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Analysis Of Determinants Of Working Hours And Income Of Women Traders (Case Study Of Culinary Traders In Jembrana Regency)

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Abstract

Increasing needs make the income earned by men as heads of families increasingly difficult, this situation has resulted in many women contributing to find additional income for the family. Generally, most female workers are in trade jobs, especially in the culinary sector. The increase in income of female culinary traders in this study can be influenced by several factors, namely education level, number of family dependents, marital status, migration status, and working hours. This research aims to analyze the direct and indirect influence of education level, number of family dependents, marital status, migration status, and working hours on income. The number of samples taken was based on calculation results using the Slovin formula with a population of 3,696, namely 97 people. The data analysis techniques used are descriptive analysis techniques and path analysis. The results of this research show that 1) Education level, number of family dependents have a positive and significant effect on working hours. 2) Female culinary traders who are married have a higher number of working hours than those who are not married. 3) Female culinary traders with migrant status have a higher number of working hours than non-migrants. 4) Education level, number of family dependents, working hours have a positive and significant effect on income. 5) Female culinary traders who are married earn higher incomes than those who are not married. 6) Female culinary traders with migrant status earn higher incomes compared to non-migrants. 7) The amount of working hours mediates the influence of education level, number of family dependents, marital status, and migration status on the income of female culinary traders in Jembrana Regency.

Keywords: *Education Level, Number of Family Dependents, Marital Status, Migration Status, Working Hours, Income*

BACKGROUND

Women's participation in economic activities can be seen in several regions, especially Bali Province which has the highest number of TPAK among the provinces in Indonesia. This is shown based on BPS data (2020), which shows that the Labor Force Participation Rate (TPAK) for women, Bali Province has the highest figure, namely 67.86 percent. The second place is occupied by the Yogyakarta Special Region Province at 64.33 percent, and the third place is East Nusa Tenggara Province at 63.91 percent. The concept in Hinduism states that work is dharma or it can be said that work is an obligation for both men and women (Marhaeni, 2008). This shows that the culture found in Bali can influence women's TPAK in Bali Province, so that it has very high value and Balinese women are known as hard workers and work hard.

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Table 1 Regency/City Original Regional Income (PAD) in Bali Province (Thousand Rupiah)

Regency/City	Regency/City Regional Original Income (PAD) in Bali Province (Thousand Rupiah)		
	2019	2020	2021
Regency. Jembrana	133,698,784	148.045.103	185,004,035
Regency. Tabanan	354,558,239	313,042,530	362,314,631
Regency. Badung	4,835,188,460	2,116,974,302	1,750,345,226
Regency. Gianyar	997.478.368	545,869,873	430.172.109
Regency. Klungkung	225,063,772	220,893,875	254,494,496
Regency. Bangli	127,040,436	104.325.150	163,537,096
Regency. Karangasem	233,013,033	219,176,733	252,688,747
Regency. Buleleng	365,595,301	318,986,891	391,988,445
Denpasar City	1,010,779,481	731,261,281	792,362,414
Bali province	**4,023,156,316**	**3,069,474,218**	**3,117,070,009**

Source: *Regional Financial Statistics Survey, BPS Bali Province, 2019-2021*

Table 1 shows the results of the Bali Province regional financial statistics survey for the 2019-2021 period. In 2019, District/City Regional Original Income (PAD) in Bali Province reached 4,023,156,316, decreased to 3,069,474,218 in 2020, and increased to 3,117,070,009 or 0.0008694% in 2021. This indicates that Regency/city Regional Original Income (PAD) in Bali Province is experiencing fluctuations. The highest Original Regional Income from year to year is in Badung Regency, while the lowest Original Regional Income is in Bangli Regency, then followed by Jembrana Regency, where Jembrana Regency is included in the category of districts with the second lowest Original Regional Income (PAD).

Generally, most female workers are in trade jobs, especially in the culinary sector, considering that this field is relatively easy for women to enter. This opportunity is in line with the targets of the Sustainable Development Goals (SDGs) agenda, number five (Gender Equality) and number eight (Decent Work and Economic Growth). One of the efforts to empower and improve the community's economy and also local income after the Covid-19 pandemic in Jembrana is by further increasing the role of female culinary traders in Jembrana Regency by utilizing various local and non-local potentials (Yudhanto *et al.*, 2023) .

Table 2 Number of Informal Sector Culinary Traders in Jembrana Regency Based on District and Gender as of August 2023

No	Subdistrict	Amount	
		Man	Woman
1	Pounding	203	54
2	Mendoyo	581	337
3	Jembrana	753	384
4	Country	1,832	1,039
5	Malaya	327	169
	TOTAL	**3,696**	**1,983**

Source: *Department of Cooperatives, SMEs, Industry and Trade, Jembrana Regency, Data processed*

Table 2 shows that there are more female culinary traders in the informal sector than men. Pekutatan District has 203 female culinary traders while 54 are male, Mendoyo has 581 women and 337 men, Jembrana has 753 women and 384 men, Negara has 1,832 women and 1,039 men, Melaya has 327 women and 169 men. man. The total number of female traders in Jembrana Regency is 3,696 while male traders are 1,983.

