

The Influence of Provincial Minimum Wages and Education on Changes in Worker Status in Lampung Province

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Abstract. This study investigates the influence of the Provincial Minimum Wage (MW) and education level on changes in worker status in Lampung Province, using Gross Domestic Regional Product (GDRP) as a control variable. Changes in worker status are defined as individual transitions in the labor market from 2021 to 2022, numerically coded as follows: employed-to-employed (3), employed-to-unemployed (1), unemployed-to-employed (2), and unemployed-to-unemployed (0). The analysis uses microdata from the National Labor Force Survey (NLFS), consisting of 22,999 respondents across all regencies/cities in Lampung Province. This study uses VAR and VECM models to examine short and long term relationships among the variables. The findings reveal that the minimum wage (LOGMW_t) does not significantly influence changes in worker status in either the short or long term. Education shows varied effects: lower (EDUC1) and higher (EDUC3) levels have a significant negative impact, while middle education (EDUC2) has a significant positive effect. Meanwhile, LOGGDRP positively and significantly affects worker status changes in both time frames. These results underscore that improvements in EDUC2 and LOGPDRB play a more in facilitating labor market transitions than minimum wage policy alone.

Keywords: Provincial Minimum Wage, Education, Employment Status, GDRP.

1. Introduction

The global labor market faces complex dynamics, characterized by intense competition, high skill demands, and wage disparities. In Indonesia, challenges such as uneven economic growth, demographic changes, and regional disparities influence the labor market landscape, leading to unemployment, wage gaps, and skill mismatches (Siregar, 2024); (Ishak Khodijah, S.H.I, 2007). Worker status is a crucial indicator of welfare; stable employment ensures basic needs and opens opportunities, while unemployment or informal work is often associated with economic instability and poverty (Ummah, 2019). In Lampung Province, employment status varies, dominated by the informal sector which offers minimal social protection. The government strives to protect workers through the Provincial Minimum Wage (MW) policy, set as a floor wage based on Decent Living Needs (KHL), inflation, and regional economic growth (QODARI, 2022; Sudiarta & Putra, 2018) UMK data in Lampung shows significant disparities across regions. For example, Bandar Lampung City has the highest DMW, indicating higher productivity and cost of living, while several other regencies have relatively lower DMW. These differences affect purchasing power, welfare, and local product competitiveness, and can trigger inflation if DMW increases too rapidly (Susanto & Windyastuti, 2023).

Education plays a vital role in improving human resource quality and employment opportunities (Bestari et al., 2023; Sandra et al., 2023). Higher education generally leads to greater

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opportunities for formal employment and increased productivity (Arifin & Firmansyah, 2017; Fitri & Junaidi, 2017). Education level data for residents aged 15 and above in Lampung Province in August 2021 and 2022 indicate that most of the workforce has completed junior or senior high school, with significant variations in numbers across regencies/cities. This composition is important for analyzing educational disparities and workforce potential.

In addition to wages and education, labor absorption is also influenced by the Gross Domestic Regional Product (GDRP). An increase in GDRP tends to have a positive impact on labor absorption as it encourages production expansion and labor demand (P. J. Simanjuntak, 1985). GDRP data for regencies/cities in Lampung Province in 2021 and 2022 show significant differences in economic contribution, with Bandar Lampung and Metro having higher contributions. The graph indicates GRDP increases in most regencies/cities, suggesting positive economic growth in the Lampung region, although the magnitude of growth varies. Despite Lampung's abundant natural resources, inadequate labor quality, infrastructure, and less effective governance hinder welfare (Dardanila, 2023; Hi Arsyad & Daud, 2020).

Previous research shows mixed results regarding the influence of MW, education, and GDRP on labor absorption (Muhammad Nur, 2019; Nurhalima, 2019). However, specific studies in Lampung Province using individual micro-data are still limited. Given Lampung's unique economic and labor characteristics, this research aims to fill the literature gap and provide empirical evidence for formulating more conceptual and effective labor policies at the regional level.

To understand the mechanisms through which these factors influence changes in employment status, this study draws on several relevant theoretical perspectives, including wage theory, human capital theory, and regional economic performance. These frameworks are discussed in the following section to provide a foundation for the empirical analysis.

