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The Effect of Cash Turnover, Account Receivable Turnover and Inventory Turnover on ROA in Mining and Quarrying Sector Companies Listed in IDX from 2017-2019

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ABSTRACT

The purpose of this study is to assess the level of unemployment in DKI Jakarta Province by considering the Regional Minimum Wage and Population Frequency. The research method applied is quantitative, using secondary data obtained from the official website of bps.go.id. The population taken in this study covers 7 districts/cities in Bali Province, with samples taken from basic statistical data recorded at BPS DKI Jakarta, especially the Regional Minimum Wage and Population Frequency during the 2018-2022 period. This study uses the purposive sampling method to determine the sample. with a frequency of 35 observations. The hypothesis test of this study was carried out using multiple regression analysis. The test results show that the Regional Minimum Wage and Population Frequency have a positive and significant effect on the Unemployment Level. This study also concluded that Population Frequency has no effect on the Unemployment Level.

Key Words:

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1. INTRODUCTION

Article 27 paragraph 2 of the 1945 Constitution emphasizes that every citizen has the right to get a decent job and livelihood. In addition, Article 28 D paragraph 2 guarantees the right of every individual to work with fair remuneration and treatment. This signifies the government's constitutional responsibility to provide adequate, productive, and profitable employment. By focusing on handling the unemployment problem, the government is expected to increase people's prosperity. High levels of unemployment can lead to political, security, and social instability, which can ultimately hinder economic growth.

To increase community prosperity, development is carried out by overcoming a number of development and social problems, such as unemployment. In addition, high levels of unemployment can lead to political, security, and social instability which in turn hinders economic growth.

The island of Java is home to most of Indonesia's workforce. Meanwhile, labor is still minimal in other more expansive regions, especially in the forestry, plantations, and

agriculture sectors. As a result, Java Island has a high level of unemployment. Before the Covid-19 pandemic in February 2020, the island of DKI Jakarta experienced the lowest population frequency, namely 281.95 thousand people with a TPT of 5.15% in the era of the Anies administration. However, since the Covid-19 pandemic, there has been an increase in the unemployment rate in 2020 as a result of job loss. In addition, there is a gap between the labor force and employment opportunities because the labor force is growing faster than the employment opportunities, which will drive unemployment.

Table 1. Percentage of Open Unemployment Level (TPT) in DKI Jakarta Province for the 2020-2022 Period

Region	Open Unemployment Level (Percent)				
	2018	2019	2020	2021	2022
JAKARTA	6.24	6.22	10.95	8.50	7.18
THOUSAND ISLANDS	5.33	5.44	7.37	8.58	8.47
SOUTH JAKARTA	6.31	6.84	10.79	7.33	5.63
EAST JAKARTA	6.67	6.15	9.29	8.23	8.39
CENTRAL JAKARTA	6.64	7.51	10.97	7.75	5.88
WEST JAKARTA	5.00	5.21	12.27	9.06	7.10
NORTH JAKARTA	7.01	6.32	11.79	9.84	8.04

The previous table illustrates how the unemployment level in DKI Jakarta province over the past five years has fluctuated depending on the district and city. Seen in 2018-2022, the city of DKI Jakarta has an unemployment rate percentage of 10.95% and is ranked 2nd highest among other districts/cities in DKI Jakarta. Meanwhile, the lowest level of open unemployment is found in the district/city of South Jakarta in 2022, which is only 5.63%. The imbalance between the increase in the frequency of unemployment and job prospects is the main cause of the increase in unemployment in Jakarta. The high unemployment rate in this region is also the result of the high level of urbanization and population growth in Jakarta (Alex. Joycelin. Liu. and Marliana. 2022).

