



THE INFLUENCE OF ECONOMIC GROWTH AND POPULATION ON THE LABOR IN WEST SUMATRA PROVINCE

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Abstract:

This study aims to determine the effect of economic growth and population on labor in West Sumatra. This research uses a quantitative method with descriptive and associative approaches. The data used are secondary data obtained from the Central Statistics Agency (BPS) of West Sumatra Province during the period 1997–2024. Data collection techniques were carried out through documentation methods, while data analysis techniques used multiple linear regression analysis with the help of SPSS application. The tests used in this study include descriptive statistical tests, normality tests, t-tests, F-tests, and coefficient of determination tests (R^2). The results showed that partially economic growth had no significant effect on labor in West Sumatra with a significance value of $0.454 > 0.05$. Meanwhile, population had a significant effect on labor with a significance value of $0.000 < 0.05$. Simultaneously, economic growth and population had a significant effect on labor with a significance value of $0.000 < 0.05$. The coefficient of determination (R^2) value of 0.956 indicates that economic growth and population variables are able to explain labor variation by 95.6%, while the remaining 4.4% is influenced by other factors outside the study. Thus, population becomes the more dominant factor affecting labor in West Sumatra compared to economic growth

Keyword: *Economic Growth, Population, Labor, West Sumatra*

INTRODUCTION:

Labor is a strategic factor in economic development because it plays a role in the production process of goods and services and contributes to improving community welfare (Sukirno, 2013). From an economic perspective, labor includes people who are of working age and have the ability to do work to produce goods and services to meet life's needs (Sukirno, 2013). However, the presence of labor in economic development is not only determined by the quantity aspect, but also by the quality of the human resources they have.

The quality of human resources is an important factor in determining the ability and competitiveness of the workforce, especially in facing changes in economic structure and the development of an increasingly competitive job market (Todaro & Smith, 2015). Therefore, improving education, skills and job opportunities is an important part of forming a productive and competitive workforce (Mulyadi, 2014). Thus, employment dynamics need to be understood not only in terms of labor availability, but also in terms of labor

capacity to respond to production needs and changes in the economic environment.

. In modern economic development, the quality of human resources increasingly determines the ability of the workforce to face job market dynamics and increase competitiveness at the global level (Todaro & Smith, 2015). Workers who have an adequate level of education, skills and competencies will be better able to adapt to changes in technology and the demands of the continuously developing industrial world (Mulyadi, 2014). On the other hand, limited quality of human resources can hamper the workforce's ability to take advantage of available job opportunities and adapt to changes in economic structure. Therefore, improving the quality of education, developing skills and expanding employment opportunities is an important part of efforts to form a productive and competitive workforce. Manpower management that is carried out effectively and sustainably ultimately becomes an important instrument in supporting economic development and improving community welfare (Arsyad, 2016).

Nationally, Indonesia's employment conditions show dynamic development in line with population growth and changes in economic structure. Based on data from the Central Statistics Agency, the number of Indonesian workers in 2024 will reach around 152 million people with a Labor Force Participation Rate (TPAK) of 69.8% (BPS, 2024). The large workforce shows that labor is an important component in supporting economic activity, even though the majority of workers are still in the informal sector and employment is concentrated in the trade, agriculture, processing industry and service sectors. At the same time, Indonesia's Open Unemployment Rate (TPT) in 2024 will be around 4.8%, which shows that the increase in the number of the workforce has not been fully accompanied by optimal labor absorption (BPS, 2024). Technological changes and globalization have also increased the demand for workers who have skills and educational levels that are relevant to the needs of the world of work (Todaro & Smith, 2015).

Therefore, improving the quality of human resources through education and job training is a strategic step to increase productivity, strengthen the competitiveness of the workforce, and support national economic development (Simanjuntak, 2001).

Employment conditions in West Sumatra show that the increase in the number of the workforce has not been fully accompanied by the economy's ability to provide adequate employment opportunities. Based on data from the West Sumatra Province Central Statistics Agency, the total workforce in August 2024 will reach around 3.10 million people with a Labor Force Participation Rate (TPAK) of 70.28%. In the same period, the Open Unemployment Rate (TPT) still reached 5.75%, which indicates that some of the working age population who have entered the job market have not yet found work (BPS West Sumatra Province, 2024). This condition shows that there are challenges in labor absorption which are related, among other things, to limited formal employment opportunities, the increasing number of people entering the job market, as well as a mismatch between workforce competency and the needs of the business world. Therefore, employment dynamics in West Sumatra need attention because they are not only related to increasing the number of job opportunities, but also to the region's ability to provide work that is productive, in line with workforce competency, and sustainable.