This research focuses on analyzing the influence of the Provincial Minimum Wage (MW), Education Level, and Gross Domestic Regional Product (GDRP) on Worker Status in Lampung Province. The objective is to identify the extent to which each of these factors affects changes in worker status. Theoretically, this study will enrich the regional labor economics literature. Practically, its findings are expected to serve as a basis for local governments to formulate more effective wage policies, evaluate existing policies, and design development programs that support job creation and productivity enhancement.

2. Theoretical Studies

Wage Theory and Minimum

Wage Wages are financial compensation provided by employers to workers for services rendered, regulated by employment agreements or legal provisions (Indonesia, 2004). David Ricardo (Nurhalima, 2019) proposed the labor theory of value, where wages are determined by the minimum subsistence needs. Adam Smith (Nurhalima, 2019) argued that wage increases could reduce labor demand and lead to unemployment, and emphasized the relationship between wages, working hours, and experience.

The minimum wage is a floor wage set by the government to protect workers' rights and ensure a decent income (Permenaker No. 7 of 2013). Its determination considers Decent Living Needs (KHL), regional productivity, and economic growth (Kementerian Tenaga Kerja dan Transmigrasi, 2012; Trimaya, 2014). Its primary goal is to ensure worker welfare and prevent exploitation. The distinction between wages (compensation varying by position, productivity, tenure, benefits) and the minimum wage (the lowest legally mandated payment) is crucial (Putri, 2024). Variations in wage levels across regions are influenced by productivity, cost of living, job type, education, and local labor market conditions.

Education and Employment Status

Human Capital Theory views education as an investment that enhances an individual's skills, knowledge, and experience, which in turn increases productivity and income (Budiarty, 2019; G. Mankiw, 2004). Formal education (primary, secondary, tertiary) is the main pathway for improving human resource quality (Law No. 20 of 2003 on National Education System). Higher levels of education generally increase opportunities for changes in worker status, although an increase in the number of university graduates can intensify competition (Arifin & Firmansyah, 2017). Changes in worker status reflects an individual's transition within the labour market whatever from unemployed to employed, informal to formal, or vice versa (Djirimu, 2021). Individual factors (education, skills, experience, age) and labor market factors (demand/supply, wages, working conditions, discrimination) collectively influence employment status.

Gross Domestic Regional Product (GDRP)

GRDP is a key indicator of regional economic performance, measuring the total value of final goods and services produced by all economic actors in a region over a specific period (BPS, 2020; Todaro & Smith, 2020). An increase in GDRP indicates positive economic growth, which typically correlates with improved welfare, and supports positive changes in worker status through job creation and investment (N. G. Mankiw, 2019; Samuel, 2004). In the context of the labor market, GDRP plays a crucial role in influencing labor absorption. When GRDP increases, it signifies an increase in the total output or sales from all economic activities in a region. This increase in sales encourages companies to expand their production capacity, which in turn requires more labor to meet the high market demand (Blanchard, 2006; P. Simanjuntak, 2001). Therefore, strong GRDP growth often serves as a positive signal for increased employment opportunities and improved worker status.

The theoretical insights outlined above underscore the complex interactions between wage policy, education, and economic growth in shaping labor market outcomes. To empirically investigate these relationships within the context of Lampung Province, the study employs a quantitative analytical approach, as detailed in the next section.

3. Research Methods

This research employs a quantitative approach using the Vector Autoregression (VAR) or Vector Error Correction Model (VECM) to analyze the influence of Provincial Minimum

Wage (X1), Education Level (X2), and Gross Domestic Regional Product (GDRP) as a control variable on Worker Status (Y) in Lampung Province during the 2021-2022 to analyze factors influencing changes in worker status (SP), categorized numerically as: employed to employed (3), unemployed to employed (2), employed to unemployed (1), and unemployed to unemployed (0). Secondary data were obtained from official publications of the Central Statistics Agency (BPS) of Lampung Province, including provincial minimum wage data, education (categorized into dummy variables: Junior High School (JHS), Senior High School (SHS), University), and GDRP in billions of rupiah. Data analysis includes.

Data Collection Technique

This study uses secondary data in from of individual microdata from the National Labor Force Survey for the yearas 2021 and 2022, obtained from the Central Bureau of Statistics. The dataset includes information on employment status, education level, and demographic characteristics of respondents across all regencies/cities in Lampung Province.