The population of a country can be classified into two ages: working age (15-64 years) and non-working age, which includes in the non-working age group (non-productive age) including in the age group 0-1 years and the elderly (65 years and above). According to data from the Central Statistics Agency (BPS), the frequency of residents in DKI Jakarta Province between the ages of 15 and 64 who work between 2018 and 2022 is as follows:

Table 2. Frequency of Residents of DKI Jakarta Province Aged 15-64 Years Working

No.	Year	Workforce Population Frequency	Population Frequency Work
1	2018	5.053.620	4.738.779
2	2019	5.157.878	4.836.977
3	2020	5.232.031	4.659.251
4	2021	5.177.314	4.737.415
5	2022	5.252.396	4.875.102

The previous table shows that the working population has fluctuated every year. The effects of the Covid-19 economy are the main cause. An increase in the frequency of the population can affect the level of unemployment because it creates additional pressure on the labor market. If economic growth does not keep pace with population growth, it will be difficult to create enough jobs to absorb all the new workforce. This can lead to an increase in unemployment levels as the demand for jobs exceeds the supply. The following table shows the frequency of unemployment in DKI Jakarta Province from 2018 to 2022 based on data on the population labor force and the frequency of working population:

Table 3. Frequency of Unemployment in DKI Jakarta Province

No.	Year	Frequency of Unemployment (in the soul)
1	2018	314.841
2	2019	320.901
3	2020	572.780
4	2021	439.899
5	2022	377.294

Based on the previous table, it can be seen that the frequency of unemployment in DKI Jakarta Province fluctuated from 2018 to 2022, it is assumed that it can affect the economy in DKI Jakarta Province in 2018-2022. The fluctuation in the frequency of the unemployment percentage in DKI Jakarta Province can have an impact on the economy, social stability, and community welfare. A decline in unemployment can portray good economic growth and improved welfare. Meanwhile, rising unemployment can cause economic stress and potential social problems.

Another significant factor in influencing the unemployment level is the Regional Minimum Wage (UMR). According to Article 1 paragraph 30 of Law Number 13 of 2003 concerning Manpower, wages are the right to workers' services and are generally determined by agreements or laws. The Minimum Wage is a reference for companies and industries to determine the frequency of decent wages for workers, in line with Law Number 13 of 2003. This policy aims to ensure that workers and their families meet the minimum needs to survive.

Based on the 2022 Regional Minimum Wage (UMR) data obtained from BPS. DKI Jakarta became the province with the highest UMR in 2022, which was IDR 4,573,845.00. The development of wage levels in DKI Jakarta Province is increasing. With the increase in wages every year, people's lives will increase and be in line with the improvement of the standard of living of the local community. Wages in DKI Jakarta Province from 2018 to 2022 are presented in Table 1.5.

Table 4. Jakarta Regional Minimum Wage (UMR) (Rupiah) for the 2018-2022 Period

NO	YEAR	DKI Jakarta Regional Minimum Wage (UMR)
1	2018	Rp3.648.035.00
2	2019	IDR 3.940.973.00
3	2020	IDR4.267.349.00
4	2021	IDR4.416.187.00
5	2022	Rp4.573.845.00

Based on the table above. DKI Jakarta Province shows that the Regional Minimum Wage (UMR) in DKI Jakarta Province continues to increase every year. In 2018, the UMR was Rp. 3,648,035, and increased in the following years, namely Rp. 292,938 (2019), Rp. 326,376 (2020), Rp. 148,838 (2021), and Rp. 157,658 (2022). Although DKI Jakarta has the highest UMR compared to other provinces, the unemployment level there remains high, even ranking fourth highest on the island of Java. The determination of UMRs has a direct impact on labor force participation, where high wages can affect the frequency of willing workers, as well as potentially increase production costs and reduce company efficiency, which can ultimately trigger an increase in unemployment.

This means that the Regional Minimum Wage (UMR) in DKI Jakarta Province is the Highest Regional Minimum Wage frequency compared to other provinces, despite the fact that the frequency of unemployment in DKI Jakarta Province is still very high and is the fourth highest province on the island of Java. The determination of the UMR has a direct impact on the participation of the labor force, because high wages can encourage or restrain the frequency of willing workers in a region. The higher the wage set, it will affect the increase in production costs, the impact on the efficiency of the company will reduce the workforce, which will result in an increase in the frequency of unemployment.

