

## THE EFFECT OF WOMEN'S PER CAPITA EXPENDITURE AND WOMEN'S EXPECTED YEARS OF SCHOOLING ON THE NUMBER OF POOR PEOPLE IN INDONESIA: A HUMAN RESOURCE MANAGEMENT PERSPECTIVE



**<sup>1</sup>Muhammad Iqbal Al Farizi, <sup>2</sup>Achmad Efendi**

*<sup>1,2</sup>Department of Management, Faculty of Economics Business and Politics,  
Muhammadiyah University of East Kalimantan - Indonesia*

### **e-mail:**

<sup>1</sup>2211102431246@umkt.ac.id (*corresponding author*)

<sup>2</sup>ae614@umkt.ac.id

### **ABSTRACT**

*This study aims to analyze the influence of women's per capita expenditure and women's expected years of schooling on the number of poor people in Indonesia. The research uses a quantitative approach with secondary time-series data obtained from official publications of the Badan Pusat Statistik covering the period 2014–2024. The data were analyzed using multiple linear regression after conducting classical assumption tests to ensure the reliability of the model. The results show that women's per capita expenditure has a negative influence on poverty, indicating that higher levels of women's economic welfare tend to reduce the number of poor people. Meanwhile, women's expected years of schooling show a positive but not significant relationship with poverty. Overall, both variables together contribute to explaining variations in poverty levels. These findings suggest that improving women's economic conditions plays an important role in poverty reduction efforts. However, this study is limited by the relatively short observation period. Therefore, future research is recommended to expand the observation period and include additional variables to obtain more comprehensive results regarding the factors influencing poverty in Indonesia.*

**Keywords:** *Women's Per Capita Expenditure; Expected Years of Schooling; Poverty; Human Resource Development*

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## INTRODUCTION

The number of poor people is one of the main indicators that reflects the social and economic welfare conditions of a region and also serves as an important benchmark in assessing development achievements (World Bank, 2020). In this context, the number of poor people can be defined as the total number of individuals living below the poverty line, namely groups of people whose monthly per capita expenditure is lower than the minimum standard required to meet basic needs (Badan Pusat Statistik (BPS), 2024). A persistently high number of poor people indicates that a portion of society is still unable to adequately fulfill their minimum living needs. According to the Central Bureau of Statistics (BPS), poor people are defined as individuals whose average monthly per capita expenditure falls below the poverty line (BPS, 2024). Therefore, this indicator can be used to describe the level of economic limitations experienced by the community. Reducing poverty has become one of the primary objectives of national development because it is closely related to improving quality of life and social welfare.

Efforts to reduce the number of poor people cannot be separated from the quality and capacity of human resources in fulfilling proper living needs (OECD, 2018). In the context of human resource development, women play a strategic role as the main managers of household welfare, particularly in allocating expenditures for basic needs such as food, education, and health (FAO, 2011). Women's per capita expenditure reflects the level of welfare and the economic capacity of female human resources within the household. According to welfare and labor productivity theory, the fulfillment of basic needs and adequate welfare conditions are prerequisites for individuals to develop work capacity, achieve economic stability, and participate productively in economic activities (ILO, 2019). Maslow (1970) emphasized that the fulfillment of basic needs forms the foundation of individual development. In line with this view, McClelland (1961) argued that work motivation is influenced by the needs for achievement, affiliation, and power, which encourage improved performance and productivity. Increased motivation and productivity may ultimately enhance individuals' ability to generate income and improve economic welfare. Therefore, an increase in women's per capita expenditure can be interpreted as an indicator of improved human resource welfare that potentially contributes to poverty reduction.

In addition to economic welfare, education is a fundamental factor in shaping the quality of human resources. Human Capital Theory proposed by Schultz (1961) and further developed by Becker (1993) states that education is a form of investment in human resources that can improve individuals' knowledge, skills, and productivity. Women's Expected Years of Schooling reflects the level of accumulated educational investment that has the potential to improve the quality of human resources and the capacity of female labor in the future. Women with higher levels of education tend to have greater opportunities to obtain decent employment, improve productivity, and earn higher income, which ultimately strengthens household welfare (UNESCO, 2020). Therefore, increasing women's expected years of schooling is conceptually considered an important strategy in human resource development that can contribute to poverty reduction.

