

## The Influence of Quality of Human Resources, Wages, Labor Force on Job Opportunities in Banten Province

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### Abstract

The aim of this research is to analyze quality of human resources, wages, population growth, and the labor force on employment opportunities in West Nusa Tenggara Province either partially or simultaneously. The research method uses a quantitative approach using time series secondary data with a period of 8 years, namely 2015-2022. The dependent research variable is Job Opportunity (Y) Independent variables namely, quality of human resources (X1), wages (X2), and labor force (X3). Data collection through a documentation study, the collected data were analyzed with multiple linear regression, then tested using the T-test, namely that workforce (X3) have no significant effect on Job Opportunities. Meanwhile, the variables Quality of Human Resources (X2) and Wages (X3) have a significant effect on Job Opportunities in Banten Province. while the F-test simultaneously shows that Quality of Human Resources, Wages, the labor force have a significant effect on Employment Opportunities in the Province of Banten. This conclusion has shown that employment opportunities, and the impact of i fluctuations are caused by a slowdown in the export sector, and also a slowdown in investment growth. Labor force growth does not affect employment opportunities. Because the increase in population is not balanced with infrastructure, and investment.

**Keywords:** Human Resources, Wages, Labor Force, Job Opportunities

### Introduction

This means that many workers are young and generally lack or are not skilled and inexperienced. Indonesia and also the province of West Nusa Tenggara, are included in the youth structure group. This means that only a small proportion of the productive population produces goods and services to meet the needs of many people and on the other hand illustrates the high demand for employment opportunities for young, inexperienced workers. The high population growth coupled with the young age structure of the population is a problem in economic development. The flow of job seekers will be more young workers who have no experience.

This makes it difficult to find work for them. Economic development in Indonesia is interconnected with economic growth because economic growth can measure the economic development. If the economic growth of a region increases, there will be an increase in economic activity in that area. Regional economic development is a process in which local

governments and communities manage existing resources through a partnership pattern to create new jobs or job opportunities and stimulate economic growth.

The problem of development and economic growth is closely related to the quality of human resources because of the high population, there is an increase in the need for food, health services, and also in the field of education. The quality of human resources is very important because it is a very decisive factor in the development of a nation. Human resources are the main thing in economic development. Production units need humans as workers. Employment is a very basic aspect of human life because it includes social and economic dimensions.

Human resources are one of the keys in terms of global competition, namely how to create qualified and skilled human resources so that they have high competitiveness. Human resources are the key to creating prosperity. Abundant natural resources will be meaningless without being balanced with the quality of human resources in each resident in the region because processing natural resources without relying on humans to create natural wealth will not provide great benefits for humans themselves.

## **Methods**

This research uses a literature approach in the form of important documents related to the research focus, the source is the results of previous research.

### **Data collection technique**

Data collection is a process of collecting primary and secondary data, in a research study data collection is a very important step because the data collected will be used to solve the problem being researched or to test the hypotheses that have been formulated.

In collecting data at research locations, writing uses several methods, namely:

- a. Documentation study is a data collection technique that is not directly aimed at research subjects but through documents. The documents used can be in the form of diaries, personal letters, annual reports, and other documents.
- b. Literary techniques, namely research conducted by reading, studying, and recording as literature or reading material that is by the subject matter, then filtered and outlined in a theoretical frame of mind

### **Data analysis**

After the data is collected, then use the deductive method, namely Wages (X3). Wages are payments received by workers from employers as payments used in the production process according to the regional minimum wage, Banten province in 2015-2022. Population Growth (X4) population In West Nusa Tenggara Province, the labor force ratio (X5) Employment Opportunity Ratio (Y) population data that has worked in 2015-2022. The ratio of people from concrete data.

### **Test Equipment**

Test analysis using SPSS Statistics 17.0 and the analytical method used in the study (1). Methods of analysis in this research using quantitative methods. (2). The analysis tool, namely the Assumption Test, is used to find problems in the regression data. Variable (X) Variable (Y), and to compare two or more different variables.

- a. The variables that will be used in research conducted before the data is processed based on research models.
- b. The multicollinearity test means that the regression model found a correlation between the independent variables.

- c. The autocorrelation between confounding errors in the t-1 (previous) period.
- d. The autocorrelation test is only performed on time series data.
- e. Heteroscedasticity test to test the regression occurs variance and residual inequality. If the variance and residual heteroscedasticity.

