



Influence of Working Hours, Education and Amount of Dependence Family to Income of Women Lontar Craftsman in Bona Village, Gianyar

Ni Kadek Dwi Yuli Yastini Dewi

Bachelor Economics, Universitas Udayana

Made Henny Urmila Dewi

Bachelor Economics, Universitas Udayana

Corresponding author: kadekdwiik07@gmail.com

Abstract: Bona Village is one of the villages in Gianyar Regency where the majority of women work in the informal sector, namely as palm palm craftsmen. The aim of this research is to analyze the influence of working hours, recent education, and number of family dependents on the income of women palm palm craftsmen in Bona Gianyar Village. The number of samples used was 90 people using probability sampling techniques, namely simple random sampling. The research instrument uses a questionnaire in the form of several questions which will be distributed directly to the research location. The collected data was then tested and analyzed using multiple linear regression analysis with the SPSS 26 program. The research results showed that. 1) Working hours, education level, and number of family dependents have a simultaneous influence on the income of women palm leaf craftsmen in Bona Village, Gianyar. 2) Working hours, education level, and the number of family dependents has a partial positive effect on the income of women palm leaf craftsmen in Bona Village, Gianyar. The implications of this research consist of theoretical and practical implications. Theoretically, this research supports the concept of human capital theory in the form of investment in education, time allocation theory in working hours and income theory in the production results produced.

Keywords: Working hours, education level, number of family dependents and income of palm palm craftsmen

BACKGROUND

The process of development and economic growth of a country is basically influenced by two main categories of factors, namely economic and non-economic factors. Economic factors involve elements such as Human Resources (HR) and Human Capital, where the availability of quality labor and investment in education play a central role in increasing productivity. Meanwhile, non-economic factors include aspects such as social dynamics and stability political, values moral, And factors other Which No in a way directly related to economic aspects. These two categories of factors, both supporting and hindering, together form a complex framework that influences the direction and success of a country's economic development (Dewi Ratna, et al, 2019). Economic development, especially in developing countries, has a variety of objectives that include leveling economic development, increase rate growth economy, reach the structure a balanced economy, increasing employment opportunities, and equalizing income. This income is essential to meet life's needs, including primary, secondary and tertiary needs. Individuals can achieve this income by making contributions through their labor.

In this context, labor is the key to obtaining income. Individuals who actively work or empower their workforce efficiently can support the achievement of economic development

Received May 20, 2024; Accepted June 20, 2024; Published June 30 2024

* Ni Kadek Dwi Yuli Yastini Dewi, kadekdwiik07@gmail.com

goals. This work process can cover various economic sectors, and empowering the workforce can increase overall productivity. Thus, through the contribution of the workforce, society can actively participate in realizing economic development goals which involve aspects such as growth, equality and increasing welfare.

Bali Province has various sectors that can develop creating jobs for workers in sectors such as agriculture, tourism, industry, trade, fisheries and others. Currently, the role of women's labor has become an integral part of the progress of women's emancipation, where they actively participate in the world of work or the job market. However, women also still have roles and responsibilities in carrying out household work. This phenomenon is known as women's dual roles, which increases their workload, especially outside the scope of household work. Heavy social and economic demands in the household encourage women to earn a living as an effort to increase their family income (Martini Dewi, 2012).

Women in Indonesia show the ability to play multiple roles housewife ladder ideal while still become worker active, contribute to enhancement income family. Importance role Woman development, both in cities and villages, must continue to be improved by implementing development results, developing quality Human Resources (HR), and paying attention to environmental maintenance. As more and more women are involved in economic activities, support and supportive policies are needed to ensure that they can manage their dual roles effectively. This includes providing equal access to education, job training and career opportunities, as well as support for continued employment and family well-being.

Bali Province Labor Force Participation Level according to Regency/City And according to Type Sex showing that The highest Labor Force Participation Rate during the 2020-2022 period was in 2022, with a male Labor Force Participation Rate of 84.06 percent and a female Labor Force Participation Rate of 69.62 percent. From 2021-2022, the female labor force participation rate in Gianyar district experienced a significant increase in 2021-2022, where initially in 2021 the percentage The female labor force participation rate in Gianyar Regency is 63.55 percent and will increase significantly in 2022 to 75.38 percent. This shows that more and more women in Gianyar Regency are entering the world of work to increase their income.

