

ANALYSIS OF THE IMPACT OF ECONOMIC GROWTH AND MINIMUM WAGE ON LABOR ABSORPTION IN MALUKU PROVINCE IN 2015-2024

Sahrul¹, The Ode Zainudin²

^{1,2} Faculty of Economics and Business, Buton Muslim University, Bau-Bau City, Southeast Sulawesi
E-mail Coressponding: sahrulnepa12@gmail.com¹ zainudinlatumpamana@gmail.com²

ARTICLE HISTORY

Received [22 Agust 2022]

Revised [04 Sept 2022]

Accepted [11 Oct 2022]

Abstract

Population growth in Maluku Province is increasing day by day. Population growth will certainly result in an increase in the number of workers, but an increase in the number of workers will be a problem in the world of employment if the number of available workers is not proportional to the amount of labor demand. This study aims to determine the effect of economic growth measured with GDP on the basis of constant prices and provincial minimum wages on labor absorption in Maluku Province. The data used is time series data from 2015-2024. The data analysis model uses Multiple Linear Regression with the help of the Eviews 12 software. It is known that the results of the study are partial, namely that economic growth measured by GDP has a positive and significant effect on the absorption of labor in Maluku Province, while the provincial minimum wage has a positive but insignificant effect on the absorption of labor in Maluku Province. And simultaneously GDP and the minimum wage together have a significant effect on the absorption of labor in Maluku Province. Thus, increasing GDP must be the main focus in regional economic development policies to encourage job creation, while wage policies need to be synergized with economic growth so that its impact on the workforce is more optimal.

Keywords: Economic, GDP, Impact, Labor, Minimum Wage,

How to Cite: Author, A.A., & Author, B.B. (2025). Instructions/Template for Preparing Manuscript for JISEB. Jurnal Ilmiah Sosio-Ekonomika Bisnis, 28 (01), 13-26. <https://doi.org/10.22437/jiseb.44038>



© 2025 by the author(s)

This article is an open access article distributed under the terms and conditions of the Creative Commons Attribution (CC BY) license (<https://creativecommons.org/licenses/by/4.0/>).

INTRODUCTION

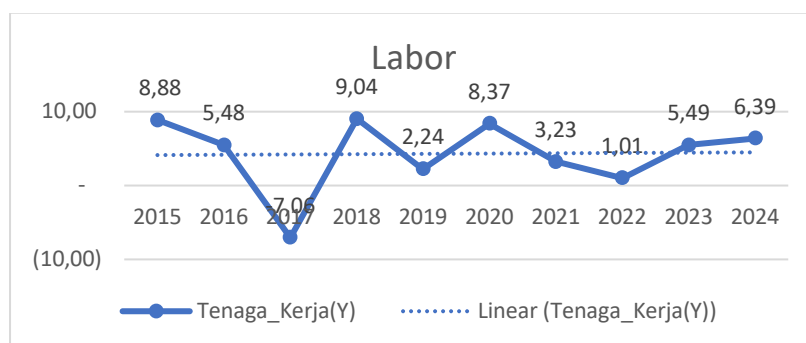
Development is an important process that a country recognizes to improve the welfare of the community. In this process, not only the economic sector is a concern, but also the quality of life of the community as a whole. For development to truly have an impact, active participation from the community itself is needed, especially through the workforce. This means that humans are not only the beneficiaries of development, but also the driving force.

However, in the park, not all regions in Indonesia are able to continue development smoothly. Various obstacles still often arise, such as high unemployment, increasing labor force and poverty levels that have not been optimally handled. If these problems continue to be left unchecked, then development can be hampered. Therefore, the labor sector is very important and needs more attention because it is directly related to economic welfare and stability (Sahrul et al., 2023).

In the economy, job opportunities are one of the indicators of economic development, human resources are also present in economic development as one of the development actors. When job opportunities are high, unemployment will be low and this will have an impact on the increase in economic growth of a country. Job opportunities can be seen from the large number of people hired and the availability of jobs. The importance of employment for the community is as a source of prosperity to fulfill their daily lives. The available jobs are usually limited, so it is relatively difficult to get them. This can create a gap between labor demand and supply, resulting in unemployment (Juardi et al., 2024).

