

The Influence of the Human Development Index and PMDN on Labor Absorption in DKI Jakarta Province

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ARTICLE INFO

Research Paper

Article history:

Received: 27 November 2023

Revised: 20 December 2023

Accepted: 15 January 2024

ABSTRACT

This Study is aimed at proving whether there is a relationship that influences the independent variables (HDI) and (PMDN) on the dependent variable Y (Labor Absorption) in DKI Jakarta Province. This research method uses descriptive quantitative research, multiple regression analysis with a correlational approach to time series data. From the test results for individual correlation, it was found that the HDI variable had a significant partial/individual effect on Labor Absorption and the PMDN variable had a partially/individually significant influence of PMDN on Labor Absorption in DKI Jakarta. Simultaneous analysis/joint F test between all independent variables on the dependent variable (HDI and PMDN) together has a significant influence on the dependent variable (Labor Absorption) in DKI Jakarta in the period 2002 - 2021. X_1X_2

Keywords: Human Development Index, Domestic Investment and Labor Absorption

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INTRODUCTION

The economic growth of a country cannot be separated from the quality of human resources that can be absorbed in economic activities, therefore, to encourage good quality of human resources in an area there must be local government intervention in providing driving factors in the formation of good human resources. excellence such as education, health, etc. Because with good quality human resources they will be easily absorbed by the labor market, this agrees with the view of Latif A (2016) in his research stating that increasing workforce competitiveness is an accumulation of a long process of structured and systematic human resource development, so that quality The human resources formed from this process can be easily absorbed by the market. because good quality human resources will have an impact on good performance productivity so that these human resources can increase income which will have an impact on better welfare (Herman, 2021a, 2022; Iskamto & Ghazali, 2021; Iskamto & Yapentra, 2018). The growth of domestic investment cannot be separated from the role of an abundant and quality workforce, where investors' high interest in investing will be able to have a positive impact on economic growth. Solow's neoclassical theory states that technological progress and investment will have an impact on changes in labor productivity. This is reinforced by research by Alina S & Asta S (2019) which states that the effects of tangible investment will be able to increase labor productivity due to changes in the performance system and investment in working capital, where growth and increase

in working capital will have an impact on increasing labor productivity. work, and the competitive advantage of a company can be seen from the ability of its workforce to produce production. This is also driven by the ability of human resources in the knowledge and skills embedded and possessed by each workforce. (Beach, 2009; Herman, 2021b; Maryanti et al., 2023; Sidabalok et al., 2023). To encourage good quality human resources, there must be government intervention. This can be seen from the human development index in an area. If the human development index increases, the productivity of human resources will be increased. According to Baskoro at.al (2019) the quality of education, improving the educational curriculum, teacher competency, internship programs, and providing teachers and educational infrastructure that is even and adequate throughout Indonesia, meanwhile to improve the quality of the Indonesian workforce the government can encourage education and provide cheap training or free and worker certification in accordance with industry requirements.

LITERATURE REVIEW

In making regional/country economic development a success, human resources are one of the supports for this to happen, because with good human resources that can absorb the employment available in that place, the higher the absorption of labor in the region/country will be able to encourage growth. economy, Quantity, quality and employment opportunities can be important benchmarks in developing the economy because they have functions including being a resource that carries out economic activities such as producing and distributing goods and services. This agrees with Kuncoro (2010) who states that labor absorption is encouraged by the large number of jobs that are available and have been filled and describes the large number of working people absorbed and spread across various economic sectors, or labor absorption is a description of the large number of jobs from various economic sectors that have been filled by the large number of working people and spread across various types. business field.