Another factor that is related to employment conditions is population, because changes in population will affect the availability of labor as well as the need for employment opportunities (Arsyad, 2016). The increase in population, especially the population of productive age, has the potential to increase the number of workers entering the job market so that the need for job creation is also greater (Sukirno, 2013). From a population perspective, population growth that is not balanced by increasing production capacity and creating job opportunities can give rise to various economic problems, including increasing unemployment and limited job opportunities. On the other hand,

increasing the number of people of productive age can become capital for development if it is supported by the quality of human resources and the availability of adequate employment opportunities. Thus, changes in population have a close relationship with employment dynamics because they influence labor supply, competition in the job market, and unemployment rates (Sari & Handayani, 2021).

Based on this explanation, economic growth and population are two factors that are theoretically related to employment dynamics. Increased economic growth is expected to encourage the expansion of production activities, investment and the creation of job opportunities, while the increase in population, especially the population of productive age, will increase the number of workers entering the job market. However, this relationship does not always occur proportionally in the employment context in West Sumatra. An increase in economic activity will not necessarily be followed by an equal expansion of employment opportunities, while population growth can also increase pressure on the job market if it is not accompanied by an increase in the quality of human resources and the availability of employment opportunities. These conditions show that labor dynamics are influenced by various interrelated factors, so that apart from economic growth and population, there are other factors such as level of education, investment, wages and development of the industrial sector which also have the potential to influence employment conditions in West Sumatra.

METHODOLOGY

This research uses quantitative methods with an associative approach which aims to analyze the influence of economic growth and population on the workforce in West Sumatra Province. An associative approach is used to identify relationships and influences between independent variables and dependent variables based on available empirical data. In this research, economic growth and population are

set as independent variables, while labor is the dependent variable. Thus, the research is directed at examining the influence of each independent variable on labor partially or the influence of both simultaneously in the employment context in West Sumatra Province.

The data used in this research is secondary data obtained from the Central Statistics Agency (BPS) of West Sumatra Province in the form of annual data on economic growth, population and workforce for the period 1997–2024. The selection of secondary data is based on the availability of data that is relevant to the research variables and can be used to describe employment developments in West Sumatra Province. The research population includes all data on economic growth, population and workforce in West Sumatra Province, while the research sample uses annual data for the available observation period and is in accordance with analysis needs. Data collection was carried out through documentation techniques by identifying, recording and processing statistical data published by BPS West Sumatra Province as a source of research data.

The data analysis technique used in this research is multiple linear regression analysis to examine the effect of economic growth and population on the workforce in West Sumatra Province. Before regression analysis is carried out, the data is first tested using classic assumption tests which include normality tests, multicollinearity tests, heteroscedasticity tests, and autocorrelation tests to ensure that the regression model meets statistical requirements. Next, hypothesis testing is carried out through the t test to determine the influence of each independent variable on the dependent variable partially and the F test to determine the influence of economic growth and population variables on labor simultaneously. The coefficient of determination (R^2) is used to measure the ability of economic growth and population variables to explain variations in labor in West Sumatra Province. The entire data analysis process was carried out with the help of the SPSS application.

RESULT AND DISCUSSION

Normality Test (Kolmogorov–Smirnov)

The Kolmogorov–Smirnov normality test was conducted to determine whether the data were normally distributed. This test was performed to assess whether the data met the normality assumption required for regression analysis, thereby supporting the validity and reliability of the subsequent hypothesis testing:

Tests of Normality

	Kolmogorov-Smirnov ^a			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
EG	.179	28	.022	.841	28	.001
P	.105	28	.200 [*]	.944	28	.141
L	.114	28	.200 [*]	.965	28	.445

a. Lilliefors Significance Correction

Based on the Kolmogorov–Smirnov normality test, Economic Growth (X1) obtained a significance value of 0.022, which is less than 0.05, indicating that the variable does not meet the normality assumption. Meanwhile, Population (X2) and Labor (Y) obtained significance values of 0.200 and 0.200, respectively, both of which are greater than 0.05, indicating that these variables meet the normality assumption. The Shapiro–Wilk test produces a consistent result, showing that Economic Growth (X1) is not normally distributed ($0.001 < 0.05$), whereas Population (X2) and Labor (Y) meet the normality assumption, with significance values of 0.141 and 0.445, respectively. Therefore, based on the results presented in the table, the assumption of normality is not fully satisfied, particularly for the Economic Growth variable.