The labor problem is part of the unresolved problem caused by the increasing population and labor force but not balanced with adequate employment. The imbalance between labor force growth and labor absorption will cause development inequality between regions. Maluku Province is an archipelagic region with an open unemployment rate of 6.31 percent in 2022, this figure exceeds the national average of 5.32 percent. The high unemployment rate is a serious challenge because it is multidimensional and directly related to employment, even though it is rich in natural resources such as tourism, agriculture, forestry and fisheries (BPS Maluku in Numbers, 2025).

To stabilize the labor market and improve people's welfare, it is necessary to have jobs or the availability of job opportunities to increase labor absorption which is expected to be able to minimize and overcome the emergence of social problems. The following is an overview of the number of workers absorbed in Maluku Province.

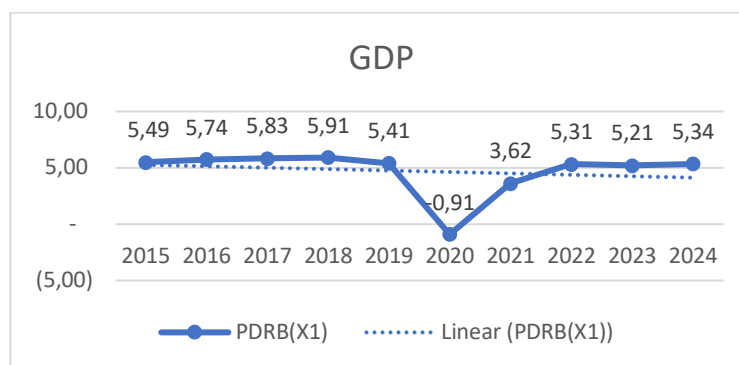


Source: BPS Maluku in 2025 Figures

Figure 1. Workforce Development in Maluku Province 2015-2024

The change in the number of workers in Maluku Province shows significant fluctuations from year to year. In 2017 there was a decrease in labor force by 7.06% compared to the previous year, which may be due to various factors such as economic conditions or changes in local industrial structures. However, from 2018 to 2024, the workforce continued to increase by varying percentages, indicating the recovery and growth of sectors capable of absorbing more labor. The highest surge occurred in 2020 at 8.37%, which may be related to post-pandemic economic recovery efforts.

One of the factors that can reduce labor problems and increase employment opportunities is economic growth which is the sum of additional output outputs by all production activities in the regional economy. The sectors that are able to absorb the largest labor show that the economic sector is able to become a potential sector. Economic growth reflects an increase in output or the more goods and services are produced, which will be followed by an increase in labor absorption which can then reduce the unemployment rate. The rate of labor absorption is significantly influenced by the economic trajectory of a region, and government intervention is essential to encourage sustainable economic growth and the creation of new jobs (Azzahra et al., 2024; Wijaya et al., 2021) Economic growth is measured through gross regional domestic product (GDP):



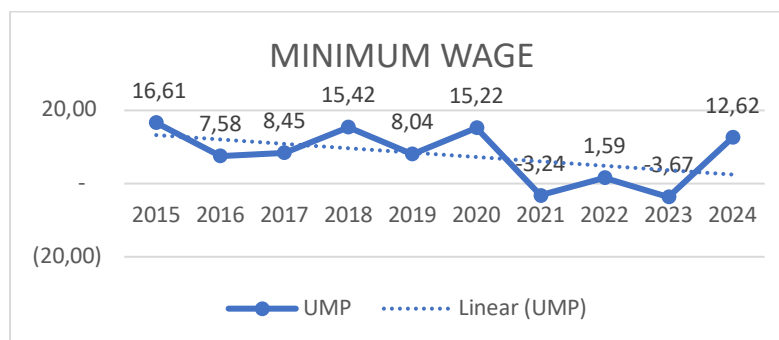
Source: BPS Maluku in 2025 Figures

Figure 2. Economic Growth of Maluku Province in 2015-2024

GDP growth in Maluku Province generally shows a positive trend, with an average increase of around 5% per year. However, in 2020, GDP experienced a slight decline of -0.91%, which was most likely influenced by the impact of the COVID-19 pandemic on economic activity. After the year, GDP again showed a steady increase until 2024, reflecting the economic recovery and growth of various sectors that contributed to regional income. The largest increase occurred in 2022 by 5.31% and continues until 2024 with a slightly higher percentage.

