

Analysis of the Influence of Education and Regional Minimum Wage Value on Employment Opportunities and Economic Growth of the District/City of Bali Province 2011-2022

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Abstract. Low levels of education and minimum wages make job opportunities even lower, thus having an impact on economic growth. Various efforts are designed and implemented by the regional government which are solely used to increase growth for the region itself and are then expected to have a positive impact on the welfare of the community, however, there is still inequality in community welfare between districts/cities in Bali Province. The objectives of this research are 1) to analyze the influence of education level and minimum wage on employment opportunities in Bali Province, 2) to analyze the influence of education level, minimum wage and employment opportunities on economic growth in Bali Province, 3) To analyze how the influence of employment opportunities mediates education level and minimum wage on economic growth in Bali Province. The analysis techniques used in this research are descriptive analysis and path analysis. The data used is panel data consisting of a combination of time series and cross section data with 120 observations obtained through secondary data. The results of this research show that 1) the level of education has a positive and significant effect on job opportunities in Bali Province, 2) the minimum wage has a positive and significant effect on job opportunities in Bali Province, 3) the level of education has a positive and significant effect on economic growth in the Province Bali, 4) the minimum wage has a positive and significant effect on the economic growth of Bali Province, 5) employment opportunities as an intervening variable or mediate the level of education and the minimum wage on employment opportunities in the Province of Bali.

Keywords: Level Education, Minimum Wage, Job Opportunities, Economic Growth

INTRODUCTION

Employment problems have become a common and very basic problem experienced by almost all countries in the world. This problem is not far from the problem of employment opportunities, low wage levels and low productivity. This problem has become quite a complex problem for every country, which includes several aspects, namely social, political and economic welfare (Yuliarti, 2006). Indonesia is a developing country with a very high population density. The population in Indonesia continues to increase every year, the condition of the population in Bali has also increased quite significantly, which has an impact on the increase in the number of people looking for work. The population of Bali Province has now reached 4.32 million people.

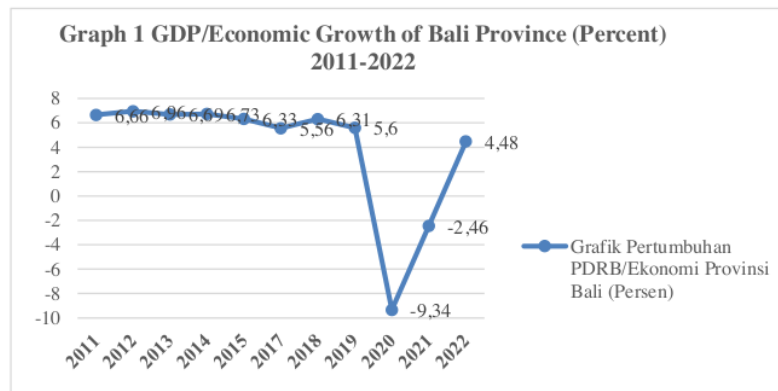
Bali Province is one of the areas that is easy to reach, which makes migration and urbanization inevitable. This situation can affect employment which can cause an overflow of the productive age population (Arief & Heny, 2015). Based on information obtained from BPS Bali Province in 2021 regarding the number of working age population in 2010-2019, it

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is known that the highest number of working population was in 2018, namely 2,490,870 people with a TPAK of 76.78%, and in 2013 to 2016 experienced an increase but in 2019 it decreased by 2,428,679 people (Karmini & Pande Wiasih, 2021). There are still employment problems apart from the unemployment rate, such as the number of workers, wages, quality and distribution of labor which is not evenly distributed to remote areas in Bali.

The growth that occurred in population and the workforce was not matched by growth in the absorption of the existing workforce. According to Sadono Sukirno (2010:55) states that economic growth is an increase in activities in the economic sector so that the number of goods and services produced in society increases and so does the welfare of society. This economic growth shows that there is activity in the economy which causes an increase in the production of goods and services and is followed by community prosperity which is usually seen from Gross Regional Domestic Product (GRDP) income (Oka & Sudarsana, 2015). Increasing economic growth is an effort to overcome the problem of a workforce that has not been maximally absorbed. Economic growth has long been an indicator of the success of economic development in overcoming population growth (Sukirno, 2007).