Working women has increased every year while women taking care of the household has fluctuated. In 2021, women taking care of the household experienced an increase, but in 2022 it decreased from year to year previously temporary Woman Which Work experience enhancement every year. This reflects that from year to year more and more women work and fewer women only taking care of the household in Gianyar Regency.

Handayani (2019) say that generally Woman motivated to work is For help live family And generally Work in informal sector. This is done so that you can divide your time between housework and family. The more family responsibilities there are, the greater the time spent by women workers to work. Apart from that, there could be other reasons The cause of women choosing to work in the informal sector is the unavailability of jobs that are appropriate to their level of education and are not tied to working hours. One of the informal sector activities that increases every year and is widely carried out is trading and industrial management.

Bali Province has a fairly high level of trade and industrial processing sectors and has good prospects in the long term. We can see this from the table that the female workforce in the trade and processing industry sectors during 2020-2022 has increased every year. Bali province has a livelihood resident Which various, where worker Woman Which most many are in the Wholesale Trade, Retail, Car and Bicycle Repair jobs Motorcycle with amount as much 294,210 soul on year 2022. And The second most popular business field is the Processing Industry by number as much 254,800 soul on year 2022. With see number It can be said that women's participation is the government's effort to Participating in economic development has begun to be achieved little by little .

Gianyar Regency is a district that is famous for its industry. Gianyar Regency was also designated as the world's first craft city Indonesia in 2019 by *the World Craft Council* . Gianyar Regency is considered to have the longest industry in the world. The Gianyar Regency area is a center for small industrial development. Small industries in Gianyar Regency are dominated by each sub-district. There are many types of small industries in this area where the craft industry is still dominant. This proves that Gianyar is the center of the craft industry which is used as a tourism destination in Bali. The goods industry, wood, cork, rattan, wicker, bamboo, palm leaves and the like is the largest small industry in Gianyar. One of the industries that is developing and quite well known in Gianyar Regency is the craft industry. Where the Blahbatuh sub-district dominates the craft industry, namely there are 285 units with a workforce of 1,452 people (Disperindag Gianyar Regency, 2020). Every village those in Blahbatuh have made their respective contributions from various types of craft industries registered with the Gianyar Regency Industry and Trade Service.

Bona Village has the largest number of industries in palm leaf crafts, namely 55 units with a female workforce of 943 people. Bona Village is an area that is quite famous for its woven craft industry, especially woven palm leaves that produce it various type goods or accessories bag, fan, hat, slippers etc. The majority of small industries located in the Bona Village area, Gianyar Regency absorb female workers who are required because of their

economic conditions. Women play a very important role in household and economic activities. With women's participation in work, it will certainly affect the welfare of their families because the income they receive will increase if there are more people in a family. Those who are productive do the work in it.

Based on interviews What the author did with Mrs. Nyoman Adnyani as a collector of lontar crafts in Bona Village is that the income level of women palm lontar craftsmen in Bona Village in the new normal era has increased compared to during the Covid-19 era. However, the income earned by palm palm craftsmen is still low compared to the era before the Covid-19 pandemic. The thing that causes the low income of women palm oil craftsmen in Bona Village is because there is still little consumer interest Which want to buy results from craft they. Part big Craftsmen wait for instructions from collectors to produce woven palm leaves. If an order comes in, the lontar craftsmen start producing goods according to demand or what is better known as *made to order* . Most of the female palm woven craftsmen make this work their main job. On average, the working hours of palm palm craftsmen are very flexible, so when they have enough free time they will start producing it, but still pay attention to the time targets given by the collectors. With this, it turns out that this craftsman's job status has become semi-unemployed, because he works below normal hours.

Based on interviews Which writer do with Mother Nyoman Adnyani, a collector of palmyra crafts in Bona Village, said that most of these craftsmen's education levels were still low on average. The level of education certainly influences the craftsman's insight into the market world. Apart from that, the level of education Which more tall Also can open opportunity access to market Which more broadly, both locally and internationally which will have an impact on craftsman's income. Starting from the reality in the field, based on initial interviews that the author conducted with collectors, the average final education level for palm leaf craftsmen in Bona Village is still on average low. Apart from the level of education, the high number of family responsibilities will also have an impact on the contribution of craftsmen in working to earn more income .

