

**THE ANALYSIS OF INVESTMENT, INFLATION, DISTRICT'S
MINIMUM WAGE AND EDUCATION ON LABOR ABSORPTION
IN SIDOARJO**

2002-2017

Minor Thesis

**Presented in Partial Fulfillment of the Requirement for the degree of Bachelor
of Economics**



MEDIASARI SORAYA S

135020107121003

**INTERNATIONAL UNDERGRADUATE PROGRAM OF ECONOMICS
CONCENTRATION IN DEVELOPMENT ECONOMICS**

**FACULTY OF ECONOMIC AND BUSINESS
UNIVERSITY OF BRAWIJAYA**

MALANG

2018

**THE ANALYSIS OF INVESTMENT, INFLATION, DISTRICT'S
MINIMUM WAGE AND EDUCATION ON LABOR ABSORPTION
IN SIDOARJO**

2002-2017

**By:
Mediasari Soraya S**

**Supervisor:
Shofwan, SE., M.Si.**

ABSTRACT

The main problem in employment, especially in Sidoarjo is located in the level of employment opportunities. Some theoretical determinant of the factors that can affect employment is Investment, Inflation, District's Minimum Wage, and Education that need to be examined in Sidoarjo City. The research aims to determine how much the influence on Investment, Inflation, District's Minimum Wage, and Education on labor absorption in Sidoarjo City. The analytical method in this research is panel data regression with 18 sub-districts in Sidoarjo City during 2002-2017. The best model that can be used in this study is a random effect model. The research showed that Investment and Inflation are positive but not significantly influence on labor absorption in Sidoarjo. But Wage and Education is positive significantly influence on labor absorption in Sidoarjo.

Keywords : *Investment, Inflation, District's Minimum Wage, Education, Labor Absorption*

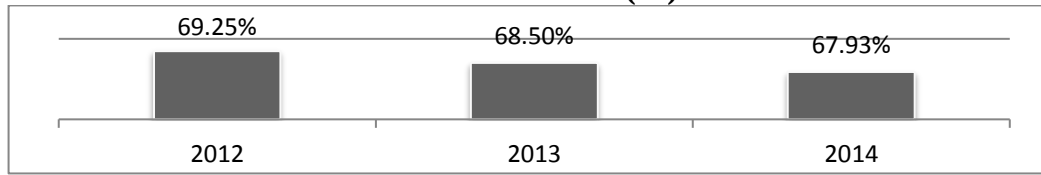
INTRODUCTION

Background of Study

The city of Sidoarjo, which is well-known as a rapidly growing urban city, indirectly has a serious problem with emergence of unemployment. This unemployment problem will become a growing problem. This will be a problem in the field of labor which will have an impact directly and indirectly, on other social problems such as poverty, inequality of income, economic growth, crime, even political instability. Government need to work out solutions to overcome this problem, with the right policies to absorb more labor.

Sidoarjo is an area in East Java Province which has an area of 719.63 km² consisting of 18 districts with 2.199.171 people at the end of 2016. The level of population density at the end of 2016 was 3.056 people on average per km². Increasing population will increase the number of the labor force.

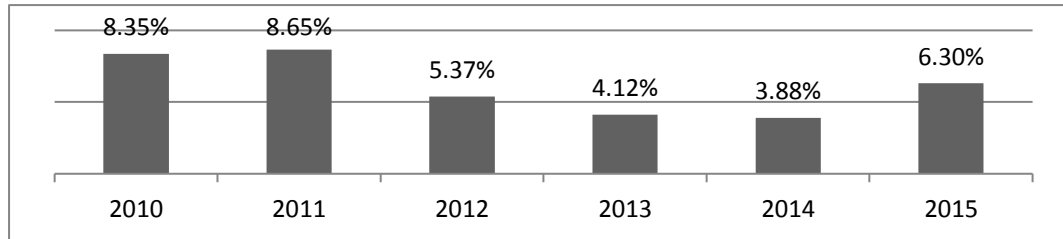
**Figure 1 Number of Labor Force Participation Rate in Sidoarjo
2012-2014 (%)**



Source: Central Bureau Statistics Sidoarjo 2012-2014

Figure 1 shows that the highest total workforce in 2012 with a total of 1.012.290 of the total population in Sidoarjo or 69.92% of the labor force participation rate. Basically, the amount of the workforce is up and down. The work force is the number of people employed plus unemployed people looking for work. A high amount of workforce can cause an economic burden because the number of workers must follow with increasing employment opportunities. If the number of unemployed increases, the level of community welfare decreases.