in Guszalina's research. S et al (2022) stated that there are several factors that encourage energy absorption, namely a good level of education and a good amount of wages, because a good income will be able to encourage a positive level of spending (Adula & Kant, 2022; Agaba et al., 2023; Musa & Ismail, 2023; Salfina et al., 2023). Labor Law No. 13 of 2003, also explains that labor is every person who is able to carry out work both inside and outside the employment relationship to produce goods and services to meet their own needs and the needs of the community. Economic development is a structural change effort that aims to increase productivity and create employment opportunities which will ultimately increase the population's income. Economic development is a multidimensional process that involves various fundamental changes in social structure, community attitudes and national institutions while continuing to pursue accelerated economic growth, addressing regional inequality, alleviating poverty and reducing unemployment rates (Todaro, 2003). According to BPS (2023) states that human development is a development model aimed at expanding the choices that can be grown through efforts to empower the population through several indicators, namely life expectancy, literacy rate, average length of schooling and adjusted real expenditure per capita. . Ezoji et.al, (2019) stated that human resources are a group of people who have skills and knowledge which are manifested in the ability to work so that they can produce economic value. Meanwhile, human resources include information, skills and traits that are useful for individuals, society and the economy. A high level of human development in a place can influence economic growth through the skills of its people, this will encourage increased productivity and creativity of human resources in the products and services offered so that it can absorb more workers and have an impact on increasing economic growth in that place (Maryanti et al., 2023). Brata (2004). Nasution. M. (2019) in his research stated that the government in this case must be able to overcome unemployment by encouraging education, quality of life and openness to technology. If unemployment is suppressed and handled well, the increase in a population's income can increase so that it will have various impacts on improving the quality of life such as nutritional needs, household consumption and education, then reducing unemployment can change the human development index to increase.

According to research by Arisman (2018), population size and the growth rate of per capita income have an influence on the high and low HDI in ASEAN member countries, where the higher a country's income, the higher the HDI and the lower the population's income, the lower the HDI. must be encouraged by the government through equal distribution of income with equal development in every

place. According to Rodriguez in Suparman (2022) states that development must lead to good change and this requires the role of human resources to realize something that is aimed at so that it can be achieved, and human development is the most important process that must be carried out by organizations in order to prepare for future challenges. Investment according to Keynes has an influence on economic growth and people's behavior which is based on 3 factors to determine investment, namely investment costs, return value, expectations and opportunities. According to Keynes, investment decisions are taken by comparing MEC with the real interest rate (r), where MEC or Marginal Efficiency of Capital is the rate of return when a project reaches the break-even point (BEP) or the expected profit from an investment. If the MEC value becomes greater than the real interest rate, then an investment can be made. However, if the MEC value is proportional to the r value, then there will be no further investment of funds in investment assets that generate income/profits. Keynes also stated that the amount or amount of investment does not only depend on returns or one factor, but is also influenced by the cost of capital or interest rates. Where investment is said to be profitable at a point where the MEC value and the cost of capital are at the same level. According to Sadono S (2011. p. 114) investment is a form of investing and spending capital, which is used to increase goods needed both in terms of production. These production goods will later be used for business development in the economic sector. In a study on private investment issues, Waktole and Bogale (2018) argue that age, education, marital status, personal savings, inflation rate, public investment, the existence of investment incentives, land and materials are things that really determine the level of growth of private investment in the city of Jimma. Ethiopia. Because the investment performance or decision making process of private investment is influenced by their age, education level, and the presence of the number of youth or adults who invest in their area.

METHOD

This research uses quantitative descriptive analysis with multiple linear regression and uses time series data. namely the research method used to obtain an overview and estimate the nature of a situation (Research and Development Agency of the Department of Home Affairs and Regional Autonomy, 2007: 2) The independent variables in this research consist of the Human Development Index, Domestic Investment (PMDN) and variables dependent is Labor Absorption. The population used in this research is all Human Development Index data, Domestic Investment (PMDN) and the dependent variable is Labor Absorption in DKI Jakarta Province for the period 2002 - 2021 using a saturated sampling technique (census method) where all members of the population are used as sample. Thus, the sample used in this research was DKI Jakarta Province over a period of 20 years.

RESULTS AND DISCUSSION

Table 1. Research Data (in millions of rupiah)

No	Year	HDI	PMDN	Labor
1	2002	75.60	4764610.30	3270000
2	2003	75.53	4671267.80	3379202
3	2004	75.80	3731198.60	3497359
4	2005	76.07	2545990.20	3565331
5	2006	76.33	3165185.30	3531799
6	2007	76.59	4569975.60	3543028
7	2008	77.03	1837300.00	4191966
8	2009	77.36	9693810.00	4118390
9	2010	76.31	4598517.00	4689761

10	2011	76.98	9256404.00	4588418
11	2012	77.53	8540071.00	4838596
12	2013	78.08	5766334.00	4712836
13	2014	78.39	17811428.00	4634369
14	2015	78.99	15512725.00	4724029
15	2016	79.60	12216900.00	4861832
16	2017	80.06	47234635.00	4509171
17	2018	80.47	49097423.00	4726779
18	2019	80.76	62094841.00	4836977
19	2020	80.77	42954743.90	4659251
20	2021	81.11	54708229.00	4737415