Mantra (2003) states that working hours have a positive effect on the level of income received by a company or industry, meaning that it increases The greater the amount of time spent working, the income received by workers will increase. Likewise, research conducted by Windu Wiyasa and Heny Urmila (2017) on Factors that Influence Income through the Working Hours of Bamboo Craft Housewives in Bangli Regency, explains that this working hours variable has a positive effect on income.

According to Dewi and Trisnawati (2018), whether or not women participate in economic activities is due to the large number of family responsibilities they carry. If there are a large number of family members who are of unproductive age, the burden of responsibility becomes heavier, which will encourage a woman to work to meet her family's living needs. Vice versa, the higher the number of productive family members, the greater the burden of dependents family will the more small so that outpouring For Work also getting lower. This is supported by research conducted by Laksmi Dewi, et al (2018) which showed that the number of family dependents had a positive and partially significant effect on women's income.

Santoso explained that one of the causes of increasing female labor force participation was increasing women's education. The level of women's education has experienced rapid development, this can be seen from the increase in the female labor force participation rate every year. Todaro (2000) also stated that *human capital* can be measured through the field of education. This education and training is an added value a human being, the higher a person's level of education or the more training they have, the higher their abilities and skills will be and will help increase their income.

From previous research which concluded that not every empirical event is in accordance with existing theory, this is the basis for the author conducted research entitled The Influence of Working Hours, Education and Number of Family Dependents on the Income of Women Lontar Craftsmen in Bona Village, Gianyar.

METHOD STUDY

This research uses a quantitative approach with the type of research according to the level of explanation, namely associative research. Associative is used because it explains the relationship between two or more variables (Sugiyono, 2016). This research is quantitative in associative form which reveals the positive and negative influences or relationships of the variables in question in numbers. Study This done For analyze The influence of working hours, education, and number of family dependents on the income of women palm leaf craftsmen in Bona Village, Gianyar.

RESULTS AND DISCUSSION

Research result

Results Analysis Descriptive

Descriptive statistics is an analysis technique used to provide description something data Which seen from mark average (*mean*), standard deviation, mark maximum, And minimum (Ghozali, 2018:19). Table 1 below shows the results of descriptive statistical analysis on research variables.

Table 1. Results Descriptive Analysis

N		Minimum	Maximum	Mean	Std. Deviation
O'clock Work	90	140.00	244.00	177.9556	34.79504
Level Education		.00	12.00	8.3222	3.64993
Dependents Family	90	1.00	6.00	4.2667	1.52728
Income	90	300000.00	1000000.00	557777.7778	168921.08242
<i>Valid N (listwise)</i>	90				

Source: Attachment 3, 2024

On table 1 show that total sample Which used is as much as . The descriptive statistical results of this research variable are explained as follows:

1) O'clock Work

Working hours are the outpouring of working hours resulting from a person's hard work to achieve an economic goal, which in this case is calculated in units of hours/month. The amount of working hours has an average value as big as 177.9556 which is rounded up to 178 hours. This means that On average, female craftsmen in Bona Village work 178 hours/month, which is classified as above normal working hours. The working hours variable has a minimum value of 140.00, and a maximum value of 244.00. This shows that craftsmen women in Bona Village have the lowest working hours of 140 hours and the highest of 244 hours.

2) Level Education

Education is education based on level final education formal Which Once followed respondents. Education in study This be measured with a successful year achieved by female palm leaf crafts workers. The education level in this study has an average of 8.3222 which is rounded to 8 year. This means that the average level of education of female craftsmen in Bona Village has a successful year of 8 years which is still relatively low. This education level variable has a minimum value of 0 and a maximum value of 12. This shows that the education level of women craftsmen in Bona Village has a minimum year of success of 0 years and a maximum of 12 years.

3) Amount Family Dependents

Number of family responsibilities is a term used to describe the total number of family members who are or must be supported by a female craftsman. This can covers spouse, children, parent, or member other families who need attention or support from the individual. The number of family dependents is expressed in person units. The variable number of family dependents has an average of 4.2667 which can be rounded up to 4 people. This means that the average number of family members of female craftsmen in Bona Village is 4 people. The variable number of family dependents has a minimum value

of 1.00 and a maximum value of 6.0. This shows that the minimum number of family dependents is 1 person and the highest is 6 people.