Figure 2 Open Unemployment Rate in Sidoarjo 2012-2014 (%)



Source: Central Bureau Statistics East Java 2012-2014

The cause of the decline in the number of labor absorption must be immediately find the solution so that the unemployment rate in Sidoarjo can be decrease. In Figure 2 Open Unemployment Rate (TPT) in Sidoarjo is relatively high which is at 8.35% in 2010, 8.65% in 2011, 5.37% in 2012, 4.12% in 2013, 3.88% in 2014 and 6.30% in 2015.

Based on explanation above description of the unemployment problem, investment and inflation should be considered because it will affect to the level of labor absorbption in Sidoarjo. Besides that education and minimum wage is also important, because minimum wage can increasing the welfare of labor life, while the higher education will give them huge opportunity in finding a job. So that, the researcher is interested and feel motivated to conduct a research entitled “**THE ANALYSIS OF INVESTMENT, INFLATION, DISTRICT’S MINIMUM WAGE AND EDUCATION ON LABOR ABSORPTION IN SIDOARJO OF 2002-2017**”

LITERATURE REVIEW

Definition of Labor

The definition of labor based on Law No. 13 of 2003 Chapter I article 1 Paragraph 2 mentioned that every person who able to do work to produce goods

and or services to fulfill their needs as well as for people needed. In general that the big population in one of the countries is divided by two groups, namely labor force and not a labor force which is if people who belong to labor force if they have entered the working age. The boundary of working age apply in Indonesia is from 15 years old – 64 years old. According to this concept, everyone who is able to work is called a workforce.

Employment Opportunity

Employment opportunity is the number of people who can be accommodated to work in a company or a particular agency, this employment opportunity will accommodate all labor force if there is a job sufficient or if available employment is sufficient or balanced with the amount of existing labor. (Tambunan, 2001).

Labor Absorption

The population that absorbed in jobs field is usually spread across various sectors in the economy The sector that employs many people generally produces large goods and services relatively. However, each sector experience has a different growth rate. Similarly, the ability of each sector to absorb labor. The difference in the rate of growth leads to two things. First, there is a different rate of increasing worker productivity in each sector. Second, in gradual, there is a change in sectoral, both in the absorption of labor and in contribution to national income (Simanjuntak, 1998).

Investment

Investments are often known as capital investment. Investment activities can increase economic growth so as to increase the economy to enlarge and increase the level of production in a business and increase employment opportunities. Thus the term investment can be defined as expenditure or expenditures of investors or companies to purchase capital goods and production equipment to increase the ability to produce goods and services available in the economy (Sukirno, 2001)

Inflation

Inflation is a tendency to increase the price level in general and continuously. An increase in the price of one or two items it can not be called as inflation, unless if the increase extends to (or causes increase) most of the price of other goods. According to the classical money theory, changes in the overall price level are like changes in size units. For indeed the economic welfare of society depends on relative prices, not on the whole price level (Mankiw, 2007).

Minimum Wage

Minimum wage is needed to fulfill the needs of the workers in order to reach the level of living wage, which means that the people who work will earn a decent income for their life. The minimum wage can prevent workers from labor exploitation, especially low skilled ones. The minimum wage can increase labor productivity and reduce unemployment consequences as predicted by conventional economic theory (Kusnaini, 1998).

Education

Human capital is the knowledge and abilities gained through education, start from programs for children on the job training for adult workers (Mankiw, 2003). According to Tirtarahardja and Sulo (2005) describes education as the preparation of labor is defined as activities to guide learners so have basic provisions to work Basic preservation in the form of attitudes, knowledge, and skills of work on the candidate outcome.