Theoretically, poverty is often associated with the low quality and limited capacity of human resources in accessing education and economic welfare (United Nations, 2015). The human development paradigm introduced by the United Nations Development Programme (UNDP, 2019) emphasizes that improving human quality of life through education and decent living standards is a key indicator of development success, rather than focusing solely on economic growth. In line with this framework, the concept of

Strategic Human Resource Management highlights education and welfare as essential components in the sustainable development of workforce quality, as explained by Armstrong (2014). Within this theoretical framework, improvements in women's per capita expenditure and women's expected years of schooling as forms of human resource investment are expected to contribute to poverty reduction. However, official data from the Central Bureau of Statistics show empirical conditions that are not entirely consistent with this theoretical expectation. During the 2014–2015 period, women's per capita expenditure increased by 0.148 and women's expected years of schooling increased by 0.28, yet the number of poor people increased by 312.78 thousand (BPS, 2024). A similar phenomenon occurred during the 2020–2021 period when women's per capita expenditure increased by 0.046 and women's expected years of schooling increased by 0.18, while the number of poor people rose significantly by 1,118.75 thousand (BPS, 2024). This condition indicates a gap between theoretical expectations and empirical reality, thus further empirical investigation is necessary to understand the influence of women's per capita expenditure and women's expected years of schooling on poverty in Indonesia.

Inconsistencies in previous studies are also evident in the relationship between women's per capita expenditure and women's expected years of schooling on poverty levels. Yuslin & Irfan (2022) found that both variables have a positive and significant effect on reducing poverty, indicating that increased economic contribution and educational opportunities for women can improve welfare. However, Yacoub et al. (2023) reported a positive but insignificant relationship, suggesting that increases in women's expenditure and education are not always followed by a significant reduction in poverty levels. In contrast, Karlina & Munandar (2021) identified a negative and significant effect, indicating that higher levels of expenditure and education may not always reflect improved welfare and can sometimes be associated with other socioeconomic pressures. Meanwhile, Sulistiyowati & Aguslim (2023) found a negative but insignificant relationship, suggesting that these variables have not consistently shown a strong statistical influence on poverty reduction. These inconsistencies indicate a research gap and highlight the need for further investigation to obtain more consistent empirical evidence regarding the effect of women's economic and educational factors on poverty levels.

Based on the inconsistency between theoretical expectations, empirical conditions, and previous research findings, further investigation is necessary to obtain a clearer understanding of the influence of women's per capita expenditure and women's expected years of schooling on poverty in Indonesia. Therefore, this study aims to analyze the effect of women's per capita expenditure and women's expected years of schooling on the number of poor people in Indonesia. The findings of this study are expected to contribute to the academic literature as well as provide insights for policymakers in formulating development policies that consider gender perspectives in poverty reduction strategies.

## **LITERATURE REVIEW, RESEARCH FRAMEWORK AND HYPOTHESES**

### **Human Resource Management**

Human Resource Management plays an important role in improving the quality of individuals as the main asset of development (Armstrong, 2014). In the context of economic and social development, the quality of human resources is not only determined by work skills, but also by the level of welfare, health, and education possessed by individuals (Sumual et al., 2024). Human Resource Management focuses on efforts to

manage and develop human potential optimally so that it is able to contribute productively and sustainably (Susantinah et al., 2023).

According to Dias (2012), Human Resource Management is the process of hiring individuals, training them, providing compensation, developing policies related to the workforce, and developing strategies to retain employees. These functions include staffing activities, managing compensation and benefits, training and development, and worker protection. The effective implementation of HRM enables the creation of a work environment that supports employee welfare, so that individuals have decent income and opportunities to improve education and health, which ultimately has an impact on improving the quality of human resources and work productivity in a sustainable manner (Rohman & Kurnia, 2024).

### **Women's Per Capita Expenditure**

Women's per capita expenditure is an economic welfare indicator that reflects women's ability to meet basic living needs (Bella et al., 2025). According to the Badan Pusat Statistik (2024), per capita expenditure is used as one of the measures to assess the level of community welfare because it reflects purchasing power and individuals' ability to access goods and services. The level of economic welfare plays an important role in improving the quality of human resources, as better economic conditions enable individuals to enhance their quality of life through access to education, health, and self-development (Sari & Widyawati, 2025). Thus, women's per capita expenditure can support the sustainable improvement of human resource quality.

In line with this, Todaro & Smith (2015) explain that higher per capita expenditure reflects better quality of life and contributes to increased individual productivity. Women with adequate levels of per capita expenditure tend to have better ability to manage household economics, thereby improving family welfare and reducing the risk of poverty (Kabeer, 1999).

