ABSTRACT

RICA INDRIANI / 2200860201006 / FACULTY OF ECONOMICS / DEVELOPMENT ECONOMICS / THE INFLUENCE OF THE PROVINCIAL MINIMUM WAGE, ECONOMIC GROWTH, AND THE HUMAN DEVELOPMENT INDEX ON EMPLOYMENT OPPORTUNITIES IN INDONESIA (2014–2025) / ADVISORS: 1. Dr. M. ZAHARI, S.E., M.Si., 2. HASMINIDIARTY, S.E., M.Si.

This study analyzes the influence of the Provincial Minimum Wage (UMP), Economic Growth, and the Human Development Index (IPM)—both simultaneously and partially—on employment opportunities in Indonesia during the 2014–2025 period. With a population of 283.49 million, job creation serves as a crucial development indicator influenced by UMP policy dynamics, post-pandemic economic fluctuations, and regional disparities in human resource quality.

The theoretical framework employed encompasses Labor Market Theory, Efficiency Wage Theory, Okun's Law, Harrod-Domar Theory, and Human Capital Theory. The study is motivated by the phenomenon of "jobless growth," uncertainty regarding the impact of UMP regulations on industry and purchasing power, and the skills mismatch among the educated workforce in the regions.

A descriptive quantitative approach was adopted, utilizing Panel Data Regression analysis on secondary data from Statistics Indonesia (BPS) covering Indonesian provinces (2014–2025). The analysis involved selecting the best estimation model (Chow, Hausman, and Lagrange Multiplier tests), conducting classical assumption tests, and performing statistical evaluations via the F-test, t-test, and the Coefficient of Determination (R^2).

The results indicate that the UMP, Economic Growth, and the IPM have a significant simultaneous effect on employment opportunities. Individually, the Provincial Minimum Wage (UMP) and the Human Development Index (HDI) play significant roles in labor absorption, while economic growth interacts dynamically with the regional real sector. Economic conditions in 2020 also demonstrated the sensitivity of employment opportunities to macroeconomic shocks.

Expanding employment opportunities requires aligning wage policies with human resource improvements. The government is advised to implement flexible, productivity-based minimum wage policies, foster inclusive and labor-intensive economic growth, and accelerate the equitable distribution of investments in education and health to reduce HDI disparities.

Keywords: Provincial Minimum Wage, Economic Growth, Human Development Index, Employment Opportunities.

ABSTRAK

RICA INDRIANI / 2200860201006 / FAKULTAS EKONOMI/ EKONOMI PEMBANGUNAN / PENGARUH UPAH MINIMUM PROVINSI, PERTUMBUHAN EKONOMI DAN INDEKS PEMBANGUNAN MANUSIA TERHADAP KESEMPATAN KERJA DI INDONESIA TAHUN 2014-2025 / PEMBIMBING 1. Dr. M. ZAHARI, S.E., M.Si, 2. HASMINIDIARTY, S.E., M.Si.

Penelitian ini menganalisis pengaruh Upah Minimum Provinsi (UMP), Pertumbuhan Ekonomi, dan Indeks Pembangunan Manusia (IPM) secara simultan maupun parsial terhadap Kesempatan Kerja di Indonesia periode 2014–2025. Dengan populasi 283,49 juta jiwa, penyediaan lapangan kerja menjadi indikator krusial pembangunan yang dipengaruhi oleh dinamika kebijakan UMP, fluktuasi ekonomi pascapandemi, dan ketimpangan kualitas SDM antarwilayah.

Landasan teori yang digunakan meliputi Teori Pasar Tenaga Kerja, Upah Efisiensi, Hukum Okun, Teori Harrod-Domar, dan Human Capital Theory. Penelitian ini dilatarbelakangi oleh fenomena jobless growth, ketidakpastian dampak regulasi UMP terhadap industri dan daya beli, serta ketidaksesuaian (mismatch) kualifikasi tenaga kerja terdidik di daerah.

Pendekatan kuantitatif deskriptif digunakan melalui analisis Regresi Data Panel atas data sekunder BPS dari provinsi-provinsi di Indonesia (2014–2025). Pengujian mencakup pemilihan estimasi terbaik (Chow, Hausman, Lagrange Multiplier), uji asumsi klasik, serta evaluasi statistik melalui Uji F, Uji t, dan Koefisien Determinasi (R^2).

Secara simultan UMP, Pertumbuhan Ekonomi, dan IPM berpengaruh signifikan terhadap Kesempatan Kerja. Secara parsial, UMP dan IPM berperan penting dalam penyerapan tenaga kerja, sedangkan Pertumbuhan Ekonomi berinteraksi dinamis dengan sektor riil daerah. perekonomi tahun 2020 juga membuktikan sensitivitas kesempatan kerja terhadap guncangan makroekonomi.

Perluasan kesempatan kerja memerlukan keselarasan kebijakan pengupahan dan perbaikan SDM. Pemerintah disarankan menerapkan kebijakan UMP yang fleksibel berbasis produktivitas, mendorong pertumbuhan ekonomi inklusif padat karya, serta mempercepat pemerataan investasi pendidikan dan kesehatan untuk mengurangi disparitas IPM.

*Kata Kunci**:** Upah Minimum Provinsi, Pertumbuhan Ekonomi, Indeks Pembangunan Manusia, Kesempatan Kerja.*