THE EFFECT OF EDUCATION LEVEL, INVESTMENT, AND MINIMUM WAGE ON THE ACTIVE LABOR FORCE OF KERINCI REGENCY

[1]*Heppi Syofya, [2]Loso Judijanto, [3]Widiyarini, [4]Muhammad Zais M Samiun, [5]Praditya Mer Hananto

[1]Sekolah Tinggi Ilmu Ekonomi Sakti Alam Kerinci - Indonesia
[2]IPOSS Jakarta - Indonesia
[3]Universitas Indraprasta PGRI - Indonesia
[4]Universitas Khairun - Indonesia
[5]Badan Riset dan Inovasi Nasional - Indonesia

e-mail:
[1]*heppisyofya@gmail.com *(corresponding author)*
[2]losojudijantobumn@gmail.com
[3]widiya2513@gmail.com
[4]mzaissamiun@unkhair.ac.id
[5]prad002@brin.go.id

ABSTRACT

Indonesia has a rapid population growth but it is not matched by employment opportunities for the labour force. Increased productivity will run well if accompanied by the appropriate Regional Minimum Wage (UMR). The Regional Minimum Wage is the minimum standard applied by businesses in paying wages to employees, employees, or labourers who work in their business. The Regional Minimum Wage always increases every year, which is applied to increase the workforce's desire to be able to work. This research will examine the effect of education level, investment, and minimum wage on active labour. The research method used in this study is quantitative research. The type of data source uses secondary data collected through the Central Bureau of Statistics report. The data analysis technique uses path analysis which is processed through the SPSS version 23 application with a total of 140 respondents. This research was conducted in Kerinci Regency with research time from August 2023 - October 2023. The results of this study found that there is an effect of education level, investment, and minimum wage on the active labour force in Kerinci Regency.

Keywords: *Active Labour Force; Education Level; Investment; Minimum Wage*

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INTRODUCTION

Community development has the main goal of achieving welfare and prosperity equally (Roseland, 2000). The government has pursued various designs so that regional growth has a positive impact on society, one of which is economic development (Barca, F., McCann, P., & Rodríguez-Pose, 2012). Human resources are the main component in improving human quality as an active factor of production in the collection of capital, forming social, political, economic, and national development organizations (Krismiyati., 2017). The development of a country's human resources will be maximally achieved if the workforce is properly empowered. This effort is carried out by the government by increasing employment opportunities so that economic welfare Economic development is a process that comes from human development because economic development increases production and employment by developing work-related skills. This is influenced by people in every place (Akhmad, 2016).

Indonesia's rapid growth is not influenced by the availability of jobs in certain career categories. Based on the Central Bureau of Statistics released a report (2023), that shows that the labor force in August 2023 amounted to 147.71 million people with 7.86 million being unemployed. This data shows that employment is unable to accommodate the available active labor force. This indicates that the labor force in Indonesia is still not optimally absorbed. Kuncoro (2004) states that barriers to employment are influenced by strong demand factors, lack of alignment with labor market demand, or skills leading to high labor costs.

Many factors influence the absorption of an active labor force in economic growth. The value of human resources education is very important in the absorption of the labor force because education is a means of forming competence in understanding modern technology and developing production capacity to create sustainable development. Education provides facilities for modernizing the workforce in various sectors obtained through training in particular education (Mulyadi, 2003). Sumarsono (2003) states that the type and level of education present the quality of the workforce. Education aims to improve expertise, insight, and independent skills or shape a person's character. The high level of education will affect the abilities possessed. Based on the results of research conducted (Amar, 2018), it show that education has a considerable impact on the active labor force in Indonesia. This result was also found (Filiasari & Setiawan, 2021) which showed that education on the statement had a considerable and beneficial impact on the level of influence.

Investment also has a positive impact on job satisfaction. Investment is defined as a strategy to increase the number of manufacturing assets in the population, thereby increasing income and impacting the entire economy of a country or region Investment also has a positive impact on job satisfaction. Investment is defined as a strategy to increase the number of manufacturing assets in the population, thereby increasing income and having an impact on the entire economy of a country or region (Suharlina, 2020). According to Harrod-Domar, investment will increase the output capacity of the economy by increasing living standards, which in turn will affect the economy (Mulyadi, 2003). According to the study, an increase in production capacity requires quite a lot of labor, because investment increases the price of goods and services in an economic sector (Hidayah, 2022). Research conducted by the study, higher levels of investment can increase risk and failure (Kurniawan, 2011). According to Putri and Stevi's (2021) study, investment has a negative and substantial effect on company growth, which implies that increased investment can lead to higher growth. The results of this study are in line (Amelia, indicating that a country's policies have a considerable impact on its growth.

