FACTORS INFLUENCING LABOR ABSORPTION IN THE AGRICULTURAL SECTOR IN CENTRAL KALIMANTAN PROVINCE

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Abstract

The research objectives are 1) to describe the development of the agricultural sector workforce, regional minimum wage (UMR), gross regional domestic product (GRDP) and agricultural land area in Central Kalimantan Province by district/city in 2017-2022; 2) to analyze the influence of regional minimum wage (UMR), gross regional domestic product (GRDP) and agricultural land area on the absorption of agricultural sector workforce in Central Kalimantan Province in 2017-2022. This research method employs panel data regression analysis and secondary data collected by the Central Kalimantan Central Statistics Agency from 2017 to 2022. The analysis tool used is EViews 12. The results of the study show that the development of the workforce, UMR, GRDP, and agricultural land area in Central Kalimantan Province from 2017 to 2022 exhibited various dynamics, with each indicator displaying trends and fluctuations that reflect socio-economic conditions and policies at both the district/city level and the provincial level. Factors that influence the absorption of labor in the agricultural sector in Central Kalimantan Province based on the results of panel data regression analysis using the Fixed Effect Model are UMR which has a negative coefficient value of -0.000914, GRDP has a positive coefficient value of 3.477186 and agricultural land area which also has a positive coefficient value of 0.001264 with an R-square value obtained of 97.25% which shows that variations in labor absorption in the agricultural sector can be explained by the independent variables included in the model.

Keywords: Labor, Agricultural Sector, Minimum Regional Wage, Regional Revenue, Land

INTRODUCTION

Development is a step taken by a country to develop its economy with the goal of achieving public welfare. The government is involved in developing every aspect of human life, including education, health, and infrastructure, all of which play a vital role in the development process. Creating beneficial cooperative relationships between local governments and communities and managing available resources are part of this process. To encourage new jobs and economic progress in the regions, local governments collaborate with the business community.(Arsyab, 2015).

The goal of economic development is to improve a country's standard of living, which is often determined by the amount of money each person receives. As defined by "labor absorption," this refers to the number of workers employed by a particular company or organization. The need for labor leads to employment. Here, the term "labor absorption" can also mean "labor demand."(Suparmoko, 2002).

Indonesia is a developing country where the issue of job creation remains a major topic every year. All employment issues are still being addressed. Job opportunities for the workforce are quite a concern, as the annual increase in the workforce is not matched by the availability of job opportunities, leading to problems in labor absorption. The majority of Indonesians earn their living from agriculture, thus playing a crucial role in the survival of the Indonesian population.

In fact, nearly half of Indonesia's workforce still relies on agriculture for their daily needs, and the country uses a significant portion of its land for agricultural purposes. The agricultural sector plays a crucial role in the Indonesian economy, serving as the foundation for economic development. Government policies related to agriculture need to be updated to reflect changing circumstances and advances in the agricultural industry to address a number of issues affecting the nation's well-being.(Yamin, 2005).

Central Kalimantan is a province in Indonesia where the majority of the population relies on agriculture. The agricultural sector in Central Kalimantan Province is a crucial component of national and regional development. In 2022, the agricultural sector accounted for a significant 39.9 percent of the total workforce. Table 1 presents employment data in Central Kalimantan Province in 2022.

Table 1.
Population of Central Kalimantan aged 15 years and over who work in the main employment sector, 2022

Main Field	Labor (People)	Percentage (%)
Agriculture	537,714	39.9
Mining	96,980	7.21
Industry	52,860	3.93
Electricity, gas, and water	5,597	0.42
Construction	63,415	4.72
Trade and accommodation services	269,838	20.08
Warehouse transportation and communication	41,182	3.06
Financial institutions	26,677	1.98
Community services	252,212	18.7
Total	1,344,475	100

Source: Central Kalimantan BPS 2022, data processing

Besides the agricultural sector, which has a significant workforce absorption rate, the trade and accommodation services sector accounts for 20.08 percent, followed by the community services sector at 18.7 percent. Other sectors account for relatively small numbers, around 10 percent or less.

Several variables influencing labor absorption are the regional minimum wage (UMR), gross regional domestic product (GRDP), and agricultural land area. While wage increases can boost consumption and increase employment opportunities, wage increases can actually negatively impact labor absorption under certain conditions. Employers are likely to lay off workers if the minimum wage is higher than the average wage, thus slowing the expansion of labor absorption. Therefore, wage increases can be interpreted as a decrease in labor absorption (Sulistiawati, 2012).