### **Women's Expected Years of Schooling**

Women's Expected Years of Schooling (EYS) is an indicator that reflects the number of years of education that women are expected to attain in the future based on current patterns of school participation (UNDP, 2010). According to the Badan Pusat Statistik (2024), Expected Years of Schooling is one of the indicators in the education dimension used to measure the average number of years of schooling that a person is expected to complete at a certain age based on the current education conditions. An increase in women's EYS reflects broader access and educational opportunities, which contribute to improving individual quality, competence, and readiness to enter the workforce (Giotis et al., 2025). Therefore, this indicator becomes one of the important measures in the development and improvement of human resource quality.

Furthermore, Becker (1993) explains that education is an investment in human capital that can increase individuals' work ability and income. Women's education has a long-term impact on improving family welfare and reducing poverty levels (Wei et al., 2021). Therefore, women's Expected Years of Schooling is an important factor in human resource development.

### **Number of Poor People**

The number of poor people reflects the condition of individuals' inability to meet basic living needs and access economic resources. According to the Badan Pusat Statistik (2024), poverty is measured based on individuals' income or expenditure ability to meet

basic needs standards; therefore, this indicator is used to describe the level of community welfare. Within the framework of human resource development, a high number of poor people indicates limited access to education, health, and economic opportunities, which in turn may affect the quality and productivity of the workforce (Sen, 1999; Todaro & Smith, 2015).

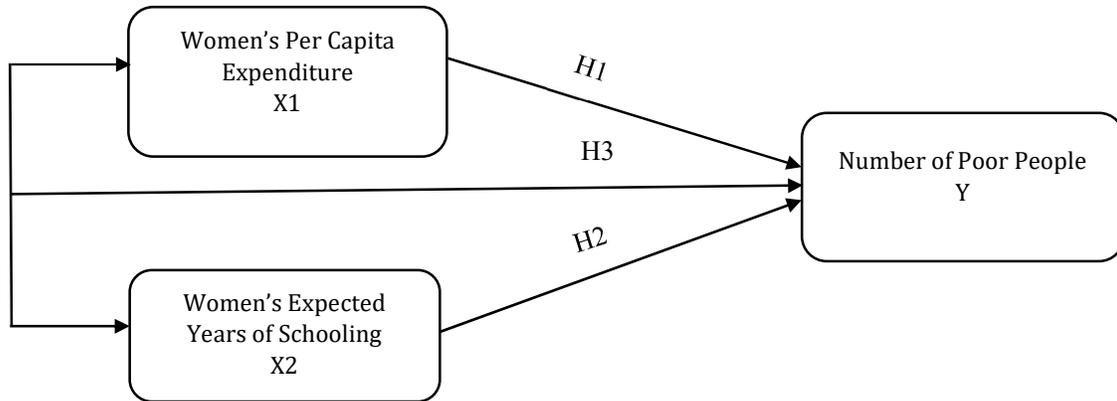
This is in line with Sen (1999), explains that poverty is a condition of limited individual capabilities to achieve a decent life. Low quality of human resources, particularly among women, contributes to the high number of poor people. Therefore, improving women's education and welfare is considered an important strategy in reducing poverty levels.

### **Research Framework**

Based on the theoretical explanations presented, women's economic welfare and educational opportunities are considered important factors that may influence poverty levels. Women's per capita expenditure reflects the level of economic welfare and purchasing power that enables individuals to meet basic needs such as food, education, and health. Higher levels of women's per capita expenditure indicate better economic capacity within the household, which may contribute to improving family welfare and reducing the risk of poverty (Todaro & Smith, 2015).

Meanwhile, women's Expected Years of Schooling reflects the educational opportunities available to women in society. According to human capital theory, education is considered an investment that enhances individuals' knowledge, skills, and productivity, which may increase income and improve economic welfare (Becker, 1993). Women who have higher levels of education tend to have greater opportunities to participate in the labor market and contribute to household income. As a result, increasing women's access to education can support poverty reduction and improve overall community welfare.

Therefore, women's per capita expenditure and women's Expected Years of Schooling are expected to influence the number of poor people in Indonesia. Conceptually, women's per capita expenditure and women's Expected Years of Schooling act as independent variables that may affect the dependent variable, namely the number of poor people. Conceptually, women's per capita expenditure and women's Expected Years of Schooling act as independent variables that influence the dependent variable, namely the number of poor people. The proposed research framework illustrating these relationships is presented in Figure 1.