Source: BPS data for DKI Jakarta Province, processed

In table 1 of this research data, the requirements for multiple linear regression analysis are carried out through the classical assumption test, where the classical assumption test includes the Normality Test, Multicollinearity Test, Heteroscedasticity Test and Autocorrelation Test. The normality test aims to test whether the regression model is normally distributed or not. The results of the data normality test in table 2, obtained the Asymp. Sig. (2-tailed) > 5% (0.05) normal, then it is stated that the data comes from a normally distributed population. The Human Development Index data uses data in units of percentage per year, PMDN data uses data in units of millions of rupiah, while labor absorption data uses data in units of the number of people absorbed.

ble.2

One-Sample Kolmogorov-Smirnov Test				
		HDI	PMDN	Labor
N		20	20	20
Normal Parameters, b	Mean	7796.8000	18238579.435000	4280825.4500
	Std. Deviation	191.47065	20256190.2444915	581770.71905
Most Extreme Differences	Absolute	,140	,267	,253
	Positive	,140	,267	,191
	Negative	-.113	-.209	-.253
Statistical Tests		,140	,267	,253
Asymp. Sig. (2-tailed)		,200c,d	,310c	,520c

a. Test distribution is Normal.

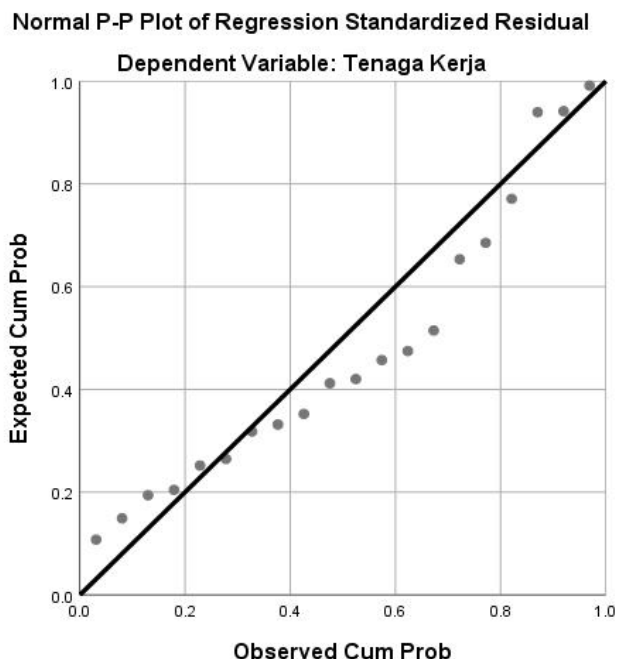


Figure.1 Data Normality Test

The heteroscedasticity test from the results of Figure 2 below can occur if there is a change in situation that is not reflected in the regression model specification, for example changes in economic structure, politics and government policies which have an impact on changes in the level of data accuracy. Examination of the symptoms of heteroscedasticity is by looking at the diagram pattern. The graph in Figure 2 does not have any symptoms of heteroscedasticity or is also a residual scatter diagram. The decision on the scatter diagram in Figure 2 below turns out to form a random pattern that spreads. So it can be explained that the regression does not experience heteroscedasticity. The results of the heteroscedasticity test are obtained by drawing 2 transmit diagrams as below:

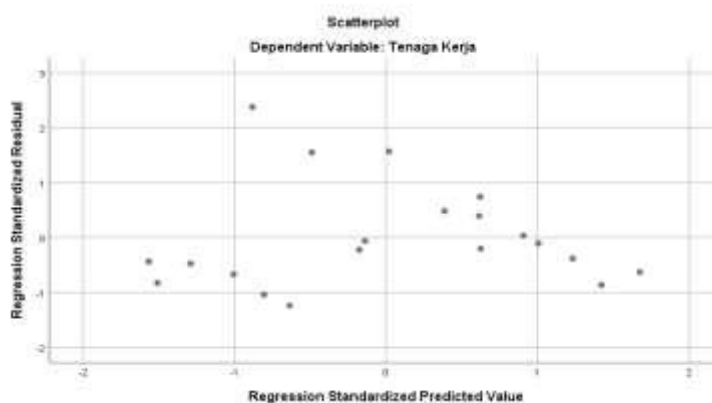


Figure 2. Scatter Plot of Heteroscedasticity Test

Based on table 3 regarding the multicollinearity test, the intention is to test whether there is a correlation between independent variables through the Variance Inflation Factor (VIF) values of the three

independent variables with values $X_1 = 4,820$, $t = 0.207$, $X_2 = 0.207$ (does not range from number 1). Based on the data above, it can be concluded that this regression model does not experience multicollinearity interference.

