



Determinants of Secondary Job Ownership Among Unskilled Workers in Bali Province

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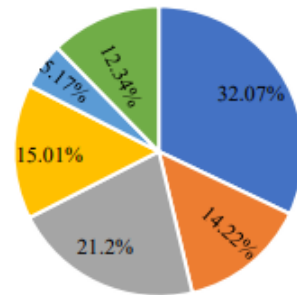
Abstract. In this modern era, it turns out that there are still many Indonesian workers who are still predominantly low skilled or low skilled. This is what causes many workers to be found in the formal sector with guaranteed income but who have side jobs outside of their main job. There are various reasons that motivate workers to have a side job, such as increasing family income, filling free time, or pursuing a hobby. The aim of this research is to determine the influence of unskilled workers on the decision to have additional work (secondary jobs) in Bali Province, both simultaneously and partially, as well as to determine the influence of control variables on the dependent variable. The approach used in this research is a quantitative approach in associative form. The research locations were carried out in 9 (nine) Regencies/Cities of Bali Province using raw data released by the National Labor Force Survey (SAKERNAS) August 2023. The analysis technique used was the logistic regression analysis technique. The results of the analysis show that the independent variables and control variables simultaneously influence the dependent variable. The variables Education, Family Members and Age have a partially negative effect on the decision to have an additional job (secondary job) in Bali Province. The variables Type of Job, Certified Training, Working Hours, Marital Status, Gender, and Generation (X, Y and Z) have a partial positive effect on the decision to have an additional job (secondary job) in Bali Province. Meanwhile, unskilled workers and income do not influence the decision to have an additional job (secondary job) in Bali Province.

Keywords: Education, Type of Work, Training, Working Hours, Income, Family Members, Marital Status, Gender, Age and Generation.

1. INTRODUCTION

Earning a livelihood or subsistence income is the fundamental purpose of working. According to the Central Statistics Agency (BPS) in 2022, working is defined as engaging in an activity with the intention of earning income or profit for at least one hour in the past week. In this modern era, a significant portion of Indonesia's workforce remains dominated by low-skilled labor. Data from Bappenas in 2018 indicates that most workers in the agricultural and industrial sectors are low-skilled. Among the total workforce of 121.02 million, approximately 99.41% of workers in the agricultural sector are low-skilled, 0.47% are medium-skilled, and only 0.13% are highly skilled. A similar trend is observed in the manufacturing sector, where 90.45% are low-skilled, 6.52% are medium-skilled, and 3.03% are highly skilled. Meanwhile, the service and other sectors tend to require medium- and high-skilled workers, with 14.36% being highly skilled, 52.74% medium-skilled, and 32.90% low-skilled.

Various factors motivate workers to take on side jobs, such as increasing family income, filling free time, or pursuing hobbies. One of the main requirements for any job is the level of education. Educational attainment refers to the formal education level achieved by an individual, as recognized and approved by the government and the Department of Education. Formal education is classified into primary, secondary, high school, and university levels, while non-formal education includes activities such as tutorials or courses (Ayu et al., 2023).



Source: Central Statistics Agency of Bali Province, 2023

Figure 1. Average Final Education Level of Workers in Bali Province for the Years 2019-2023 (Percentage)

In Figure 1, the majority of workers in the regencies/cities of Bali Province have an education level of elementary school or below, accounting for 32.07%, while the lowest percentage, 5.17%, is at the Diploma I/II/III level (Pratama, 2023). This indicates that workers with an elementary school education or below lack sufficient skills for jobs and can be categorized as unskilled labor.

The workforce comprises individuals of working age. According to Law No. 13 of 2003 on Manpower, the workforce refers to any person capable of performing work to produce goods and/or services to meet their own needs or those of society (Utami, 2023). The workforce is classified into several types: unskilled labor, educated and skilled labor (skilled). In addition to classification based on skilled and unskilled labor, there are groupings based on types of jobs or other occupational categories. The population is predominantly employed in production labor, transportation equipment operators, and male manual laborers, totaling 529,328 individuals, compared to 332,935 female workers. The lowest numbers are found in leadership and managerial roles, with 31,722 males and 13,661 females. The number of individuals in leadership positions is significantly smaller compared to those engaged in manual labor. This disparity is influenced by training, which is a key supporting factor. Leadership roles typically require specialized training, whereas manual labor largely relies on physical strength without the need for specific training. This situation highlights the need for greater government

attention to improving the quality of human resources in Indonesia, particularly in Bali (Bali Provincial Statistics Agency, 2023).