Data Analysis Technique

The data were analyzed using a quantitave approach with the Vector Error Correction Model (VECM) method. stationarity tests (Augmented Dickey-Fuller), optimal lag determination, model stability tests, Johansen cointegration tests for long-term relationships, If there is no cointegration relationship between variables, then use the VAR model, but if there is a relationship between variables, then use the VECM. Next if have Cointeration, Granger causality tests, short-term and long-term parameter estimation using (Vector Error Correction Model) VECM, and Impulse Response Function (IRF) and Forecast Error Variance Decomposition (FEVD) analyses to understand the dynamics among variables.

4. Results and Discussion

The data estimation process begins by carrying out descriptive statistical analysis tests, then continues with several testing stages such as stationarity testing at the first difference level using the Augmented Dickey-Fuller (ADF) test, Optimal Lag Testing, VAR Stability Testing, Cointegration Testing, Vector Error Correction Model (VECM) testing, Impulse Response Function, And Forecast Error Variance Decomposition (FEVD).

Result

Table 1: First Difference Stationarity Test Results

			Cross-	
Method	Statistic	Prob.**	sections	Obs
Null: Unit root (assumes common unit root process)				
Levin, Lin & Chu t*	-348.948	0.0000	7	160382
Null: Unit root (assumes individual unit root process)				
Im, Pesaran and Shin W-stat	-256.920	0.0000	7	160382
ADF - Fisher Chi-square	468.090	0.0000	7	160382
PP - Fisher Chi-square	55.2620	0.0000	7	160949

Source: Eviews 12 (Data processed) 2025

Based on Table 1, the results of the stationarity test on the first difference show a probability value of 0.0000, where this value is smaller than 0.05, meaning it passes the Stationer Test at the First Difference level.

Table 2: Optimal Lag Test Results

Lag	LogL	LR	FPE	AIC	SC	HQ
0	325561.7	NA	1.14e-21	-28.36089	-28.35844	-28.36010
1	336333.5	21536.05	4.47e-22	-29.29502	-29.27540	-29.28864
2	341602.5	10531.12	2.83e-22	-29.74976	-29.71298	-29.73781
3	344304.9	5399.710	2.25e-22	-29.98092	-29.92698	-29.96339
4	346113.1	3611.788*	1.93e-22*	-30.13417*	-30.06306*	-30.11106*

Source: Eviews 12 (Data processed) 2025

Based on the optimal lag test results in Table 2, it is known that the 4th selected lag is the optimal lag. Judging from the number of stars in the table.

Stability test

it can be concluded that the model is stable and has passed all variables the stability test because the modulus value shows <1 . Therefore, the VAR stability test is fulfilled, if the VAR stability test is not fulfilled then the Impulse Response Function becomes invalid.

Table 3. Johansen Cointegration Test Results

Unrestricted Cointegration Rank Test (Trace)				
Hypothesized		Trace	0.05	
No. of CE(s)	Eigenvalue	Statistic	Critical Value	Prob.**
None *	0.386536	55195.56	125.6154	0.0000
At most 1 *	0.375789	43980.91	95.75366	0.0000
At most 2 *	0.367952	33164.87	69.81889	0.0000
At most 3 *	0.355642	22635.18	47.85613	0.0000
At most 4 *	0.166700	12548.19	29.79707	0.0000
At most 5 *	0.166643	8362.809	15.49471	0.0000
At most 6 *	0.166469	4179.008	3.841465	0.0000

Source: Eviews 12 (Data processed) 2025

Based on the Johansen cointegration test in Table 3, it is known that the probability values in the rows none, at most 1, at most 2, at most 3, at most 4, at most 5, and at most 6 are respectively 0.0000, which means it is smaller than 0.05. It can be concluded that this means there is a long-term integration equation between variables.

Table 4. Vector Error Correction Model (VECM) Test Results

Variabel	Koefisien	t-statistic	Information
D(SP(-1))	1.000000		
D(LOGMW _t (-1))	113.9267	0.53204	Not Significant
D(LOGMW _{t-1} (-1))	-117.5344	-0.54893	Not Significant
D(EDUC1(-1))	-0.075941	-2.97452***	Significant
D(EDUC2(-1))	1.253401	47.7301***	Significant
D(EDUC3(-1))	-0.539795	-12.32526***	Significant
D(LOGGDRP(-1))	1.301160	2.11355**	Significant

Source: *Eviews 12 (Data processed) 2025*

Information : *** : Sig 1% , **: Sig 5%, *: Sig 10%

Based on Table 4, it can be seen that at lag 1 the variables EDUC1, EDUC2, EDUC3, and LOGGDRP statistically have an influence in the long term. However, it has no influence on the LOGMW_{t-1} and LOGMW_t variables because worker status does not affect the MW in the long term and vice versa.