Culinary is one of fifteen creative economy sub-sectors developed by the Ministry of Tourism and Creative Economy (Anwar, 2022). Culinary includes comprehensive activities starting from preparation, processing, serving of staple food products, snacks and drinks. Excellence in taste, creativity and aesthetics is the driving force of this sub-sector. Obstacles to the development of the culinary sub-sector are the quality of human resources that has not been properly recorded, natural potential that has not been identified and sustainability in maintaining culinary cultural heritage (Lazuardi & Triady, 2015). According to Gisslen (2004), what needs to be paid attention to is the attractiveness of the food served, therefore, when presenting food, you must pay attention to portions, colors, side dishes, decorations, textures, presentation and also arrangement.

One of Jembrana's typical culinary potentials is *jaja bendu* . *Jaja bendu* is a traditional cake typical of Jembrana, *jaja bendu* has become an idol and is always available on various occasions, jaja bendu is often found at religious events, official events in government agencies, and is often used as a souvenir or souvenir. *Jaja bendu* is made from sticky rice flour filled with a mixture of grated coconut and bali sugar or commonly called unti and wrapped in banana

leaves. Banana leaves were deliberately chosen to wrap *jaja bendu* so that the cake remains dry or not soggy. Apart from looking neater, the aroma of banana leaves makes *jaja bendu* taste more delicious. The weakness of *jaja bendu* is that it doesn't last long, it only lasts for one day. The increasing number of people interested in making *jaja bendu* is now widely sold in traditional markets at relatively cheap prices, starting from IDR 500 to IDR 1,000. One of the famous *jaja bendu in Jembrana is the jaja bendu* "KWT Eka Cita". The maker of this *jaja bendu* is made by husband and wife Ni Kadek Sukani and I Nyoman Sukadana, they have been involved in making this *jaja bendu* since 1997. With sales and this production can increase income (Beritabali, 2021).

The increase in income of female culinary traders in this study can be influenced by several factors, namely education level, number of family dependents, marital status, migration status, and working hours. A higher level of education can open up opportunities for someone to get a better job (Maulana, 2020) . The higher a woman's level of education, the more influence it has on her mindset and work skills or the income she can earn. This allows women to divide their time between work and household tasks (Muller, 2008). A higher level of education also contributes to improving the quality of labor in the labor market (Seran, 2017).

Working hours are the time someone spends running their business, calculated based on the duration of hours spent working in a day (Allam, 2019). The length of working hours per month varies between individuals because it is influenced by a number of factors, including economic reasons. The more work hours invested, the productivity and income earned tends to increase. Therefore, it can be concluded that working hours has a positive and significant impact on income (Wiyasa & Dewi, 2017).

Based on the background above, the researcher is interested in conducting research with the title Analysis of Determinants of Working Hours and Income of Female Traders (Case Study of Culinary Traders in Jembrana Regency).

THEORETICAL STUDY

1. Income Theory

According to Milton Friedman's theory in Mankiw (2012), people's income can be classified into two, namely permanent income and temporary income. Permanent income can be interpreted as:

a) First, income that is always received in a certain period and can be predicted in advance, for example income, wages, salaries.

b) Second, the income earned and the results are all factors that determine a person's wealth.

2. Concept of Female Labor Force Participation Level

The Labor Force Participation Rate (TPAK) is a measure of the proportion of the working age population that is actively involved in the labor market, either by working or looking for work, which provides an indication of the relative size of the labor supply available to engage in the production of goods and services.

Women's labor participation is influenced by low household income when family needs and responsibilities are high, to fill free time, and to contribute to their husbands in helping with family expenses (Niche et al, 2019) .

3. Working Hours Flow Theory

Working hours according to Su'ud (2007:132) are all the time used to carry out work carried out both day and night. Working hours are part of the labor supply theory which discusses the choice of a person's willingness to work to generate an income or choose not to work and not earn an income. Meanwhile, according to Monika (2011), working hours are the time spent by someone working. to operate equipment and the scheduled time for workers so that working hours can be categorized as follows:

a) The length of time someone is able to work well
b) The relationship between work time and rest time
c) Daily working hours include morning, afternoon, afternoon and evening

According to Muryati (2015: 1-8), the working hours variable has a significant effect on traders' income because a large number of working hours will increase the value of traders' productivity, in other words there will be more opportunities open for buyers to buy their merchandise. More buyers will certainly increase sales results and profits. Adhikari's research (2017: 1-17) also states that working hours have a significant effect on income.

RESEARCH METHODS

This research design uses quantitative methods in associative form. This research took place in Jembrana Regency. The sampling method in this research uses *nonprobability sampling techniques*. The data types are Quantitative Data and Qualitative Data. The data

sources used are primary data and secondary data. The data collection method in this research was carried out through structured interviews, in-depth interviews and observation.