Each sector naturally has different working hours, but regulations governing working hours are outlined in Law No. 13 of 2003 on Manpower. Labor regulations serve as the legal framework governing various aspects of employment in Indonesia, including working hours. According to Law No. 13 of 2003, two working hour systems are implemented: 7 hours per day or 40 hours per week for a 6-day workweek, and 8 hours per day or 40 hours per week for a 5-day workweek (Farhansyah, 2023). Any working hours exceeding these limits are considered overtime and must be compensated accordingly. However, this regulation does not apply to certain sectors and specific types of jobs.

Continuous types of jobs are regulated under the Minister of Manpower and Transmigration Decree No. 233. These include health services, transportation, transportation equipment repair, tourism, postal and telecommunications services, electricity and clean water provision, retail stores, mass media, security, conservation institutions, and jobs where interruptions may disrupt production. Although such jobs are exempt from standard working hour regulations, any additional hours worked must still be counted as overtime and compensated accordingly. Labor regulations play a crucial role in guiding the relationship between employers and employees. Wages or salaries are a primary factor influencing individuals to take on secondary jobs. With the rising cost of living and increasing prices of basic necessities, many workers feel that their wages are insufficient to meet their needs. The Regional Minimum Wage (UMR) in several areas of Bali Province's regencies and cities is often only adequate for basic needs, depending on the number of dependents. The number of dependents is a significant factor in determining whether wages or salaries are sufficient to sustain a particular lifestyle. The number of family dependents includes all household members reliant on a single income, whether siblings or non-relatives living in the same household but not yet employed. In modern times, gender is no longer a barrier to employment, as women often contribute to their family's income, including supporting their husbands. In some cases, a husband's single income may not suffice for basic needs, necessitating additional jobs to meet the family's requirements. Age also plays a crucial role in determining the likelihood of someone having a secondary job. During productive working years, defined as ages 15 to 64, individuals are often motivated to seek additional income through side jobs, driven by family responsibilities, children's education, basic needs, or lifestyle. For unmarried individuals in this age range, there is often a desire to gain more work experience. Generational differences also

influence the tendency to take on secondary jobs. A generation is a social construct comprising individuals of similar ages who share common historical experiences (Mannheim, 1952). The fundamental understanding of generational grouping lies in the premise that a generation is shaped by historical events and cultural phenomena experienced during their lifetime, creating a collective memory that impacts their lives.

Research consistently highlights generational differences, identifying distinct characteristics among four generational groups. The Baby Boom Generation (1946–1959) is materialistic and time-oriented. Generation X (1960–1980) grew up during the early development of technology and information, including personal computers, video games, cable TV, and the internet. Generation Y (Millennials) (1981–1995) experienced the internet boom. The youngest generation entering the workforce is Generation Z (1995–2010), also known as the iGeneration or the Internet Generation. Generation Z shares similarities with Generation Y but excels at multitasking, such as managing social media on smartphones, browsing on PCs, and listening to music with headsets simultaneously (Yanuar Surya Putra, 2017).

2. LITERATURE REVIEW

Theory of Time Allocation

The theory of time allocation reflects how individuals allocate their time in the labor market to earn wages and achieve satisfaction (Bellante, 1990). This theory is part of labor participation analysis and introduces two key concepts: the substitution effect and the income effect. The substitution effect refers to an individual's decision to increase working hours to earn a higher income, which can meet their living needs. This choice requires sacrificing leisure time. Conversely, the income effect refers to an individual's decision to reduce working hours to gain more leisure time (Citra & Bachtiar, 2020).

Secondary Jobs

A secondary job is an additional occupation undertaken alongside a primary job, often chosen to meet financial needs or utilize remaining time after completing the primary job. Factors such as income, working hours, and social considerations like marital status, gender, and family size influence an individual's decision to take on a secondary job. Individuals with low income or limited working hours in their primary job are more likely to pursue secondary employment. Age and generational differences also play a role; Generation X and Y are more likely to have secondary jobs due to family responsibilities, while Generation Z is less involved. Skilled workers, such as professionals, may choose secondary jobs for career

development, whereas unskilled workers often take on additional work to meet financial needs. Gender also influences secondary job decisions. Men are more inclined to seek secondary jobs for economic reasons, while women with household responsibilities may find it more challenging to balance work and family commitments.