Source: Bali Province Central Statistics Agency, 2023

Graph 1 explains that the rate of economic growth in Bali Province from 2011 to 2022 has fluctuated. The same thing also happened to the economic growth in Bali Province from 2011 to 2022 which experienced fluctuations, the highest economic growth occurred in 2014, which amounted to 6.73 percent, which was an increase of 0.04 percent from the previous year. Meanwhile, the lowest economic growth occurred in 2020, namely -9.34 percent or a decrease of 14.94 percent from the previous year. The increase/decrease in economic growth is due to regional economic conditions such as inflation, deflation, the role of each economic

sector, and the level of purchasing power of the Balinese people in general. Several policies have been developed by the Bali Provincial government to overcome economic growth, one of which is by encouraging employment opportunities in order to create and improve community welfare (Samuel, 2017).

Job opportunities in general are a condition that reflects the number of the total workforce that can be absorbed or actively participate in economic activities. Job opportunities are the availability of employment opportunities for the workforce who need work. So it can be said that a job opportunity is an opportunity that must be fought for by job seekers so that they can get a job and live a decent life and prosper themselves and their families (Syahril, 2014). Job opportunities can show the level of participation of a country's people in developing its economy. Apart from that, this indicator can be used as a benchmark for the government's success in implementing its economic policies. High economic growth will be followed by an expansion of employment opportunities which will ultimately lead to an increase in people's income (Sunariani, 2014).

Table 1. Working Population by Regency/City of Bali Province (People) 2011-2022

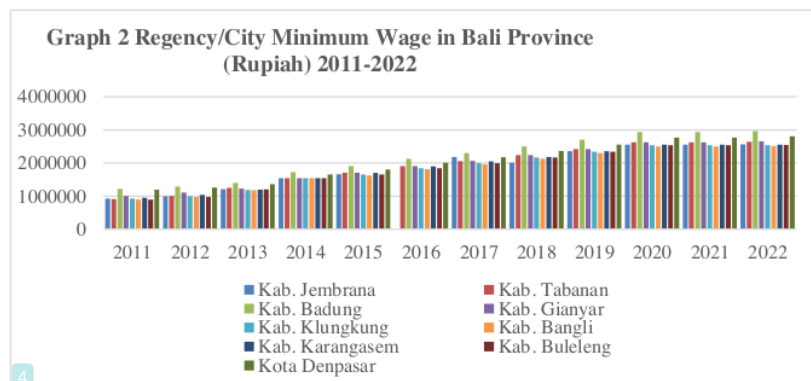
Kabupaten/ Kota	Penduduk Yang Bekerja											
	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Jembrana	146 869	152 066	135 611	142 086	142 434	152 549	162 665	162 872	143 403	158 203	171 760	172 282
Tabanan	244 038	261 379	262 044	262 006	264 113	255 433	246 754	274 282	270 736	265 435	266 889	276 569
Badung	302 822	319 930	325 012	322 913	338 816	341 022	343 229	364 318	382 119	367 619	376 637	388 428
Gianyar	258 004	266 747	262 409	265 787	283 779	292 074	300 370	310 651	303 944	270 591	270 510	314 934
Klungkung	92 772	96 527	99 416	100 803	104 130	104 051	103 972	106 942	105 314	101 058	98 691	112 973
Bangli	139 202	141 782	140 122	143 857	135 709	139 134	142 559	148 423	145 481	143 650	144 897	150 045
Karangasem	232 241	238 928	242 195	240 451	241 983	240 362	238 742	256 342	254 66	252 869	256 630	270 291
Buleleng	332 090	348 514	345 423	333 594	345 326	351 716	358 107	375 393	339 818	362 851	355 940	371 334
Denpasar	411 120	426 602	429 844	461 135	468 515	483 212	501 909	526 484	523 524	501 143	499 900	550 214
Provinsi Bali	2 159 158	2 252 475	2 242 076	2 272 632	2 324 805	2 416 555	2 398 307	2 525 707	2 469 006	2 423 419	2 441 854	2 607 070