## Results and Discussion

The influence of economic growth, quality of human resources, wages, population, and labor force growth rates on employment opportunities in West Nusa Tenggara Province. The data used uses time series data or a period starting from 2015 to 2020. The data processing tool used in the SPSS Statistics 17.0 study uses the multiple linear regression analysis method. Therefore. The general development of employment opportunities, quality of human resources, wage rates, and the population of the Banten population

Job opportunity is a condition that describes the availability of jobs to be filled by job seekers. But it can also be interpreted as a demand for labor. Every year the number of job opportunities will increase in every business sector, due to the increasing population in the province of Banten. Job opportunities in 2015 amounted to 3,462,297 people and increased the following year to 3,547,297 people, and increased again in 2018 to 3,616,574 people.

### Development of the Quality of Human Resources

The quality of Human Resources can be interpreted as the quality that exists in every human being where all of these things are capable of Year (%) 2015. 5.81, 2016. 6.56, 2017. 6.44 2013 5.77, 2019. 5.08, 2020. 5.13 20201, 5.15, 2017. 5.17. Improving the standard of living for himself and for many people where that quality can change the way of thinking, perspective, lifestyle, or something else. The quality of human resources can be measured by the human development index. HDI is a variable that reflects the level of attainment of population welfare in basic services in education, health, and community welfare.

Table 3 Development of HDI in Banten Province 2015-2022

Number	Year	Banten Province HDI (%)	Growth Percentage (%)
1.	2015	63.71	
2.	2016	64.20	0.77
3.	2017	64.87	1.04
4.	2018	65.73	1.33
5.	2019	66.42	1.05
6.	2020	66.95	0.80
7.	2021	67.65	1.05
8.	2022	68.25	0.89

(Source: BPS Provincial Banten - Data After Processing 2022)

Table 3 shows that during the 2015-2022 period, the Human Development Index figures in Banten Province have increased from year to year. The progress of human development in an area can be seen through the Human Development Index figures as a benchmark for the success of human development in that area. A high Human Development Index figure in an area does not mean that human development in that area is faster and better than in other areas. In 2022 the Human Development Index number in the Banten Province will experience a growth of 0.89 percent.

### Wage Level Development

Wages can be interpreted as payments received by workers and sourced from entrepreneurs as payment for the services they have performed in the form of mental or physical work of workers used in the production process. Each region has a different wage level and

there are also differences in meeting living needs, so the provincial minimum wage is determined. The following is a table of developments in the minimum wage rate for the province of Banten.

Table 4 Development of the Minimum Wage for the Banten Province in 2015-2022

Number	Year	UMR IDR	Development (%)
1.	2015	767.500	23,99
2.	2016	855.000	11,40
3.	2017	975.000	14,03
4.	2018	1.150.000	17,95
5.	2019	1.399.037	21,65
6.	2020	1.581.000	13,01
7.	2021	1.736.000	9,80
8.	2022	1.908.447	9,93

(Source: BPS Provincial Banten - Data After Processing 2022)

Based on Table 4 above, it can be explained that the Minimum Wage for the Province of Banten has increased every year. This can happen due to economic improvements for workers and their welfare. The increase every year is not too much, but the minimum wage for the province of Banten shows a significant direction. The largest increase in the minimum wage occurred in 2015 by 23.99 percent with the UMR in 2014 amounting to IDR 619,000.00. The increase in the UMP cannot be interpreted as an increase in the welfare of these workers because it has not been balanced with an increase in income to meet their living needs.

### Workforce

The labor force is the productive age of work as seen from a pyramid. Banten Province is included in the youth workforce group or it can be said to be a youth population pyramid. High labor force growth in a region and having a young workforce can be a problem in economic development because the flow of job seekers will be dominated by many young workers who have no experience.

Table 6 Data on the Age Structure of the Banten Province Population in 2015-2022

Nomor	Tahun	Umur 15 s/d 59
1.	2015	4.868.682
2.	2016	4.928.046
3.	2017	5.748.896
4.	2018	5.074.126
5.	2019	5.134.893
6.	2020	5.185.778
7.	2021	5.354.788
8.	2022	5.639.577

Based on Table 6 above, the population of Banten province in productive working age is always increasing. The increase in the workforce in Banten Province illustrates the large demand for providing employment opportunities for young, inexperienced workers considering that Banten Province is a young age group or is included in the youth pyramid where the majority of the population is in the young age group.

**Classic Assumption Test Results**  
**Normality Test**

The variables that will be used in the research. Data that is suitable for use in research is data that has a normal distribution. If sig. > 0.05 then the data is normally distributed. The tool used in this research, the researcher tested the data to determine whether the data was normally distributed or not using the Kolmogorof-Smirnov test in the SPSS 17 program. The results of the analysis of the assumed normality of residual values from the regression:

Table 7 Normality Test Results  
 One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residua
Normal Parameters	N	8
	Mean	.0000000
Most Extreme Differences	Std. Deviation	.00157251
	Absolute	.183
	Positive	.114
	Negative	-.183
	Kolmogorov-Smirnov Z	.517
	Asymp. Sig. (2-tailed)	.952

Test distribution is Normal.

