews 12. Hasil penelitian menunjukkan bahwa variabel upah minimum provinsi dan tingkat pendidikan terdapat pengaruh positif dan signifikan. Sedangkan variabel inflasi berpengaruh negatif dan tidak signifikan. Sementara itu, ketiga variabel secara simultan berpengaruh signifikan terhadap penyerapan tenaga kerja di Jawa Timur.*

**Kata Kunci :** *Penyerapan Tenaga Kerja, Upah Minimum, Tingkat Pendidikan, Inflasi*

### Abstract

*This study aims to determine the effect of provincial minimum wage, education level, and inflation on employment in East Java Province. This research uses a quantitative method using secondary data of the time series type in 1994 - 2023. The analysis technique uses multiple linear regression, with provincial minimum wage ( $x_1$ ), education level ( $x_2$ ), inflation ( $x_3$ ), and employment ( $Y$ ), using the EViews 12 program. The results showed that the provincial minimum wage and education level variables had a positive and significant effect. Meanwhile, the inflation variable has a negative and insignificant effect. Meanwhile, the three variables simultaneously have a significant effect on labor absorption in East Java.*

**Keywords:** *Labor Absorption, Provincial Minimum Wage, Education Level, Inflation*

## INTRODUCTION

In a country's economy, it must be accompanied by an increase in employment opportunities in order to be considered prosperous and population growth can be balanced with the labor absorbed. The number of working people is a good indicator of labor absorption (Kuncoro, 2002). All individuals of working age who are capable of producing products and services and are at least 15 years old are laborers. Labor is a strategy to encourage economic development (Mufida et al., 2021).

To maintain a balanced population growth rate for individuals who are ready to enter the workforce, each region needs a working population that is absorbed and distributed to various economic sectors and increases every year. High labor absorption will have a positive effect on economic growth and will certainly reduce poverty due to reduced unemployment. In this case, cooperation from the government, the private sector, and the community is needed as an effort to increase economic income. One factor that is still minimal and needs awareness from the workforce is the enthusiasm to work or work motivation in oneself which must always be instilled when someone realizes that he is already included in the workforce.

Some countries that have labor problems are Indonesia. Rapid population growth causes a large number of large jobs as well, the effect of a rapid increase in population will later lead to employment problems (Nofrita, 2022). Therefore, employment-related changes are implemented by governments around the world, including Indonesia. In order to reduce the unemployment problem, the government works with the business sector and the community to create employment opportunities (Muslihatinningsih et al., 2022).

This is also the case for East Java Province, which is an example of the economic center in Indonesia. The employment condition in East Java is an interesting topic to discuss, despite the high population in East Java (included in the top 3 provinces with the largest population). However, the number of jobs in various economic sectors has not been able to keep up with the high population growth rate in East Java Province (Maksum & Farawangsa, 2022). The problem is that the working-age population in East Java increases every year, and as the population increases, the supply of labor also increases. This phenomenon may have an impact on the small number of employment opportunities because there are fewer jobs available (Mufida et al., 2021).

Creating good jobs or companies for the labor force is one of the biggest problems, and must be planned for early on before it increases due to changes in the age distribution of the population. This problem combines two components at once, namely finding new jobs for the unemployed labor force and increasing

productivity for those currently working to enable them to earn enough compensation to support themselves (Susanti, 2019).

Not far from labor, of course, a worker needs wages as a result of their hard work in carrying out work. The basic principle of the minimum wage policy is that it is a measure to achieve a living wage for workers while taking into account factors such as productivity and business growth. Depending on the region, minimum wage determination varies in terms of quantity, annual rate of increase, determination system and scope (Sari, 2013).

Wages can also have an impact on employees, if a company offers a high income, people will seek to work in that company. To encourage economic equality and protect the welfare of workers, the government sets a minimum wage that companies must provide (Prasetya, 2021). Each province has its own experiences and difficult situations related to setting minimum wages, which are the basic needs of workers and require the business world and the economy to grow and be productive and competitive. Since the implementation of regional autonomy, the determination of the minimum wage, which was initially determined by the Minister, has been entrusted to the Governor (Azzahra et al., 2021).