4) Income

Income is the income earned by female palm leaf craftsmen from weaving palm leaves within a month to help meet their family's needs, which is measured in rupiah/month. The income variable has the average is 557,777.78 this matter shows that the monthly average obtained by female craftsmen in Bona Village amounted to 557,777.78 rupiah. The income variable has a minimum value of 300,000 and a maximum value of 1,000,000. This means that the income of women craftsmen in Bona Village is as low as IDR 300,000 and as high as IDR 1,000,000 per month. Matter This shows that the income of palm palm craftsmen is still relatively low when compared to the income of Gianyar MSEs which is IDR 2,928,713.

Results Test Classical Assumptions

1) Normality test

The normality test aims to find out whether the data in the study is normally distributed or not. The normality test is carried out using the *Kolmogorov-Smirnov test*, where if the probability of significance of the residual value is greater than 0.05 then the data is said to be normally distributed (Ghozali, 2018: 161). Table 2 below shows the results of the normality test.

Table 2. Results Normality test Kolmogorov- Smirnov

		<i>Unstandardized Residual</i>
N		90
<i>Normal Parameters^{a, b}</i>	<i>Mean</i>	.0000000
	<i>Std. Deviation</i>	121980.28029969
<i>Most Extreme Differences</i>	<i>Absolute</i>	.063
	<i>Positive</i>	.055
	<i>Negative</i>	-.063
<i>Test Statistics</i>		.063
<i>Asymp. Sig. (2-tailed)</i>		.200 ^{cd}

Source: Attachment 4, 2024

With mark *Asymp.Sig* (2-tailed) as big as 0.200, can concluded that model equality regression own distribution Which normal. Matter This can concluded *Asymp.Sig* value $> \alpha = 0.05$, which is the commonly used significance limit.

2) Multicollinearity Test

The multicollinearity test is used to test whether in the regression model a correlation is found between the independent variables (Ghozali, 2018: 107). A regression model can be said to be good if there is no correlation between the independent variables. If *the tolerance value* > 0.10 or mark *VIF* < 10 so can said that model free from symptoms of multicollinearity. Table 3 The following shows the results of the multicollinearity test.

Multicollinearity Test Results

Model	Collinearity Statistics	
	Tolerance	VIF
1	O'clock Work (X1)	,991
	Level Education (X2)	,989
	Dependents Family (X3)	,998

a. Dependent Variables : Income (Y)

Source: Attachment 5, 2024

In the regression equation model, the independent variable has a tolerance value > 0.10 & a VIF value < 10 , so it can be concluded that the independent variables are not subject to multicollinearity.

3) Heteroscedasticity Test

The heteroscedasticity test is used to test whether the regression model has unequal residual variance from one observation to another. A regression model can be said to be good if it does not contain homogeneous variants. If the level of significance from each variable free more from 0.05 so model regression does not contain heteroscedasticity (Ghozali 2018, 138). Table 4 below shows the results of the heteroscedasticity test

Heteroscedasticity Test Results

<i>Coefficients^a</i>					
Model	B	Unstandardized Coefficients		Standardized Coefficients	
		Std. Error	Beta	t	Sig.
1	(Constant)	6496.926	47539.395		,137 ,892
	O'clock Work	356,816	224,312	,167	1,591 ,115
	Level Education	3064.276	2139,993	,151	1,432 ,156
	Dependents Family	194,077	5091.084	,004	,038 ,970

a. Dependent Variable : ABSRESS

Source: Appendix 6, 2024

Based on table 4, it is shown that Working Hours (X1), Education Level (X2) and Family Dependencies (X3) have a Sig value > 0.05 , which means there is no influence between the independent variables on the residual. absolute. Thus, it can be said that the model equation has no symptoms of heteroscedasticity.

Results Test Regression Multiple Linear

Multiple linear regression analysis is used to find out or obtain an overview of the influence of the independent variable on the dependent variable. The results of multiple linear regression analysis are summarized in table 5 below.