In addition to economic growth, the trigger factor for labor absorption into the labor market is the minimum wage. The minimum wage is a reward and payment or retribution for the work done (Sofiah et al., 2022). As an important component of the employment relationship, wages greatly affect employee productivity and motivation. Wages show the employee's contribution and affect the turnover rate and overall performance of the company. The Tanjungbalai City Government's adherence to fair wage policies shows how important it is to create fair labor practices that allow employers and employees to have fun. Real wages, which show the purchasing power of monetary compensation, serve as a measure of economic well-being and labor

remuneration. Ethics in Islamic economics emphasize prompt and fair wage payments, which reflect human dignity and social justice (Azzahra et al., 2024; Nursini, 2020).



Source: BPS Maluku in 2025 Figures

Figure 3. Minimum Wage of Maluku Province in 2015-2024

The Minimum Wage/UMP changes show a varied trend, with several years experiencing significant increases, such as 2015 (16.61%) and 2020 (15.22%), reflecting efforts to adjust wages to improve worker welfare. However, in 2021 and 2023 there was a decrease in UMP by 3.24% and 3.67%, which may be influenced by unstable economic conditions or government policies related to wages. In 2024, UMP will again increase by 12.62%, which is most likely driven by economic growth and increased people's purchasing power.

Some previous studies have been references and comparisons for this study, as the objects and procedures used are very similar. Research by (Juardi et al., 2024) in Bulukumba Regency and (Warapsari et al., 2021) in East Java shows that minimum wage and economic growth have a positive and significant influence on labor absorption. In addition, other research by (Azzahra et al., 2024) found that real wages also have a positive and significant effect on labor absorption. However, in Tanjungbalai City, economic growth does not have a significant influence on labor absorption. Meanwhile (Sabihi et al., 2021) in Manado City, found that the results of the GDP had a positive and significant effect in contrast to the results of the UMP which showed a negative and significant influence on labor absorption. Meanwhile, the findings of the (Putri et al., 2022) in Central Java Province that MSEs have a positive and significant effect, while GDP does not have a significant effect. As well as research from (Yanda et al., 2022) in Sulawesi that economic growth and the minimum wage partially have a negative and significant effect on labor absorption. With these findings, researchers are interested in conducting further analysis on "The Effect of Economic Growth and Minimum Wage on Labor Absorption in Maluku Province." The purpose of this study is to assess the effect of economic growth and minimum wage separately on labor absorption in Maluku Province.

RESEARCH METHODS

This research is a quantitative research with the type of data used in this study is a type of secondary data obtained from the Central Statistics Agency (BPS) of Maluku Province in the form of economic growth and minimum wage data and data on residents 15 years and older working in Maluku Province. The data collected covers the 2015-2024 time bracket.

The data analysis technique used is a multiple linear regression model (multiple linear regression). To get a general overview of the results of this study and in the context of hypothesis testing as a temporary answer to the problem solving found, it can be seen through the function equation:

$$Y = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + \varepsilon$$

Information:

Y	= Absorption of Labor (Thousand Souls)
X1	= GDP at constant prices (billion rupiahs)
X2	= Provincial Minimum Wage (Million Rupiah)
t	= Year 2015-2024
A	= Kostanta
B1 + B2	= Regression Coefficient
E	= Error Tern

Partial Test (t-Statistic)

The t-test is used to find out whether each independent variable individually has a significant influence on the dependent variable. If t is calculated smaller than t table, then variable independent does not have a significant effect on variable dependent (at a certain α level) and vice versa Ghazali and Ratmono, (2017) in (Rahmah & Juliannisa, 2022).

Simultaneous Test (f-Statistics)

The F value is used to test the accuracy of the model and is often referred to as a simultaneous test to show whether all the independent variables in the model have a combined influence on their dependent variables. Where the significant rate used is $\alpha = 0.05\%$. If F is smaller than the F table, then H0 is accepted. which means that the independent variables together do not have a significant effect on the independent variables and vice versa Ghazali and Ratmono, (2017) in (Rahmah & Juliannisa, 2022).

Coefficient of Determination (R2)

Coefficient of determination (R2) is used to measure the ability of the model to explain independent variations of dependent variables. The results of the R-Square calculation can see the percentage of variability that can be explained by independent variables to dependent variables while the rest is influenced by other variables that are not included in the research model both in the short and long term Ghazali and Ratmono, (2017) in (Rahmah & Juliannisa, 2022).