Unskilled Workers

Unskilled labor refers to workers without specific skills or formal education, who typically earn lower wages. These workers often perform simple tasks that do not require technical expertise and are frequently employed in informal sectors with irregular or seasonal working hours. Technological advancements have reduced the demand for unskilled labor, prompting many to seek secondary jobs to sustain their livelihood. Low education levels contribute significantly to an individual's classification as an unskilled worker, pushing them toward additional employment. Certified training programs can enhance technical skills, offering better economic opportunities even without higher education. However, without such training, unskilled workers are trapped in low-paying jobs and are compelled to take on secondary jobs to survive.

3. RESEARCH METHODS

The approach used in this research is a quantitative approach in the form of associative analysis. This associative quantitative approach is employed to determine the relationship between two or more variables. This study aims to analyze the influence of the variables of education, type of occupation, training, working hours, income, number of dependents, marital status, gender, unemployment, age level, and generation on the ownership of secondary jobs among unskilled workers in Bali Province.

4. RESULTS AND DISCUSSION

Overview of the Research Location

Bali Island, which was previously part of the Lesser Sunda Province, officially became its own province on August 14, 1958, based on Law No. 64 of 1958. The capital of this province is Denpasar. Geographically, Bali is located at 8°25'23" South Latitude and 115°14'55" East Longitude, bordered by East Java Province to the west and West Nusa Tenggara to the east. The area of Bali is 5,780.06 km², with a population of approximately 4.17 million people, the majority of whom practice Hinduism, followed by Islam, Christianity, Buddhism, and Confucianism. Data indicates that 32.07% of Bali's population has an education level of

elementary school or below, categorizing them as unskilled workers. The majority of the population is employed in the production sector, with a total of 529,328 male workers and 332,935 female workers. Conversely, the number of individuals in leadership and managerial positions is the lowest, with 31,722 males and 13,661 females.

Descriptive Statistical Analysis

Variable	Obs	Mean	Std. Dev.	Min	Max
secondjob	15,616	.1559939	.3628611	0	1
unskilled	15,616	.7190061	.4494989	0	1
usia	15,616	43.40734	17.20048	15	98
generasi					
generasi X	15,616	.3910092	.4879921	0	1
generasi y	15,616	.2506404	.4333957	0	1
generasi z	15,616	.2261783	.4183693	0	1
marstat	15,616	.6814805	.4659171	0	1
YOS	15,616	9.157531	4.824784	0	22
workstat	15,616	.418353	.4933045	0	1
upah	15,616	1941877	5938479	0	5.00e+08
jam_kerja_a	15,616	29.41163	21.94026	0	126
kode_kotad-a	15,616	.6762935	.4679045	0	1
trainingse-f	15,616	.2260502	.4182854	0	1
fammem	15,616	4.203829	1.621111	1	10
gender	15,616	.5019851	.5000121	0	1

Source: Processed Data, 2024

Figure 2. Results of Descriptive Statistical Analysis

Based on Figure 2 above, it can be seen that the total sample size used in this study is 15,616 data points. Figure 2 illustrates the variables statistically and presents the descriptive statistics regarding the independent and dependent variables, as well as the control variables in this study.

The variable for Secondary Job (Second Job) shows a mean value of 0.1559. The highest value is 1 (having a secondary job), while the lowest value is 0 (not having a secondary job), with a standard deviation of 0.3628. The variable for Unskilled Workers (Unskilled) shows a mean value of 0.7190. The highest value is 1 (unskilled), whereas the lowest value is 0 (skilled), with a standard deviation of 0.4494. The Education variable (Years of Schooling) shows a mean value of 9.1575. The highest value is 22 (equivalent to a doctorate degree), while the lowest value is 0 (no years of education), with a standard deviation of 4.824. The Employment Type variable (Work Status) shows a mean value of 0.4183. The highest value is 1 (informal employment), while the lowest value is 0 (formal employment), with a standard deviation of 0.4933.

The Training variable (Training Status) shows a mean value of 0.2260. The highest value is 1 (certified training), while the lowest value is 0 (non-certified training), with a

standard deviation of 0.4182. The Working Hours variable shows a mean value of 29.4116. The highest value is 1 (full-time workers), whereas the lowest value is 0 (other types of workers), with a standard deviation of 21.9402. The Income variable (Wage) shows a mean value of 1,941,877. The highest value is 1 (income below the average Regional Minimum Wage of Bali), while the lowest value is 0 (average income at the Regional Minimum Wage of Bali), with a standard deviation of 5,938,479. The Household Member variable (Family Members) shows a mean value of 4.2038. The highest value is 10 (number of family members), while the lowest value is 1 (number of family members), with a standard deviation of 1.6211. The Marital Status variable (Marital Status) shows a mean value of 0.6814. The highest value is 1 (married), while the lowest value is 0 (others), with a standard deviation of 0.4659.