RESULTS AND DISCUSSION

A. Results of Research Data Analysis

1) Descriptive Statistics Test Results

Based on Table 5, the descriptive statistics shown are the minimum value, maximum value, average and standard deviation, as well as N which is the number of samples processed.

Table 3 Results of Descriptive Analysis

	N	Minimum	Maximum	Mean	Std. Deviation
Education Level (X1)	97	6.00	13.00	10.35	2,217
Number of Dependents (X2)	97	0.00	4.00	2.18	0.846
Marital Status (X3)	97	0.00	1.00	0.54	0.501
Migration Status (X4)	97	0.00	1.00	0.42	0.496
Number of Working Hours (Y1)	97	110.00	450.00	213.41	71,007
Revenue (Y2)	97	8000000	38000000	18432989.69	7877852,944
Valid N (listwise)	97				

Source: Processed Primary Data, 2024

The education level variable (X_1) has a minimum value of 6 and a maximum value of 13. The average value is 10.35, which indicates that the respondents in this study have an average education level at high school level with a standard deviation value of 2.217.

The variable number of family dependents (X_2) has a minimum value of 0 and a maximum value of 4. The average value is 2.18 which indicates that the majority of respondents in this study have an average number of family dependents of 2 people with a standard deviation value of 0.846 .

The marital status variable (X_3) has a minimum value of 0 and a maximum value of 1. The average value of marital status is 0.54, which indicates that the majority of respondents in this study are married with a standard deviation value of 0.501.

The migration status variable (X_4) has a minimum value of 0 and a maximum value of 1. The average value of migration status is 0.42, which indicates that the majority of respondents in this study have non-migrant status with a standard deviation value of 0.496.

The variable working hours (Y_1) has a minimum value of 110 and a maximum value of 450. The average value of working hours is 213.41 with a standard deviation value of 71.007.

The income variable for female culinary traders (Y_2) has a minimum figure of 8,000,000 and a maximum value of 38,000,000. The average value of culinary traders' income is 18432989.69 with a standard deviation value of 7877852.94.

2) ***Path Analysis* Test Results**

Based on the results of this research, the relationships between the research variables that form the path coefficient can be identified. These path coefficients can be created in the form of a path diagram. The model can be expressed in the following structural equation:

a. The influence of education level (X_1), number of family dependents (X_2), marital status (X_3), migration status (X_4)on the number of working hours of (Y_1)female culinary traders in Jembrana Regency.

The first structural test was carried out with the aim of finding out the influence of the variables level of education (X_1), number of family dependents (X_2), marital status (X_3), migration status) (X_4)on the working hours (Y_1)of female culinary traders in Jembrana Regency. The results of the first structural equation are as follows:

$Y_1 = \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \beta_4 X_4 + e_1$

$Y_1 = 0.204\ X_1 + 0.227\ X_2 + 0.246\ X_3 + 0.316 X_4$

Sb = (2.587)(6.721)(12.072)(11.938)

t = (2.519)(2.830)(2.890)(3.780)

R Square = 0.576

df = 96

F = 31.244

From the regression results above, it can be seen that the calculation results show a figure F_{hitung} of 31.244 with a significant value of <0.001. A significant figure

of <0.001 indicates a value that is much smaller than a significant value of five percent. This means that simultaneously the variable level of education (X_1), number of family dependents (X_2), marital status (X_3), migration status) (X_4)has a significant influence on the amount of working hours (Y_1). The R Square coefficient of 0.576 means that 57.6 percent of the length of working hours (Y_1)is influenced by the level of education (X_1), number of family dependents (X_2), marital status (X_3), migration status (X_4), while the remaining 42.4 percent is influenced by other factors not included in the research model.

b. **The Influence of Education Level (X_1), Number of Family Dependents (X_2), Marital Status (X_3), Migration Status (X_4)and Hours of Work (Y_1)on the Income of Female Culinary Traders (Y_2)in Jembrana Regency.**

The second structural test was carried out with the aim of finding out the influence of the variables level of education (X_1), number of family dependents (X_2), marital status (X_3), migration status (X_4), and working hours (Y_1)on the income of female culinary traders (Y_2)in Jembrana Regency. The results of the second structural equation are as follows:

$Y_2 = \beta_5 X_1 + \beta_6 X_2 + \beta_7 X_3 + \beta_8 X_4 + \beta_9 Y_1 + e_2$

$Y_2 = 0.265\ X_1 + 0.140\ X_2 + 0.237\ X_3 + 0.275 X_4 + 0.237 Y_1$

Sb = (204272.078) (535144.057) (962956.310) (979980.224) (7962.409)

t = (4.606) (2.436)(3.863)(4.448)(3.295)

R Square = 0.801

df = 96

F = 73.376

From the regression above, it can be seen that the calculation results show a figure F_{hitung} of 73.376 with a significant value of <0.001. A significant figure of <0.001 indicates a value that is much smaller than a significant value of five percent. This means that simultaneously the variables of education level (X_1), number of family dependents (X_2), marital status (X_3), migration status (X_4),and working hours (Y_1)have a significant influence on the income of female culinary traders (Y_2). The R Square coefficient of 0.801 means that 80.1 percent of the income of female culinary traders (Y_2)is influenced by education level (X_1), number of family dependents (X_2), marital status (X_3), migration

status (X_4), and working hours (Y_1), while the remaining 19.9 percent is influenced by other factors not included in the research model.