A big country needs reliable human resources in their fields to continue the country's interests in the future. Education is necessary for human beings as a basic knowledge in applying everything that is useful and also advancing the country itself. Therefore, education is a factor that helps to inspire developing countries to create new knowledge, use the latest technology, train qualified workers and produce creative new innovations. (Agustin, 2020). The purpose of education is to help people reach their full potential in terms of interests, skills, and abilities so that they can become valuable human resources in a world where people need to invest in quality human resources due to changing circumstances (Diana et al., 2022).

The company's ability to absorb labor is often influenced by quality based on the education level of the workforce (Bagus et al., 2018). Workers with higher education levels will have higher incomes. Conversely, those with a low level of education will have a low income (Nurul et al., 2016). The higher the level of education, the more dominant the employment status (Lavrinovicha, *et al.* in Setiawan A.A.S. et al., 2020). This is certainly very concerning, where indirectly there is a gap between high- and low-educated workers.

A generalized and sustained rise in prices is called inflation. A high inflation rate in the economy will have an impact on job prospects, production output, and may even lead to unemployment (Warapsari et al., 2021). Economic conditions with high inflation can change employment prospects and productivity, if inflation is high, it will increase unemployment. This implies that there will be less growth in employment possibilities, or in other words, fewer people working (Dharma & Djohan, 2015). As a result, the government must implement appropriate

macroeconomic policies. Controlling the amount of money in circulation is also necessary to avoid excessive inflation rates.

Based on the background that has been explained, that there is still a lack of stable employment in East Java, researchers are interested in examining the factors that have been selected and explained.

### RESEARCH METHODS

This study uses quantitative research methodology. Scientific research using a quantitative approach looks at components, phenomena, and their causal relationships. It was carried out in 2024 using data from the Central Bureau of Statistics for 30 years, starting from 1994 - 2023.

This analysis uses multiple linear regression to forecast fluctuations in the dependent variable and can be done if there are two or more independent variables and one dependent variable. Where in this study, namely between the Provincial Minimum Wage (X1), Education Level (X2), Inflation (X3), and Labor Absorption (Y). To test the hypothesis, it is necessary to conduct statistical testing using a predetermined formula as follows:

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + e \dots \dots \dots (1)$$

Description:

- Y = Labor Absorption
- $\alpha$  = Constant
- $\beta_1, \beta_2, \beta_3$  = Regression coefficient of X
- X<sub>1</sub> = Provincial minimum wage
- X<sub>2</sub> = Education level
- X<sub>3</sub> = Inflation
- e = Error term

### RESULTS AND DISCUSSION

#### A. Results

##### 1. Classical Assumption Test

###### a) Normality Test

The normality test results above use the Jarque Bera test method.

**Table 1. Normality Test Results**

Series: Residuals	
Sample 1996 2023	
Observations 28	
Mean	7.63e-10
Median	-30573.12
Maximum	685989.7
Minimum	-812962.8
Std. Dev.	378767.8
Skewness	-0.090338
Kurtosis	2.236641
Jarque-Bera	0.717921
Probability	0.698402

Source: Data processed by researchers, 2024

The output of the test results, obtained a Jarque Bera value of 0.717921 with a probability of 0.698402. This indicates that the residual value is normally distributed because the number shows  $> 0.05$ .

#### b) Multicollinearity Test

**Table 2. Multicollinearity Test Results**

Variable	Coefficient Variance	Uncentered VIF	Centered VIF
C	2.78E+12	482.3936	NA
X1	0.098724	17.42961	6.470458
X2	7.24E+10	596.7378	5.919325
X3	7.00E+08	7.121953	1.792420

Source: Data processed by researchers, 2024

Based on the test results above, it can be seen that the value of the multicollinearity test results using VIF on variables X1, X2, X3  $< 10$ . X1 is 6.470, X2 is 5.919, X3 is 1.792. This indicates that the data used does not experience multicollinearity problems.