Increased productivity will run well if accompanied by the appropriate Regional Minimum Wage (UMR). The Regional Minimum Wage is the minimum standard applied by businesses in paying wages to employees, employees, or laborers who work in their business. The Regional Minimum Wage always increases every year which is applied as an effort to increase the desire of the labor force to be able to work. This will directly reduce the unemployment rate of active labor. Based on the results of research conducted by Nur and Ahmad (2021), this study reveals that minimal regional adjustments have a good and significant effect on labor-management performance. Determination of the Regional Minimum Wage will affect people's purchasing power so that economic mobility will be higher so that economic growth runs optimally. The results of research conducted by Cahyanda and Marwan (2022) also state that the minimum wage has a significant effect on employment in West Sumatra Province. The research objective of the title "The Effect of Education Level, Investment, and Minimum Wage on the Active Labor Force of Kerinci Regency" is to identify and analyze how education level, investment, and minimum wage affect active labor force participation in Kerinci Regency. This study aims to collect representative data and analyze the relationship between these variables, with the aim of providing a deeper understanding of the factors that influence the level of economic activity and employment in the region.

LITERATURE REVIEW, RESEARCH FRAMEWORK, AND HYPOTHESIS

Education Level

Education level refers to the highest level of formal education a person has completed. It plays a crucial role in various aspects of life, including career prospects, earning potential, and personal development. A high school diploma signifies the completion of secondary education, generally obtained at the age of 18, while a bachelor's degree, obtained from a college or university after four years of undergraduate study, opens up wider career opportunities and higher earning potential. Furthermore, master's degrees require one to three years of specialized advanced study and are often pursued to deepen knowledge in a particular field or enhance career advancement. Doctoral degrees, such as Ph.D. or Ed.D., reflect the highest academic achievement with in-depth research and completion of a dissertation. Each level of education provides individuals with different skills, knowledge, and qualifications that shape their professional trajectory and contribute to their personal growth and social impact.

Investment

Investment in the active workforce is a critical step in optimizing human capital to support sustainable economic growth (Hitka et al., 2019). This investment includes various strategies such as skills development, improved education, productivity-enabling infrastructure, and more advanced technology (Ismyilov et al., 2024). Research shows that the right investments in the workforce can generate significant positive impacts. For example, training that is relevant to market demand can improve the quality of the workforce and enhance industry competitiveness. In addition, good infrastructure can improve connectivity and efficiency in production, potentially creating more jobs. The results of these investments can be seen in economic indicators such as lower unemployment, higher income growth, and improved overall welfare. However, the success of these investments depends on effective implementation strategies and appropriate policy support to ensure efficient resource allocation as well as adaptability to technological changes and global market demands.

Minimum Wage

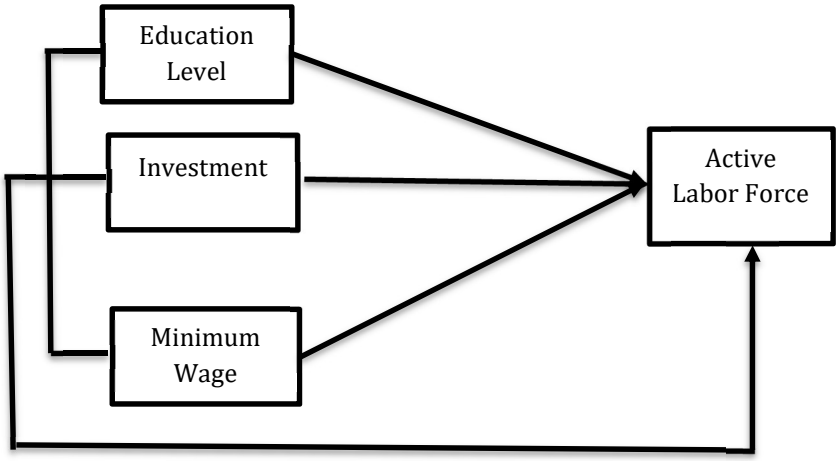
Studies on the impact of minimum wage policies on the active labor force have found significant results (Gindling & Terrell, 2007). An increase in the minimum wage tends to reduce hiring rates and limit working hours offered by firms (Clemens et al, 2018). This may result in a decline in overall labor participation, as firms seek to reduce labor costs with strategies such as reducing the number of new workers or limiting working hours for existing workers. Conversely, a decrease in the minimum wage may encourage firms to expand hiring and offer more working hours, potentially increasing the active labor force (Neumarak, 2009). These findings confirm the importance of minimum wage policy in influencing firms' hiring decisions and overall labor market dynamics and highlight the need for a cautious approach to policy design that considers its effects on the local economy and workforce.