3) Summary of Path Coefficients

Based on Table 4, it can be seen that the educational level X_1)variable (, number of family dependents (X_2), marital status , migration (X_3)status (X_4)has a significant effect on the amount of working hours (Y_1). And the education level variable (X_1), number of family dependents (X_2), marital status (X_3), migration status (X_4), and the amount of working hours (Y_1)has a significant effect on income of female culinary traders (Y_2)in Jembrana Regency.

Table 4 Summary of Path Coefficients

Regression	*Standardized Coefficients*	*Standard Error*	t_{hitung}	Significant	Information
X1 →Y1	0.204	2,587	2,519	0.013	Significant
X1 →Y2	0.265	204272,078	4,606	<0.001	Significant
X2 →Y1	0.227	6,721	2,830	0.006	Significant
X2 →Y2	0.140	535144,057	2,436	0.017	Significant
X3 →Y1	0.246	12,072	2,890	0.005	Significant
X3 →Y2	0.237	962956,310	3,863	<0.001	Significant
X4 →Y1	0.316	11,938	3,780	<0.001	Significant
X4 →Y2	0.275	979980.224	4,448	<0.001	Significant
Y1 →Y2	0.237	7962,409	3,295	0.001	Significant

Source: Processed Primary Data, 2024

4) Standard Error Value

To be able to find out e_1 what shows the amount of variance in the working hours variable (Y_1)that is not explained by the education level variable (X_1), number of family dependents (X_2), marital status (X_3), migration status, (X_4)it is obtained using the formula:

$e_1 = \sqrt{1 - r^2}$

$e_1 = \sqrt{1 - 0{,}576^2} = 0.81744969264$

Meanwhile, to find out e_2 what shows the amount of variance in the income variable of female culinary traders (Y_2)which is not explained by the variables of education level (X_1),

number of family dependents (X_2), marital status (X_3), migration status (X_4), and working hours (Y_1)obtained by the formula:

$e_2 = \sqrt{1 - r^2}$

$e_2 = \sqrt{1 - 0{,}801^2} = 0.59866434669$

Based on the results of the summary of path coefficients in Table 4.10 and standard error values, the following path can be created:

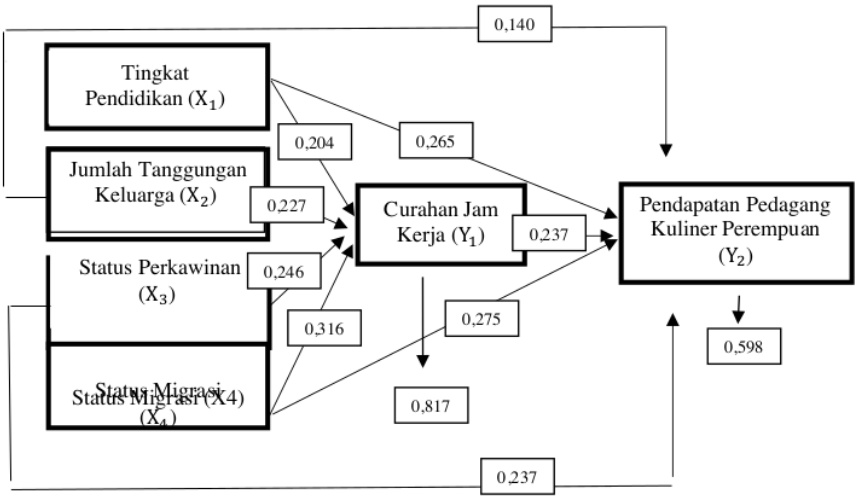

Figure 1 Path Analysis Framework

a. Testing Indirect Effects Through Mediating Variables

The indirect influence of a variable on other variables in this research is presented in table 5.

Table 5 Indirect Effects

Interrelationships	Mediation Variables	Z	Information
Variable			
X1 →Y2	Y1	2,001	Significant
X2 →Y2	Y1	2,147	Significant
X3 →Y2	Y1	2,173	Significant
X4 →Y2	Y1	2,484	Significant

Source: *Appendix 6*

c. **Mediation Test for the Working Hours Variable (Y_1)on the Influence of Education Level (X_1)on the income of women traders (case study of culinary traders in Jembrana Regency) (Y_2).**

1) Hypothesis Formulation

H_0: Working hours (Y_1) is not a mediating variable for the influence of education level (X_1) on female traders' income (case study of culinary traders in Jembrana Regency) (Y_2).

H_1: Working hours (Y_1) as a mediating variable for the influence of education level (X_1) on female traders' income (case study of culinary traders in Jembrana Regency) (Y_2).