The Relationship of Investment on Labor Absorption

When the amount of the workforce rises, what is needed is Investment is a factor that supporting labor absorption because investment is the driving wheel of a business activity. To move the wheel of the business required labor in addition to invested capital. When the value of investment is greater than, also greater the number of labor absorption in the productive sector because with so many investors it will have the ability to absorb a larger of the workforce.

The Relationship of Inflation on Labor Absorption

High inflation leads to high input prices that are burdened by producers so that production costs increase then producers will reduce employment opportunities. The greater the level of inflation means the reduced ability of the business sector in the absorption of labor, and the lower the rate of inflation, the greater the ability of the business sector to absorb labor.

The Relationship of District's Minimum Wahe on Labor Absorption

A person working must expect a reward in the form of wages. A region with high wages will be able to increase the prosperity of the community because they can fulfill their needs. The high wage rate is a burden for employers, so that the determination of high wage rates by the Government will decrease the company's profits, consequently, the company will reduce the number of labor or rationalization of labor. Increased wage rates encourage employers to use techniques that tend to be capital-intensive in their production processes to achieve greater productivity levels so that, at the expense of the workers. So it will lead to an employment problem which is unemployment.

The Relationship of Education on Labor Absorption

The relationship of education to labor absorption is advancement of economic cannot be separated from the productivity of human resources owned. People who have a higher education will be more easily absorbed in the job field because educated people are more productive when compared with uneducated. Business sectors certainly have a requirement in absorbing labor that one of the workforces has a high level of education that has been completed.

RESEARCH METHODOLOGY

The Type of Research

This type of research using quantitative data.

The Scope of Research

To focus on the research on the object to be studied, the author gives the scope of the research that conducted in Sidoarjo and 18 districts in Sidoarjo namely Sidoarjo, Balongbendo, Buduran, Candi, Gedangan, Jabon, Krembung, Krian, Prambon, Porong, Sedati, Sukodono, Taman, Tanggulangin, Tarik, Tulangan, Waru, and Wonoayu.

Dependent Variable

The dependent variable is a variable that affected by independent variable. The dependent variable in this research is labor absorption (Y).

Independent Variable

- Investment (X1)
- Inflation (X2)
- District's Minimum Wages (X3)
- Education (X4)

Type and Source of the Data

This study uses secondary data. The data on investment, inflation, district's minimum wage and education are obtained from the publication of the Central Bureau of Statistics (BPS) of Sidoarjo. The data used for this study includes data for fifteen years from 2002 to 2017 while cross section data in this study is obtained from 18 districts in Sidoarjo.

Method of Data Analysis

Regression Analysis

Here is the estimation of equation model in this study:

$$Y_{it} = \beta_0 + \beta_1 X_{1it} + \beta_2 X_{2it} + \beta_3 X_{3it} + \beta_4 X_{4it} + \varepsilon_{it}$$

Where:

Y = The number of labor absorption

X₁ = Investment

X₂ = Inflation

X₃ = District Minimum Wage

X₄ = Education

B₀ = intercept

β₁β₂β₃ β₄ = Coefficient

ε_{it} = disturbance error

i = Districts/Cities

t = Year

Classical Assumptions Test

Normality Test

Normality test is used to test whether in a regression model, dependent variable, independent variable, or both have a normal distribution or not. In the EViews program, normality testing is performed by the Jarque-Bera test. The Jarque-Bera test has a chi square value with two free degrees. If the jarque-bera test results are greater than $\alpha = 5\%$, then the null hypothesis (H_0) is accepted which means the data is normally distributed. If the test result is smaller than the chi square value at $\alpha = 5\%$, then the null hypothesis is rejected which means it is not normally distributed.

Multicollinearity Test

Multicollinearity test is a test used to see the correlation between each independent variable. One method that can be used to determine the presence or absence of multicollinearity can be seen from the correlation value between two independent variables. If the correlation value is less than 0.8 then the independent variable does not have multicollinearity problem, and vice versa.