The added value of goods and services produced during a certain period of time by various production units or sectors in a region is called regional domestic product. Gross Domestic Product (GRDP). The assumption that if GRDP increases, the added value of output or sales of all economic units in a region will increase, which can impact the number of workers. Businesses' need for workers increases along with increased sales or output, thus requiring higher production levels to increase revenue.(Feriyanto, 2014).

The size of a business will depend on the amount of agricultural land used; the larger the land area, the larger the scale of the business. Therefore, in this industry, the larger the geographic area used, the larger the scale of the business. Furthermore, the need for labor will continue to increase.(Soekartawi, 2016).

The research objectives taken are:

1. Describes the development of the agricultural sector workforce, regional minimum wage (UMR), gross regional domestic product (GRDP), and agricultural sector land area in Central Kalimantan Province by district/city in 2017 – 2022.
2. Analyzing the influence of regional minimum wages (UMR), gross regional domestic product (GRDP), and agricultural sector land area on agricultural sector labor absorption in Central Kalimantan Province in 2017-2022.

REVIEW OF LITERATURE

Agricultural Sector

The agricultural sector is a primary sector offering a variety of commodities essential to driving Indonesia's economic development. Indonesia boasts a wide variety of important agricultural products, including food crops, plantations, horticulture, ornamental plants, and industrial crops.

Labor

Law Number 13 of 2003 concerning Manpower defines labor as any person who can work, both within and outside of an employment relationship, to produce goods and services to meet the needs of society. Therefore, the low level of productivity in the agricultural sector is influenced by the number of unproductive age groups in the sector, particularly the older age group known as elderly farmers.

Minimum wage

According to the Central Statistics Agency (2021), wages are the difference paid by an employer to an employee for work or services performed or to be performed. Wages are expressed or valued in monetary terms based on an agreement or statutory regulations and

are established as part of the employment relationship between the employer and employee, which also includes family allowances.

Gross Regional Domestic Product (GRDP)

Regional gross domestic product (GDP) is the total value of finished goods and services produced within a specific period by economic sectors in a region. Gross Domestic Product (GRDP) is the total income of domestic factors of production in Indonesia and abroad. Two components make up the GRDP calculation. The first is based on real or constant prices and displays the added value of products and services calculated based on prices prevailing as the base year in a given year. Real prices are used to determine the second.

Agricultural Land Area

The area of the earth's surface that is not covered by air, can support human habitation, and is suitable for cultivation, is called land. Land also includes its natural resources. Land area based on its type of use is divided into 12 types: forests, plantations, mixed gardens, mining, alang/alang or shrubs, housing, rice fields, grass or swamps, fish ponds, taglan/fields, rivers/lakes/reservoirs/ponds, and others.

Panel Data Regression

Panel data is the source of panel regression models. Panel data consist of observations made on individuals or cross-sectional units over multiple periods. Using panel data has many advantages: it significantly increases sample size; it also allows for the study of more complex behavioral models by retesting cross-sectional observations. Finally, panel data is more appropriate for investigating the dynamics of change. Various tests can be performed to select the most appropriate model, including the Chow Test, the Hausman Test, and the Lagrange Multiplier (LM) Test (Widarjono, 2009). Regression models with panel data can be estimated using three different techniques: Common Effects, Fixed Effects, and Random Effects (Nengsih & Agustin, 2021).

RESEARCH METHOD

This research was conducted in Central Kalimantan Province from May 2024 - June 2024, starting from the collection of secondary data and other supporting data from the Central Statistics Agency of Central Kalimantan Province and the data processing stage until the completion of the final research report.

This study uses secondary data collected and published by the Central Statistics Agency of Central Kalimantan Province. The secondary data used is panel data, a combination of time series and cross-sectional data. The data were taken from the last six years, from 2017 to 2022. The data used in this study include the workforce working in the agricultural sector, the minimum wage (UMR), the regional gross domestic product (GRDP), and agricultural land area in 13 regencies and one city in Central Kalimantan Province.

This study employed both descriptive and quantitative methodologies. The first objective of the study was to describe the development of the agricultural sector workforce, minimum wage (UMR), regional regional gross domestic product (GRDP), and land area in the sector across 13 districts and one city in Central Kalimantan using descriptive analysis.To answer the second objective, analyze the influence of UMR, GRDP and land area of the

agricultural sector according to 13 districts and 1 city in Central Kalimantan using data analysis with the panel data regression method assisted by the Eviews 12 program.