2) Significance Level

α = 5% (0.05) then you will get Z_{tabel} 1.96

3) Testing Criteria

If the p-value ≥ 0.05 or z count ≤ z table, then H_0 it is accepted, which means that working hours (Y_1) is not a mediating variable. If the p-value < 0.05 or z count > z table, then H_0 it is rejected, which means the amount of working hours (Y_1) is a mediating variable.

4) Calculation

$$Z = \frac{\beta_1 \beta_9}{\Sigma \beta_1 \beta_9}$$

$$S_{\beta 1 \beta 9} = \sqrt{\beta_9^2 S_{\beta_1}^2 + \beta_1^2 S_{\beta_9}^2}$$

$$S_{\beta 1 \beta 9} = \sqrt{(6{,}517)^2 (7962{,}409)^2 + (26240{,}008)^2 (2{,}587)^2}$$

$$= 85444.52063634$$

$$Z = \frac{(6{,}517)(26240{,}008)}{85444{,}52063634} = 2.00137037$$

5) Conclusion

Therefore $|Z_{hitung}|$ of 2.001 > 1.960, then H_1 it is accepted H_0 and rejected which means that the amount of working hours (Y_1) is an intervening or mediating variable between the level of education (X_1) and income (Y_2) of female culinary traders in Jembrana Regency.

d. **Mediation test for the variable Working Hours (Y_1)on the influence of the number of family dependents (X_2)on the income of female traders (case study of culinary traders in Jembrana Regency) (Y_2).**

1) Hypothesis Formulation

H_0: The number of working hours (Y_1) is not a mediating variable in the influence of the number of family dependents (X_2) on the income of female traders (case study of culinary traders in Jembrana Regency) (Y_2).

H_1: Working hours (Y_1) as a mediating variable for the influence of the number of family dependents (X_2) on the income of female traders (case study of culinary traders in Jembrana Regency) (Y_2).

2) Significance Level

α = 5% (0.05) then you will get Z_{tabel} 1.96

3) Testing Criteria

If the p-value ≥ 0.05 or z count ≤ z table, then H_0it is accepted, which means that working hours (Y_1) is not a mediating variable. If the p-value < 0.05 or z count > z table, then H_0it is rejected, which means the amount of working hours (Y_1) is a mediating variable.

4) Calculation

$$Z = \frac{\beta_2 \beta_9}{\sum \beta_2 \beta_9}$$

$$S_{\beta 2 \beta 9} = \sqrt{\beta_9^2 S_{\beta_2}^2 + \beta_2^2 S_{\beta_9}^2}$$

$$S_{\beta 2 \beta 9} = \sqrt{(19{,}021)^2\ (7962{,}409)^2 + (26240{,}008)^2\ (6{,}721)^2}$$

$$= 232466.20310675$$

$$Z = \frac{(19{,}021)(26240{,}008)}{232466{,}20310675} = 2.14702674$$

5) Conclusion

Therefore $|Z_{hitung}|$amounting to 2,147 > 1,960, then H_1 it is accepted H_0 and rejected, which means that the amount of working hours (Y_1) is an intervening or mediating variable between the number of family dependents (X_2) and the income (Y_2) of female culinary traders in Jembrana Regency.

e. **Mediation test for the working hours variable (Y_1)on the influence of marital status (X_3)on the income of female traders (case study of culinary traders in Jembrana Regency) (Y_2).**

1) Hypothesis Formulation

H_0: Working hours (Y_1) is not a mediating variable in the influence of Marital Status (X_3) on the Income of female traders (case study of culinary traders in Jembrana Regency) (Y_2).

H_1: Working hours (Y_1) as a mediating variable in the influence of Marital Status (X_3) on the Income of female traders (case study of culinary traders in Jembrana Regency) (Y_2).

2) Significance Level

$\alpha = 5\%$ (0.05) then you will get Z_{tabel} 1.96

3) Testing Criteria

If the p-value ≥ 0.05 or z count $\leq$ z table, then H_0 it is accepted, which means that working hours (Y_1) is not a mediating variable. If the p-value < 0.05 or z count $>$ z table, then H_0 it is rejected, which means the amount of working hours (Y_1) is a mediating variable.

4) Calculation

$$Z = \frac{\beta_3 \beta_9}{\Sigma \beta_3 \beta_9}$$

$$S_{\beta 3 \beta 9} = \sqrt{\beta_9^2 S_{\beta_3}^2 + \beta_3^2 S_{\beta_9}^2}$$

$$S_{\beta 3 \beta 9} = \sqrt{(34{,}893)^2 (7962{,}409)^2 + (26240{,}008)^2 (12{,}072)^2}$$

$$= 421347.41668951$$

$$Z = \frac{(34{,}893)(26240{,}008)}{421347{,}41668951} = 2.17301107$$

5) Conclusion

Therefore $|Z_{hitung}|$ of 2.173 > 1.960, then H_1 it is accepted H_0 and rejected which means that the amount of working hours (Y_1) is an intervening or mediating variable between marital status (X_3) and income (Y_2) of female culinary traders in Jembrana Regency.

f. **Mediation test for the working hours variable (Y_1)on the influence of migration status (X_4)on women traders' income (case study of culinary traders in Jembrana Regency) (Y_2).**

1) Hypothesis Formulation

H_0: The number of working hours (Y_1) is not a mediating variable in the influence of Migration Status (X_4) on the Income of female traders in (case study of culinary traders in Jembrana Regency) (Y_2).