Table 4 confirms that EDUC2 has the strongest and most consistent positive impact on changes in worker status, while LOGMW_t and LOGMW_{t-1} remain statistically insignificant in both time frames. These findings suggest that mid-level education is a critical determinant of upward transitions in the labor market, whereas minimum wage policy alone does not provide substantial stimulus for structural employment shifts.

The following is a long-term equation based on regression coefficients estimated using the VECM model:

$$\begin{aligned}
 SP = & 113.9267D(\text{LOGMW}_t)(-1) - 117.5344D(\text{LOGMW}_{t-1})(-1) - 0.075941D(\text{EDUC1})(-1) \\
 & (0.53204) \quad (-0.54893) \quad (-2.97452) \\
 & + 1.25340D(\text{EDUC2})(-1) - 0.539795D(\text{EDUC3})(-1) + 1.301160D(\text{LOGGDRP})(-1) + \epsilon_t \\
 & (47.7301) \quad (-12.32526) \quad (2.11355)
 \end{aligned}$$

The VECM model equation show that the LOGMW_t and LOGMW_{t-1} variables are not significant for changes in worker status. Meanwhile, the variables EDUC1 and EDUC3 have a significant negative effect, the variables EDUC2 and LOGGDRP have a significant positive effect. With a significance level of 0.05%, which means the t-statistic must be greater than the t table with a value of 1.960067. These findings reinforce the importance of educational attainment and regional economic performance in influencing labor market transitions. The significant negative effect of EDUC1 (junior high school) and EDUC3 (university) indicates two challenges. On the one hand, individuals with only basic education are more vulnerable to precarious employment or unemployment, reflecting limited skill sets. On the other hand, the negative impact of higher education is presumed to indicate a mismatch with the labor market, where university graduates cannot find jobs aligned with their qualifications, particularly in regions with limited high-skilled job availability like Lampung. Conversely, the

significant positive coefficient of EDUC2 (senior high school) indicates that this level of education aligns more closely with available employment opportunities in the region, especially in mid-skilled sectors such as services, trade, and manufacturing. It serves as a critical threshold for labor market integration.

Additionally, the positive and significant effect of LOGGDRP confirms that economic growth plays a catalytic role in improving employment prospects. Higher regional income supports business expansion and job creation, thus easing the transition from unemployment or informal employment to more stable formal work. These results collectively imply that policy efforts should focus on improving mid-level education outcomes, aligning higher education curricula with regional labor demands, and fostering inclusive economic growth to improve worker transitions in the labor market.

Impulse Response Function (IRF)

Impulse response function (IRF) is carried out to observe the short-term and long-term response of one variable to a shock from another variable. This analysis aims to assess the extent to which the impact of the shock extends back to a stable point and moves towards improvement.

Response to Cholesky One S.D. (d.f. adjusted) Innovations

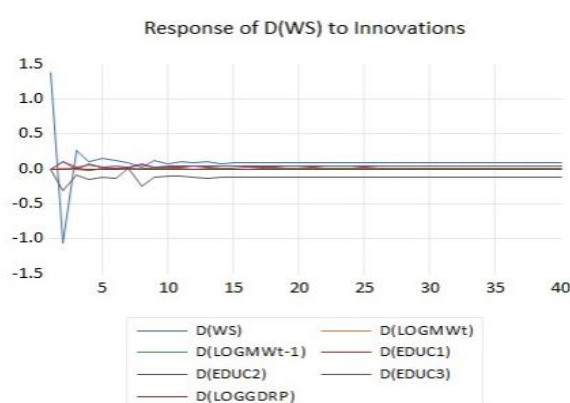


Figure 1: Impulse Response Worker Status

In Figure 1 you can see a strong positive response in (around the 0-1 period) showing that at the beginning it caused a significant increase. After that, it experienced a fairly large negative shock (decrease) with a value of -1.06 in period 2, which indicated an overreaction. As time goes by it experiences a slight decline and stabilizes at a lower positive level. This is an expected response and shows that the resistance of worker status shocks fluctuates in the short term and does not have persistent effects in the long term.