Source : Author's elaboration, 2026

**Figure 1**  
**Research Framework**

### Hypotheses

Based on the theoretical explanations and previous studies discussed, the hypotheses of this study are formulated as follows:

- H1: Women's Per Capita Expenditure has a significant effect on the Number of Poor People in Indonesia.*
- H2: Women's Expected Years of Schooling has a significant effect on the Number of Poor People in Indonesia.*
- H3: Women's Per Capita Expenditure and Women's Expected Years of Schooling simultaneously have a significant effect on the Number of Poor People in Indonesia.*

### METHOD

This study employs quantitative secondary data to analyze the effect of women's per capita expenditure and women's expected years of schooling on the number of poor people in Indonesia. The data were obtained from official publications of the Central Bureau of Statistics (Badan Pusat Statistik/BPS) for the period 2014–2024. The population of this study consists of all national-level data related to women's per capita expenditure, women's expected years of schooling, and the number of poor people in Indonesia. The sample includes all available data during the 2014–2024 period, resulting in 11 annual observations. Therefore, this study applies a saturated sampling (census) technique, in which all members of the population are used as the sample (Sugiyono, 2023). The criteria for sample selection include the availability of complete and consistent data for all variables during the study period. The data are presented in annual time-series form to facilitate quantitative analysis and include macro indicators related to women's per capita expenditure, women's expected years of schooling, and the number of poor people.

The data analysis technique used in this study is multiple linear regression (Ghozali, 2018), conducted with the assistance of SPSS software. Before hypothesis testing, classical assumption tests were conducted, including the normality test using the Kolmogorov-Smirnov test, the multicollinearity test using Tolerance and Variance Inflation Factor (VIF), and the heteroscedasticity test (Sholihah et al., 2023).

Hypothesis testing was conducted using the t-test to determine the partial effect of the independent variables and the F-test to determine the simultaneous effect (Pramudiati et al., 2024). The analysis is complemented by the correlation coefficient (R) and the coefficient of determination ( $R^2$ ) to measure the strength of the relationship and the ability of the model to explain the dependent variable (Arya et al., 2020).

## RESULTS AND DISCUSSION

### Normality Test

The normality test is conducted to determine whether the residuals in the regression model are normally distributed. The normality of residuals is a fundamental assumption in multiple linear regression analysis because it ensures the validity of statistical inference and hypothesis testing results. According to Ghozali (2018), the normality test aims to examine whether the data distribution follows a normal pattern.

One of the commonly used methods to test normality is the Kolmogorov–Smirnov (K-S) test. The decision criterion is based on the significance value (Asymp. Sig. 2-tailed), where a value greater than 0.05 indicates that the residuals are normally distributed, while a value less than 0.05 indicates that the residuals are not normally distributed.

Therefore, to verify whether the regression model in this study meets the normality assumption, a normality test was conducted, and the results are presented in Table 1.

**Table 1**  
**Normality Test**

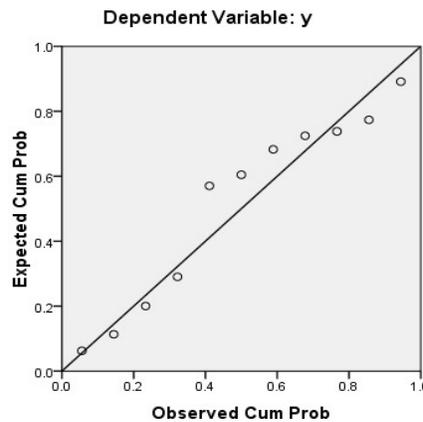
One-Sample Kolmogorov-Smirnov Test		Unstandardized Residual
N		11
Normal	Mean	.0000000
Parameters <sup>a</sup>	Std. Deviation	.01932842
Most Extreme	Absolute	.215
Differences	Positive	.110
	Negative	-.215
Kolmogorov-Smirnov Z		.713
Asymp. Sig. (2-tailed)		.689

Source: Data Processed by SPSS, 2026

Based on Table 1, the results of the normality test show that the Asymp. Sig. (2-tailed) value is 0.689. Since the value is greater than 0.05, it can be concluded that the residuals in this study are normally distributed.

To further examine the normality assumption, a Normal Probability Plot (P-P Plot) is used to visually assess whether the residuals follow a normal distribution pattern. This graphical method helps to identify whether the data points deviate significantly from the expected diagonal line. The results of the Normal Probability Plot are presented in Figure 2.

Normal P-P Plot of Regression Standardized Residual



Source: Data Processed by SPSS, 2026

**Figure 2**  
**Normal Probability Plot Graph**

Based on Figure 2, the Normal Probability Plot graph shows that the data points are distributed around the diagonal line and follow the direction of the diagonal line. This pattern indicates that the residuals are normally distributed and do not show significant deviation from the diagonal line. Therefore, it can be concluded that the normality assumption in the regression model has been satisfied.