Based on the results of the research that has been carried out by it shows that wages have a significant negative effect on the Unemployment Level in Paser Regency in 2007-2015. Therefore, an increase in income will result in a decrease in the level of unemployment. On the other hand, a decrease in income will result in higher levels of unemployment. The level of unemployment in a region will be high if the wage level there is set too low. In addition to increasing incentives for people to work, salary increases help Paser Regency reduce the unemployment level. Salary increases can be justified by the fact that salaries have a negative and considerable impact on unemployment. However, it is important to note that the salary increase must also be commensurate with the performance of the individual. [1]

This research focuses on the impact of the regional minimum wage (UMR) and population frequency on the unemployment level in DKI Jakarta Province. Conducted in seven districts/cities in the province, the study used the percentage of open unemployment level (TPT) as an object in the 2018-2022 fiscal year period. Against this background, the title of the research "The Effect of Regional Minimum Wage and Population Frequency on the Unemployment Level in DKI Jakarta Province for the 2018-2022 Period" was chosen to investigate the complex relationship

between UMR, population frequency, and unemployment level in the regional context.

2. LITERATURE REVIEW

2.1 Unemployment

Unemployment, according to the employment indicators of the Central Statistics Agency (BPS), refers to the proportion of the population who are not working or are not actively looking for work. This includes those who are preparing to start a new business or who have been hired but have not yet started working. Unemployment is an economic problem because it can reduce people's productivity and income, causing adverse social impacts. The misalignment between the frequency of employees and job seekers and available positions is generally the main reason for unemployment. In an economy with high levels of unemployment, there is a decline in people's welfare due to low incomes, economic sluggishness, and social impacts such as training costs, increased crime, and poverty.

2.2 Regional Minimum Wage

Labor wages are rewards from employers to job recipients, involving wages and allowances for workers and their families. The number of wages is determined by an employment agreement, collective bargaining agreement, or laws and regulations. The minimum wage, as the minimum standard, is adjusted annually taking into account the economy, productivity, and the need for a decent living. Since the replacement of the Job Creation Law by Law Number 6 of 2023, the determination of the minimum wage is now regulated by government regulations.

2.3 Population Frequency

Residents in a territory of the Republic of Indonesia are considered residents after staying for six months or more, including those who intend to settle for a shorter period of time (Silastri, 2017). In the context of economic development, a moderate frequency of population is considered to have a positive impact, both for industrial and developing countries. Views of the population vary, with some seeing it as an obstacle to progress, while others see it as a driver (Todaro M., 2000). The labor force, made up of the population of the previous working age of 15 years who are looking for work or working for low wages, as well as temporary unemployment, are the two main groups that make up the population and play an important role in the dynamics of economic development.

Indonesia is one of the most populous countries in the world, and in the last ten years, the population has continued to increase. In mid-2022, the Central Statistics Agency reported that Indonesia's population reached 275.77 million people, with a growth of 1.13% from the previous year. High population density can result in challenges such as socio-economic problems, welfare, security, land availability, clean water, and food. However, population growth can also be considered as a driver of development, as it increases the availability of labor, which in turn can increase output and open up new market opportunities.

2.4 Hypothesis Development

The Effect of Regional Minimum Wages on Unemployment Levels

The Regional Minimum Wage is the minimum standard applied by employers and industry players to pay workers in the company and its work environment. The setting of the minimum wage by the government in a certain area can affect the level of unemployment in that region. This happens because salary increases will have an impact on business needs to incur greater labor costs and production costs. To be more efficient, companies will cut employees when costs rise, which will increase unemployment. As a result, the frequency of people working in the country will decrease as government salary levels rise. And vice versa. The frequency of workers in the country will increase proportionally to the decrease in wages set by the government.