Source: Bali Province Central Statistics Agency (BPS), 2023 data processed

Based on Table 1 above, the development of the number of working residents according to the Regency/City of Bali Province fluctuates every year. It can be seen that the number of working people in Bali Province has fluctuated, where in 2011 the number of working people was 2,159,158 people, then increased in 2012 to 2,252,475 people. In 2013 there was a decrease of 2,242,076 people, and from 2014 to 2016 it continued to increase until it reached 2,416,555 people. In 2017 it decreased again by 2,398,307 people and increased in 2018 by 2,525,707 people, in 2019 it decreased again to 2,469,006 people. From 2020 to 2022, it will continue to increase until it reaches 2,607,070 people. The level of employment

opportunities is not evenly distributed across all districts/cities in Bali Province. There are actually more high job opportunities in the South Bali area. Denpasar City and Badung Regency are the areas with the highest number of workers employed every year. Mudrajad, (2013) Classical theory puts forward a view regarding employment opportunities, namely that equilibrium output and prices can only be achieved if the economy is at full employment level. Mudrajad, (2013) Based on Keynes's view, economic activity depends on the demand aspect, that is, it depends on spending or aggregate spending carried out by the economy at a certain time. Syahrina & Abdul (2015) stated in their research that employment opportunities have a positive influence on economic growth.

The fundamental employment problem that occurs in Indonesia, especially Bali, is the wage level. According to Mankiw, NG (2000), wages are one of the factors that influence the unemployment rate, because an increase in the minimum wage will reduce demand for labor which will lead to unemployment. Neumark (2007) mentions wage levels as a supporting factor in labor absorption. The higher the wage level set by the government will affect the number of people working (Alghofari, 2009). Minimum Wage is a minimum standard used by entrepreneurs or industrial players to provide wages to employees, employees or laborers in their business or work environment. According to Atiyatna et al, (2016) who stated that the regional minimum wage (UMR) has a positive effect on employment opportunities. The development of the district minimum wage in Bali Province continues to increase every year. It is hoped that the determination of an increase in the minimum wage every year will ensure that everyone gets a decent wage that can be used to meet their living needs, because with the increase in the district minimum wage it is felt that it has met the living needs of the people in the area.



Source: Bali Province Central Statistics Agency (BPS), 2022 data processed

Graph 2 states that the Minimum Wage in Bali Province in 2011-2022 increases every year. In this research, the largest provincial minimum wage for the 2011-2022 period is Badung Regency, followed by the Denpasar City UMP. The smallest UMP for the 2011-2022 period is Bangli Regency. The high minimum wage issued by the government will increase job opportunities and work motivation will also increase and vice versa, if the wage set in an area is too low it will result in high levels of unemployment in that area (Rangga Pramudjasi. T, et al. , 2019).

According to Dian et al., (2015), another factor that also influences economic growth, employment opportunities and wages is education, for individuals who are able to continue their education to higher education are generally based on the hope that there will be more open job opportunities and career development in the future. . The fact that the opportunity to get a job is increasingly difficult due to the country's economic and political policies which are not in favor of opening up the widest possible employment opportunities for the people means that there is no guarantee that college graduates will have the ease of getting a job. This condition has the potential to give rise to anxiety about employment difficulties in each individual.

Table 2. Average Years of Schooling by City/Regency in Bali Province 2011-2022

Kabupaten/ Kota	Rata-Rata Lama Sekolah											
	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Jembrana	7,23	7,25	7,27	7,3	7,54	7,59	7,62	7,95	8,22	8,23	8,35	8,64
Tabanan	7,68	7,76	7,83	7,91	8,07	8,1	8,43	8,64	8,87	8,88	9,14	9,15
Badung	8,96	9,07	9,18	9,29	9,44	9,9	9,99	10,06	10,38	10,39	10,62	10,64
Gianyar	7,73	7,99	8,24	8,28	8,49	8,86	8,87	8,92	8,94	9,04	9,29	9,55
Klungkung	6,68	6,81	6,88	6,9	6,98	7,06	7,46	7,75	8,12	8,13	8,14	8,46
Bangli	5,97	6,01	6,35	6,38	6,41	6,44	6,8	7,13	7,16	7,17	7,18	7,47
Karangasem	4,6	5,22	5,34	5,39	5,42	5,48	5,52	5,97	6,31	6,32	6,33	6,67
Buleleng	6,39	6,51	6,63	6,66	6,77	6,85	7,03	7,04	7,08	7,24	7,25	7,56
Denpasar	10,59	10,82	10,9	10,96	11,02	11,14	11,15	11,16	11,23	11,47	11,48	11,5
Provinsi Bali	7,77	8,05	8,1	8,11	8,26	8,36	8,55	8,65	8,84	8,95	9,06	9,39