Classic Assumption Test

Normality Test

The normality test aims to see whether the regression model on its variables is normally distributed or not. Decision-making for the normality test was carried out by looking at Jarque-Bera (JB) and the Probability value of Ghozali and Porter, 2015 in (Rahmah & Juliannisa, 2022).

Multicollinearity Test

The multicollinearity test is a test that is carried out to determine whether in a regression model there is an intercorrelation or collinearity between independent variables. The existence of Multicollinearity can be done by the VIF (Variance Inflation Factor) and Tolerance methods. A normal regression model that has a tolerance threshold is less than 1, while the threshold for VIF is less than 10 Ghozali and Ratmono, (2017) in (Rahmah & Juliannisa, 2022).

Heteroscedasticity Test

The heteroscedasticity test aims to evaluate whether the regression model used in the study has a variance imbalance of residual between one observation and another. The method to be able to detect the presence or absence of heteroscedasticity problems in an empirical model by using the Test Glejser (Ghozali and Ratmono, (2017) in (Rahmah & Juliannisa, 2022).

Autocorrelation Test

The autocorrelation test aims to test whether in a linear regression model there is a correlation between the interference error in period t and the error in period $t-1$ (previously), if there is a correlation, it is called an autocorrelation problem. To detect autocorrelation, a statistical test can be carried out through the Breush-Godfrey Serial Correlation LM Test Ghozali and Ratmono, 2017 in (Rahmah & Juliannisa, 2022).

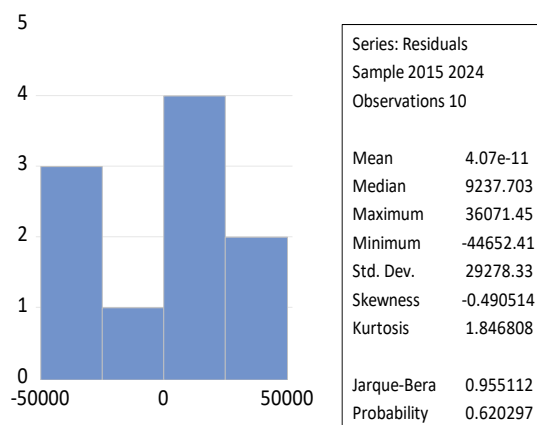
RESULTS AND DISCUSSION

A. Classic Assumption Test

Before conducting regression analysis, it is necessary to perform a classical assumption test to ensure that the regression model used meets the necessary assumptions so that the estimation results are valid and reliable. This classical assumption test includes normality, multicollinearity, autocorrelation, and heteroscedasticity tests.

1. Normality Test

Normality tests were performed to determine whether the residual data in the regression model were distributed normally. Residual normality is one of the important assumptions in linear regression analysis so that the estimation results can be trusted.



Source: Eviews Output Results 12 (Data Processed)

Figure 4. Normality Test

Based on the results of the normality test, a significance value of 0.620297 was obtained. Since this value is greater than the set significance level, which is 0.05 (5%), it can be stated that the residual data is distributed normally. This means that one of the classic assumptions used in regression analysis, namely residual normality, has been met.

2. Multicollinearity Test

The multicollinearity test aims to detect a high correlation between independent variables in the regression model. High multicollinearity can cause coefficient estimates to be unstable and difficult to interpret. Based on the results of the multicollinearity test that can be seen in the VIF column. The VIF value for the GDP variable and the minimum wage variable is 6.195411. This indicates that the VIF value of each is less than 10. So it can be concluded that in this study there are no symptoms of multicollinearity.

Table 1. Multicollinearity Test

Variance Inflation Factors
Date: 03/16/25 Time: 23:00
Sample: 2015 2024
Included observations: 10

Variable	Coefficient Variance	Uncentered VIF	Centered VIF
C	1.09E+10	98.79594	NA
PDRB	49.89030	436.2202	6.195411
UMP	0.003661	192.8464	6.195411

Source: Eviews Output Results 12

3. Autocorrelation Test

The autocorrelation test is used to check if there is a correlation between residuals over a sequential period of time. Significant autocorrelation may indicate that the regression model does not meet the residual independence assumption.