Heteroscedasticity Test

The basis of decision making of heteroscedasticity test through Glejser test are:

1. If probability of Chi-Square value $< \alpha = 0.05$, there has been heteroscedasticity.
2. If probability of Chi-Square value $> \alpha = 0.05$, it means no heteroscedasticity occurs.

Autocorrelation

Autocorrelation is the correlation between a series of observation members sorted by time series. According to Gujarati (2006: 37), the most popular test for detecting autocorrelation is the Durbin-Watson statistical test. Decision-making on this assumption requires two auxiliary values obtained from the Durbin-Watson table, dL and dU, with K = the number of independent variables and n = sample size. Testing is done by looking at the value of Durbin-Watson.

Hypothesis Test

Partial Regression Test (t test)

Partial regression test is the test of partial regression relationship, in order to determine whether there is partial significant influence between the dependent variable with the independent variable in the study.

Simultaneous test (F Test)

F test is the testing of regression relationship simultaneously or synchronously between the independent variables on the dependent variable.

Multiple Determination Coefficient Test (R^2)

Multiple Determination Coefficient Test (R^2) could be used to determine the amount of contributions of independent variables (X_1 , X_2 , and X_3) on the dependent variable (Y).

RESULT AND DISCUSSION

Regression Estimation Result

The data related to this research has been processed by a software namely Eviews 7.0. The data processed are consisting of dependent and independent variable, such as Investment (X_1), Inflation (X_2), District's Minimum Wage (X_3) and Education (X_4). The regression estimation result can be seen as follows:

Table 1

Variable	Coefficient	Std. Error	t-Statistic	Prob.
C	8.301012	0.122580	67.71897	0.0000
X1	0.018548	0.009680	1.916213	0.0563
X2	0.002302	0.002289	1.005534	0.3155
X3	0.103680	0.018731	5.535058	0.0000
X4	0.044085	0.008756	5.034893	0.0000

Source: Research Data Processed (2018)

Based on the results, the regression panel are described as follows:

- Investment has affect on labor absorption, as investment increases by 1%, the labor absorption will increase by 0,018%
- Inflation has affect on labor absorption, as inflation increases by 1%, the labor absorption will increases as 0,002%
- District's minimum wage has affect on labor absorption, as district's minimum wage increases by one unit, the labor absorption will increase by 0,103
- High school graduate has affect on labor absorption, as high school graduate increases by 1%, the labor absorption will increase by 0,044%

Result of Hypothesis Testing Simultaneous Test (F test)

Table 2 F Test Result

	F-statistics	Sig	Notes
F test	167,781	0,000	Significant

Source: Research Data Processed (2018)

The result of F test shows that Investment, Inflation, District's Minimum Wage, and High school graduate on labor absorption is 167,781 and significance

level at (0.000) which is less than alpha (0,050); so it can be said that all variables has significant effect on labor absorption.

Coefficient of Determination (R²).

Table 3 Coefficient of Determination Result

	R-square	Adj R-square
Coefficient of Determination	0,703	0,699

Source: Research Data Processed (2018)

This means that the independent variables can explain 70,3% of the dependent variable, while 29.7% is influenced by other factors outside this research.

Partial Test (t-test)

Table 4 T test

Variable	t-Statistic	Prob.
C	67.71897	0.0000
X1	1.916213	0.0563
X2	1.005534	0.3155
X3	5.535058	0.0000
X4	5.034893	0.0000

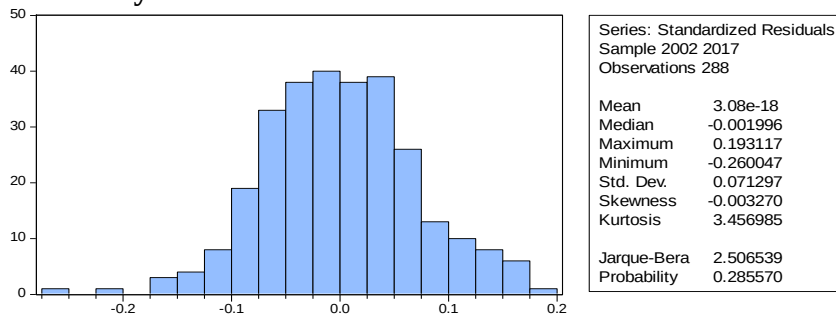
Source: Research Data Processed (2018)