### Multicollinearity Test

The multicollinearity test is conducted to examine whether there is a high correlation among the independent variables in a regression model. Multicollinearity can affect the stability and reliability of the regression coefficients, leading to biased estimation results. According to Ghozali (2018), the purpose of the multicollinearity test is to ensure that the independent variables are not highly correlated with each other.

The commonly used indicators to detect multicollinearity are the Tolerance value and the Variance Inflation Factor (VIF). The decision criteria are as follows: if the Tolerance value is greater than 0.10 and the VIF value is less than 10, it can be concluded that there is no multicollinearity problem in the regression model. Conversely, if the Tolerance value is less than 0.10 and the VIF value is greater than 10, it indicates the presence of multicollinearity.

Therefore, to ensure that the regression model in this study is free from multicollinearity issues, a multicollinearity test was conducted, and the results are presented in Table 2.

**Table 2**  
**Multicollinearity Test**

Variable	Tolerance	VIF	Description
Women's Per Capita Expenditure (X1)	0.139	7.199	No Multicollinearity
Women's Expected Years of Schooling (X2)	0.139	7.199	No Multicollinearity

Source: Data Processed by SPSS, 2026

Based on Table 2, each independent variable has a VIF value of less than 10 and a tolerance value greater than 0.10. This indicates that the independent variables in this study do not show symptoms of multicollinearity. Therefore, it can be concluded that the regression model used in this study is free from multicollinearity problems.

### Heteroscedasticity Test

The heteroscedasticity test is conducted to examine whether there is an inequality of variance in the residuals across observations in a regression model. A good regression model should exhibit homoscedasticity, meaning that the variance of the residuals remains constant. Heteroscedasticity can lead to inefficient estimates and affect the accuracy of hypothesis testing. According to Ghozali (2018), the heteroscedasticity test aims to determine whether the residuals have constant variance.

One of the commonly used methods to detect heteroscedasticity is the Glejser test. The decision criterion is based on the significance value of each independent variable. If the significance value is greater than 0.05, it indicates that there is no heteroscedasticity problem in the regression model. Conversely, if the significance value is less than 0.05, it indicates the presence of heteroscedasticity.

Therefore, to ensure that the regression model in this study is free from heteroscedasticity issues, a heteroscedasticity test was conducted, and the results are presented in Table 3.

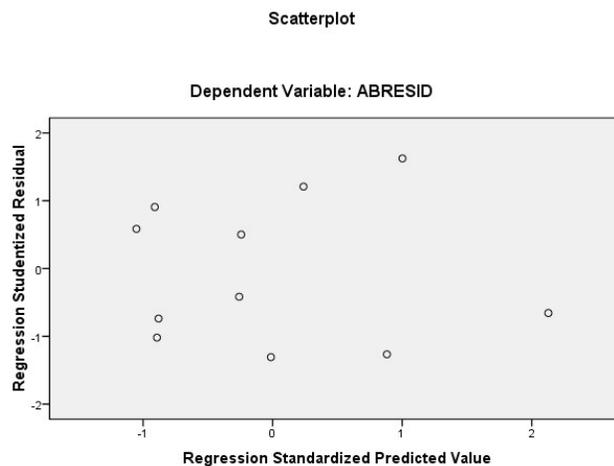
**Table 3**  
**Heteroscedasticity Test**

Variable	Sig.	Description
Women's Per Capita Expenditure (X1)	0.006	Heteroscedasticity Occurs
Women's Expected Years of Schooling (X2)	0.156	No Heteroscedasticity

Source: Data Processed by SPSS, 2026

Based on Table 3, the heteroscedasticity test results show that the significance value for Women's Per Capita Expenditure (X1) is 0.006 ( $< 0.05$ ), while Women's Expected Years of Schooling (X2) has a significance value of 0.156 ( $> 0.05$ ). These results indicate that one variable shows symptoms of heteroscedasticity according to the Glejser test.

However, further analysis using the scatterplot graph shows that the residual points are randomly distributed above and below the value of zero and do not form a clear or systematic pattern. This indicates that the regression model does not show serious heteroscedasticity problems and can still be used for further analysis. To further support the analysis, a graphical approach is also used to detect heteroscedasticity by examining the scatterplot of residuals. This method helps to identify whether the residuals are randomly distributed or form a specific pattern. The results of this graphical analysis are presented in Figure 3.



Source: Data Processed by SPSS, 2026

**Figure 3**  
**Scatterplot Results**

Based on Figure 3, the scatterplot shows that the residual points are randomly distributed both above and below the value of 0 on the Y-axis. The points do not form a clear or systematic pattern. This indicates that there is no heteroscedasticity in the regression model.