Table 5. Results Multiple Linear Analysis

<i>Coefficients^a</i>					
Model	B	Unstandardized Coefficients		Standardized Coefficients	
		Std. Error	Beta	Q	Sig.
1	(Constant)	-31755.929	80490.675		-,395 ,694
	O'clock Work	1323.107	379.791	,273	3,484 ,001
	Level Education	22605.963	3623,299	,488	6,239 ,000
	Dependents Family	38893.970	8619.899	,352	4,512 ,000

a. Dependent Variables : Income (Y)

Source: Attachment 7, 2024

Based on results analysis study regression linear multiple Which has been presented in table 5, then the following regression equation is created.

Equality structural :

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + e$$

$$\hat{Y} = -31,755.929 + 1,323.107X_1 + 22,605.963X_2 + 38,893.970X_3 \quad \text{Std.err} = (80,490.675)(379.791)(3,623.299)(8,619.899)$$

$$t = (-0.395) (3,484) (6,239) (4,512)$$

$$\text{Sig} = (0.694) (0.001) (0.000) (0.000)$$

Equality structural the can means :

The working hours variable (X1) has a coefficient of 1,323.107, which means that working hours have a positive influence on income (Y) , this means that if working hours increase by 1 hour, income increases by IDR 1,323,107. The education level variable (X2) has a coefficient of 22,605.963, which means that the level of education has a positive influence on income (Y) , this means that long education increase 1 year so income increase amounting to IDR 22,605,963. The family dependent variable (X3) has a coefficient of 38,893,970, which means that family dependents have a positive influence on income (Y) . This means that if family dependents increase by 1 person, income will increase by IDR 38,893,970.

Test Coefficient Simultaneous Regression (Test F)

The model feasibility test (F Test) was carried out to determine whether the independent variables had a simultaneous effect on the dependent variable (Ghozali, 2018:98). Testing was carried out using *a significance level of 0.05* ($\alpha = 5\%$), where if the significance value is ≤ 0.05 , then the regression model of this research can be said to be worthy of testing and there is a simultaneous influence between the independent variables on the dependent variable.

Table 6. Coefficient Test Regression Simultaneous (Test F)

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1215307753958.313	3	405102584652.771	26,308	,000 ^b
	Residual	1324247801597.244	86	15398230251.131		
	Total	253955555555.558	89			

a. *Dependent Variables* : Income (Y)

b. *Predictors*: (Constant) , Dependents Family (X3), Level Education (X2), O'clock Work (X1)

Source: Attachment 7, 2024

The calculated F value is 26.308 with a significance value of F of 0.000 which is smaller than $\alpha = 0.05$. Therefore, it can be concluded that the variables Working Hours (X1), Education Level (X2) and Family Dependents (X3) simultaneously influence income (Y), so H_0 is rejected and H_1 is accepted with a significance of $0.000 < 0.05$.

Test Coefficient Determination (R²)

Coefficient determination (R²) aim For measure how much big model's ability to explain the dependent variable (Ghozali, 2018:97)

Table 7. Coefficient of Determination Test Results (R²)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.692 ^a	.479	.460	124089.60573

a. Predictors: (Constant), Dependents Family (X3), Level Education (X2), Working Hours (X1)
Source: Attachment 7, 2024

Table 7 shows that the adjusted R square value is 0.460 this means that 46% Changes in craftsmen's income are influenced by working hours, education level and number of family dependents. While the remaining amount is 54% can be explained by other variables outside the regression model

Test Coefficient Regression Partial (Test t)

The t test is used to partially test the influence of the independent variable on the dependent variable. The test criteria to explain the interpretation of the influence between variables, namely if the significance value of $t \leq 0.05$ then the hypothesis is accepted, this means that the independent variable has an effect on the dependent variable. If the significance value of $t > 0.05$ then the hypothesis is rejected, this means the independent variable has no effect on the dependent variable (Ghozali, 2018:98). The interpretation of each variable is explained as follows.