The t-test result is described as follows:

- Result of t-test of variable X1 (Investment) is (1,916) with significance value at (0,056) which is more than alpha (0,050). Its mean that there is no significant effect of investment on labor absorption
- Result of t-test of variable X2 (Inflation) is (0,315) with significance value at (0,315) which is more than alpha (0,050). Therefore, there is no significant effect of inflation on labor absorption
- Result of t-test of variable X3 (District minimum wage) is (5,535) with significance value at (0,000) which is less than alpha (0,050). Therefore, there is a significant effect of district minimum wage on labor absorption
- Result of t-test of variable X4 (High school graduate) is (5,035) with significance value at (0,000) which is less than alpha (0,050). Therefore, there is a significant effect of High school graduate on labor absorption

Classical Assumption Test

Normality Test



Source: Research Data Processed (2018)

The result show that assumption of normality test by Jarque Bera on the regression model that Investment, Inflation, District's Minimum Wage, and High school graduate on Labor absorption have significance value at (0.286); it is more than alpha (0.050) so the residual model is normally distributed.

Multicollinearity Test

Table 5 The Result Multicollinearity Test

Variable	Coefficient Variance	Uncentered VIF	Centered VIF
C	0.195461	590.0295	NA
X1	0.001582	4018.372	7.635387
X2	9.10E-05	11.68214	1.017618
X3	0.005970	3492.441	7.531416
X4	0.000634	181.7731	1.704274

Source: Research Data Processed (2018)

The result show that all the centered VIF value is <10, it means that there is no multicollinearity problem.

Heteroskedasticity Test

Table 6 The Result Heteroscedasticity Test

F-statistic	1.189011	Prob. F(4,283)	0.3158
Obs*R-squared	4.760078	Prob. Chi-Square(4)	0.3128
Scaled explained SS	4.772783	Prob. Chi-Square(4)	0.3114

Source: Research Data Processed (2018)

The result show that Chi square Prob value (Obs*R-squared) is more than 0.05 so there is no heteroscedasticity problem.

Autocorrelation Test

Table 7 The Result Autocorrelation Test

F-statistic	418.9735	Prob. F(2,281)	0.0000
Obs*R-squared	215.6749	Prob. Chi-Square(2)	0.0000

Source: Research Data Processed (2018)

The result show that Chi square Prob value (Obs*R-squared) is less than 0.05 so there is autocorrelation problem. This happens because the data uses cross section data which observations are related over time.

Research Implications

The Effect of Investment (X_1) on Labor Absorption

The results of this study indicate that investment has not significantly effect on labor absorption in Sidoarjo with a positive coefficient 0.018 and a probability 0.056. These results indicate that this is not accordance with the research hypothesis that investment effects on labor absorption. This inconsistency is because the type of investment in Sidoarjo tends to capital intensive sectors, so it does not have a strong impact on employment opportunities. The results of this study are in accordance with Samsiah (2016) that investment has a positive effect and not significant on labor absorption. This is also, supported by the theory Todaro (2000) that the asynchronous relationship between investment and employment occurs due to capital accumulation for the purchase of sophisticated machinery and equipment, which is not only domestic financial waste and foreign exchange but also hampers efforts to create new job creation growth.

The investment value in the city of Sidoarjo is very high, but the type of investment in the Sidoarjo industrial sector is capital intensive. According to jatim.bps.go.id, Sidoarjo is the second city after Surabaya which has a number of large and medium industrial companies in province of east java, there is more than 978 large and medium industrial companies in 2015 in Sidoarjo with this type of capital-intensive investment. Which capital-intensive investment is more dependent on automated equipment from human labor. capital-intensive investment leads companies to find maximum profits by reducing production costs by substituting human resources with advanced technology that is considered more efficient, so the consequences of labor absorption tend to be low. Therefore, the government must be more selective in facilitating capital-intensive investments and giving permission for labor-intensive investments because it will affect employment.