Source: data processed with SPSS 17

Table 7 above using the one-sample Kolmogorov-Smirnov method, it shows that the residual value of the dependent variable and independent variable with a sample size (N) of 8 is 0.952. Based on the data from this research, it is normally distributed because the residual value is greater than the significance value, namely 0.05 or  $0.952 > 0.05$

**Multilinearity Test**

The multicollinearity test is used to see whether there is interference in the data or not, where multicollinearity can occur if there is a correlation between independent variables. This test is carried out so that the data used is free from multicollinearity interference. If the test results have a multicollinearity problem, if the tolerance value is smaller (<) than 1, then the data does not have a multicollinearity problem.

Table 8 Multicollinearity test

Model	Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
	B	Std. Error	Beta	t	Sigma	Tolerance	VIF
(Constant)	-4.496	1.026		-4.380	.048		
Quality of HM	3.710	.419	1.709	8.865	.012	.065	15.790
Wages	.079	.006	1.366	12.565	.006	.199	5.020
Labour Force	-.250	.069	-.284	-3.608	.069	.380	2.630

Dependent Variable: Job Opportunities

Source: data processed with SPSS 17

The multicollinearity test above, it shows that the data above does not have symptoms of multicollinearity between each independent variable. Table 8 above illustrates that the independent variable has a smaller tolerance value (<).

**Autocorrelation Test**

The autocorrelation between confounding errors in the previous t-1 period. If there is a correlation, it can be said that there is an autocorrelation problem. Some researchers often use the Durbin-Watson test and run the test, and if the observation data is above 100 data then it is better to use the large multiplier test. In this study, to detect autocorrelation, we used the following run test:

Table 9 Runs Autocorrelation Test Results

	log_Y
Test Value	4.55
Cases < Test Value	4
Cases >= Test Value	4
Total Cases	8
Number of Runs	4
Z	-.380
Asymp. Sig. (2-tailed)	.705

Median

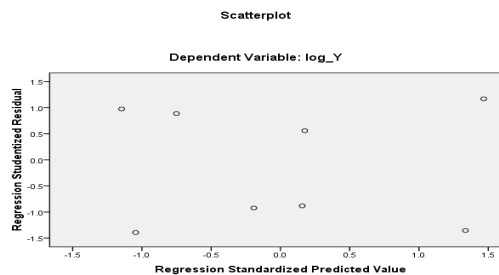
Source: data processed with SPSS 17

The total data is 8, the number of runs is 4 and the Z value is -.380 with a significance value of 0.705.

Based on this. (Asymp. Sig) is 0.703 > 0.05, so Ho is accepted. So that the data used in this study is quite random so there is no autocorrelation problem in the data tested.

**Heteroscedasticity Test**

The way to find out and predict whether there is a heteroscedasticity problem or not can be seen in the scatterplot pattern, the regression which is said to not have a heteroscedasticity problem is if the data points collected only above or below, the spread of the data points should not form a wavy pattern that widens then narrows. The behavior widened again, the results from these data points were not patterned.



Source: data processed with SPSS 17.

**Multiple Regression Analysis**

This study uses a multiple linear regression analysis model. Multiple regression is useful for two or more predictor variables on one criterion variable or to prove whether or not there is a functional, Quality of Human Resources, Wages, Population Growth Rates, and Population Age Structure in Banten Province 158 period 2015-2022. The formulation of the multiple linear regression equation is as follows:

$$Y = a + b_1X_1 + b_2X_2 + b_3X_3 + b_4X_4 + b_5X_5 + e$$

The results of multiple regression in this study can be seen in the table below

Table 10 Results of Multiple Linear Regression Coefficients

Mode	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta	t	Sig.
(Constant)	-4.496	1.026		-4.382	.048
Quality of HR	3.710	.419	1.709	8.863	.012
Wages	.079	.006	1.366	12.563	.006
Lanour Force	-.250	.069	-.284	-3.608	.069

Based on Table 10 above, the formula obtained from the results of the multiple linear regression test is as follows:

$$Y = -4.496 + 0.111X_1 + 3.710X_2 + 0.079X_3 + 0.621X_4 - 0.250X_5 + e$$

Where: (a) = Cost = -4.496 X<sub>1</sub>= Economic Growth b<sub>1</sub> = 0.111 X<sub>2</sub>= Quality of Human Resources (b) <sub>2</sub> = 3.710

### Simultaneous Significance Test (F Test)

This test is used to determine the independent variables consisting of Economic Growth, Quality of Human Resources, Wages, Population Growth, and Population Age Structure which together have a significant effect on the dependent variable, namely Job Opportunities in BANTEN Province. The decision-making criteria for the proposed hypothesis are:

- a. If F counts F table then Ho is rejected and Ha is accepted (significant)
- b. If F counts Ftable then Ho is accepted and Ha is rejected (not significant).