Active Labor Force

Research on the effect of education level, investment, and minimum wage on the active labor force in Kerinci Regency shows significant results (Wayuni et al., 2021). Higher education levels tend to be associated with increased employment opportunities and higher job satisfaction, which can encourage more active and skilled labor force participation (Bezzina et al., 2013). Investment in industry and infrastructure also has the potential to create new jobs and stimulate economic growth, which positively affects labor force dynamics (Fleisher, 2010). Conversely, minimum wage policies may affect unemployment rates and the quality of jobs available, impacting the overall participation of the labor force in Kerinci Regency. This research highlights the importance of understanding the complex relationships between these variables to provide insights to policymakers and stakeholders on how to optimize conditions for a robust and productive labor market in the region.

Research Framework

The effect of education, investment, and minimum wage on the active labor force can be described as follows. Education plays a fundamental role in determining labor force participation, with higher levels of education tending to increase one's likelihood of actively engaging in the labor market. Significant investments in infrastructure and local economic sectors are able to create new jobs and increase economic attractiveness, which in turn expands the active labor force. On the other hand, regional minimum wage policies affect wage structures and labor force participation, with minimum wage increases stimulating participation in the formal sector, although the impact may be variable, including a possible reduction in the number of jobs available. Overall, the effective integration of quality education, sustainable investment, and balanced wage regulation is key to sustainably expanding the active labor force and enhancing local economic stability as observed in Kerinci Regency. The research framework is shown in Figure 1. Research Framework.



Source : Research Framework, 2024

Figure 1
Research Framework

Hypothesis

The hypotheses in this study are :

H1 : Education level significantly affects the Active Labor Force in Kerinci Regency
H2 : Investment significantly affects the Active Labor Force in Kerinci Regency
H3 : Minimum Wage significantly affects the Active Labor Force in Kerinci Regency
H4 : Education Level, Investment, and Minimum Wage significantly affects the Active Labor Force in Kerinci Regency simultaneously

METHOD

The research method used in this research is quantitative research. The technique used in data collection was purpose sampling, where respondents were selected based on the specific objectives of this study, namely employees in Kerinci Regency (Setiawan et al., 2010). The survey method was conducted using a questionnaire as the main tool to collect relevant information regarding education levels, perceptions of investment, and the influence of minimum wage policies on their participation in the active labor force. The purpose sampling technique allowed the researcher to focus on a population of employees directly involved in the labor market dynamics of the region, ensuring relevance and good representation in the data analysis. The data analysis technique uses path analysis which is processed through the SPSS version 23 application with a sample size of 140 respondents. This research was conducted in Kerinci Regency with research time from August 2023 to October 2023.

RESULTS AND DISCUSSION

Validity Test

The validity test is used in this study to validate whether the data is valid or not so that it can be used in research (Kleven, 2008). A validation test is a research procedure that confirms the validity of a research topic by conducting a study of a subject, usually in the form of student interest in a field (Sugiyono, 2006). Data is valid if the $R_{count} > R_{table}$. (Pfafffl, 2004).

Table 1

Education Level

R_{count}	R_{table}	Description
0,825		
0,846		
0,856	0,1660	Valid
0,841		
0,852		

Source : Data Processed by SPSS, 2024

Table 2
Investment

R_{count}	R_{table}	Description
0,920		
0,912		
0,827	0,1660	Valid
0,822		
0,826		

Source : Data Processed by SPSS, 2024

Table 3
Minimum Wage

R_{count}	R_{table}	Description
0,744		
0,829		
0,754	0,1660	Valid
0,841		
0,823		

Source : Data Processed by SPSS, 2024

Table 4
Active Labor Force

R_{count}	R_{table}	Description
0,837		
0,830		
0,798	0,1660	Valid
0,774		
0,821		

Source : Data Processed by SPSS, 2024

Based on the data presented, it can be concluded that the instrument data used in this investigation is appropriate and reliable.