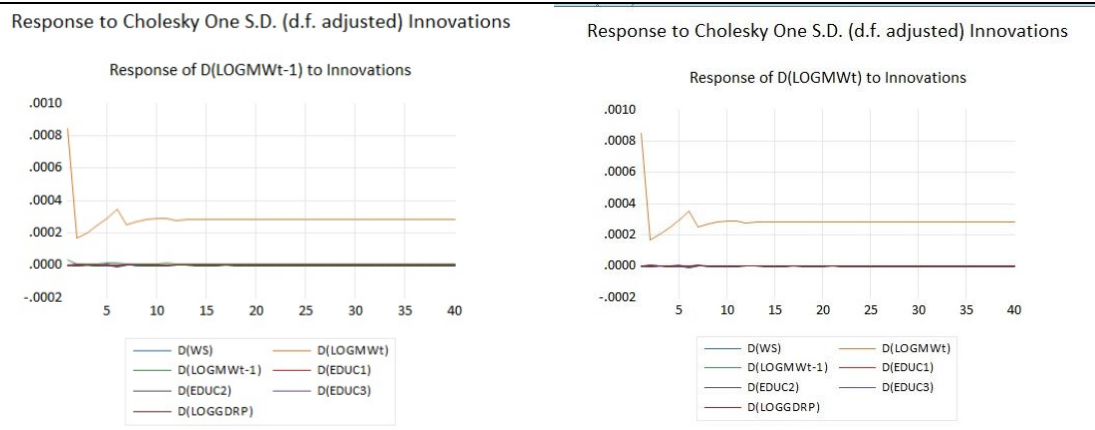


Figure 2: Impulse Response LOGMW_{t-1}, LOGMW_t

The impulse response results show that LOGMW_t provides a small and fluctuating response to changes in worker status, with an initial positive pattern, decreasing negatively in the 3rd to 4th period, then increasing and stabilizing positively in the 5th to 7th period, before weakening again. After the 10th period, the response approaches zero and stabilizes.

Response results LOGMW_{t-1} showed a very volatile initial response, with sharp positive and negative fluctuations, but gradually subsided and approached zero after the 10th period, indicating a strong but not sustainable short-term effect.