The statement refers to the results of research by Fajar Rini Suhadi, Eni Setyowati (2022), which shows that the Minimum Wage Variable (MSE) has a significant influence on the Open Unemployment Level (TPT) in West Java Province. In addition, research by Syahrina Syam, Abdul Wahab (2015)

emphasized that partially, wages and population growth also had a significant effect on the unemployment level in Makassar City in the period of 2001-2011. These findings make an important contribution to understanding the factors influencing unemployment levels in both locations, strengthening the framework for thinking on this issue. From the theoretical explanation and the influence of the regional minimum wage on the unemployment level, the hypothesis of this study can be concluded as follows:

H1: It is suspected that the Regional Minimum Wage (UMR) has a significant partial effect on the Unemployment Level in DKI Jakarta Province.

The Influence of Population Frequency on the Unemployment Level.

The frequency of population of an area reflects the total number of individuals living there in a given period. Government surveys or census data are applied to calculate this population. Rapid population growth can lead to increased unemployment, because job creation is not proportional to population growth. High levels of unemployment occur when the demand for jobs is not in line with supply. Conversely, reducing the frequency of population can reduce the unemployment level of an area.

Two studies conducted by Rangga Pramudjasi, T. Juliansyah, and Diana Lestari in 2019 and Risen A. Sambaulu, Tri Oldy Rotinsulu, and Agnes Lutherani Ch. P. Lapian in 2022 provide support for the influence of population frequency on the unemployment level in Paser Regency. The first study stated that the Population Frequency variable had a significant positive influence on unemployment in the 2007-2015 range. The second study showed that the frequency of the population in the age group of 15-64 years partially and significantly affected the unemployment rate. As a result, the two studies amplify the role of population frequency variables in the context of unemployment levels in the region. From the theoretical explanation and the influence of population frequency on the unemployment level, the hypothesis of this study can be concluded as follows:

H2: It is suspected that Population Frequency has a partial and significant effect on the Unemployment Level in DKI Jakarta Province.

The Effect of Regional Minimum Wage and Population Frequency on Unemployment Levels.

The frequency population and the regional minimum wage (UMR) have an impact on the unemployment level. The minimum wage has an impact on the frequency of people employed. The government will reduce the frequency of people employed in the country if the set wages get higher. The problem of unemployment can arise from an imbalance between the frequency of available jobs and the growth of the labor force caused by population growth each year. The mismatch between the supply and demand of labor in the economy is indicated by unemployment. At the same time, the increasing rate and size of population increase could exacerbate the unemployment problem. This statement is strengthened by the results of research conducted by Syahrina Syam, Abdul Wahab (2015) which stated that Partially Wages and Population Growth have a significant effect on the level of unemployment in Makassar City for the period of 2001-2011. From the theoretical explanation and the influence of the Regional Minimum Wage and the frequency of the population on the unemployment level, the hypothesis of this study can be concluded as follows:

H3: It is suspected that the Regional Minimum Wage (UMR) and Population Frequency have a simultaneous and significant effect on the Unemployment Level in DKI Jakarta Province.

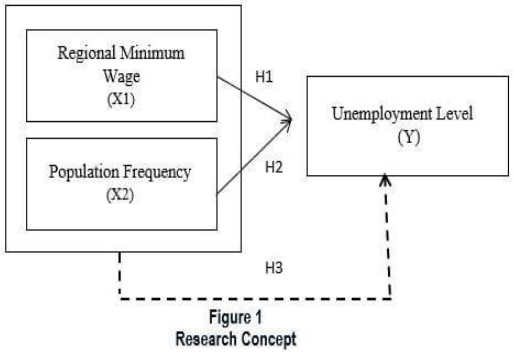


Figure 1
Research Concept

3. `METHODS

3.1 Research Population

Population in the context of this study refers to a generalization category that includes basic statistical data on the Regional Minimum Wage, Population Frequency, and Unemployment Level at the Jakarta Provincial Central Statistics Agency during the 2018-2022 period. The population consists of seven districts/cities `in the region. Sugiyono (2013) defines population as an item or subject that has certain properties. Thus, in this study, the population includes overall information related to wages, population frequency, and unemployment levels in seven districts/cities of DKI Jakarta during the specified period.