Autocorrelation test results via the Durbin-Watson (DW test) value in table 5, with the standard used being $4 - d < 4$ - according to Imam Ghazali, (2011) if you get the calculated Durbin-Watson value = 1.869, the DW table is 0.05 $dL = 1.100$ while $dU = 1.537$. $DW > dL$ ($1.869 > 1.100$), so there is no autocorrelation interference. Or the value obtained is $(4 - 1,100 = 2,900) > d$ (1,869) so there is no autocorrelation.

Table.3

Model		Unstandardized Coefficients		Standardized	t	Sig.	Collinearity Statistics	
		B	Std. Error	Coefficients			Tolerance	VIF
1	(Constant)	-2792.059	7032489.003		-3,971	,001		
	HDI	4176.982	919.977	1,375	4,540	,000	,207	4,820
	PMDN	5,680	,000	-.690	-2,280	,036	,207	4,820

a. Dependent Variable: Labor

Individual Parameter Significance Test (tStatistics Test) in table 3 above, the results are as follows: HDI variable () Because $(4.540 > 2.101)$ means that HDI has a significant partial/individual influence on increasing labor absorption in DKI Jakarta. Next, from the Sig value. $0.000 < 0.05$ means there is a significant influence. In line with research by Hafiz and Haryatiningsih (2021) it is stated that HDI has a positive and significant effect on labor absorption in West Java Regency/City. PMDN variable () Because $(-2.280 > 2.101)$ means that there is a significant partial/individual influence of PMDN on increasing labor absorption in DKI Jakarta, or it can be seen from the Sig value. $0.036 < 0.05$ means there is a significant influence, but in this case the relationship between these variables has the opposite direction of influence. This means that if there is an increase in PMDN in DKI Jakarta, it will reduce labor absorption in DKI Jakarta.

This can happen because DKI Jakarta Province shows great potential and opportunities in increasing the level of labor absorption in order to reduce the unemployment rate in the capital city. However, in practice in the field, companies need workers who have quality aspects of competence and expertise that match the company's criteria. So that the capital they invest can become long-term investment capital in the company's continued growth. Because an important component of investment is that it can move the wheels of the economy in a country (Meilasari, in Emil 2021). The results of the Simultaneous Significance Test (FStatistics) are proven in the Anova table below:

Table.4

		ANOVAa				
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	4351471302494.632	2	2175735651247.316	17,789	,000b
	Residual	2079214918858.322	17	122306759932.842		
	Total	6430686221352.953	19			

a. Dependent Variable: Labor

b. Predictors: (Constant), PMDN, HDI

In table 4 above, it can be seen at $\alpha = 0.05$ or 95% confidence level with degrees of freedom in the numerator = $(k - 1) = 3 - 1 = 2$. Degrees in the denominator = $(n - k) = 20 - 3 = 17$, $F_{2,17} = 3.59$. Therefore $F_{observed} > F_{critical}$

(17.789 > 3.59). So the conclusion is that the independent variables (HDI and PMDN) have a significant influence simultaneously on the dependent variable, namely labor absorption in the DKI Jakarta province for the period 2002 - 2021. If the probability is smaller than the significance level (0.05) then the model is accepted. It is proven that the sig value. is $0.000 < (0.05)$, with the equation model: $\alpha F_{tabel} = 0,05 F_{hitung} F_{tabel}$

$$Y = -2792.059 + 4176.982X_1 + 5.680X_2 + \epsilon$$

Table.5
Model Summary b

Model	R	Adjusted R Square	Std. Error of the Estimate	R Square Change	F Change	df1	df2	Sig. F Change	Durbin-Watson
1	.823	.677	349723.83	.677	17,789	2	17	.000	1,869
	a		381						

a. Predictors: (Constant), PMDN, HDI

b. Dependent Variable: Labor

Furthermore, the results of table 5 above for the Multiple Correlation Coefficient Test show that the magnitude of the correlation (R) in the Adjusted R Square is 0.639, indicating a strong relationship of influence between the independent variables (HDI), (PMDN) on the dependent variable Y Labor Absorption of 63.90% in DKI Jakarta province, while the remaining 36.10% is caused by many factors from other variables that are not hypothesized in this research, for example regional government policies, economic growth levels, political situations, security, etc. on labor absorption in DKI Jakarta. $X_1 X_2$