Table 8. Results Coefficient Test Regression Partial (Test t)

Coefficients ^a					
		<i>Unstandardized Coefficients</i>		<i>Standardized Coefficients</i>	
<i>Model</i>		<i>B</i>	<i>Std. Error</i>	<i>Beta</i>	<i>t</i>
1	(Constant)	-31755.929	80490.675		-,395
	O'clock Work	1323.107	379,791	,273	3,484
	Level Education	22605.963	3623,299	,488	6,239
	Dependents Family	38893.970	8619.899	,352	4,512

a. Dependent Variables : Income (Y)

Source: Attachment 7, 2024

1) The Effect of Working Hours on the Income of Women Palmyra Craftsmen

Based on table 8 can seen that mark significance O'clock Work as big as $0.001 < \text{significant level } (\alpha) = 0.05$ then the hypothesis is accepted. This means that working hours partially influence the income of craftsmen in Bona Gianyar Village

2) Influence Level Education To Income

Based on table 8. can be seen that The significance value for the level of education is $0.000 < \text{significant level } (\alpha) = 0.05$ then the hypothesis is accepted. This means that the level of education partially influences the income of craftsmen in Bona Gianyar Village

3) Influence Dependents Family To Income

Based on table 8, it can be seen that the significance value is family responsibility as big as $0,000 < \text{level significant } (\alpha) = 0.05$ so hypothesis accepted. This matter means in a way Partial dependents family influential to income of craftsmen in Bona Village, Gianyar

Discussion Interview result

Interviews were conducted with palm palm craftsmen in Bona Village on February 16 2024. The interviews were conducted in an unstructured manner, namely free interviews where the author did not prepare systematic questions for data collection. The party who was the resource person was a woman who was a palm leaf craftsman in Bona Village Regency Gianyar. Topic Which discussed on interview This about Palmyra craftsmen in Bona Village.

Bona Village is an arts and culture village famous for its palm leaf crafts especially woven. Livelihoods of residents in the Village Bona This working in the formal and informal sectors. The population with livelihoods in the informal sector in Bona Village is quite large. Some residents work as traders and people who weave palm woven fabric, especially women. The palm woven products, which can be bags, wallets, hats, etc., are then handed over to collectors who will sell them to consumers. However, there are also woven workers who do their work at collection points which are managed directly.

Most of the female craftsmen in this village make this work as the main job. An interesting fact regarding this palm woven craft is that this village has been known since the time of President Soeharto because of its woven products. Part big craftsman here start his career since small because it has become a daily activity to craft. Working hours are included flexible Because done in House each Which Then taken for sale to collectors. The results of this research are also strengthened by the results of interviews with one of the craftsmen, namely Mrs. Ni Wayan Nila Wati whose address is at Br. The Bona Village Fund on February 16 2024 stated that:

" The more orders there are from consumers, the higher the time we sacrifice to work on lontar weaving, however, not only that, our processing time also depends on the speed at which we complete the product This is due to your busy schedule and the level of difficulty in making the desired woven material. The more difficult or larger the desired product, the more time sacrificed which will then affect the reward we will receive as well."

The respondent's statement implies that there is an influence of working hours on the income earned by craftsmen. On the other hand, from an educational perspective part big respondents enjoy education until elementary school because several things become obstacles for them to continue their education. This also affects their knowledge regarding information technology , where most craftsmen do not carry out promotional activities through digital marketing, only relying on orders from collectors. The importance of knowledge related to digital marketing will open up export opportunities to foreign markets related to promotion and sales in the *online world* for craftsmen. introducing more widely the crafts produced by

craftsmen, this can certainly help increase the income of craftsmen. The results of this study were also strengthened with results interview to Wrong One craftsman that is Mother Lord Made Candri whose address is at Br. The Bona Village Fund on February 16 2024 stated that:

" The income we earn is not much, but it is still able to meet our clothing needs. When compared to before the 2020 pandemic, the income we earn is still quite high because there are still many consumers who want to buy and sell our products. During the Covid-19 pandemic, our orders were very quiet, you could even say there were no buyers, and the income we earned from crafting was very minimal. "Compared to today, income from crafting has started to improve, but it is not as big as before the Covid-19 pandemic era."

Statement made state that income Which they get Compared to before the Covid 19 pandemic, it is still unstable due to limited consumer interest and more rapid competition for woven products. Most of the income they earn is there which is used for daily needs, to pay bills and some is also set aside for savings.