Table 2. Autocorrelation Test Results

Breusch-Godfrey Serial Correlation LM Test:
Null hypothesis: No serial correlation at up to 2 lags

F-statistic	0.239478	Prob. F(2,5)	0.7956
Obs*R-squared	0.874174	Prob. Chi-Square(2)	0.6459

Source: Eviews Output Results 12

From empirical testing using the Lagrange Multiplier (*LM Test*), it is evident that the probability statistics of Obs*R-squared (*Prob. Chi-Square*) is 0.6459. Since this probability is greater than the significance level of 0.05 (5%), there is no evidence to support the rejection of the null hypothesis. Therefore, it can be concluded that there were no signs of autocorrelation in the regression model tested. This means that the model meets one of the classical regression assumptions, which is the absence of autocorrelation in residuals.

4. Heteroscedasticity Test

The autocorrelation test is used to check if there is a correlation between residuals over a sequential period of time. Significant autocorrelation may indicate that the regression model does not meet the residual independence assumption.

Table 3. Heteroscedasticity Test

Heteroskedasticity Test: Glejser
Null hypothesis: Homoskedasticity

F-statistic	3.482840	Prob. F(2,7)	0.0892
Obs*R-squared	4.987713	Prob. Chi-Square(2)	0.0826
Scaled explained SS	2.280675	Prob. Chi-Square(2)	0.3197

Source: Eviews Output Results 12

Based on the results of the heteroscedasticity test using the Breusch-Pagan test method (Obs*R-squared), a probability value of 0.0826 was obtained. Since the probability value is greater than the significance level of 0.05 (5%), the null hypothesis that heteroscedasticity does not occur in the model cannot be rejected. Thus, it can be concluded that the regression model used has met the classical assumption of homoscedasticity, or in other words the model passed the heteroscedasticity test.

B. Multiple Linear Regression Analysis Results

This analysis aims to measure how much influence each independent variable has on the bound variable, as well as to find out whether the relationship that occurs is significant or not. The regression model used in this study refers to the Ordinary Least Square (OLS) method using statistical software. The results of multiple linear regression analysis are shown in the following table:

Table 4 Multiple Linear Regression Equation Results

Dependent Variable: TENAGA_KERJA
 Method: Least Squares
 Date: 03/16/25 Time: 22:45
 Sample: 2015 2024
 Included observations: 10

Variable	Coefficient	Std. Error	t-Statistic	Prob.
C	133640.6	104349.0	1.280708	0.2411
PDRB	17.40797	7.063307	2.464563	0.0432
UMP	0.035785	0.060506	0.591437	0.5728
R-squared	0.889482	Mean dependent var		755013.1
Adjusted R-squared	0.857905	S.D. dependent var		88070.34
S.E. of regression	33198.51	Akaike info criterion		23.90172
Sum squared resid	7.71E+09	Schwarz criterion		23.99250
Log likelihood	-116.5086	Hannan-Quinn criter.		23.80214
F-statistic	28.16903	Durbin-Watson stat		1.417535
Prob(F-statistic)	0.000449			

Source: Eviews Output Results 12

Based on the test results in the table above, the model estimation is as follows:

$$Y = 133640.6 + 17.40797 + 0.03578 + e$$

From the multiple linear regression equation above, it can be explained as follows. A constant with a value of 352748.531 shows that if all independent variables are equal to zero (0) then the labor absorption (C) is valued at 133640.6. The economic growth coefficient is 17.40797, which means that if economic growth increases by 1%, labor absorption will increase by 17.40797. The minimum wage coefficient is 0.03578, which means that if the minimum wage increases by 1%, then labor absorption will increase by 0.03578.

1. T-Stats Test

The t-test is basically done to see how much influence an individual independent variable has in explaining the variation of bound variables. The test results are as follows:

1. The economic growth variable has a probability value of 0.0432 < 0.05%, meaning that economic growth has a significant effect on the absorption of labor in Maluku Province.
2. The minimum wage variable has a probability value of 0.5728 > 0.05%, meaning that the minimum wage has no significant effect on labor absorption in Maluku Province.

2. F-Statistics Test

The F test was carried out by comparing the F calculation with the F table, which is $\alpha = 5\%$ and the F-table is 4.74. Decision-making policy:

1. If F-calculates > F-table and prob. < 0.05, then Ho is accepted and Ha is rejected.

2. If $F\text{-calculates} < F\text{-table}$ and $\text{prob.} > 0.05$, then H_0 was rejected and H_a was accepted.

It is known that the probability value of F-statistics is equal to $0.000 < 0.05$ and $F\text{ calculates} > F\text{ table}$ ($30,548 > 4.74$) so that it can be concluded that H_0 is accepted meaning that economic growth and the Provincial Minimum Wage together or (simultaneously) have a significant effect on labor absorption. in Maluku Province in 2014-2023.