H_1: Working hours (Y_1) as a mediating variable in the influence of Migration Status (X_4) on the Income of female traders (case study of culinary traders in Jembrana Regency) (Y_2).

2) Significance Level

α = 5% (0.05) then you will get Z_{tabel} 1.96

3) Testing Criteria

If the p-value ≥ 0.05 or z count ≤ z table, then H_0it is accepted, which means that working hours (Y_1) is not a mediating variable. If the p-value < 0.05 or z count > z table, then H_0it is rejected, which means the amount of working hours (Y_1) is a mediating variable.

4) Calculation

$$Z = \frac{\beta_4 \beta_9}{\sum \beta_4 \beta_9}$$

$$S_{\beta 4 \beta 9} = \sqrt{\beta_9^2 S_{\beta_4}^2 + \beta_4^2 S_{\beta_9}^2}$$

$$S_{\beta 3 \beta 9} = \sqrt{(45{,}122)^2\ (7962{,}409)^2 + (26240{,}008)^2\ (11{,}938)^2}$$

$$= 476665.04517426$$

$$Z = \frac{(45{,}122)(26240{,}008)}{476665{,}04517426} = 2.48392798$$

5) Conclusion

Therefore $|Z_{hitung}|$amounting to 2,484 > 1,960, then H_1 it is accepted H_0 and rejected, which means the amount of working hours (Y_1) is an intervening or mediating variable between migration status (X_4) and income (Y_2) of female culinary traders in Jembrana Regency.

B. Research result

1. Direct Influence

Direct testing was carried out with the aim of determining the influence of the variables level of education (X_1), number of family dependents (X_2), marital status (X_3), migration status (X_4)directly on the working hours (Y_1)and income of female culinary traders (Y_2)in Jembrana Regency. The real level used in testing the direct influence was a = 5% or 0.05.

a. The direct influence of the level of education (X_1)on the number of working hours (Y_1)of female culinary traders in Jembrana Regency obtained a *standardized coefficient value* of 0.204 with a significance value of 0.013, meaning that H_0it was rejected and H_1 accepted. A significant value of 0.013 <0.05 means that the level of education (X_1)directly has a significant effect). on the amount of working hours (Y_1). This shows that the level of education has a positive relationship with the amount of working hours, which means that the higher the level of education, the more hours spent working. So, the higher a person's level of education tends to make that person value time more. Marita (2013) states that the level of education has a positive and significant effect on women's working hours in Pedurungan District and Tembalang District, Semarang City. The higher the level of education, the more efficient the system implemented in the household, so that more time is devoted to work.

The results of this research were also strengthened by an in-depth interview with one of the respondents who argued that:

"In my opinion, the higher a person's level of education, the more influence they will have on their mindset regarding efforts to increase income by increasing working hours longer so that their merchandise will have more buyers" (Siti Nur Hasanah, 9 February 2024).

b. The direct influence of the number of family dependents (X_2)on the number of working hours (Y_1)of female culinary traders in Jembrana Regency obtained a *standardized coefficient value* of 0.227 with a significance value of 0.006 meaning that H_0it was rejected and H_1 accepted. A significant value of 0.006 <0.05 means that the number of family dependents (X_2)directly and significantly influences the amount of working hours (Y_1). This shows that the number of family dependents has a positive and significant relationship with the amount of working hours, which means that the greater the number of family dependents For female culinary traders, the more culinary traders

devote their time to trading. So, with each increase in the number of dependents in the family, the female traders will increase the number of hours they work, due to the high costs of family needs, such as school, food, etc. According to research conducted by Febriani *et.al.*, (2023) The number of family dependents has a positive and significant effect on working hours. This means that the more dependent family members are, the more working hours will increase due to the responsibility to meet the family's needs. The results of this research were also strengthened by an in-depth interview with one of the respondents who argued that:

"I have 3 dependents while I am the backbone of the family, so I have to devote more time to trading in order to meet all the family's living expenses" (Santri Maspupah, January 17 2024)

c. The direct influence of marital status (X_3)on the number of working hours (Y_1)of female culinary traders in Jembrana Regency obtained a *standardized coefficient value* of 0.246 with a significance value of 0.005, meaning that H_0it was rejected and H_1 accepted. A significant value of 0.005 <0.05 means that marital status (X_3)directly and significantly influences the amount of working hours (Y_1). This shows that marital status has a positive and significant relationship with the amount of working hours, which means that married female culinary traders tend to have higher hours of work compared to unmarried female culinary traders. If someone is married, they will have greater responsibilities towards their family so they will devote more time to work and earn more income by Putra and Sudibia (2018) that marital status has a positive and significant effect on the amount of working hours in informal sector businesses in Darmasaba Village, Badung Regency.
d. The direct influence of migration status (X_4)on the number of working hours (Y_1)of female culinary traders in Jembrana Regency obtained a *standardized coefficient value* of 0.316 with a significance value of <0.001 meaning that H_0it was rejected and H_1 accepted. A significant value of <0.001 <0.05 means that migration status (X_4)directly and significantly influences the amount of working hours (Y_1). Culinary traders with migrant status have an average of 0.316 more working hours than culinary traders with non-migrant status. This In line with the results of research conducted by Pramana & Sudibia (2021), structural background factors and benefits of the destination area as well as individual background influence a person's decision to make a decision.

Migration status is a variable that has a positive and significant effect on the amount of working hours.

e. The direct influence of education level (X_1)on the income of (Y_2)female culinary traders in Jembrana Regency obtained a *standardized coefficient value* of 0.265 with a significance value of <0.001 meaning that H_0it was rejected and H_1 accepted. A significant value of <0.001 <0.05 means that the level of education (X_1)directly and significantly influences income) (Y_2). This shows that the level of education has a positive relationship with the income of female culinary traders, which means that the higher the level of education, the more income they earn. by female culinary traders, this is because the higher the level of education, the more skilled a person becomes and the higher their work productivity. This is reinforced by Sobri in Pramana & Sudibia (2021) that through education it is hoped that it can change the mindset of Balinese female workers to become more professional so that they can become more professional. optimal production and service processes. The greater the number of qualified human resources roughly reflects the increase in a country's economic growth. This is also confirmed by research conducted by Maryunus Jomi (2020) in which the level of education has a positive and significant effect on traders' income.

The results of this research were also strengthened by an in-depth interview with one of the respondents who argued that:

"In my opinion, the higher a person's level of education, the broader their insight and thoughts and ideas will be for building and developing a business so that it develops more, so in my opinion this higher education is very influential in increasing a person's income, so that the businesses opened in the future will be of better quality. creative ideas" (Komang Indayani, 27 January 2024).

f. The direct influence of the number of family dependents (X_2)on the income of (Y_2)female culinary traders in Jembrana Regency obtained a *standardized coefficient value* of 0.140 with a significance value of 0.017, meaning that H_0it was rejected and H_1 accepted. A significant value of 0.017 < 0.05 means that the number of family dependents (X_2)directly has a significant effect on the income of (Y_2)female culinary traders. This shows that the number of family dependents has a positive and significant relationship to the income of female culinary traders, which means that the greater the number family responsibilities, the income of female culinary traders increases, the number of people who still need to be supported will affect the burden on the head of

the family and also on the wife. The greater the number of dependents, the more motivating the head of the family and wife will work harder to obtain an income that is sufficient for the family's needs. The results of this research are in accordance with research conducted by Dewi & Dewi (2018), which states that the number of family dependents has a positive and significant effect on income.

The results of this research were also strengthened by an in-depth interview with one of the respondents who argued that:

"If someone is married, it definitely requires quite a lot of money. If you only rely on your husband's income, sometimes it is not enough to buy your children's needs and also school fees, so I help to find additional income by selling" (Tutik, 23 January 2024).

g. The direct influence of marital status (X_3)on the income (Y_2)of female culinary traders in Jembrana Regency obtained a *standardized coefficient value* of 0.237 with a significance value of <0.001 meaning that H_0it was rejected and H_1 accepted. A significant value of <0.001 <0.05 means that marital status (X_3)directly has a significant effect on the income (Y_1)of female culinary traders. This shows that marital status has a positive and significant relationship with the income of female culinary traders, which means female culinary traders who have Married people tend to have higher incomes compared to unmarried female culinary traders. In research conducted by Gurrentz (2018) in the United States, the average income for full-time workers has a positive and significant effect on married men. but it is only significant for married women. Other research shows that overall someone who is married has a much higher income than someone who is not married. When analyzed by gender, the results are that married men have a significantly higher income of around $81,000 while married women about $35,000. The income of married women is close to the income of unmarried men. Meanwhile, unmarried women have the lowest income, namely around $28,000 (Mohan-Neill, Hoch, & Li, 2014).

The results of this research were also strengthened by an in-depth interview with one of the respondents who argued that:

"Someone who is married, let alone has children, like me, tends to be more productive and active in work, because they usually have plans and also help with household needs, because if you only rely on your husband's salary, sometimes you can't meet your household needs, let alone In the current era, prices of all basic commodities have

increased. "By working as a trader with free time, you can still divide your time to take care of your family" (Sri, 25 January 2024).

h. The direct influence of migration status (X_4)on the income of (Y_2)female culinary traders in Jembrana Regency obtained a *standardized coefficient value* of 0.275 with a significance value of <0.001 meaning that H_0it was rejected and H_1 accepted. A significant value of <0.001 <0.05 means that migration status (X_4)directly has a significant effect on the income (Y_2)of female culinary traders. This shows that migration status has a positive and significant relationship with income, which means that female culinary traders who have migrant status tend to have higher incomes compared to female culinary traders who have non-migrant status, in this case migration is one of the first steps for rural households to earn their livelihood and to adapt to the rapidly changing economic environment The destination area encourages someone to work harder so that income will increase.