Discussion Research result

O'clock Work, Education, And Amount Family Dependencies Simultaneously Influence the Income of Craftsmen

Based on the first hypothesis (H 1) which explains working hours, education and the number of family dependents matters simultaneously on women's income craftsman eject in Village Bona, obtained from results analysis on table 7 Which showing mark significance F as big as 0,000 more small from $\alpha = 0.05$.

So from That, can concluded that variable Hour Work (X1), Level Education (X2) And Dependents Family (X3) in a way simultaneous influential to income (Y) then H₀ is rejected and H₁ is accepted with a significance of $0.000 < 0.05$. The test results stated that the amount of working hours, education, and number of family dependents simultaneously influenced the income of women palm palm craftsmen in Bona Village, Gianyar.

Human capital theory helps explain the influence of working hours, education and number of family dependents on income. Humans in *human capital* are a form of capital like machines and technology. Based on the basic assumptions of *human capital theory* , a person can increase his income through increasing education. The higher a person's level of education, the more abilities and skills will increase, which will encourage an increase in work productivity. Previous research also supports research results regarding the simultaneous influence of working hours, education and number of family dependents on income. The results of this research are in accordance with research conducted by Fitriani (2016) namely the

variables of working women, level of education, number of family dependents simultaneously influence household income ladder.

Working hours, education, and the number of family dependents have a partial positive effect on the income of women who make palm leaf crafts in Bona Village, Gianyar

Based on the first hypothesis (H₂) which explains working hours, education and the number of family dependents matters partially positive on income Woman craftsman throw in Village Bona, obtained from the results which show that the multiple regression coefficient value for each independent variable is positive, and the significance value of the t test for each independent variable is smaller than *alpha* 0.05. The test results state that working hours, education and number of family dependents have a partial positive effect on craftsmen's income, so it can be concluded that the second hypothesis (H₂) is accepted.

Human capital theory helps explain the influence of working hours, education and number of family dependents on income. The amount of working hours has a significant influence, which is explained by *human capital theory* and supported by statements from research by Kartika Candra, et al (2016) that up to a certain time limit, the older the age of female workers, the weaker their physical condition will be, which will be related to women's income. This is supported by research conducted by Laksmi Dewi, et al (2018) which showed that the number of family dependents had a positive and partially significant effect on women's income.

CONCLUSION

Based on the results of the analysis described in the previous chapter, conclusions are drawn to answer the problem formulation as follows:

- 1) Working hours, education and the number of family dependents simultaneously influence the income of women palm leaf craftsmen in Bona Village, Gianyar.
- 2) Working hours, education and number of family dependents have a partial positive effect on the income of women palm palm craftsmen in Bona Village, Gianyar.

REFERENCES

- Central Bureau of Statistics. (2022). Bali Province Labor Force Participation Level (TPAK). November. BPS Bali Province.
- Central Bureau of Statistics. (2022). Number of Female Population Aged 15 Years and Over According to Type of Activity During the Past Week in Gianyar Regency 2020-2022. November. Gianyar Regency BPS.
- Central Bureau of Statistics. (2022). Percentage of Number of Female Workers Based on Business Fields in Bali Province 2020-2022. November. BPS Bali Province.