The results of the F test carried out can be seen in the table below:

Table 12 Results of ANOVA Simultaneous Significance Test (F Test).

Model	Sum of Squares	Df	Mean Square	F	Sig.
Regression	.004	5	.001	84.555	.012a
Residual	.000	2	.000		
Total	.004	7			

Source: data processed with SPSS 17.

- a. Predictors: (Constant), log<sub>10</sub>\_ population age structure, log<sub>10</sub>\_wages, log<sub>10</sub>\_population growth, log<sub>10</sub>\_human resource quality, log<sub>10</sub>\_population growth
- b. Dependent Variable: log<sub>10</sub>\_Job opportunities

So it can be seen that df<sub>1</sub> = 5 and df<sub>2</sub> = 2 With this test carried out, the results obtained for Fcount are 84.554 while for Ftable it is 19.30, meaning that Fcount is greater than Ftable (84.554 > 19.30) so Ha is accepted and Ho rejected.

### Individual Parametric Significance Test (t-Test)

This test is used to determine whether the regression model on Economic Growth, Quality of Human Resources, Wages, Population Growth, and Age Structure of the Population has a partial effect on Job Opportunities. The results of this test can be seen in Table 11 above. The decision-making criteria for the proposed hypothesis are as follows: 1. If the count is t-table then Ho is rejected and Ha is accepted (significant) 2. If the count is stable then Ho is accepted and Ha is rejected.

Before concluding that the hypothesis is accepted or rejected, first determine the t-table with a significance of 5%:  $2 = 2.5\%$  (2-sided test) and degrees of freedom  $df = n-k-1$  or  $8-5-1=2$ , with 165 2-sided tests (significance = 0.025) the results obtained t table of 4.303.

## Conclusions and Suggestion

### Conclusion

From the analysis of the influence of the quality of human resources, wages, on employment opportunities in Banten Province, they are as follows:

- a. The variables Quality of Human Resources and Wages have a significant effect on Job Opportunities in Province 194 Banten in 2015-2022. The quality of human resources is good in all fields, including education, health, in labor in producing goods and services to meet aggregate demand which is also increasing. The wage variable influences because with an increase in wages, there will be an increase in work income and an increase in wages will create job opportunities.
- b. Based on the results of research tests using multiple linear regression analysis techniques, Quality of Human Resources, Wages on Employment Opportunities in Banten Province in 2015 -2022. This is to Simanjutak's theory that the factors that influence employment opportunities are economic growth, quality of human resources, wages, and population age structure. The quality of human resources and wages increases, because good quality human resources can create work productivity and human resources can innovate by setting up their businesses, as well as increasing wages. making labor income and people's purchasing power increase, thereby increasing demand for goods and services, Business units will need labor to meet aggregate demand.
- c. From humans are viewed as caliphs on earth to process the natural resources that Allah SWT has given. The Banten provincial government has made various efforts as part of its responsibility to provide jobs for its people, one of which is by increasing investment and domestic investment in the Banten Province which is expected to increase employment opportunities to reduce unemployment.

### Suggestion

From the analysis and conclusion that the Quality of Human Resources, Wages, and Work Force Affects Job Opportunities, several suggestions can be recommended, namely as follows:

- a. The government can pay attention by expanding employment opportunities so that the workforce. In the case of population growth and also the age structure of the population of Banten province, if the government can provide programs in terms of population so that population growth in Banten province can be overcome so that there is no inequality between the workforce and existing employment opportunities considering that Banten province is included in the age structure category young where there are more young people than old people.
- b. For future academics and researchers, it is hoped that the results of this research can be used as reference material for their teaching or research activities, because this research still has shortcomings such as limitations in obtaining data and the period used was only 8 years. So it is hoped that future research will be able to research by adding other independent variables and years of research so that it can provide even better research results.
- c. For the public, With the results of this research, it is hoped that the public can open businesses to absorb the workforce so that unemployment problems arise due to the



imbalance between the number of the workforce and the existing job opportunities, remembering that job opportunities arise from the supply of labor from business units.

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