The Gender variable shows a mean value of 0.5019. The highest value is 1 (male), while the lowest value is 0 (female), with a standard deviation of 0.5000. The Age variable shows a mean value of 43.4073. The highest value is 98 years, while the lowest value is 15 years, with a standard deviation of 17.2004. The Generation X variable shows a mean value of 0.3910. The highest value is 1 (Generation X), while the lowest value is 0 (others), with a standard deviation of 0.4879. Generation Y shows a mean value of 0.2506. The highest value is 1 (Generation Y), while the lowest value is 0 (others), with a standard deviation of 0.4333. Generation Z shows a mean value of 0.2261. The highest value is 1 (Generation Z), while the lowest value is 0 (others), with a standard deviation of 0.4183. The Urban/Rural variable shows a mean value of 0.6762. The highest value is 1 (living in urban areas), while the lowest value is 0 (living in rural areas), with a standard deviation of 0.4679.

Discussion

The Influence of Unskilled Workers on the Decision to Have a Secondary Job in Bali Province

From the estimation results, it can be concluded that the probability of unskilled workers not influencing the decision to have a secondary job is evident. The Wald test results (t) indicate that the P-Value is greater than the significance level ($0.689 > 0.05$). This suggests that the skills of workers do not affect the decision to have a secondary job in Bali Province.

The Influence of Education on the Decision to Have a Secondary Job Among Unskilled Workers in Bali Province

From the estimation results, it can be concluded that the probability of the decision to have a secondary job among unskilled workers will decrease by 0.05% for each additional year of average schooling. This indicates that the higher the education level, the lower the desire to

have a secondary job. Those with higher education feel they have invested in human resources, particularly in education, and seek to benefit from this investment by obtaining income sufficient to meet their and their families' needs. Consequently, better-educated individuals will have greater opportunities to secure jobs, leading them to focus on one job rather than seeking additional employment.

The Influence of Job Type on the Decision to Have a Secondary Job Among Unskilled Workers in Bali Province

From the estimation results, it can be concluded that the probability of deciding to have a secondary job in Bali Province increases by 8.4% more likely for unskilled workers compared to skilled workers. This indicates that unskilled workers tend to be more inclined to have a secondary job. Unskilled labor refers to workers without specific skills, typically with education below high school or possibly no formal education at all. Such jobs usually involve simple tasks that do not require judgment. Examples of these jobs include grocery clerks, household helpers, fast-food workers, cleaners, and parking attendants, while skilled labor refers to workers with training or specific skills. The implication is that unskilled workers are likely to seek additional income, and if they receive training or continue their education to enhance their skills, their inclination to have a secondary job will increase.

The Influence of Training and Certification on the Decision to Have a Secondary Job Among Unskilled Workers in Bali Province

From the estimation results, it can be concluded that the probability of unskilled workers who have undergone training and received certification deciding to have a secondary job in Bali Province increases by 2.6% compared to unskilled workers who have not participated in training or obtained certification. Similar to formal education, training, which is a form of non-formal education, is appealing because it typically does not require a long time commitment, and many do not have prerequisites for formal education.

Training has advantages over formal education. The training curriculum usually follows a vocational method, focusing more on practical skills than theory. Additionally, training programs are often tailored to the needs of the job market. Since training does not require a long duration, participating in training means that workers will be better prepared, increasing their chances of obtaining additional jobs. Moreover, completing training boosts workers' confidence in entering the job market. The implication is that unskilled workers who receive training and certification are more likely to seek a secondary job.

The Influence of Working Hours on the Decision to Have a Secondary Job Among Unskilled Workers in Bali Province

From the estimation results, it can be concluded that the probability of unskilled workers with full-time working hours deciding to have a secondary job in Bali Province increases by 0.0% less than the probability of unskilled workers with part-time working hours.

Full-time employees may find it challenging to find leisure time for additional work, necessitating careful time management. Workers seeking additional employment tend to sacrifice their leisure time to earn extra income. Thus, unskilled workers in the informal sector have more opportunities to pursue a secondary job.

The Influence of Income on the Decision to Have a Secondary Job Among Unskilled Workers in Bali Province

From the estimation results, it can be concluded that the probability of unskilled workers earning less than the minimum wage deciding to have a secondary job in Bali Province increases by 2.96% more than for unskilled workers earning above the minimum wage.