#### c) Autocorrelation Test

**Table 3. Autocorrelation Test Results**

F-statistic	2.331503	Prob. F(4,20)	0.0910
Obs*R-squared	8.904325	Prob. Chi-Square(4)	0.0635

Source: Data processed by researchers, 2024

Based on the results of the autocorrelation test obtained, the *Prob. Chi-Square value* obtained is 0.0635, this indicates that there is no autocorrelation problem, because the probability value is  $> 0.05$ .

d) Heteroscedasticity Test

**Table 4. Heteroscedasticity Test Results**

Heteroskedasticity Test: White  
Null hypothesis: Homoskedasticity

F-statistic	0.329585	Prob. F(9,18)	0.9536
Obs*R-squared	3.961380	Prob. Chi-Square(9)	0.9139
Scaled explained SS	1.799561	Prob. Chi-Square(9)	0.9943

Source: Data processed by researchers, 2024

Based on the results of the heteroscedasticity test using the *white* test above, the *Prob. Chi-Square* on *Obs \* R-squared* shows a value of 0.9139. This indicates that the regression model does not show heteroscedasticity problems, because the probability value > 0.05

e) Linearity Test

**Table 5. Linearity Test Results**

Ramsey RESET Test  
Equation: UNTITLED  
Omitted Variables: Squares of fitted values  
Specification: Y C X1 X2 X3

	Value	df	Probability
t-statistic	0.627447	23	0.5365
F-statistic	0.393690	(1, 23)	0.5365
Likelihood ratio	0.475219	1	0.4906

Source: Data processed by researchers, 2024

Based on the results of the linearity test using the *Ramsey RESET Test* method above, the probability value on the F-statistic shows 0.5365, this indicates that the regression model used meets the linearity assumption, because the probability value > 0.05.

2. Multiple Linear Regression

**Table 6. Multiple Linear Regression Test Results**

Variable	Coefficient	Std. Error	t-Statistic	Prob.
C	9746218.	1667520.	5.844739	0.0000
X1	1.417212	0.314203	4.510498	0.0001
X2	1161201.	269040.9	4.316075	0.0002
X3	-7029.750	26459.14	-0.265683	0.7928
R-squared	0.951583	Mean dependent var		18798321
Adjusted R-squared	0.945530	S.D. dependent var		1721361.
S.E. of regression	401743.9	Akaike info criterion		28.77658
Sum squared resid	3.87E+12	Schwarz criterion		28.96690
Log likelihood	-398.8721	Hannan-Quinn criter.		28.83476
F-statistic	157.2296	Durbin-Watson stat		0.995405
Prob(F-statistic)	0.000000			

Source: Data processed by researchers, 2024

In carrying out multiple linear regression testing, researchers used 30 data samples on each variable, but the X2 variable only used 28 samples. The multiple linear regression model equation can be written as follows:

$$Y = 9746218 + 1.417212X1 + 1161201X2 - 7029.750X3 + e$$

The model can be interpreted as follows:

1. The constant  $\alpha = 9746218$  indicates that if the variables X1, X2, and X3 are constant, the amount of labor absorption will increase by 9746218.
2. The coefficient  $\beta_1 = 1.417212$  indicates that if the variable X1 increases by 1%, then the amount of labor absorption increases by 1.417212, and vice versa.
3. The coefficient  $\beta_2 = 1161201$  indicates that if the X2 variable increases by 1%, the amount of labor absorption increases by 1161201, and vice versa.
4. The coefficient  $\beta_3 = -7029.750$  indicates that if the variable X3 increases by 1%, the amount of employment decreases by 7029.750, and vice versa.

#### a) T test

1. The X1 variable has a *t-statistic* value of 4.510498 with a probability value of 0.0001 (<0.05), it can be concluded that the X1 variable has a significant effect on the Y variable.
2. The X2 variable has a *t-statistic* value of 4.316075 with a probability value of 0.0002 (<0.05), it can be concluded that the X2 variable has a significant effect on the Y variable.
3. The X3 variable has a *t-statistic* value of -0.265683 with a probability value of 0.7928 (>0.05), so it can be concluded that the X3 variable has an insignificant effect on the Y variable.