### T-Test

The t-test is conducted to examine the partial effect of each independent variable on the dependent variable in a regression model. This test is used to determine whether an individual independent variable has a significant influence on the dependent variable. According to Ghazali (2018), the t-test aims to measure how far the influence of one independent variable individually explains the variation in the dependent variable.

The decision criteria are based on the significance value (Sig.) and the t-statistic. If the significance value is less than 0.05, it indicates that the independent variable has a significant effect on the dependent variable. Conversely, if the significance value is greater than 0.05, it indicates that the independent variable does not have a significant effect. Additionally, by comparing the calculated t-value (t-count) with the t-table value, if t-count is greater than t-table, the hypothesis is accepted, whereas if t-count is less than t-table, the hypothesis is rejected.

Therefore, to determine the partial effect of each independent variable on the dependent variable in this study, a t-test was conducted, and the results are presented in Table 4.

**Table 4**  
**t-Test**

Variable	t-count	t-table	Sig.
Women's Per Capita Expenditure	-3.697	1.860	0.006
Women's Expected Years of Schooling	1.568	1.860	0.156

Source: Data Processed by SPSS, 2026

Based on Table 4, the t-count value of the women's per capita expenditure variable (X1) is -3.697. With a sample size of 11 and degrees of freedom (df = 8) at a significance level of 5% using a one-tailed test, the t-table value obtained is 1.860. Because the absolute value of t-count (3.697) is greater than t-table (1.860) and the significance value of 0.006 is less than 0.05, the null hypothesis ( $H_0$ ) is rejected and the alternative hypothesis ( $H_1$ ) is accepted. Thus, women's per capita expenditure has a negative and significant effect on the number of poor people in Indonesia.

The t-count value for the women's expected years of schooling variable (X2) is 1.568. With a sample size of 11 and degrees of freedom (df = 8) at a significance level of 5% using a one-tailed test, the t-table value obtained is 1.860. Because the t-count value (1.568) is smaller than the t-table value (1.860) and the significance value of 0.156 is greater than 0.05, the null hypothesis ( $H_0$ ) is accepted and the alternative hypothesis ( $H_1$ ) is rejected. This indicates that women's expected years of schooling does not have a significant partial effect on the number of poor people.

### F-Test

The F-test is conducted to examine the simultaneous effect of all independent variables on the dependent variable in a regression model. This test is used to determine whether the independent variables, when considered together, have a significant influence on the dependent variable. According to Ghozali (2018), the F-test aims to assess the overall significance of the regression model.

The decision criteria are based on the significance value (Sig.) and the F-statistic. If the significance value is less than 0.05, it indicates that all independent variables simultaneously have a significant effect on the dependent variable. Conversely, if the significance value is greater than 0.05, it indicates that the independent variables do not simultaneously have a significant effect. Additionally, by comparing the calculated F-value (F-count) with the F-table value, if F-count is greater than F-table, the model is considered significant, whereas if F-count is less than F-table, the model is not significant.

Therefore, to determine whether all independent variables simultaneously influence the dependent variable in this study, an F-test was conducted, and the results are presented in Table 5.

**Table 5**  
**F-Test**

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	0.018	2	0.009	19.324	0.001
Residual	0.004	8	0.000		
Total	0.022	10			

Source: Data Processed by SPSS, 2026

Based on the table 5, the calculated F-value is 19.324 with a significance level of 0.001. The significance value is smaller than the significance level of 0.05; therefore, the null hypothesis ( $H_0$ ) is rejected and the alternative hypothesis ( $H_1$ ) is accepted. This indicates that the variables of women's per capita expenditure and women's expected years of schooling simultaneously have a significant effect on the number of poor people in Indonesia.

### Coefficient of Determination

The coefficient of determination ( $R^2$ ) is used to measure how far the independent variables can explain the variation in the dependent variable in a regression model. This value indicates the proportion of variance in the dependent variable that is explained by all independent variables simultaneously. According to Ghazali (2018), the coefficient of determination aims to assess the goodness of fit of the regression model.

The value of  $R^2$  ranges from 0 to 1. A value closer to 1 indicates that the independent variables have a strong ability to explain the variation in the dependent variable, while a value closer to 0 indicates a weak explanatory power. In addition, the Adjusted  $R^2$  is commonly used in multiple regression analysis because it has been adjusted for the number of independent variables, making it more accurate for evaluating the model.

Therefore, to determine how well the independent variables explain the dependent variable in this study, the coefficient of determination was calculated, and the results are presented in Table 6.