Source: Bali Province Central Statistics Agency (BPS), 2023 data processed

Table 2 shows that the average length of schooling for residents in Bali Province by Regency/City continues to improve every year. In the last 10 years, Denpasar City has always been ranked first in terms of average length of schooling and 2022 is the year where the average length of schooling is the highest compared to the last 10 years, reaching 11.50, which

is an increase of 0.02 years compared to 2021, and the region with the lowest average length of schooling in Bali Province, namely Karangasem Regency, but every year the average length of schooling in Karangasem Regency also increases quite well. According to Mankiw (2012) education is a form of individual investment, where the higher the education, the welfare of an individual will increase and this will also affect the economic welfare of a country in the long term. According to Dian et al. (2015) Education is an important factor in the development of human resources (HR). Education not only increases knowledge but also improves work skills, thereby increasing work productivity. Education is something that influences employment opportunities, having a high level of education gives a person the opportunity to make the results or wages they receive lower. Increasing education expenditure can have a positive impact on increasing labor productivity, labor absorption, physical capital, regional output, Gross Regional Domestic Product (GRDP) per capita, disposable income, government revenue, government expenditure, household expenditure, investment, expenditure per capita, as well as reducing unemployment rates, income inequality and poverty.

Based on the previous description, by looking at the relationship between education, minimum wage, economic growth and job opportunities, researchers are interested in conducting research with the title Analysis of the Effect of Education and Increases in Regional Minimum Wage Values on Job Opportunities and Economic Growth in Regencies/Cities of Bali Province with the aim of finding out whether Education and the increase in the minimum wage affect employment opportunities and economic growth in Bali Province.

5 **RESEARCH METHODS**

This research uses an associative quantitative approach. This research was conducted to determine the relationship of several variables, namely education level, minimum wage, employment opportunities on the economic growth of Bali Province. The location of this research is in Bali Province. The data used in this research are data published by the Central Statistics Agency (BPS) relating to the object of this research. The object of this research focuses on studying four variables, namely education, regional minimum wages, employment opportunities, and economic growth in Bali Province. This research uses panel data, namely combined data between time series data for 2011-2022 (12 years) and cross sections of 9 districts/cities in Bali Province. The total data from this research is 108 observations. The data source used in this research is secondary data. Secondary data in this research consists of data on education levels, minimum wages, employment opportunities, and economic growth in the

districts/cities of Bali Province from 2011 to 2022.

The data collection method used in this research is documentation and literature study methods. The data in this research was collected by studying and recording data obtained from the Bali Province Central Statistics Agency (BPS) regarding unemployment rates, poverty levels, education levels, minimum wages, employment opportunities and economic growth in Bali Province. And the data analysis techniques used are descriptive statistical analysis, path analysis. The techniques are as follows

The regression equation for path analysis used in this research is as follows: Structural

$$\text{model 1: } Y_1 = \alpha + \beta_1 X_1 + \beta_2 X_2 + e_1 \dots\dots\dots(1)$$

$$\text{Structural model 2: } Y_2 = \alpha + \beta_3 X_1 + \beta_4 X_2 + \beta_5 Y_1 + e_2 \dots\dots\dots (2)$$

Information:

Y_1 = Job Opportunities

Y_2 =

α = Constant

X_1 = Education

X_2 = Minimum Wage

$\beta_1, \beta_2, \beta_3, \dots$ = Regression Coefficient of each Variable

RESULTS AND DISCUSSION

Results of Descriptive Statistical Analysis

Table 3. Results of Descriptive Statistical Analysis

	<i>N</i>	<i>Mean</i>	<i>Median</i>	<i>Maximum</i>	<i>Minimum</i>	<i>Std. Dev.</i>
Education level (X1)	108	8.105833	8.060000	11.50000	4.600000	1.578127
Minimum wage (X2)	108	1916772.	1974632.	2961285.	890000.0	594783.2
Job opportunities (Y1)	108	4.177250	5.930000	9.970000	-16.55	4.396719
Economic growth (Y2)	108	475092.7	268590.0	2607070.	92772.00	647471.0

Based on the results of descriptive statistical analysis shown in Table 3, the education level variable has a mean value of 8.105. This means that the average population in Bali Province has an average of 8 years of education. The education level variable has a minimum value of 4.60 and a maximum value of 11.5. The minimum wage variable has a mean value of 1916772. This means that the average population in districts/cities in Bali Province has the lowest minimum wage of IDR 1,916,772. The minimum wage variable has a minimum value of 890,000 and a maximum value of 2,961,285. The employment opportunity variable has a mean value of 4.17. This means that the average employment opportunity in districts/cities in

Bali Province is 4.17 percent. The employment opportunity variable has a minimum value of -16.55 percent and a maximum value of 9.97 percent. The economic growth variable has a mean value of 475,092.7. This means that the average economic growth of districts/cities in Bali Province is 475,092.7. The economic growth variable has a minimum value of 92,772 and a maximum value of 2,607,070.

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Path Analysis

Table 4. Results of Path Analysis of Regression Equation 1 (Education Level and Regional Minimum Wages on Job Opportunities)

<i>Variables</i>	<i>R-squared</i>	<i>Coefficient</i>	<i>Std Error</i>	<i>T statistic</i>	<i>Prob.</i>
Constanta		0.003	0.085	0.041	0.968
X1 Education level	0.083876	0.201	0.093	2,149	0.034
X2 Minimum wage		0.192	0.086	2,249	0.026

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 Table 4 shows that the variable education level () with a coefficient value of 0.201 and a prob value. $0.039 < 0.05$, this means that the level of education has a positive and significant effect on employment opportunities () in the Regency/City of Bali Province. The minimum wage variable () has a coefficient value of 0.192 and a probability value of $0.031 < 0.05$, this means that the minimum wage has a positive and significant effect on employment opportunities () in the Regency/City of Bali Province. $X_1 Y_1 X_2 Y_1$

8
 Based on the results of the analysis of substructural path 1 shown in the table above, the structural equation obtained is as follows:

$$Y_1 = \alpha + \beta_1 X_1 + \beta_2 X_2 + e_1$$

$$Y_1 = 0.003 + 0.201 X_1 + 0.192 X_2 + e_1$$

Table 5. Results of Path Analysis of Regression Equation 2 (Education Level, Regional Minimum Wage and Job Opportunities on Economic Growth)

Variables	R-squared	Coefficient	Std Error	T statistic	Prob.
Constanta		-0.121	0.055	-2,193	0.030
X1 Education level		0.260	0.062	4,200	0,000
X2 Minimum wage	0.533010	0.236	0.057	4,166	0,000
Y1 Job opportunities		0.456	0.060	7,590	0,000

Table 5 shows that the education level variable () has a coefficient value of 0.260 and a prob value of 0.000 < 0.05, this means that the level of education has a positive and significant effect on economic growth () in the Regency/City of Bali Province. Minimum wage variable () with a coefficient value of 0.236 and a prob value. 0.000 < 0.05, this means that the minimum wage has a positive and significant effect on economic growth () in the Regency/City of Bali Province. The employment opportunity variable () with a coefficient value of 0.456 and a prob value. 0.000 < 0.05, this means that employment opportunities have a positive and significant effect on economic growth () of districts/cities in Bali Province.