RESULTS AND DISCUSSION

Panel Data Regression Analysis

To answer the second objective in this study, a panel data regression analysis model was used, assisted by the Eviews 12 program. Panel data regression was carried out using 3 (three) models, namely the Common Effect Model (CEM), fixed effect model (FEM), and random effect model (REM). Model selection was carried out to determine the best model using the Chow test, Hausman test, and Lagrange Multiplier. This model selection aims to meet the requirements for statistical data processing using E-Views 12 software.

The first step taken is to carry out a Chow test to determine the best model from among the Common Effect Model (CEM) and Fixed Effect Model (FEM). The following Chow test results can be seen in Table 2.

Table 2.
Chow Test

Effects Test	Statistics	df	Significance
Cross-section F	54.225512	(13.67)	0.0000
Cross-section Chi-Square	205.313085	13	0.0000

Source: Results of Eviews 12 data processing (2024)

In the Chow Test, the hypothesis used in determining the model is:
H0 = common effect model
H1 = fixed effect model

If the significance value ≥ 0.05 means H0 is accepted and H1 is rejected, meaning the best model is the common effect model. If the significance value < 0.05 means H1 is accepted and H0 is rejected, meaning the best model is the fixed effect model.

Based on Table 2 and based on the established testing criteria, the probability value obtained by the Chow test for both effect tests, namely the cross-section F and cross-section Chi Square, is 0.0000. Because the probability value is <0.05, which means H1 is accepted, which means the best model is the fixed effect model.

Next, the Hausman test was carried out with the aim of determining the best panel data regression model between the fixed effect model and the random effect model. The results of the Hausman test can be seen in Table 3.

Table 3.
Hausman Test

Test Summary	Chi-Square Statistics	Chi-Square df	Significance
Random cross-section	10.012810	3	0.0185

Source: Eviews 2024 data processing

In the Chow Test, the hypothesis used in determining the model is:
H0 = Random Effect Model
H1 = fixed effect model
Based on Table 3 and based on the established testing criteria, namely:

1. If the significance value > 0.05, then Ho is accepted and H1 is rejected, which states that the best model is the Random Effect Model.

2. If the significance value is <0.05, then H1 is accepted and H0 is rejected, which states that the fixed effect model is the best.

It can be seen that based on the results of the Hausman test, the significance value obtained is cross-section random of 0.0185, i.e., <0.05, thus H1 is accepted, meaning the appropriate estimation model used in this regression is the Fixed Effect Model. The Fixed Effect Model is a technique for analyzing data consisting of repeated observations of the same unit over a certain period. This model is used to capture fixed effects or characteristics that do not change from these units over time.

Fixed Effect Model (FEM) Regression Estimation Results

Based on the results of the Chow test and the Hausman test, the most appropriate panel data regression model to be used in this study is the Fixed Effect Model (FEM). The regression results using the Fixed Effect Model are as follows:

Table 4.
Fixed Effect Model (FEM) Regression Estimation Results

Variables	Coefficient	T - Statistics	Significance
C	30383.13	4.445874	0.0000
X1 UMR	- 0.000914	- 0.382291	0.7035
X2 GRDP	3.477185	2.386936	0.0198
X3 Area of agricultural land	0.001264	0.086268	0.9315
Adj R-squared	0.968143		
F – statistic	158.6496		
Significance (F-statistic)	0.000000		

Source: ereviews output 12

Based on the results of the Fixed Effect Model regression, the results of the regression model equation were obtained between the dependent variable (number of people working in the agricultural sector) and the independent variable (UMR X).$_1$, GRDP X2, and Agricultural land area X3) as follows:

$$Yit = 30383.13 - 0.000914\ X1it + 3.477185\ X2it + 0.001264\ X3it$$

Information:

Y = Number of people working in the agricultural sector (people)
X1 = Regional minimum wage for the agricultural sector (Rp)
X2 = GRDP of the agricultural sector (billion)
X3 = Agricultural land area (hectares)
i = total of 13 districts and 1 city
t = years taken 2017 -2022

Testing the Significance of the Best Model Parameters

The appropriate panel data regression model for the number of people working in the agricultural sector by Regency/City in Central Kalimantan is estimated using the Fixed Effect Model (FEM). After the parameter estimation model in FEM is obtained, parameter significance testing is carried out both simultaneously and partially.