**Table 6**  
**Coefficient of Determination**

*Model Summary*

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.910 <sup>a</sup>	0.829	0.786	0.02161

a. Predictors: (Constant), Women's Expected Years of Schooling, Women's Per Capita Expenditure

Source: Data Processed by SPSS, 2026

Based on Table 6, the results of the regression analysis show that the correlation coefficient (R) is 0.910. This value indicates that the overall relationship between the independent variables and the dependent variable is very strong because the value is close to 1. Meanwhile, the coefficient of determination (Adjusted  $R^2$ ) is 0.786, which indicates that 78.6% of the variation in the number of poor people can be explained by the regression model. The remaining 21.4% is influenced by other factors outside the model that were not examined in this study. These results indicate that the independent variables have a strong explanatory power in explaining changes in the number of poor people.

### Multiple Linear Regression Analysis

Multiple linear regression analysis is a statistical method used to examine the effect of two or more independent variables on a dependent variable. This analysis aims to determine the direction and magnitude of the relationship between variables, as well as to assess how well the independent variables collectively explain variations in the dependent variable. According to Ghazali (2018), multiple linear regression analysis is used to measure the influence of independent variables on the dependent variable either partially or simultaneously.

In addition, this method allows researchers to identify which variables have a significant effect and to test the proposed hypotheses in the study. Therefore, to analyze the effect of women's per capita expenditure and women's expected years of schooling on the number of poor people, a multiple linear regression analysis was conducted, and the results are presented in Table 7.

**Table 7**  
**Multiple Linear Regression Analysis**

Model	Unstandardized Coefficients (B)	Std. Error	Standardized Coefficient (Beta)
(Constant)	9.836	1.348	
Women's Per Capita Expenditure	-1.280	0.346	-1.452
Women's Expected Years of Schooling	1.237	0.789	0.616

Source: Data Processed by SPSS, 2026

Based on the Table 7, the multiple linear regression model can be formulated as follows:

$$Y = 9.836 - 1.280X_1 + 1.237X_2$$

Based on the interpretation of the regression equation, the following explanations can be provided:

1. The constant value (a) of 9.836 indicates that if women's per capita expenditure and women's expected years of schooling are equal to zero, the number of poor people in Indonesia would be 9.836 units. This constant value represents the baseline condition of the number of poor people without the influence of the independent variables.
2. The coefficient of women's per capita expenditure ( $X_1$ ) of  $-1.280$  indicates that every one-unit increase in women's per capita expenditure will reduce the number of poor people by 1.280 units, assuming other variables remain constant. The negative coefficient indicates a negative relationship between women's per capita expenditure and the number of poor people.
3. The coefficient of women's expected years of schooling ( $X_2$ ) of 1.237 indicates that every one-unit increase in women's expected years of schooling will increase the number of poor people by 1.237 units, assuming other variables remain constant. This coefficient indicates a positive relationship; however, based on the previous statistical test results, the effect of this variable is not statistically significant on the number of poor people.

### **The Effect of Women's Per Capita Expenditure on the Number of Poor People**

The results of the regression analysis show that women's per capita expenditure has a negative and significant effect on the number of poor people in Indonesia. This is indicated by the regression coefficient value of  $-1.280$  with a significance value of  $0.006 < 0.05$ , so the alternative hypothesis is accepted. The negative sign on the regression coefficient indicates that every increase in women's per capita expenditure will be followed by a decrease in the number of poor people, assuming other variables remain constant. Although the classical assumption test indicated the presence of heteroscedasticity in this variable, the relationship produced through the regression analysis still shows a clear and significant direction of influence.

This finding reflects that the increasing economic capacity of women plays an important role in reducing poverty levels. Women's per capita expenditure can be viewed as an indicator of household economic welfare because women generally act as the main managers of household expenditures for basic needs such as food, education, and health. When women's per capita expenditure increases, the ability of households to meet minimum needs also increases, thereby reducing the risk of falling below the poverty line. From the perspective of human resource management, women's per capita expenditure

reflects the level of welfare of human resources which serves as an important prerequisite for improving the quality and capability of individuals. This finding is consistent with the view of Todaro & Smith (2015), which states that an increase in per capita expenditure reflects improvements in quality of life and economic welfare of society.

Theoretically, the results of this study support the human development approach and the strategic human resource management perspective, which place economic welfare as the foundation for improving the quality of human resources. Women with higher levels of welfare have greater capacity to support household economic sustainability and improve the productivity of family members. Within the framework proposed by Sen (1999), an increase in women's per capita expenditure can expand individual capabilities in fulfilling decent living needs, thereby contributing to poverty reduction.