- Department of Industry and Trade. (2022). Type of industry, number of business units, number of female workers in small craft industries, Blahbatuh District, Gianyar Regency, 2022. November. Gianyar Industry and Trade Department.
- Dewi, I. G. A. M. O. U., & Trisnawati, N. M. (2018). Work participation levels and socio-economic characteristics of women traders in Kintamani District, Bangli Regency (Case study at Pasar Kidul). *E-Journal EP Unud*, 6(7), 1273-1301.
- Dewi, R., et al. (2019). An analysis of the influence of capital, number of workers, operational hours, and duration of business on the income of traders in informal sector in Labuhanbatu District. *International Journal of Research & Review*, 6.
- Ehrenberg, R. G., & Smith, R. S. (2012). *Modern labor economic theory and public policy* (11th ed.). United States of America: Pearson Education.
- Fitri, A., et al. (2021). *Literacy and human capital*. Yogyakarta: Blue Ocean.
- Fitria, M. (2016). Influence of women's work, education level, and number of family members on household income in Muslim communities in Subdistrict 20 Ilir Region IV Ilir Timur District I Palembang City. Thesis. UIN Raden Fatah, Palembang.
- Fitria, M., & Feriyansah, E. (2015). The influence of husband's income and wife's income on the family economy (Case study at PT. Pagilaran Unit Kaliboja). Skripsi, Semarang: Faculty of Economics and Islamic Business, Walisongo State Islamic University.
- Ghozali, I. (2018). *Multivariate analysis application with SPSS program*. Semarang: Diponegoro University Publishing Agency.
- Handayani, et al. (2019). Income contribution of housewives making processed food to family income. *PYRAMID*, 5.
- Handrian, O. S., & Indrajaya, I. G. B. (2022). The influence of education level, labor, population growth rate, and population density on regency/city economic growth in East Java Province. *Unud EP E-Journal*, 11(03), 887–899.
- Hismaya, D. A. R. D., & Saskara, I. A. N. (2019). The influence of work skills, working hours, and length of business on the income of the mosaic craft industry. *E-Journal of Development Economics, Faculty of Economics and Business, Udayana University*.
- Hugeng, S. (2011). Allocation of working time and women's contribution to family income in Sei Rambuta Transmigration Settlements SP 2. Transmigration Research and Development Center, Ministry of Manpower and Transmigration, Jakarta.
- Irmawati, & Asrahmaulyana, A. (2021). The influence of the number of dependents, income and education of the head of the family on the education level of children in Bonto Lojong Village, Ulu Ere District, Bantaeng Regency. *ICOR: Journal of Regional Economics*, 2(3), 41-51.
- Kapisa, M. B., Bauw, S. A., & Yap, R. A. (2021). Analysis of education level and type of work on the income of the head of the family (KK) in Manbesak Village, North Biak District, Papua Province. *Economic Lens*, 15(01), 131-150.
- Kartika, C., et al. (2016). The influence of economic, social and demographic factors on women's contribution to family income in the informal sector, Malaya District, Jembrana Regency. *PYRAMID*, 12.

- Khotimah, K. (2015). Gender discrimination against women in the employment sector. *Journal of Gender & Child Studies*, 4(1), 158-180.
- Laksmi, D., & Martini, D. (2018). The influence of age, education, and number of family dependents on the income of female informal sector workers in Denpasar City. *Udayana University Development Economics E-Journal*, 7(1).
- Lucya, C., & Anis, A. (2019). The influence of technology and education on economic growth in Indonesia. *Journal of Economic and Development Studies*, 1(2), 509-518.
- Mankiw, N. G. (2006). *Principles of economics introduction to macroeconomics* (3rd ed.). Main Salemba.
- Mantra, I. B. (2003). *Demographics general. References Student*: Yogyakarta.
- Martini, D. (2012). Women's labor participation in increasing family income. *Journal of Applied Quantitative Economics*.
- Mathew, R. V., & Panchanatham, N. (2011). An exploratory study on the work-life balance of women entrepreneurs in South India. *Asian Academy of Management Journal*, 16(2), 77–105.
- Mithaswari, I. A. D., & Wenagama, I. W. (2018). Analysis of factors that influence traders' income at the Guwang Art Market. *E-Journal EP Unud*, 7(2), 294-323.
- Mulyaputri, I. G. A. K., & Kartika, I. N. (2020). The influence of private investment and education level on labor absorption and economic growth of districts/cities in Bali Province. *EP Unud E-Journal*, 9(4), 935–962.
- Nugraha, T. A., & Marhaeni, I. N. A. A. (2018). Influence of working hours, work experience, and education on employee income in the embroidery industry in Denpasar City. *E-Journal of Development Economics, Udayana University*, 2.
- Nurkholis, A. (2018). Human resource development theory: Human capital theory, human investment theory, human development theory, sustainable development theory, people-centered development theory. *Center for Open Science*, 8(7), 1-16.
- Prabowo, T. A. (2023). Development of a labor market efficiency model in Indonesia using stochastic frontier analysis. *Neo-Bis*, 12(1), 115-136.
- Prasatyadewi, et al. (2016). Merchant revenue analysis at Guwang Art Market viewed from internal factors. *Economic Journal of Mahasaraswati University Denpasar*, 11(2), 92-99.
- Putong, I. (2015). *Economy macro: Introduction to macroeconomic knowledge*. Bandung: Ghalia Indonesia.