Simultaneous Test (F Test)

From the FEM model, the F-statistic and Probability values are obtained. Where the probability is 0 or less thanα: 0.05 which shows that the overall model is significant, this means that at least one of the independent variables (X1, X2, X3) together have a significant

effect on the absorption of labor in the agricultural sector in Central Kalimantan, the results of the simultaneous test (F test) can be seen in Table 16.
Theoretically, as follows:
H0: Independent variables simultaneously (together) do not affect the dependent variable
H1: Independent variables simultaneously (together) influence the dependent variable
The decision-making criterion is to reject H0 if the probability value < α. 0.05

Partial Test (t-Test)

Partial parameter significance testing was conducted using the t-test. The results of the t-test can be seen in Table 4.
Based on the results of the t-test conducted, namely:

1. Constant (C)
   The constant coefficient value is 30383.13 with a t-statistic of 4.445874 and a probability (p-value) of 0.0000. A p-value smaller than 0.05 indicates that the constant in this model is significant at the 95% confidence level.
2. Variable X1 Regional Minimum Wage
   The coefficient value for the UMR variable is -0.000914 with a t-statistic of -0.382291 and a p-value of 0.7035. Because the p-value is greater than 0.05, this indicates that the UMR does not have a significant effect on labor absorption in the agricultural sector in Central Kalimantan at a 95% confidence level.
3. Variable X2 Gross Regional Domestic Product
   The coefficient value for the GRDP variable is 3.477185 with a t-statistic of 2.386936 and a p-value of 0.0198. With a p-value smaller than 0.05, this indicates that GRDP has a significant positive effect on labor absorption in the agricultural sector in Central Kalimantan at a 95% confidence level.
4. Variable X3 Area of agricultural land
   The coefficient value for the agricultural land area variable is 0.001264 with a t-statistic of 0.086268 and a p-value of 0.9315. Because the p-value is greater than 0.05, this indicates that agricultural land area does not have a significant effect on agricultural labor absorption in Central Kalimantan at a 95% confidence level.

Due to the results of the partial T test, the variable that has a significant influence on the absorption of labor in the agricultural sector in Central Kalimantan is variable X.$_2$GRDP. Meanwhile, variables X1 UMR and X3 agricultural land area did not show a significant influence on labor absorption in the agricultural sector in Central Kalimantan.

Coefficient of Determination Test (R-Square)

This study uses panel data regression analysis with a fixed-effect model to examine the factors influencing labor absorption in the agricultural sector in Central Kalimantan. One important step in this analysis is evaluating the model's fit using the R-squared (R) value.^{2}). The results of the R-square test can be seen in Table 5 below.

Table 5.
Coefficient of Determination Test (R-Square)

R-squared	0.972483
Adjusted R-squared	0.968143

Source: eViews 12 data processing

Based on Table 5. The applied fixed effect panel data regression model yields an R-squared value of 0.972483. This value indicates that 97.25% of the variation in agricultural labor absorption can be explained by the independent variables included in the model. This indicates that the model has a very high ability to explain the factors influencing agricultural labor absorption.

Furthermore, the adjusted R-squared value was 0.968143. Adjusted R-squared adjusts for the number of independent variables in the model and more accurately reflects the model's strength in explaining variations in labor absorption after accounting for model complexity. A high adjusted R-squared value indicates that the fixed effects model has strong predictive ability even after adjusting for the number of variables used.

These results indicate that the variables used in this study in the fixed-effect model significantly contribute to explaining variations in agricultural labor absorption in Central Kalimantan. With high R-squared and Adjusted R-squared values, the model used is appropriate in analyzing factors influencing labor absorption in the agricultural sector. Therefore, overall, the panel data regression model, namely the fixed-effect model used in this study, is very effective in explaining agricultural labor absorption in Central Kalimantan. These results also support the validity and reliability of the model in evaluating labor dynamics in the agricultural sector.

The Influence of the Minimum Wage in the Agricultural Sector on Labor Absorption in the Agricultural Sector in Central Kalimantan Province (X1)

The wage level in a region will influence the amount of labor needed. An increase in the wage level will result in a good labor supply. Conversely, if the wage level rises, the demand for labor will decrease, as stated by (Simanjuntak, 2001).

The UMR variable by district/city in Central Kalimantan Province obtained a negative coefficient value of -0.000914. The negative coefficient on the variable X1 UMR means it has a negative effect on the agricultural sector workforce. This can also be interpreted as if there is an increase in the value of the UMR by district/city in Central Kalimantan Province by Rp 1 while other variables are held constant, then it tends to reduce the number of agricultural sector workers by district/city in Central Kalimantan Province by 0.000914 people.