3.2 Data Collection Techniques

Secondary data from organizations, institutions, the Jakarta Central Statistics Agency (BPS), and other related sources were applied in this study. Each data was processed quantitatively and multiple regression analysis.

3.3 Data Analysis Techniques

The analysis regression of the panel data uses panel data processed with the E-Views 10 program, which is a method that integrates cross-sectional and time series dimensions in the research. This panel data is a combination of time series data, which includes one or more variables observed on a unit over a period of time, and cross-section data that records observations from a number of units at a given point in time. With this approach, research can identify effects across time and variation between units, allowing for a more holistic analysis of the factors influencing dependent variables. E-Views 10, as an analysis tool, provides the facility to manipulate and analyze panel data more efficiently. Panel data can also be referred to as group data (Poled data), periodic combinations, micropanel data, and others.

1) Descriptive Statistical Analysis

Descriptive statistical analysis is a type of statistical analysis that provides an overview or explanation of a data through the use of mean values, standard deviation, variance, maximum, minimum, total, range, kurtosis, and skewness. [2]

2) Classical Test Assumptions

a. Normality Test

The normality test is useful to test whether in the regression model the variable (disruptor) moise or residual is normally distributed or not.

b. Multicollinearity Test

The purpose of the multicollinearity test is to find out whether there is a strong or perfect correlation between the independent variables in the established regression model. A condition in which there is a strong relationship or correlation between independent variables in a linear regression model is called multicollinearity.

c. Heteroscedasticity test

The heteroscedasticity test aims to test whether each regression model has an unequal variance (constant).

d. Autocorrelation test

Autocorrelation is defined as the correlation or relationship between members of a series of observations sorted by time *(time series)* or space *(cross section)*

3) Multiple Regression Analysis

Regression analysis, as explained by Draper and Smith (1992), is a statistical analysis method applied to examine and describe the relationship between two or more variables. The main goal is to understand the progress of independent variables to provide predictions for dependent variables. Through the regression model, we can measure and evaluate the strength and direction of the relationship between these variables. In this context, regression analysis provides a framework for interpreting the impact of independent variables on dependent variables, with statistical results that provide an indication of the significance and reliability of these relationships.

4) Hypothesis Test

a. Coefficient of Determination (R2)

How explanatory factors affect the contribution of dependent variables to total variation is shown by the Coefficient of Determination (R2). Dependent variables can describe the maximum percentage of the

overall variation of dependent variables. This is indicated by the value of R2.

b. T test (Partial)

The t-test was applied to show whether independent variables had a partial significant effect on dependent variables in the regression model.

c. F Test (Simultaneous)

The F-test basically shows whether all the independent variables included in the model together have a significant influence on the dependent variables.

4. RESULTS AND DISCUSSION

4.1 Descriptive Statistical Results

Table 5

Descriptive Statistical Test Results

Date: 12/27/23
Time: 13:54
Sample: 2018 2022

	X1	X2	Y
Mean	4.169278	0.286132	7.722857
Median	4.267349	0.212559	7.330000
Maximum	4.573845	1.011359	12.27000
Minimum	3.648035	0.002285	5.000000
Std. Dev.	0.338965	0.309171	1.932107
Skewness	-0.382445	1.687748	0.738489
Kurtosis	1.719926	4.473172	2.722848
Jarque-Bera	3.242817	19.78114	3.293321
Probability	0.197620	0.000051	0.192692
Sum	145.9247	10.01461	270.3000
Sum Sq. Dev.	3.906517	3.249941	126.9233
Observations	35	35	35

Source: E-views Output Results, 10

a) Regional Minimum Wage (X1)

Based on the results of descriptive statistical testing of the Regional Minimum Wage (UMR) variable in districts/cities of DKI Jakarta Province in 2018-2022, it can be seen that the lowest UMR occurred in 2018 with a minimum value of 3.648035 in 7 districts/cities, indicating that the UMR level was very low compared to the following years. In 2022, the highest UMR was recorded at 4.573845 in 7 districts/cities, indicating a significant increase. The average UMR during the period was 4.169278 with a standard deviation of 0.338965, showing good performance, little variation, and stable data spread. This reflects the efforts to equalize the UMR level in the seven districts/cities of DKI Jakarta Province.