The Effect of Inflation (X₂) on Labor Absorption

The results of this study indicate that inflation has not significant effect on labor absorption in Sidoarjo with a positive coefficient 0.002 and a probability of $0.315 > 0.05$. These results indicate that this is in accordance with the research hypothesis that inflation affects on labor absorption. This not significant, it is because the annual inflation rate is inversely proportional to the absorption of labor in each year, as the continued increase in prices will increase the company's production costs, which in turn will increase the price of goods. The results of this study are in accordance with previous researches Indradewa and Natha (2015) which shows the level of inflation has a negative influence on labor absorption.

According to A. W Philips (2005) that the relationship between inflation and unemployment which is nothing but the opposite of labor absorption. Say inflation can affect employment opportunities, it means that increasing inflation rate can result in the decrease of labor absorption and conversely, the decrease of inflation rate can increase labor absorption.

Table 8 Inflation and Unemployment Rate in Sidoarjo 2012-2015

Year	Inflation (%)	Open Unemployment Rate (%)
2012	4,01	5,37
2013	7,72	4,12
2014	7,67	3,88
2015	3,2	6,30
Avarage	5,65	4,9

Source: Central Bureau Statistics Sidoarjo 2012-2015

From table 11 shows that if the inflation rate increases, the unemployment rate will decrease. And in this case, it can be said that when the relationship of inflation rises and unemployment falls, the level of labor absorption will increases.

The Effect of District Minimum Wage (X₃) on Labor Absorption

The results showed that the district minimum wage has a significantly effect on employment, with the estimation results shows that the coefficients of the variable district minimum wage is 0.103 with a probability value of $0.00 < 0.05$. This is because the balance of labor in demand and supply in Sidoarjo applies, so that the increase or decrease in wages set by the government has an impact on labor absorption. This means that wage levels increase the labor market so that the number of labor offers also increases. So, if there is a 1% increase, it will increase employment by 0.103%. The results of this study are in accordance with Chusna (2013) which says that there is a positive and significant relationship between the minimum wage with the absorption of labor. The increase in wages has a significant effect on labor absorption, due to the implementation of regional autonomy with the existence of Government Regulation Number: 25 2000 dated May 6, 2000 concerning the Authority of the Government and the Province As an autonomous region, the determination of the minimum wage is carried out by the government to restrain the decline in wage rates, especially for lower level workers. In other words, minimum wages are a safety net so that the wage level is

not lower in the network. On the other hand the government gives the freedom to regulate wages that are above the minimum wage

The Effect of Education (X₄) on Labor Absorption

The results showed that education has a significantly effect on labor absorption, with the estimation results shows the coefficient of education variable is 0.044 with a probability of $0.00 < 0.05$. This is because education is a valuable investment, for economic growth. People who get higher education tend to get better jobs than those who do not have education. The results of this study are in accordance with Khadafi (2013) that education has a positive and significant relationship with employment. This result is also supported with the theory, which is according to Todaro (2002), Human capital in economic terminology is used for education and other human capacities. Education plays a key role in a country's economic progress. Education is a tool for adopting modern technology, so that it can increase production capacity in the economy.

CONCLUSION AND SUGGESTION

Conclusion

1. The results of this study show that investment has not significantly effect on labor absorption in Sidoarjo. This is because the type of investment in Sidoarjo tends to be capital-intensive which is more using machine power than the human labor, so the company only employs few *workers*.
2. The results of this study show that inflation has not significantly effect on labor absorption in Sidoarjo . The annual inflation rate is inversely proportional to the absorption of manpower in every year, as the continuous increase in prices will increase the company's production costs, which will further increase the price per unit of manufactured goods.
3. District's Minimum Wage has a significantly effect on labor absorption in Sidoarjo. The balance of labor supply and demand prevails in Sidoarjo, so the increasing or decreasing wage that set by the government has an impact on employment absorption.
4. Education has a significantly effect on labor absorption in Sidoarjo. This show that the more people is educated, people will be absorbed more easily than uneducated people.