Research related to this by Belmondo and Triani (2020) shows that wages have a negative influence on labor absorption in the manufacturing sector. Agriculture states that the higher the wage rate offered to workers, the lower the rate of labor absorption. The size of wages affects the company's production costs. Wages have a significant influence on labor absorption. If the wages offered by a company are considered high or appropriate for the services or sacrifices provided, job seekers will strive to work at that company. The results show that wages have a significant and negative influence on labor absorption in the agricultural sector (Belmondo & Triani, 2020).

The conclusion is that when wages are high, the quantity of labor demanded will increase. However, if wages are high while other input prices remain constant, labor will be relatively more expensive than other inputs. This will encourage employers to replace relatively expensive labor with other, cheaper inputs to maintain profits.

The Influence of the Agricultural Sector's GRDP on the Absorption of Agricultural Labor in the Central Kalimantan Province (X2)

Based on the estimation results, it can be seen that the GRDP variable of the agricultural sector obtained a positive coefficient of 3.477185. The positive coefficient indicates that the GRDP of the agricultural sector has a positive effect on the agricultural sector workforce in the districts/cities of Central Kalimantan Province or it can be interpreted that if there is an increase in the value of the GRDP of the agricultural sector in the districts/cities of Central Kalimantan Province by 1 billion rupiah, there will tend to be an increase in the agricultural sector workforce by 3.477185 people with the assumption that other variables are considered constant (ceteris paribus).

The agricultural sector itself is one of the largest contributors to GRDP in the regencies/cities of Central Kalimantan Province. The growth in GRDP in regencies/cities in Central Kalimantan Province indicates an increase in the total value added of output or sales in regional economic units. This is because more workers will be needed to increase production, resulting in a significantly higher demand for labor. The increased growth of agriculture, the largest industry in regencies/cities in Central Kalimantan Province, is expected to reduce the unemployment rate in regencies/cities in Central Kalimantan Province.

According to Okum's Law, GRDP has a positive effect on labor absorption. Consequently, an increase in GRDP will impact labor absorption. Okum's Law also explains that there is a negative relationship between GRDP and unemployment, with an increase in GRDP decreasing the unemployment rate by nearly one percent for every nearly two percent increase in GRDP (Mankiw, 2003)

The Influence of Agricultural Land Area on Labor Absorption in the Agricultural Sector in Central Kalimantan Province (X3)

The size of the business scale will depend on how much land is used for agriculture. The more land used for agriculture, the larger the business scale will be. So, it will be able to absorb quite a large number of agricultural sector workers (Soekartawi, 2016).

The variable of agricultural land area has a positive coefficient of 0.001264, meaning that the agricultural land area has a positive effect on the agricultural sector workforce in the districts/cities of Central Kalimantan Province and this can also be interpreted if there is an increase in the agricultural land area in the districts/cities of Central Kalimantan Province by 1 hectare while the other variables are considered constant or ceteris paribus, so that this can increase the number of agricultural sector workers in the districts/cities of Central Kalimantan Province by 0.001264 people.

Central Kalimantan Province has extensive agricultural land that can be utilized as a natural resource. This will impact the number of workers needed in the agricultural sector, causing the number of workers needed in the production process to increase along with the expansion of agricultural land area. Government involvement and efforts are needed to absorb the agricultural sector workforce to reduce unemployment. Thus, it can do several things, such as carrying out optimal land management to increase agricultural productivity with several means, such as increasing capital, human resources and technology through agricultural intensification. The Central Kalimantan Provincial Government can also implement an agricultural extensification policy that can be done by expanding land areas or expanding planting areas to districts/cities that have not yet utilized their agricultural land

area so that agricultural productivity increases andThe workforce absorbed also increases. When the area of agricultural land decreases, this causes the workforce absorbed to also decrease.

CONCLUSION

Based on the results of research on factors influencing the absorption of labor in the agricultural sector in Central Kalimantan Province, the following conclusions can be drawn:

1. The development of the workforce, UMR, GRDP, and agricultural land area in Central Kalimantan Province from 2017 to 2022 experienced various dynamics, and each indicator describes the social and economic conditions in Central Kalimantan Province according to the district/city, which experienced fluctuations during 2017 – 2022.
2. Factors that influence the absorption of labor in the agricultural sector in Central Kalimantan Province based on the results of panel data regression analysis using the Fixed Effect Model are UMR which has a negative coefficient value of -0.000914, GRDP has a positive coefficient value of 3.477186 and agricultural land area which also has a positive coefficient value of 0.001264 with an R-square value obtained of 97.25% which shows that variations in labor absorption in the agricultural sector can be explained by the independent variables included in the model.

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