b) Population Frequency (X2)

The variable Population Frequency (JP) has the smallest (*minimum)* value of 0.002285 obtained by the Thousand Islands district in 2018. This shows that the level of Population Frequency of the Thousand Islands district is the lowest when compared to other cities/regencies in DKI Jakarta Province. The maximum value is 1.011359 obtained by the city of DKI Jakarta in 2022. This shows that the city of DKI Jakarta in 2022 has the highest population frequency level when compared to previous years. The mean value *for the* Population Frequency (JP) variable in the district/city of DKI Jakarta province for 5 (five) years for the 2018-2022 period is 0.286132 with *a standard deviation* of 0.309171, the average value and the standard deviation of the Population Frequency show that the standard deviation value is greater than the average value.

c) Unemployment Level (Y)

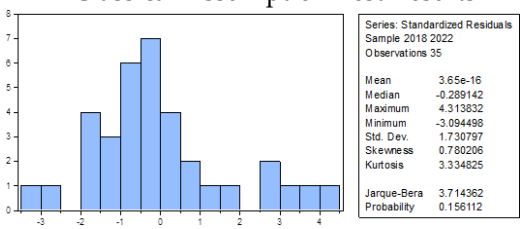
Unemployment Level (TP) data in DKI Jakarta Province shows significant variations during the 2018-2022 period. West Jakarta recorded the lowest unemployment level in 2018 with a minimum value of 5.0000000, highlighting better economic performance compared to other regions in the province. However, in 2020, the unemployment level in the city reached an all-time high with a maximum value of 12.27000, indicating the economic challenges it may face that year. Overall, the average unemployment level for all districts/cities in DKI Jakarta Province for the five years is 7.722857, with a standard deviation of 1.932107. Lower-than-average standard deviations reflect good stability and controlled data spread, reflecting consistent economic performance over the period.

4.2 Classical Assumption Test Results

a) Normality Test

Table 6

Classical Assumption Test Results



Source: E-views Output Results, 10

Based on data above, the *probability* of the Normality test that has been carried out on E-Views 10 with the results obtained that the data obtained is normal because the value is > 0.05, which is at 0.15 so that the data is evenly distributed and said to be normal.

b) Multicollinearity Test

Table 7
Multicollinearity Test Results

Variance Inflation Factors
Date: 12/27/23 Time: 14:42
Sample: 1 35
Included observations: 35

Variable	Coefficient Variance	Uncentered VIF	Centered VIF
C	14.32212	157.4904	NA
X1	0.814791	156.7453	1.000034
X2	0.979401	1.881772	1.000034

Source: E-views Output Results, 10

Based on the table above, it is known that the VIF (*Variance Inflation Factor*) which is included in the model is 1.000034 or < 10, so it can be said that the data contained in this study does not occur a symptom of multicollinearity, namely the correlation between independent variables or the assumption that the multicolonenity test has been met.

c) Heteroscedasity Test

Table 8
Heteroscedasity Test Results

Heteroskedasticity Test: White

F-statistic	0.996736	Prob. F(5,29)	0.4371
Obs*R-squared	5.132722	Prob. Chi-Square(5)	0.3999
Scaled explained SS	5.008827	Prob. Chi-Square(5)	0.4148

Source: E-views Output Results, 10

Based on previous table, the value of Prob. Chi-Square (which is Obs*R-squared) is 0.3999 which means that the result of the Heteroscedasity test is greater than 0.05 (>0.05) then the result is that there is no Heteroscedasity problem.

d) Autocorrelation Test

Table 9
Autocorrelation Test Results

Dependent Variable: Y
Method: Least Squares
Date: 12/27/23 Time: 15:15
Sample: 1 35
Included observations: 35

Variable	Coefficient	Std. Error	t-Statistic	Prob.
C	-2.862261	3.784457	-0.756320	0.4550
X1	2.521575	0.902658	2.793501	0.0087
X2	0.251526	0.989647	0.254158	0.8010