3. R2 Determination Test

The coefficient of determination (R^2) is a measure of the accuracy of the relationship between independent variables and dependent variables in a regression equation. The value of R^2 will range from 0 to 1. The value $R^2 = 1$ indicates that 100% of the total variation is explained by regression equations or independent variables, both X_1 and X_2 are able to explain the Y variable by 100%. On the other hand, if $R^2 = 0$ indicates that there is no total variance explained by the free variance of the regression equation of both X_1 and X_2 (Purwanto, 2019).

The regression results in Table 3 are known that the value of the determination coefficient is 0.857905 or 85.8%, meaning that the variation in labor absorption variable (Y) can be explained by the variation of independent variables, namely economic growth and minimum wage. While the remaining 14.2% is explained by other factors outside the model.

1. The Effect of Economic Growth on Labor Absorption in Maluku Province

The results of the analysis show that the Gross Regional Domestic Product (GDP) variable has a coefficient 17.40797 and $\text{prob. } 0.0432 < 0.05\%$ showed a positive and significant influence on the rate of labor absorption in Maluku Province in 2008-2022. This means that if economic growth increases by 1%, labor absorption will increase by 17.40797 and vice versa. This means that when GDP increases, the number of workers absorbed in various sectors of the economy also tends to increase. On the other hand, if there is a decrease in GDP, the rate of labor absorption also decreases. This relationship shows that economic growth reflected through an increase in GDP has an important role in creating jobs and improving people's welfare.

These findings are in line with the theory put forward by Todaro which states that economic growth is greatly influenced by factors such as population and labor growth. In the perspective of development economics, the growth of a greater number of workers can contribute to an increase in the production of goods and services, which ultimately has a positive impact on the expansion of the overall economic sector. In addition, the increase in population also has implications for the increasing size of the domestic market, which can encourage investment, consumption, and the creation of more job opportunities.

In the context of Maluku Province which has many islands, the results of this analysis show that economic development strategies that focus on increasing GDP can be an important instrument in efforts to overcome the problem of unemployment and improve the welfare of the local community. During the 2015-2024 period, the GDP of Maluku Province experienced a significant upward trend, from Rp24,859.06 billion in 2015 to Rp37,209.36 billion in 2024. However, the unemployment rate shows fluctuations, where the number of unemployed had decreased from 72,196 people in 2015 to 52,363 people in 2016, then fluctuated to reach 59,100 people in 2024. This condition indicates that economic growth reflected by the increase in GDP has not been

fully accompanied by a consistent decline in the unemployment rate. Therefore, policies that support the growth of productive sectors, such as industry, trade, and services, are very relevant to be implemented to maintain continuity between economic growth and labor absorption. The results of this study are in accordance with those conducted by (Juardi et al., 2024) and also found that economic growth has a positive and significant effect on labor absorption in Bulukumba Regency 2002-2021.

2. The Effect of the Provincial Minimum Wage on Labor Absorption in Maluku Province

Based on the test results, it is known that the minimum wage has a positive, but not significant, effect on labor absorption in Maluku Province for the 2015-2024 period. The minimum wage coefficient is 0.03578 and prob. 0.5728 > 0.05%. This means that if the minimum wage rises by 1%, labor absorption will increase by 0.03578 and vice versa. While an increase in the minimum wage may encourage more people to look for work, the impact is not strong enough to directly increase the number of workers absorbed. A similar phenomenon was also found in the research of Sabihi et al., (2021) in Manado City, where the minimum wage actually has a negative and significant effect on labor absorption, which shows that wage increases can be an additional burden for companies thereby reducing their capacity to recruit new workers. According to Keynes in George et al., (2024), increasing wages can increase people's purchasing power which can then encourage demand for goods and services and can increase the amount of production, thus requiring additional labor thus opening more jobs. However, neoclassical theory argues that if the minimum wage is higher than labor productivity, companies tend to reduce the number of workers to save on operational costs.

In the context of Maluku Province, the weak influence of the Minimum Wage on labor absorption can be caused by several factors. One of them is the dominance of the informal sector which contributes greatly to job creation. In addition, the limited skills available are also an obstacle in increasing labor absorption in the formal sector.