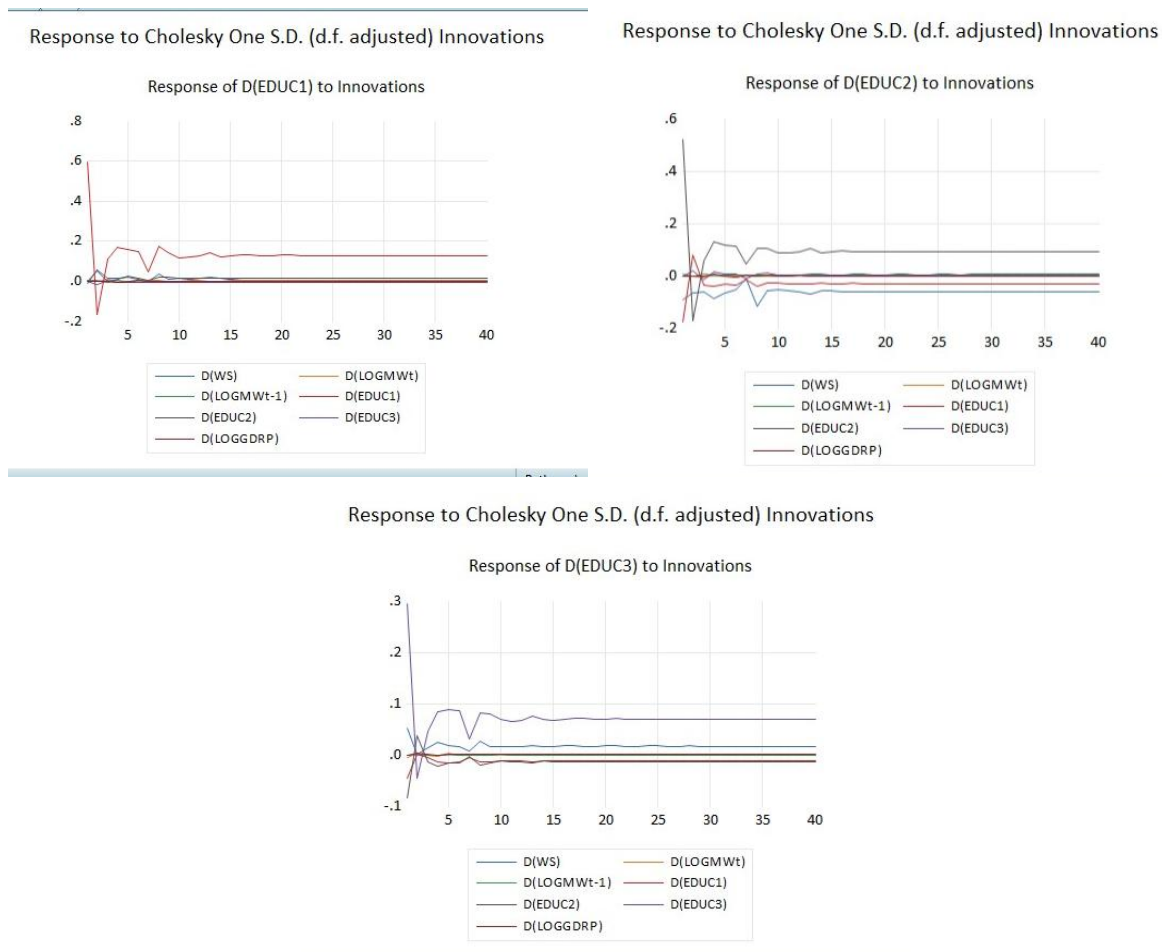


Figure 3: Impulse Response EDUC1, EDUC2, EDUC3

The EDUC1 response showed a significant spike early in the period that then rapidly declined and stabilized at a low positive level, reflecting the strong short-term impact of the internal shock. The response of other variables to EDUC1 was relatively small. For response EDUC2, the main effect comes from EDUC3, with a fairly strong initial positive response, followed by fluctuations, and stabilizing at a positive level. This shows a long-term relationship between the two. In contrast, the influence of other variables on EDUC2 is very limited. The EDUC3 response was the most substantial, characterized by an initial positive spike and stabilization at high levels. Meanwhile, other variables have a small and insignificant impact on EDUC3.

Response to Cholesky One S.D. (d.f. adjusted) Innovations

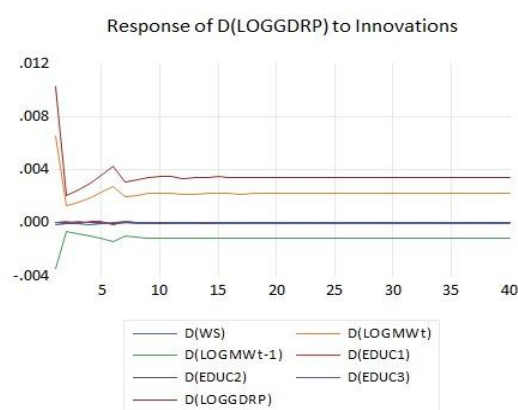


Figure 4: Impulse Respons LOGGDRP

Finally, LOGGDRP shows a strong positive response at the beginning of the period, then decreases gradually and stabilizes at a moderately positive level until the end of the period, with the influence of EDUC1 also visible although weaker.

Forecast Error Variance Decomposition (FEVD)

Variance decomposition is a test used to assess how much impact changes or disturbances have on the values of changes in Worker Status, LOGMW_t , LOGMW_{t-1} , EDUC1, EDUC2, EDUC3, and LOGGDRP on the contribution of each disturbance produced by each variable based on the relationship between variables. In this research, the focus is on determining the influence of the variables LOGMW_t , LOGMW_{t-1} , EDUC1, EDUC2, EDUC3, and LOGGDRP on the endogenous variable, namely Worker Status for forty periods. The analysis results of each variable are presented in the picture.

The variance decomposition results show that changes in Worker Status (WS) is highly exogenous, with almost all of its variation explained by its own internal shocks, even up to the 20th period. Other variables only made small and insignificant contributions, although LOGGDRP showed an increase in contribution of around 10% at the end of the period.

LOGMW_t and LOGMW_{t-1} are also highly exogenous, with variations almost completely explained by the shocks themselves over the period. EDUC1, which was stable near 100% over time, indicating complete dependence on internal shock. For EDUC2, its initial contribution of 80% decreases to around 70–75% at the end of the period. This shows the influence of other variables, especially EDUC3, whose contribution increases gradually from 5% to 15–18%. While EDUC3 remains dominated by its own shock (85–90%), the contribution of EDUC2 is also consistent and stable at around 8–10%. Meanwhile, LOGGDRP shows the dominance of internal shocks at 65%, with a significant contribution from LOGMW_t (around 25%) throughout the period. The contribution of EDUC1 was recorded as small but consistent at 5%, while other variables had almost no effect.