R-squared	0.197528	Mean dependent var	7.722857
Adjusted R-squared	0.147374	S.D. dependent var	1.932107
S.E. of regression	1.784065	Akaike info criterion	4.077482
Sum squared resid	101.8524	Schwarz criterion	4.210798
Log likelihood	-68.35594	Hannan-Quinn crister.	4.123503
F-statistic	3.938393	Durbin-Watson stat	1.995811
Prob(F-statistic)	0.029572		

Source: E-views output result 10, 2023

Based on the results of the test above using E-views 10, the following results are obtained, with the note dL or dU obtained from the Durbin Watson table.

Dl 1.3433
4-dL 2.6567
Du 1.5838
4-dU 2.4162

Durbin Watson Autocorrelation Test Results:

DU<DW<4-DU = 1.5838<1.9958<2.4162

Based on the previous equation, it can be concluded that in this study 1.5838 < 2.4162, which means that the data did not occur autocorrelation symptoms or pass the autocorrelation test.

4.3 Results of Multiple Linear Regression Analysis

Table 10
Multiple Linear Regression Analysis Test Results

Variable	Coefficient	Std. Error	t-Statistic	Prob.
C	-2.862261	3.784457	-0.756320	0.4550
X1	2.521575	0.902658	2.793501	0.0087
X2	0.251526	0.989647	0.254158	0.8010

R-squared	0.197528	Mean dependent var	7.722857
Adjusted R-squared	0.147374	S.D. dependent var	1.932107
S.E. of regression	1.784065	Akaike info criterion	4.077482
Sum squared resid	101.8524	Schwarz criterion	4.210798
Log likelihood	-68.35594	Hannan-Quinn criter.	4.123503
F-statistic	3.938393	Durbin-Watson stat	2.179262
Prob(F-statistic)	0.029572		

Source: E-views output result 10, 2023

Based on the results of the research in the image above, it can be seen that the regression equation is:

Y = -2.86 + 2.52 x1 + 0.25 x2 + e

The regression equation above the constant and the coefficient of each regression can be explained as follows:

1) The constant value obtained is -2.86 showing that if the independent variables, namely the Regional Minimum Wage and Population Frequency, are -2, then the

unemployment level will decrease by -2.86.

2) The value of the regression coefficient of the Regional Minimum Wage (X1) variable has a positive value of 2.52, so it can be interpreted that if the X1 variable increases, the Y variable also increases by 2.52, and vice versa.
3) The value of the regression coefficient of the Population Frequency variable (X2) has a positive value of 0.25, so it is interpreted that if the X2 variable increases, the Y variable will also increase by 0.25, and vice versa.

4.4 Hypothesis Test Results

a) Coefficient of Determination Test (R2)

By The results of the Coefficient of Determination Test in table 4.6, it can be concluded that the value of the adjusted R square is 0.147374 or 15%. This shows that independent variables, namely Regional Minimum Wage and Population Frequency, have an influence of around 15% on dependent variables. Although both variables contributed to the observed changes, about 85% of the variation in the dependent variables was influenced by other factors not included in the study. Therefore, the interpretation of the results shows that there are other factors that need to be considered to explain most of the variation in the observed phenomenon.

b) Partial Test (t-test)

Based on hypothesis testing with a significance level of 0.05 in multiple linear regression analysis as illustrated in Figure 4.6, it was found that the t-statistical value for the Regional Minimum Wage variable was 2.793 with a significance of 0.0087, which is smaller than 0.05. Therefore, the null (Ho) hypothesis can be rejected. This indicates that the Regional Minimum Wage variable has a significant influence on the Unemployment Level. This means that there is a significant relationship between the Regional Minimum Wage and the Unemployment Level, showing that changes in the Regional Minimum Wage can affect the Unemployment Level substantially.