Based on the latest data from BPS Maluku Province, the informal sector in Maluku has a very dominant role. In 2023, the proportion of informal workers reached 65.42%, showing an increasing trend compared to the previous year. This reflects that the business structure in Maluku is still dominated by small and micro industries, which generally absorb labor in informal work schemes. The limited number of large industries is also a factor that drives most of the workforce into the informal sector. Until the beginning of 2025, there are 6,686 micro business units, 517 small business units, and 249 medium business units in Maluku. Meanwhile, there are only 60 business units classified as large industries (Raynard, 2025 in Kompas). This condition has an impact on the high vulnerability of the labor economy, considering that small and micro enterprises are generally unable to provide a decent wage guarantee or adequate employment protection.

This research in line with the results found by (George et al., 2024) in Sanghie Islands Regency and findings from (Pratiwi, 2023) found that the minimum wage had a negative and insignificant effect on labor absorption. The effect of the minimum wage on labor absorption can also vary depending on the economic and social conditions of each region. For example, in some provinces, a higher minimum wage may not directly increase labor absorption if there are other factors such as high unemployment rates or lack of investment.

3. The Effect of Economic Growth and Provincial Minimum Wage Simultaneously on Labor Absorption in Maluku Province

It is known simultaneously that economic growth and the minimum wage have a significant effect on the absorption of labor in Maluku Province for the 2015-2024 period. This shows that both economic growth and minimum wage variables have an influence on the increase in labor placement in Maluku Province. Therefore, the balance between economic growth, wage policies and workforce skill development is an important indicator in creating sustainable jobs.

CONCLUSION

From the results of the analysis, it can be concluded that economic growth has a positive and significant effect on the absorption of labor in Maluku Province for the 2015-2024 period. This means that the better the economic growth reflected in the GDP, the more jobs will be opened. On the other hand, although the minimum wage also has a positive effect on labor absorption, it is not significant. This shows that although wage increases can increase job attractiveness, other factors such as productivity, the structure of economic sectors and the quality of available jobs are more dominant in influencing companies' decisions to absorb labor.

From this conclusion, to increase the absorption of labor in Maluku Province, it is necessary to strengthen leading sectors such as fisheries and tourism, as well as improve workforce skills through training. The minimum wage policy needs to be adjusted to local conditions so as not to put too much pressure on small business actors, besides that investment needs to be encouraged to accelerate development and open more job opportunities. Thus, if these strategic measures are not implemented optimally, Maluku Province risks facing stagnation in economic growth and an increase in the unemployment rate. On the contrary, the implementation of appropriate policies based on local potential will encourage inclusive economic growth, strengthen regional competitiveness, and improve community welfare in a sustainable manner.

REFERENCE

- Azzahra, N., Harahap, I., & Harahap, M. I. (2024). The Effect of Real Wages and Economic Growth on Labor Absorption in the Review of Maqashid Syariah in Tanjungbalai City. *International Journal of Economics Development Research (IJEDR)*, 5(1), 28-37. <https://doi.org/10.37385/ijedr.v5i1.4306>
- BPS. (2025). Maluku in Numbers. In *BPS Maluku Province*.
- George, P. T., Rotinsulu, T. O., & Siwu, H. F. D. (2024). The Influence of Education, Gross Regional Domestic Product and Minimum Wage on Labor Absorption in Sangihe Islands Regency. *Scientific Periodic Journal of Efficiency* Volume 24, 24(1), 133-144.
- Hartono, R., Busari, A., & Awaluddin, M. (2018). The effect of gross regional domestic product (GDP) and city minimum wage (MSE) on labor absorption. *Innovation*, 14(1), 36-43.