Discussion

The level of education has been shown to have a significant influence on worker status in both the short and long term. The estimation results show that basic education (EDUC1) has a significant negative effect, meaning that individuals with low education tend to have non-permanent jobs or are in the informal sector. Conversely, secondary education (EDUC2) has a significant positive effect on changes worker status, indicating that high school/vocational school graduates have higher job opportunities in the formal sector.

Interestingly, higher education (EDUC3) actually shows a negative effect, indicating a mismatch between college graduates and the needs of the labor market in Lampung. This can be caused by limited professional employment opportunities in the region, as well as the lack of link and match between the world of education and industry (Bestari et al., 2023; Sandra et al., 2023).

The IRF results show that EDUC1 has a significant impact on itself, but other variables only give minimal responses. Meanwhile, EDUC2 and EDUC3 influence each other in the long term, where EDUC3 contributes to the fluctuation of EDUC2 which increases gradually to reach 15-18% in the final period. This shows a structural relationship between levels of education in shaping the quality of the workforce (Becker, 1993) in the book (Budiarty, 2019). The right education not only increases job opportunities, but also the quality of the workforce's contribution to the economy. This is supported by a report (Bappenas, 2021) which states that more than 60% of college graduates in Indonesia work in fields that do not match their expertise. Meanwhile, in the segmentation of the labor market (Stoikov et al., 1972) it is explained that the workforce is divided into primary markets (formal, high-paying, stable) and secondary (informal, low-paying, unstable). College graduates often expect to enter the primary market, but due to the limitations of the formal sector in the regions, especially Lampung, they are not absorbed, so their employment status is stagnant or declining.

Gross Domestic Regional Product (GDRP) shows a significant positive effect on changes worker status in the long term. The higher the GDRP of a region, the greater the

economic capacity to support transitions from unemployment or informal work to formal employment. This is in line with the theory of economic growth (Todaro & Smith, 2020) which states that output growth drives increased demand for labor, especially in the industrial and service sectors. The IRF results show that LOGGDRP provides a strong positive initial response and remains stable at a positive level until the end of the period. Variance decomposition also shows that some of the movement of LOGGDRP is explained by LOGMW_t (around 25%) and a little by EDUC1 (around 5%), indicating that these variables also influence regional economic dynamics. This finding is reinforced by (Muhammad Nur, 2019) who found that the increase in GDRP in the industrial sector significantly drives labor absorption in Java. Thus, GDRP not only reflects regional economic performance but also plays an important role as a structural variable that influences employment status in the region.

Empirically, studies (di Gropello et al., 2011) show that higher education in Indonesia is not fully relevant to industry needs, so that graduates have difficulty getting jobs in their fields. (McKinsey & Company, 2018) also emphasizes the importance of adjusting the curriculum to future industry trends such as digitalization, analytical skills, and cross-disciplinary communication.

Overall, the empirical patterns observed offer insights into the structural characteristics of the labor market in Lampung Province. The following section summarizes the main conclusions of the study and outlines practical recommendations for policymakers.

5. Conclusions and Suggestions

This study concludes that, in the long term, education level plays a significant role in shaping employment status in Lampung Province. Senior high school education (EDUC2) has a strong and significant positive effect, indicating that it is the most suitable level for accessing formal employment. In contrast, junior high school (EDUC1) and higher education (EDUC3) both exhibit significant negative effects. This reflects limited skill readiness at the basic level and a mismatch between university graduates and the needs of the local labor market. Meanwhile, LOGGDRP has a significantly positive impact, suggesting that regional economic growth plays an essential role in facilitating labor market transitions.

Policy Recommendations

1. Improve Education Relevance and Access

The Provincial Government of Lampung should strengthen the implementation of the 12-year compulsory education policy to minimize the negative effects of low educational attainment (EDUC1). Moreover, higher education institutions are encouraged to revise their curricula to ensure better alignment with business and industrial needs (DUDI), thereby reducing the mismatch in graduate employment.

2. Enhance Inclusive Regional Economic Growth

To maximize the positive influence of GDRP, the government should continue promoting inclusive and sustainable economic development through increased investment, development of labor-intensive sectors, and the creation of a more conducive business environment that supports formal employment expansion.

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