Income encompasses all receipts, both monetary and in kind, originating from other parties or industrial output valued based on current asset prices. It serves as a source of livelihood for individuals to meet daily needs and is crucial for sustaining their lives and livelihoods. An increase in income enhances utility through increased consumption and leisure time. Income can be derived from various undertakings by individuals. The implication is that unskilled workers with incomes above the minimum wage are more likely to seek a secondary job.

The Influence of Household Members on the Decision to Have a Secondary Job Among Unskilled Workers in Bali Province

From the estimation results, it can be concluded that the probability of unskilled workers deciding to have a secondary job in Bali Province decreases by 0.6% for each additional household member. This indicates that as the number of household members increases, the desire to pursue a secondary job diminishes, as there are no age restrictions within the household, suggesting that some members may already be employed and capable of contributing to family needs, or that some household members are not included in the workforce data, being too young for employment.

The Central Statistics Agency categorizes the number of dependents into three groups: small families (1-3 members), medium families (4-6 members), and large families (more than 6 members). The number of dependents is often influenced by geographic, educational, and

cultural factors. The implication is that unskilled workers with larger families are more likely to seek secondary jobs.

The Influence of Marital Status on the Decision to Have a Secondary Job Among Unskilled Workers in Bali Province

From the estimation results, it can be concluded that the probability of married unskilled workers deciding to have a secondary job in Bali Province increases by 6.9% compared to unmarried or single unskilled workers. The implication is that unskilled workers who are married are more inclined to seek additional jobs to increase their income to meet the needs of their families.

The Influence of Gender on the Decision to Have a Secondary Job Among Unskilled Workers in Bali Province

From the estimation results, it can be concluded that the probability of male unskilled workers deciding to have a secondary job in Bali Province increases by 6.2% compared to female unskilled workers. Gender plays a role in determining an individual's participation and productivity in work. Labor cannot fundamentally be differentiated by gender. However, men are generally more productive in jobs requiring physical strength. In certain circumstances, female productivity can exceed that of males due to their greater attention to detail, patience, and diligence. The implication is that male unskilled workers are more likely to seek a secondary job.

The Influence of Age on the Decision to Have a Secondary Job Among Unskilled Workers in Bali Province

From the estimation results, it can be concluded that the probability of unskilled workers who are in their productive age deciding to have a secondary job in Bali Province decreases by 0.1% compared to unskilled workers who are older or married. The implication is that unskilled workers over the productive age tend to be less inclined to have a secondary job due to reduced physical capability to perform heavy tasks, affecting their skill set.

The Influence of Generation on the Decision to Have a Secondary Job Among Unskilled Workers in Bali Province

From the estimation results, it can be concluded that the probability of unskilled workers belonging to Generation X (born between 1960-1980) deciding to have a secondary job in Bali Province increases by 8.4% compared to unskilled workers from Generation Y (born between 1981-1995) and Generation Z (born between 1995-2010). The implication is that unskilled workers from Generation X show a higher tendency to seek secondary jobs than those

from Generations Y and Z. This is because Generation X has more experience than the younger generations. Even Generation Z, who tends to have better education, often chooses formal sector employment to meet their needs.

The Influence of Urban/Rural Living on the Decision to Have a Secondary Job Among Unskilled Workers in Bali Province

From the estimation results, it can be concluded that the probability of unskilled workers living in urban areas deciding to have a secondary job in Bali Province decreases by 10.3% compared to unskilled workers living in rural areas. The implication is that unskilled workers residing in urban areas tend to be less inclined to seek secondary jobs.

5. CONCLUSIONS

This research uses independent variables found in the Sakernas questionnaire from August 2023, specifically the variables of education, job type, training, working hours, income, number of dependents, marital status, gender, age level, generation, and urban/rural residence. The results of the logistic regression analysis on unskilled workers deciding to have a secondary job are as follows:

1. Unskilled workers simultaneously influence the decision to have a secondary job in Bali Province.
2. The partial test results are as follows:
 - a) The variables of job type, training and certification, working hours, marital status, gender, and generation (X, Y, and Z) positively influence the decision to have a secondary job in Bali Province.
 - b) The probability of unskilled workers indicates that income does not influence the decision to have a secondary job.
 - c) The variables of education, number of family members, age, and urban/rural residence negatively influence the decision to have a secondary job in Bali Province.

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