$$Y_2 = \alpha + \beta_3 X_1 + \beta_4 X_2 + \beta_5 Y_1 + e_2$$

$$Y_2 = -0.121 + 0.260 + 0.236 + 0.456 + X_1 X_2 Y_1 e_2$$

Based on substructural model 1 and substructural 2, the calculation of the standard error value is as follows:

$$e_i = \sqrt{(1 - R_i^2)}$$

$$e_1 = 0.95718 \sqrt{1 - R_1^2} = 0.95718 \sqrt{1 - 0.0838}$$

$$e_2 = 0.68337 \sqrt{1 - R_2^2} = 0.68337 \sqrt{1 - 0.5330}$$

Based on the calculation of the standard error value above, the standard error result for the Unemployment variable (e1) is 0.95718 and the standard error for the poverty level variable (e2) is 0.68337. The calculation of the total coefficient of determination is as follows:

$$R^2_m = 1 - (2)(e_1 e_2)$$

$$R^2_m = 1 - (0.95718)(0.68337)$$

$$R^2_m = 1 - (0.91619)(0.46699)$$

$$R^2_m = 1 - 0.4278$$

$$R^2_m = 0.5722$$

The total determination value is known to be 0.5722 or in other words the information contained in the data is 57.22% of the variation in economic growth in the districts/cities of Bali Province is influenced by variations in education levels, minimum wages and employment opportunities, while the remaining is 32.52% is explained by other factors not included in the research model.

Table 6. Results of Direct Effect, Indirect Effect and Total Effect of Variables Level of Education, and Minimum Wage on the Level of Employment Opportunities and Economic Growth

Connection Variable	Influence		Influence Total
	Direct	Indirect Via Y1	
X1-Y1	0.2006		0.2006
X2 -Y1	0.1923		0.1923
X1-Y2	0.2596	0.0913	0.3509
X2 -Y2	0.2362	0.0453	0.2815
Y1-Y2	0.4555		0.4555

- 1) Direct effect of education level (X1) on employment opportunities (Y1)

Based on the results of the analysis of the influence of education level on the level of employment opportunities, a significance value of 0.0337 was obtained with a regression coefficient value of $\beta_1 = 0.2006$. The significance value of $0.0337 < 0.05$ indicates that H_0 is rejected and H_1 is accepted. These results mean that the level of education has a positive and significant effect on employment opportunities.

- 2) Direct effect of minimum wage (X2) on employment opportunities (Y1)

Based on the results of the analysis of the influence of the minimum wage on the level of employment opportunities, a significance value of 0.0264 was obtained with a regression coefficient value of $\beta_2 = 0.1923$. The significance value of $0.0264 < 0.05$ indicates that H_0 is rejected and H_2 is accepted. This result means that the minimum wage has a positive and significant effect on employment opportunities.

- 3) Direct effect of education level (X1) on economic growth (Y2)

Based on the results of the analysis of the influence of education level on economic growth, a significance value of 0.0001 was obtained with a regression coefficient value of $\beta_3 = 0.2596$. A significance value of $0.0001 < 0.05$ indicates that H_0 is rejected and H_3 is accepted. This result means that the level of education has a positive and significant effect on economic growth.

4) Direct effect of minimum wage (X2) on economic growth (Y2)

8
Based on the results of the analysis of the influence of minimum wages on economic growth, a significance value of 0.0001 was obtained with a regression coefficient value of $\beta_4 = 0.2362$. A significance value of $0.0001 < 0.05$ indicates that H4 is accepted and H0 is rejected. This result means that the minimum wage has a positive and significant effect on economic growth.

7
Indirect Effect Testing (Sobel Test)

The Sobel test is an analytical tool to test the significance of the indirect relationship between the independent variable and the dependent variable which is mediated by the mediator variable. If the Z calculation value is greater than 1.96 (with a confidence level of 95 percent), then the mediator variable is considered to significantly mediate the relationship between the dependent variable and the independent variable. This test was carried out to test the strength of the indirect influence of the variables education level (X1), minimum wage (X2), on economic growth (Y2) through employment opportunities (Y1) in the Regency/City of Bali Province.

1) Mediation Test for the Variable Job Opportunity Level (Y1) on Education Level (X1) on Economic Growth (Y2).

a. Hypothesis formulation

Ho: $\beta_1, \beta_5 = 0$, employment opportunities (Y1) are not a mediating variable for the influence of education level (X1) on economic growth (Y2) in the Regency/City of Bali Province.