The results of this study are consistent with the findings of Yuslin & Irfan (2022), which state that an increase in women's expenditure has a negative and significant effect on poverty levels. Similar findings were also reported by Karlina & Munandar (2021), which show that increasing per capita expenditure plays an important role in reducing the number of poor people. Therefore, the results of this study strengthen empirical evidence that women's economic empowerment as part of human resource development strategies is an effective step in poverty alleviation.

### **The Effect of Women's Expected Years of Schooling on the Number of Poor People**

The results of the regression test show that women's expected years of schooling have a positive but not significant effect on the number of poor people in Indonesia. This is indicated by the regression coefficient value of 1.237 with a significance level of  $0.156 > 0.05$ , so the alternative hypothesis is rejected. The positive coefficient indicates a positive relationship; however, because it is not statistically significant, the increase in women's expected years of schooling has not been proven to reduce the number of poor people partially.

This finding indicates that increasing educational opportunities for women have not directly impacted poverty reduction in the short term. Expected years of schooling represent an indicator of potential future education rather than actual educational attainment or the quality of education received. Therefore, an increase in women's expected years of schooling is not necessarily followed by an increase in income or economic welfare that can reduce the number of poor people. In the context of human resource management, women's expected years of schooling are viewed as an indicator of long-term investment in human resource development whose impact on economic welfare is indirect.

This result can be explained through Human Capital Theory proposed by Becker (1993), which states that education is a long-term investment that requires time to generate economic impacts. An increase in women's expected years of schooling does not automatically increase income if it is not accompanied by good education quality and adequate employment opportunities. Thus, women's education as part of human resource development has not been able to contribute significantly to poverty reduction during the observation period of this study.

The findings of this study are consistent with the research results of Yacoub et al., (2023) and Sulistiyowati & Aguslim (2023), which found that women's expected years of schooling have no significant effect on poverty levels. However, this result differs from the research of Yuslin & Irfan (2022), which found a negative and significant effect. These

differences indicate that the impact of women's education as an investment in human resources is strongly influenced by economic context, labor market structure, and the quality of available education.

### **The Simultaneous Effect of Women's Per Capita Expenditure and Women's Expected Years of Schooling on the Number of Poor People**

The results of the analysis show that the correlation coefficient (R) is 0.910, which indicates a very strong overall relationship between the independent variables and the number of poor people in Indonesia. The R value, which is close to one, indicates that simultaneously the independent variables have a strong relationship with variations in the number of poor people. In addition, the coefficient of determination (Adjusted R<sup>2</sup>) value of 0.786 indicates that 78.6% of the variation in the number of poor people can be explained by the regression model, while the remaining 21.4% is influenced by other factors outside this study.

Simultaneously, the results of the F-test with a significance value of 0.001 (< 0.05) confirm that women's per capita expenditure and women's expected years of schooling together have a significant effect on the number of poor people. However, partially only women's per capita expenditure has a significant effect, while women's expected years of schooling is not significant. This indicates that during the 2014–2024 research period, women's economic welfare factors have a more dominant role in reducing poverty compared to education indicators which are long-term in nature.

These findings are consistent with the human development paradigm UNDP (2019), which emphasizes that poverty reduction requires a multidimensional approach through improving living standards and education quality simultaneously. From the perspective of strategic human resource management, the results of this study confirm that women are positioned as strategic human resources whose quality and welfare determine the success of development and sustainable poverty reduction.

### **CONCLUSION AND SUGGESTION**

Based on the results of the analysis and discussion, it can be concluded that women's per capita expenditure has a negative and significant effect on the number of poor people in Indonesia. This finding indicates that improving women's economic welfare as part of human resource quality plays an important role in reducing poverty levels. Meanwhile, women's expected years of schooling show a positive but not significant effect on the number of poor people, indicating that women's education has not provided a direct impact on poverty reduction in the short term and tends to function more as a long-term investment. Simultaneously, women's per capita expenditure and women's expected years of schooling significantly affect the number of poor people, indicating that poverty alleviation efforts need to be supported through the development of women's human resources as part of long-term development strategies. These findings provide empirical evidence regarding the importance of women's economic welfare and human resource development in supporting poverty reduction in Indonesia.

Based on these findings, it is suggested that the government and policymakers focus poverty alleviation programs on improving women's economic welfare through increasing access to income sources, social protection, and decent employment opportunities. In addition, improving women's education should remain a policy priority accompanied by efforts to enhance education quality and expand employment opportunities so that educational investments can produce tangible economic impacts. Future studies are recommended to include additional variables related to human

resource quality, such as female labor force participation, education quality, and access to employment, as well as to use longer observation periods and different analytical approaches to obtain a more comprehensive understanding of the role of women as human resources in poverty reduction.

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