Suggestion

1. To absorb more labor to reduce the unemployment problem, the government should be more selective in giving investors permits, where the government is more directing the investment to the labor-intensive sector, because a labor intensive approach relies more on human labor than it does on real capital/machine.
2. The local government in terms of fixing district's minimum wage at this time let say is quite appropriate. Hopefully, If the government continues increasing the minimum wage policy while improving the welfare.
3. It is hoped that the government can always provide the right policies to maintain the stability of the inflation rate so as not to give adverse effects and harm any party.

4. The government better start initiate on targeted employability application such as labor market information that is, providing students at a very early stage of their career with information about career opportunities which will enable them to reflect on their personal choices based on their skill and passion.

BIBLIOGRAPHY

- Chusna, Arifatul. 2013. Pertumbuhan Sektor Industri, Investasi dan Upah terhadap Penyerapan Tenaga Kerja Sektor Industri di Provinsi Jawa Tengah Tahun 1980-2011. Skripsi. Semarang. Universitas Negeri Semarang
- Indradewa dan Natha. 2015. Pengaruh Inflasi, PDRB, dan Upah Minimum terhadap Penyerapan Tenaga Kerja di Provinsi Bali. Skripsi. Denpasar. Fakultas Ekonomi Universitas Udayana
- Khadafi, Fuad. 2013. Analisis Faktor yang mempengaruhi penyerapan Tenaga Kerja Pada Industri Konveksi Kota Malang. Malang. Jurnal ilmiah Fakultas Ekonomi dan Bisnis Universitas Brawijaya.
- Kusnaini, D. 1998. Permintaan dan Penawaran Tenaga Kerja serta Upah: Teori Serta Beberapa Potretnya di Indonesia. Universitas Negeri Yogyakarta, Yogyakarta.
- Mankiw, N. G. 2003. Teori Makroekonomi. Edisi ke-5. Imam Nurmawan [penerjemah]. Jakarta : Erlangga
- Mankiw, N. Gregory, 2007. Makroekonomi. Edisi Keenam. Jakarta: Erlangga
- Mankiw, N. Gregory. 2007. *Makro Ekonomi*, Program Pascasarjana IPB. Bogor Edisi ke-6. Jakarta: Erlangga.
- Peraturan Pemerintah Republik Indonesia Nomor 25 Tahun 2000 tentang Kewenangan Pemerintah dan Kewenangan Propinsi sebagai Daerah Otonom.
- Phillips, A, W, 2005, The Relation between Unemployment and the Rate of Change of Money Wage Rates in the United Kingdom, 1861-1957, *Economica*, New Series, Vol. 25, No. 100
- Samsiah, Nurt. 2016. Pengaruh Investasi, Upah Minimum Provinsi dan Belanja Pemerintah Terhadap Penyerapan Tenaga Kerja Sektor Industri Pengolahan di Provinsi Sulawesi Selatan. Skripsi. Universitas Islam Negeri Alauddin Makassar
- Simanjuntak, 1998, Payaman, Pengantar Ekonomi Sumber Daya Manusia, Jakarta: Lembaga Penerbit Fakultas Ekonomi Universitas Indonesia
- Sukirno. 2001. Pengantar Makro Ekonomi : Edisi II. Jakarta: Grafindo Persada
- Sulistiyawati, A. 2012. Pelayanan Keluarga Berencana. Jakarta: Salemba Medika
- Tambunan, Tulus. 2001. Perekonomian Indonesia : Teori dan Temuan Empiris. Jakarta : Ghalia Indonesia
- Tirtarahardja, Umar & La Sulo. 2005. Pengantar Pendidikan. PT Rineka Cipta. Jakarta.
- Todaro, M.P., 2000, Pembangunan Ekonomi di dunia Ketiga, edisi ketujuh, Jakarta, Erlangga.
- Undang-Undang Nomor 13 Tahun 2003 Tentang Ketenagakerjaan