Reliability Test

The reliability test aims as a measure if the data has been used more than once and can produce the same power (Sugiyono, 2019). Instrument data is described as reliable if Cronbach Alpha ($\alpha > 0.60$) (Jaarsma et al., 2009).

Table 5
Reliability Test Results

Variable	Alpha Cronbach	Description
X1	0,899	Reliable
X2	0,914	Reliable
X3	0,857	Reliable
Y	0,868	Reliable

Source : Data Processed by SPSS, 2024

Based on the data in Table 5, it is found that all variables get an *Alpha Cronbach value* above 0.60, so the data are reliable.

Normality Test

It is used to assess whether the data collected in this study is typical or not, and can be used for other research methods (Polkinghorne, 2005). The multicollinearity test is necessary to assess whether the data collected in this study represents a general trend and can be used in various other research methodologies. By conducting this evaluation, we can ensure that the results of the regression analysis are not affected by excessive dependency between the independent variables, which may obscure an accurate interpretation of the true relationship between the variables (Sihotang, 2023). The normal distribution of the population is determined by the mode, median, and mean, and the Kolmogorov-Smirnov normality test asymp sig value > 0.05 (Niati & Prayoga, 2021). Table 6 shows the purpose of this study is to summarize the findings of the normality test that has been carried out with the help of SPSS version 23.

Table 6
Normality Test

One-Sample Kolmogorov-Smirnov Test	
	Unstandardized Residual
Test Statistic	.062
Asymp. Sig. (2-tailed)	.200[c,d]

Source : Data Processed by SPSS, 2024

Multicollinearity

Multicollinearity tests are useful in regression analysis to identify high correlations between independent variables, which may affect the reliability of the model. Data that shows significant correlation between independent variables allows for the construction of a clearer relationship between the independent variables and the dependent variable in regression analysis (Saputra, 2023). Determining a data is multicollinearity is seen from the tolerance value and Variance Inflantion Factor (VIF). Data is acceptable if the tolerance value is> 0.10 and VIF < 10 (Setiawan, 2021). Table 7 shows the multicollinearity test

Table 7
Multicollinearity test results

Coefficients[a]			
		Collinearity Statistics	
Model		Tolerance	VIF
1	(Constant)		
	TOTAL_X1	.247	4.047
	TOTAL_X2	.093	10.760
	TOTAL_X3	.055	18.219

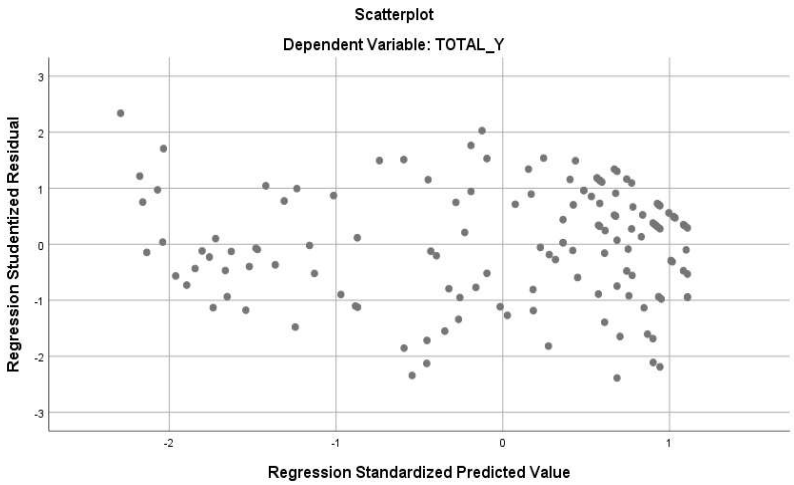
a. Dependent Variable: TOTAL_Y

Source : Data Processed by SPSS, 2024

The regression model is acceptable if it does not have collinearity, indicated by a tolerance value> 0.1 and VIF < 10. All independent variables in the study, both the level of education (X1), have a tolerance of 0.247> 0.1 and VIF 4.047 < 10, then the investment variable (X2) obtained tolerance results of 0.093> 0.1 and VIF 10.760 < 10. The minimum wage variable (X3) obtained tolerance results of 0.055> 0.1 and VIF 18.219.