Hi: $\beta_1, \beta_5 \neq 0$, employment opportunities (Y1) as a mediating variable for the influence of education level (X1) on economic growth (Y2) in the Regency/City of Bali Province.

b. Testing Criteria

If $2.067 > 1.96$ then Ho is rejected, meaning the Job Opportunity Level is an intervening variable.

c. Calculation

$$SB_{a_1} = \sqrt{((0,2006)(0,060017))^2 + ((0,4555)(0,0934))^2}$$

$$SB = 0.0020a_1$$

Information:

Sa_1 = standard error of the regression coefficient of variable X1 against Y1

Sb = standard error of the regression coefficient of variable Y1 on Y2

$$Z = \frac{2.0674^{(0,201) (0,456)}}{0,0020}$$

Information:

a_1 = coefficient of influence of variable X1 on Y1

b = coefficient of influence of variable Y1 on Y2

d. Conclusion

Therefore the calculated Z is $2.0674 > 1.96$. This means that employment opportunities (Y1) are a variable that mediates the level of education (X1) on economic growth (Y2) or in other words the level of education has an indirect effect on economic growth through the level of employment opportunities.

2) Mediation Test for Variables Job Opportunity Level (Y1) Minimum Wage (X2) Economic Growth (Y2).

a. Hypothesis formulation

$H_0: \beta_2, \beta_5 = 0$, employment opportunities (Y1) are not a mediating variable for the effect of minimum wages (X2) on economic growth (Y2) in the Regency/City of Bali Province.

$H_0: \beta_2, \beta_5 \neq 0$, employment opportunities (Y1) as a mediating variable for the effect of minimum wages (X2) on economic growth (Y2) in the Regency/City of Bali Province.

b. Testing Criteria

If $2.156 > 1.96$ then H_0 is rejected, meaning the employment opportunity level is an intervening variable.

c. Calculation

$$SB = a_1 \sqrt{((0,192353) (0,060017))^2 + ((0,4555) (0,085526))^2}$$

$$SB = 0.0017 a_2$$

Information:

S = standard error of the regression coefficient of variable X2 against Y1 a_2

SB = standard error of the regression coefficient of variable Y1 on Y2

$$Z = \frac{2,1564^{(0,1923) (0,456)}}{0,0017}$$

Information:

a_2 = coefficient of influence of variable X2 against Y1

b = coefficient of influence of variable Y1 against Y2

d. Conclusion

10 Because the calculated Z is $2.1564 > 1.96$. This means that the level of employment opportunities (Y1) is able to mediate the effect of the minimum wage (X2) on economic growth (Y2) or in other words the minimum wage has an indirect influence on economic growth through the level of employment opportunities.

CONCLUSIONS AND SUGGESTIONS

19 Based on the results of previous research and discussion, conclusions can be drawn, namely:

- 1) Education level and minimum wage have a positive and significant effect on district/city employment opportunities in Bali Province. This means that the higher the level of education, the more job opportunities will increase. Likewise, with the minimum wage, the higher the minimum wage, the more job opportunities will increase.
- 2) Education Level, Minimum Wage, and Job Opportunities have a positive and significant effect on Regency/City Economic Growth in Bali Province. This means that the higher the level of education, minimum wage and job opportunities, the more economic growth will increase.
- 3) Education level and minimum wage have an indirect effect on economic growth through district/city employment opportunities in Bali Province.

Based on the results of the analysis and conclusions of this research, several suggestions can be made as follows:

1. To maintain economic stability, attention must be paid to education levels and regional minimum wages. The government must make efforts to maintain free school fees from elementary to high school, apart from that the government must also increase the number of skills schools compared to public schools. The government also needs to improve and equalize distribution and also policy balanced education levels so that inequality does not occur in each region. So that all regencies/cities in Bali Province can experience the same educational standards. Apart from that, the government must also keep the minimum wage increase in line with inflation developments.
2. In order to create economic stability and to improve people's welfare, the minimum wage level must be higher than the inflation rate. Labor absorption in Bali Province can be maximized through government policy through wage policy because high

wages can increase or stimulate people's purchasing power thereby increasing labor absorption. This will have an impact on quality economic growth so that it can improve people's welfare and increase job opportunities or increase employment opportunities.

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