DISCUSSION

This research is aimed at proving whether there is a relationship that influences the independent variables (HDI), (PMDN) on the dependent variable Y (Labor Absorption), so conclusions are obtained from the results of hypothesis testing, namely from the results of testing for individual correlations we get correlations for the Human Development Index Variable. () Because $< (4.540 > 2.101)$ means that there is a significant partial/individual influence of HDI on Labor Absorption. Or it can be seen from the Sig value. . $0.000 < 0.05$ means that there is a significant influence of HDI on labor absorption in the DKI Jakarta province. Variable Domestic Investment (PMDN) () Because $> (-2.280 > 2.101)$ there is a significant partial/individual influence of Domestic Investment (PMDN) on labor absorption in DKI Jakarta province, or can be seen from the Sig value . $0.036 < 0.05$ means that there is a significant influence on labor absorption in DKI Jakarta. $X_1 X_2 X_1 t_{hitung} t_{tabel} X_2 t_{hitung} t_{tabel}$

From the results of the partial T test, it can be seen that each independent variable HDI () has a significant influence on the dependent variable and the variable PMDN () has a significant influence on labor absorption in the DKI Jakarta province. In this research, there are usually many factors in determining how labor absorption can occur in a particular area. In this case, this can happen because the DKI Jakarta Province shows great potential and opportunities in increasing the level of labor absorption in order to reduce the unemployment rate, open up employment opportunities and increase employment opportunities for residents in the capital city. However, in practice in the field, companies need workers who have quality aspects of competence and expertise that match the company's criteria. So that the capital they invest can become long-term investment capital in the company's continued growth. $X_1 X_2$

In the simultaneous influence test, it was obtained $> (17.789 > 3.59)$. So the conclusion is that the independent variables (HDI and PMDN) have a significant influence simultaneously on the dependent variable, namely Labor Absorption in DKI Jakarta Province for the period 2002 - 2021. Meanwhile, the regression model testing obtained for the multiple linear regression equation in this study is . With constant (a) = -2792.059 HDI coefficient (β_1) = 4176.982, PMDN coefficient (β_2) = 5.680. In testing the Multiple Correlation Coefficient, it is clear that the magnitude of the correlation (R) in the Adjusted R Square is 0.639, indicating a strong relationship of influence between the independent variables (HDI), (PMDN) on the dependent variable Y (Labor Absorption) of 63.90% in the province of DKI Jakarta , while the remaining 36.10% was caused by many factors from other variables that were not hypothesized in this research, for example regional government policies, economic growth levels, political situations, security, etc. on labor absorption in DKI Jakarta. $F_{hitung} F_{tabel} Y = -2792.059 + 4176.982X_1 + 5.680X_2 + \varepsilon X_1X_2$ To encourage labor absorption through the human development index there must be a role for the government. This is in accordance with the opinion of Pratiwi IGA (2023) which states that HDI components such as education, good health and a decent standard of living for the population can be prioritized by the government, so that it can form human resources. superior and high quality that can contribute to the absorption of labor in the industrial world so that it can increase sustainable economic growth.

CONCLUSION

Based on the conclusions of this research, the author provides suggestions, both to the government and to readers, including: The DKI Jakarta Provincial Government is expected to pay more attention to human development by increasing human development. This is expected to improve human quality and ultimately reduce the high level of unemployment that occurs in DKI Jakarta Province, in essence, human capital can encourage the growth of all development sectors in Indonesia, especially in improving the quality of human resources, especially in DKI Jakarta. The DKI Jakarta Provincial Government should not only make investments that are labor-intensive oriented but also in terms of providing employment opportunities, making it easier to create entrepreneurship with ease of capital for MSMEs, it is also hoped that it can reduce unemployment which will have an impact on the absorption of labor and the workforce.

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