#### b) F test

From these results, it is known that the *F-statistic* value is 134.6373 with a probability value of 0.0000 (<0.05), so it can be concluded that the independent variables simultaneously have a significant effect on the dependent variable.

#### c) Coefficient of Determination

Table 4. 1 Determination Coefficient Test Results

R-squared	0.951583
Adjusted R-squared	0.945530

Source: Data processed by researchers, 2024

From these results, the value of *Adj. R-squared value* of 0.945530, meaning that the selected independent variables simultaneously affect the dependent variable by 94.55%, then the remaining 5.45% is influenced by other variables outside the study.

## B. DISCUSSION

### 1) The Effect of Provincial Minimum Wage on Labor Absorption

Based on the results of data processing using *EViews 12*, the provincial minimum wage has a positive and significant effect on employment in East Java Province. The minimum wage must be able to balance the demand and supply of labor in a region. This is in accordance with David Ricardo's natural wage theory, where natural wages arise due to the balance between demand and supply, if the wage given is too high, it will affect the amount of sales and company profits, if the wage given is too low, workers will feel a less decent life, because the small income is not enough to fulfill their needs.

Then there is the efficiency wage theory (Mankiw, 2007) which is a theory suitable and applicable mainly to industrialized countries, states that high wages will lower the turnover rate of workers. This implies that workers are more likely to stay in a particular firm if they are paid more. Companies can shorten the time it takes to find and accept new employees by offering competitive salaries.

The population of East Java Province as a whole is expected to continue to grow every year, which in turn will affect the available labor supply. Previous research by (Warapsari et al., 2021), (C. & M. Nofrita, 2022), and (Prasetya, 2021) stated that the minimum wage has a positive and significant effect on employment. An increase in wages will increase purchasing power, which will motivate employees to work harder and possibly increase production.

East Java Province is one of the centers of economic activity, where the economic activity of the Indonesian population in the eastern part of Java Island is also a gateway to economic activity to other islands, so adjusting wages with labor demand & supply is very crucial. It can be seen in the minimum wage data of East Java Province, the nominal amount of wages always increases every year. The development of the times and the demands that are increasingly advanced, must require a person to work harder to get wages to fulfill their lives. The increasing purchasing power of society will contribute to an increase in demand for products from business owners, which will create jobs.

On the other hand, research by (Anamathofani, 2019) resulted in the minimum wage having no effect on labor absorption. According to the study with the population of Malang City, this is because the primary labor market, also known as the formal sector labor market, employs more workers in Malang City than the secondary or informal labor market.

## 2) Effect of Education Level on Labor Absorption

Based on the results of data processing using *EViews 12*, the level of education has a positive and significant effect on employment in East Java Province. Then this is in line with *human capital* theory, which states that *human capital* is the way a person gains knowledge and skills obtained through various educational activities such as training, courses, and schools. Employers will look for workers who have

good educational qualifications, at least high school graduates, then this is what makes self-investment in the education sector very important for a person.

This is supported by previous research conducted (Maksum & Farawangsa, 2022), (Rusanti & Tjiu, 2023), and (Bagus et al., 2018) with the result that the level of education has a positive and significant effect. Based on the performance indicators of the education sector, it is clear that the ability of students to get an education that suits their needs, both in terms of quantity and quality, is very important for successful development. Underestimating the role of education in the development of a country is a mistake, because the growth of a country will not go as expected if the education system is not good.

Education is the key to development and the realization of social and economic welfare, and its achievement at all levels will inevitably increase people's income and productivity. Meanwhile, a number of serious problems, including unemployment, will arise from failure to promote education. On the other hand, research by (Prasetya, 2021) resulted in the level of education having a positive and insignificant effect on employment in Indonesia. According to him, employees with higher levels of education in a company are not always better equipped to develop the goods created by using that knowledge to achieve better results than employees with lower levels of education.

### 3) Effect of Inflation on Labor Absorption

Based on the results of data processing using *EViews 12*, inflation has a negative and insignificant effect on employment in East Java Province. This is not in line with the *Phillips curve*, A.W. Phillips explains how the distribution of the relationship between inflation and the unemployment rate is based on the idea that an increase in aggregate demand is reflected in inflation in the *Phillips Curve*. According to demand theory, prices will rise in response to an increase in aggregate demand.