This is in line with the results of research conducted by Manning (2013) that moving from the area of origin to the destination area is a wrong path that has great potential to increase income. According to Jasmiyanto and Handini (2016), Solo migrants who work as herbal medicine sellers in Surabaya have a good work ethic, namely working hard because as migrants of course they have the urge to work harder than non-migrants because of economic incentives, responsibilities in their hometown and the feeling of shame in returning to their hometown. page with failed state in its overseas.

i. The direct influence of working hours (Y_1)on the income of (Y_2)female culinary traders in Jembrana Regency obtained a *standardized coefficient value* of 0.237 with a significance value of 0.001, meaning thatH_0 rejected and H_1 accepted. A significant value of 0.001 < 0.05 means that the amount of working hours (Y_1)directly has a significant effect on the income of (Y_2)female culinary traders. This shows that the amount of working hours has a positive and significant relationship with income, which means that if the amount of working hours increases then income Earnings will also increase, even though this culinary trading business is not bound by time, determining operating hours for producing and marketing merchandise has an impact on the income received. Traders should set working hours that are appropriate and appropriate to the type of business they are involved in so as to obtain results maximum sales.

This is confirmed by the results of research conducted by Ammar Allam (2019) that working hours have a positive and significant effect on income, which means that if

there is an increase in working hours it will increase traders' income. This is possible because the longer selling time certainly opens up opportunities. for subsequent consumers to view and ultimately purchase merchandise.

The results of this research were also strengthened by an in-depth interview with one of the respondents who argued that:

"I usually work 9 hours, culinary traders like us are not like office workers, we work irregular hours, because when it's the holiday season and it's busy, I'll work longer than usual. I work and never have holidays except holidays. or just sick. "Usually during the holiday season many people go home and this is where I get the opportunity to earn more income by selling for longer" (Lucky, 16 January 2024) .

2. Indirect Influence

a. Mediation test for the variable level of education which influences income through working hours

Because the Z value (2.001) is greater than 1.96, the education level variable influences the income of female culinary traders through the working hours variable. In other words, the income variable is not a variable that mediates the effect of education level on working hours. This research is in accordance with research conducted by Putra & Sudibia (2018) which states that working hours is a mediating variable capable of providing a positive and significant influence on the relationship between education level and income in informal sector businesses in Darmasaba Village, Badung Regency.

b. Mediation test for the variable number of family dependents influences income through working hours

Because the Z value (2.147) is greater than 1.96, the variable number of family dependents influences the income of female culinary traders through the variable working hours. This explains that working hours as a mediating variable can have a significant influence on the relationship between the number of dependents and the income of female culinary traders in Jembrana Regency.

c. Mediation test of the marital status variable influences income through working hours

Because the Z value (2.173) is greater than 1.96, the marital status variable influences the income of female culinary traders through the working hours variable. The amount of working hours as a mediating variable is able to have a significant

influence on the relationship between marital status and income for female culinary traders.

d. Mediation test of the migration status variable influences income through working hours

Because the Z value (2.484) is greater than 1.96, the migration status variable influences the income of female culinary traders through the working hours variable. This means that when migration status increases, income can immediately increase if the amount of working hours increases.

CONCLUSIONS AND RECOMMENDATIONS

Based on the results of the analysis and discussion in the previous chapter regarding the analysis of the determinants of working hours and income of female traders (Case study of culinary traders in Jembrana Regency), the following conclusions can be drawn:

1. The level of education and the number of family dependents of female culinary traders have a positive and significant effect on the amount of working hours. This means that the higher the level of education and the number of family dependents one has, the more influence it will take to increase the working hours of female culinary traders.
2. Married female culinary traders have a higher number of working hours than unmarried female culinary traders.
3. Female culinary traders with migrant status have a higher number of working hours than non-migrant female culinary traders.
4. Education level, number of family dependents, and the number of working hours of female culinary traders have a positive and significant effect on income. This means that the higher the level of education, the number of family responsibilities, and the amount of working hours they have, the more influence it will have on increasing the income of female culinary traders.
5. Married female culinary traders earn higher incomes compared to unmarried female culinary traders.
6. Female culinary traders with migrant status earn higher incomes compared to non-migrant female culinary traders.
7. The amount of working hours mediates the influence of education level, number of family dependents, marital status, and migration status on the income of female culinary traders in Jembrana Regency. This means that when the education, number of family dependents,

marital status and migration status of female culinary traders increases, this does not mean they can immediately increase their income without increasing the amount of working hours.

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