Heteroscedasticity

Played a role in seeing the regression model in the study has a variant of similarity between one another, the regression model is acceptable if it does not have heteroscedasticity (Oscar & Olvera, 2019). Scatterplot can be used to see heteroscedasticity, the model is acceptable if the plot is scattered and does not form a pattern (Rosopa et al., 2013). The results of heteroscedasticity testing using SPSS version 23 are shown in Figure 2.



Source: SPSS Processed Data, 2024

Figure 2
Heteroscedasticity test

An acceptable model should not have heteroscedasticity. Model has no heteroscedasticity is characterized by scattered plots and do not form patterns (Cleasby & Nakagawa, 2011). Based on Figure 2, it is known that the data in the study have met the requirements for further testing because heteroscedasticity has not occurred.

Multiple Linear Regression

Multiple linear regression uses SPSS 23 software which is obtained as shown at Table 8.

Table 8
Multiple Linear Regression

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients
		B	Std. Error	Beta
1	(Constant)	-.533	.793	
	TOTAL_X1	.047	.081	.039
	TOTAL_X2	.558	.105	.574
	TOTAL_X3	.388	.163	.335

a. Dependent Variable: TOTAL_Y
Source : Data Processed by SPSS, 2024

Based on table 8, the equation is obtained:
Y = - 0.533 X1 + 0.047 X2 + 0.558 X3 + 0.388 X4

a) The constant value of - 0.533 indicates that the value of the independent variable is 0, Y will be obtained at - 0.533
b) The regression coefficient of education level (X1) of 0.047 is positive, it can be explained that the increase of one unit of the X1 value will increase the Y value by 0.047 while the X2 and X3 values are constant
c) The regression coefficient of investment (X2) of 0.558 is positive, it can be explained that the increase of one unit of the X2 value, will increase the Y value by 0.558 while the X1 and X3 values are constant.
d) The minimum wage regression coefficient (X3) of 0.388 is positive, it can be explained that the increase of one unit of the X3 score will increase the Y score by 0.388 while the X1 and X2 values are constant

Hypothesis Test

T-test

The T statistical test is useful in observing how much influence is given by the independent variable partially in showing variations in the dependent variable (Soeprajogo & Ratnaningsih, 2020). The hypothesis is explained, H_0 is accepted if $T_{count} > T_{table}$ or $T_{count} < T_{table}$, while Ha is accepted if $T_{count} < T_{table}$ or $T_{count} > T_{table}$ (Supranto, 2001). the conclusion of the hypothesis is seen from the significance value and the value of the regression constant Ha is accepted if sig < 0.05 and $\beta x > 0$ (positive influence) and $\beta x \leq 0$ (negative influence). Table 9 shows the T-test results of each independent variable including education level (X1), investment (X2), minimum wage (X3) on the dependent variable active labor force of Kerinci Regency.

Table 9
T-test

Coefficients[a]

Model		T	Sig.
1	(Constant)	-.672	.503
	TOTAL_X1	.584	.560
	TOTAL_X2	5.312	.000
	TOTAL_X3	2.384	.018

a. Dependent Variable: TOTAL_Y
Source : Data Processed by SPSS, 2024

Based on the table above, the following results are obtained:

a) The level of education variable (X1) on the labor force gets a sig value of 0.560> 0.05 this means no significant effect, $T_{count} < T_{table}$ this means no significant effect. In the context of statistical analysis, if the test results show a p value of 0.560 which is greater than the significance level of 0.05, this indicates that there is no statistically significant effect or difference between the variables tested. In addition, if the calculated T_{count} value is smaller than the T_{table} value corresponding to the specified degrees of freedom and significance level, this also indicates that there is insufficient statistical evidence to reject the null hypothesis, confirming that there is no significant effect of the variables under study.
b) The investment variable (X2) obtained a sig value of 0.000 < 0.05 and a T_{count} value of 5.312 > T_{table} 1.98 which means there is a significant relationship of investment (X2) to the active labor force of Kerinci Regency.
c) The minimum wage variable (X3) obtained a sig value of 0.018 < 0.05 and a T_{count} value of 2.384 > T_{table} 1.98 which means there is a significant relationship minimum wage (X3) to the active labor force of Kerinci Regency.