Hypothesis testing was carried out using a significance of 0.05, then based on the results of multiple linear regression analysis in figure 4.6 the t-statistical value *for* the variable Population Frequency 0.8010 with a significance of 0.80 > 0.05 thus Ho is acceptable. This means that the Population Frequency variable does not have a significant effect on the Unemployment Level.

c) Simultaneous Test (F-Test)

Based on the results of multiple linear regression analysis in Figure 4.6, the F-Statistic value is 3.938393 with a significance of 0.029572 < 0.05, showing the rejection of the null (Ho) hypothesis. Therefore, it can be concluded that simultaneously, the variables of Regional Minimum Wage (X1) and Population Frequency (X2) have a significant influence on the Unemployment Level (Y). This means that the relationship between the Regional Minimum Wage and the Population Frequency together has an impact on changes in the Unemployment Level.

1) The Effect of the Regional Minimum Wage on Unemployment Levels

Based on results, it was found that the Regional Minimum Wage (UMR) variable had a t-statistic of 2.793 with a significance probability value of 0.0087 < 0.05, indicating the rejection of the null (Ho) hypothesis. This means that the Regional Minimum Wage has a significant effect on the Unemployment Level in DKI Jakarta Province. These results show that the increase in UMR can increase the motivation of the labor force, reducing the unemployment level in line with a similar study by Syam & Wahab (2015) which showed the positive and significant impact of the regional minimum wage on unemployment in the city of Makassar.

The results of this study are in line with the research conducted by the one entitled "The Influence of Wages and Population Growth on the Unemployment Level in Makassar City" stating that the regional minimum wage has a positive and significant effect on unemployment in DKI Jakarta Province. [3]

2) The Effect of Regional Population Frequency on Unemployment Levels

Based on the regression results with a t-statistic of 0.8010 and a significance probability value of 0.80 > 0.05, Ho was accepted, showing that the Population Frequency variable does not have a significant influence on the Unemployment Level in the province of DKI Jakarta. Thus, population growth does not significantly affect the unemployment level. This phenomenon can occur through two mechanisms: labor migration, in which a person moves but keeps his job, or migration without entering the labor force, as in the case of an increase in the birth rate.

The results of this study are in line with the research conducted by the one entitled "Analysis of the Influence of Population Frequency, Education, Minimum Wage, and GDP on the Open Unemployment Level in West Java Province" stating that the frequency of population does not have a positive and significant effect on unemployment in DKI Jakarta Province. [4]

3) The Effect of Regional Minimum Wage and Population Frequency on Unemployment Levels

Based on the results of the regression carried out, it was found that the t-statistical value for the variables of the Regional Minimum Wage (UMR) and the Population Frequency simultaneously to the Unemployment Level was 3.938393, with a significance probability value of 0.029572 < 0.05. Therefore, the null (Ho) hypothesis is rejected. This indicates that simultaneously, the variables of Regional Minimum Wage (X1) and Population Frequency (X2) have a significant influence on the Unemployment Level (Y) in DKI Jakarta Province. In other words, changes in the Regional Minimum Wage and Population Frequency simultaneously can affect the Unemployment Level in the region.

5. CONCLUSION

Based on the results of the study, it can be concluded that the Regional Minimum Wage (UMR) has a significant influence on the Unemployment Level in DKI Jakarta Province in the 2018-2022 period.

The existence of a positive relationship between UMR and unemployment shows that when the UMR is high, the community or workforce tends to be more motivated to work, so the frequency of unemployment decreases. On the other hand, the Population Frequency variable does not show a significant effect on the unemployment level, because population growth can occur in a number of ways that do not always have an impact on the unemployment level. Thus, the conclusion confirms that the UMR and population frequency have an important role in determining the level of unemployment in DKI Jakarta during this period.

Based on this research, the researcher hopes that it can be useful in studying the formula for calculating the minimum wage level and the formula for determining the Minimum Wage in DKI Jakarta Province. In addition to considering the wage level in line with the decent cost of living for workers, it is also necessary to consider the effect of wage levels on the absorption of workers by the Company. In addition, with the increasing frequency of population in DKI Jakarta Province, the government must play a role in determining policies that can encourage workforce empowerment through the provision of t training and business financing to the local community

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