- Juardi, Nurjannah, & Bustan Ramli. (2024). The Effect of Minimum Wage, Education and Economic Growth on Labor Absorption in Bulukumba Regency. *YUME: Journal of Management*, 7(1), 211-221.
- Mumekh, F. E., Kalangi, J. B., Naukoko, A. T., Study, P., Development, E., Economics, F., Ratulangi, U. S., & Feysimumekh, E. (2024). *THE EFFECT OF GROSS REGIONAL DOMESTIC PRODUCT, PROVINCIAL MINIMUM WAGE AND MANUFACTURING INDUSTRY EXPORTS ON LABOR ABSORPTION* *Efficiency Periodic Journal of Efficiency*. 24(1), 85-96.
- Nursini, N. (2020). Micro, small, and medium enterprises (MSMEs) and poverty reduction: empirical evidence from Indonesia. *Development Studies Research*, 7(1), 153-166. <https://doi.org/10.1080/21665095.2020.1823238>
- Pamtypyo, R. M., Mukhtar, S., & ... (2024). The Effect of Minimum Wage, Inflation, and GDP on Labor Absorption in Java. *ULIL ALBAB: Multidisciplinary Scientific Journal* 3(2), 521-535.
- Pratiwi, I. G. A. M. A. A. A. (2023). The Role of the Minimum Wage in Economic Growth and Labor Absorption in Bali Province. *Ganec Swara Journal*, 17(2), 463-469. <https://doi.org/10.35327/gara.v17i2.444>
- Putri, E., Setyowati, E., & Rosyadi, I. (2022). The Effect of Gross Domestic Product (GDP), City/Regency Minimum Wage (MSE), and Human Development Index (HDI) on Labor Absorption in Central Java Province in 2016-2019. *Economics: Journal of Economics and Business*, 6(2), 651-655. <https://doi.org/10.33087/ekonomis.v6i2.594>
- Rahmah, A. M., & Juliannisa, I. A. (2022). The Effect of Education Level, Minimum Wage, and GDP on Labor Absorption in Regencies/Cities of West Java Province. *Ikraith-Economics*, 5(3), 246-254. <https://doi.org/10.37817/ikraith-ekonomika.v5i3.2460>
- Raynard Kristian Bonanio Pardede. 2025 May 10. The Proportion of Informal Workers in Maluku Is Widening and Large Industries Are Needed. *Compass*.
- Sabihi, D. M., Kumenaung, A. G., & Niode, A. O. (2021). The Effect of the Provincial Minimum Wage, Investment and Economic Growth on Labor Absorption in Manado City. *Journal of Scientific Efficiency Periodicals*, 21(01), 25-36.
- Sahrul, S., Metekhoy, S., Pattilouw, D. R., & Sangadji, M. (2023). The Impact of Economic Openness on Labor Absorption in Indonesia in 1993-2022. *Scientific Journal of Global Education*, 4(3), 1785-1799. <https://doi.org/10.55681/jige.v4i3.1242>
- Sofiah, Hendrawan, L., & Fauzi, A. R. F. (2022). The Effect of the Minimum Wage on Labor Absorption. *Scientific Journal*, 1(8.5.2017).
- Pratiwi, I. G. A. M. A. A. A. (2023). The Role of the Minimum Wage in Economic Growth and Labor Absorption in Bali Province. *Ganec Swara Journal*, 17(2), 463-469. <https://doi.org/10.35327/gara.v17i2.444>
- Putri, E., Setyowati, E., & Rosyadi, I. (2022). The Effect of Gross Domestic Product (GDP), City/Regency Minimum Wage (MSE), and Human Development Index

- (HDI) on Labor Absorption in Central Java Province in 2016-2019. *Economics: Journal of Economics and Business*, 6(2), 651-655. <https://doi.org/10.33087/ekonomis.v6i2.594>
- Yanda, F. A., Saleh, S. E., & Dai, S. I. S. (2022). The Effect of Economic Growth and Minimum Wage on Labor Absorption in Sulawesi. *POINT: Journal of Economics and Management*, 4(2), 101-111. <https://doi.org/10.46918/point.v4i2.1635>
- Warapsari, E. B., Hidayat, W., & Boedirochminarni, A. (2021). Analysis of the Influence of Inflation, GDP, and Minimum Wage on Labor Absorption in East Java. *Economie: Journal of Economics*, 4(2), 194-208. <https://doi.org/10.30742/economie.v2i2.1208>
- Widyapangesti, D. I., & Soelistyo, A. (2022). Analysis of the Influence of GDP, Investment, and Provincial Minimum Wage on Labor Absorption on the Island of Java. *Journal of Economics JIE*, 6(1), 123-133. <https://doi.org/10.22219/jie.v6i1.19128>
- Wijaya, A., Tasențe, T., Darma, D. C., & Kasuma, J. (2021). Labor force and economic growth based on demographic pressures, happiness, and human development: Empirical from Romania. *Journal of Eastern European and Central Asian Research*, 8(1), 40-50. <https://doi.org/10.15549/jeecar.v8i1.571>