This theory is not suitable for developing countries like Indonesia. The government itself targets that inflation should be low, if inflation continues to increase, then there will be stagflation, where conditions of inflation and high unemployment coexist. This is supported by research (Warapsari et al., 2021), (Anamathofani, 2019), (Maksum & Farawangsa, 2022), and (Purnomo, 2021) which states that inflation has no significant effect on employment.

Inflation that occurs in East Java Province moves mostly in the mild inflation group numbers, then in some years shows numbers in the moderate inflation group. Then the inflation trend in East Java Province looks up and down on the graph. This is what causes inflation to have no significant effect on employment, because inflation affects the amount of money in circulation, a stable amount of money in the community will increase purchasing power, so that the economic sector will

continue to increase its production capacity and have an impact on increasing employment opportunities. The real sector may decline or experience negative growth as a result of the central bank raising interest rates in response to high inflation rates. This will also result in more unemployment.

On the other hand, research conducted (Udzayir, 2020) and (Prasetya, 2021) results that inflation has a negative and significant effect on employment. According to him, although inflation has an impact on the economy, depending on the level of inflation, businesses may be motivated to create more or less than they have done, which can cause changes in labor, money supply, and output. The money supply will increase if there is a significant increase in inflation.

#### 4) The Effect of Provincial Minimum Wage, Education Level, and Inflation on Labor Absorption

Based on the results of data processing using *EViews 12*, the provincial minimum wage, education level, and inflation variables simultaneously affect the absorption of labor in East Java Province in 1994-2023. This shows that the higher a person's level of education, the more appropriate the salary offered and the more stable inflation, the more it will affect the absorption of labor in the world of work. Employment is not enough if it only uses the results of advanced technology, but requires a reliable workforce for operations, for which education is needed which requires a large allocation of energy, time, and costs.

This is supported by previous research conducted (Kholipah, 2022) with the results of variables of education level, minimum wage, and inflation simultaneously have a positive and significant effect on employment in Indonesia. Then (Bagus et al., 2018) & (Susanti, 2019) with the results of the minimum wage and education have a positive and significant effect on the employment variable.

There are two types of factors that affect labor absorption: internal and external influences. Education level and minimum wage impact internal factors. While inflation affects external factors. The issue of inflation does not only concern the cost of living. It also impacts our lives in other areas, including schooling. School fees will rise along with inflation. Apart from tuition fees, school fees also cover the cost of goods including textbooks, stationery, uniforms and school lunches. It may be difficult for students who take a sabbatical from school to return because they cannot adjust anymore and choose not to continue school.

As many students do not have the privilege of getting financial aid from their parents or scholarships, they often find themselves paying their own way. As these students require greater expenses to cover living costs, they may find it increasingly difficult to manage their academics and studies. This puts students in a challenging situation where they have to decide between their education and their basic needs.

Financial aid is often insufficient to pay students' fees, although certain colleges may provide it.

Income and education are significantly correlated. The correlation between income and education can be summarized as follows: productivity increases with the level of education. Greater income will result from this increased production. One way to think about education is as a means to prepare people and society at large for a better life. This result is in line with the idea put forward by Todaro, who states that a person's chances of getting a high-paying job are better than those who did not complete school.

If the opportunity for labor to obtain higher education will result in the wages that will be obtained. The higher the education, the higher the wage, then it will cause inflation because the increase in wages will affect people's purchasing power and producers respond to this by increasing prices at a certain time. As a result of the high demand for goods by consumers, producers will increase production capacity by increasing human resources, namely absorbed labor.

## CONCLUSIONS

Based on the analysis of the results of the research that has been carried out, conclusions can be drawn in this study, namely: 1) The value of the provincial minimum wage has a positive and significant effect on the employment rate in East Java Province. 2) The value of education level has a positive and significant effect on the number of employment in East Java Province. 3) The inflation rate has a positive and insignificant effect on the employment rate in East Java Province. 4) The value of the provincial minimum wage, education level, and inflation simultaneously have a significant effect on the number of employment in East Java Province.

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