F-test

The F-test variance analysis tool is used to assess the impact of education, investment, and minimum wage simultaneously on the active labor force (Larasati et al., 2022). If $F_{count} > F_{table}$ and a significant value of 0.000 which is smaller than 0.05 then H_0 is rejected and Ha is accepted (Natalia et al., 2020). Based on the f-test result is as follows:

Table 10
F-test
ANOVA[a]

Model		F	Sig.
1	Regression	262.375	.000[b]
	Residual		
	Total		

Source : Data Processed by SPSS, 2024

The result of the f-test obtained is the calculated value of 262.375> F_{table} through a significant value of 0.000 which is smaller than 0.05. It can be concluded that there is a significant relationship between the level of education (X1) investment (X2) minimum wage (X3) simultaneously on the active labor force of Kerinci Regency.

Coefficient of Determination

The R-square coefficient is used to assess the level of importance of an independent variable including the level of education (X1) investment (X2) minimum wage (X3) on the dependent variable of the active labor force in Kerinci Regency. The coefficient of determination is in the range between 0 and 1 (Saunders, 2012).

Table 11
Coefficient of determination

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.923[a]	.853	.849	2.45474

a. Predictors: (Constant), TOTAL_X3, TOTAL_X1, TOTAL_X2
b. Dependent Variable: TOTAL_Y
Source : Pengolahan Data SPSS, 2024

Table 11 explains the coefficient of determination of the independent variable on the dependent variable, the R-square value is 0.853. This means that the independent variables include c by 85.3% and the other 84.9% is influenced by other factors outside the study.

Discussion

The study found that has no significant effect on the active labor force in Kerinci District. This research is in line with the findings of researcher. This research is in line with (Davidescu, 2020) that highly educated and trained employees report higher job satisfaction. There are variations in impact based on local policies and industry needs. In conclusion, education and training are important for job satisfaction. Companies should support further education and training and work with local governments to align education policies with industry needs.

This study aims to analyze the influence of certain factors on the active labor force in Kerinci Regency. Based on data collected through surveys and statistical analysis, the results show that there is no significant influence of the factors studied on the active labor force in the region. Although various variables such as education levels, skills, and training programs have been evaluated, the results show no significant relationship with the participation rate of the active labor force. Data analysis was conducted using linear regression to determine the effect of each variable on the active labor force.

The t-test results show that the active labor force in Kerinci Regency is not significantly influenced by the variables studied. This study is in line with the research findings of Wara (2016), which shows that labor investment is related to the category of investment in labor-intensive industries and capital-intensive industries, as well as the preferences of each investor and economic conditions as a consideration. This study found that there is no significant relationship between the minimum wage level and the active labor force in Kerinci Regency. This result is in line with the findings of Tofanie (2016) who suggests that, compared to the minimum wage level required for each sector, various other factors may have a more significant influence on active labor force participation. This research emphasizes the need for a more holistic approach in identifying factors that influence active labor force participation in the region.

The F-test results concluded that there is a significant relationship between the influence of education level, investment, and minimum wage on the active labor force. This research is in line with the findings of Tofanie (2016), which shows that education has a significant influence on job satisfaction, especially when compared to the minimum wage level per district/city. These factors play an important role in the industry or company by influencing many aspects such as education and skills.

CONCLUSION AND SUGGESTION

The education level has no significant relationship with the active labor force in Kerinci Regency. there is a significant relationship of investment on the active labor force of Kerinci Regency, and the minimum wage has a significant relationship to the active labor force of Kerinci Regency. The findings indicate a notable correlation among education level, investment, and minimum wage (X3) with the active labor force in Kerinci Regency. Higher levels of education are associated with greater employment opportunities and enhanced job satisfaction, which positively impact labor force participation. Moreover, investments in industry and infrastructure can stimulate economic expansion locally and generate employment opportunities, thereby fostering a more dynamic labor force.

However, minimum wage policies also play a crucial role in regulating the level of unemployment and the quality of jobs available in Kerinci. Decisions regarding the minimum wage can influence firms' decisions to recruit and retain workers, and can affect the overall labor force participation in the region. The implications of these findings highlight the need for education policies that support improved workforce qualifications and strategic investment planning in potential economic sectors. Policy suggestions include improving access to education that is relevant to local labor market needs, as well as designing investment policies that encourage the growth of sectors that create sustainable jobs. The importance of a prudent minimum wage policy should also be considered to avoid negative impacts on the economy and desired labor force participation in Kerinci Regency.

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