Hypothesis Testing

t-Test (Partial Test)

The t-test is used to examine the partial effect of each independent variable, namely Economic Growth and Population, on the dependent variable, Labor. This test is conducted to determine whether each independent variable has a statistically significant effect on Labor individually.

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	-7.217	.966		-7.471	.000
EG	-.014	.018	-.032	-.760	.454
P	1.417	.062	.971	22.724	.000

a. Dependent Variable: L

Based on the results of the partial t-test, Economic Growth has a t-value of -0.760 with a significance value of 0.454. Since the absolute value of the t-value (0.760) is lower than the critical t-value of 2.093 and the significance value is greater than 0.05, Economic Growth does not have a statistically significant effect on Labor in West Sumatra. The regression coefficient of -0.014 indicates a negative relationship between Economic Growth and Labor; however, this relationship is not statistically significant. Therefore, the null hypothesis is accepted and the alternative hypothesis is rejected for the effect of Economic Growth on Labor.

Meanwhile, Population has a t-value of 22.724, which is substantially higher than the critical t-value of 2.093, with a significance value of 0.000, which is lower than 0.05. These results indicate that Population has a positive and statistically significant effect on Labor in West Sumatra. The regression coefficient of 1.417 indicates a positive relationship, meaning that an increase in Population is associated with an increase in Labor. Furthermore, the standardized coefficient (Beta) of 0.971 indicates that Population has a stronger relative contribution to Labor than Economic Growth, which has a Beta coefficient of -0.032. Therefore, the null hypothesis is rejected and the alternative hypothesis is accepted for the effect of Population on Labor.

Overall, the partial t-test results demonstrate that Economic Growth does not have a significant effect on Labor, whereas Population has a positive and significant effect on Labor in West Sumatra. These findings indicate that Population is the more dominant

variable in explaining variations in Labor within the regression model.

F-Test (Simultaneous Test)

The F-test is conducted to determine whether all independent variables, namely Economic Growth and Population, simultaneously have a statistically significant effect on the dependent variable, Labor.

ANOVA^b

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	.466	2	.233	272.2	.000 ^a
Residual	.021	25	.001		
Total	.488	27			

a. Predictors: (Constant), P, EG

b. Dependent Variable: L

Based on the result of the F-test, the regression model produces an F-value of 272.235 with a significance value of 0.000. Since the significance value is lower than the 0.05 significance level, the null hypothesis is rejected and the alternative hypothesis is accepted. These results indicate that Economic Growth and Population simultaneously have a statistically significant effect on Labor in West Sumatra. In other words, the two independent variables jointly contribute to explaining variations in Labor, indicating that the regression model is statistically significant and appropriate for examining the relationship between Economic Growth, Population, and Labor.

Coefficient of Determination (R^2)

The coefficient of determination (R^2) is used to determine the extent to which the independent variables, namely Economic Growth and Population, are able to explain the variation in the dependent variable, Labor.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.978 ^a	.956	.953	.02926

a. Predictors: (Constant), P, EG

Based on the Model Summary in the uploaded file, the regression model has an R

value of 0.978, an R Square value of 0.956, and an Adjusted R Square value of 0.953. The R value of 0.978 indicates a very strong relationship between the combination of Economic Growth and Population and Labor. Meanwhile, the R Square value of 0.956 indicates that 95.6% of the variation in Labor can be explained jointly by Economic Growth and Population, while the remaining 4.4% is explained by other factors outside the model.

The Adjusted R Square value of 0.953 indicates that, after adjusting for the number of independent variables included in the regression model, Economic Growth and Population are still able to explain approximately 95.3% of the variation in Labor. The relatively small difference between R Square (0.956) and Adjusted R Square (0.953) suggests that the explanatory capacity of the model remains relatively stable after accounting for the number of predictors. Thus, the model demonstrates a very high explanatory capacity in describing variations in Labor in West Sumatra.

However, the R Square value of 0.956 should not be interpreted as meaning that Economic Growth and Population cause 95.6% of changes in Labor. Rather, it indicates that 95.6% of the observed variation in Labor is statistically explained by the independent variables included in the regression model. The remaining 4.4% represents variation that is not explained by these variables and may be associated with other factors that are not included in the model.

Furthermore, the high coefficient of determination should be interpreted together with the partial significance tests. The t-test results show that Economic Growth does not have a statistically significant effect on Labor ($p = 0.454$), whereas Population has a positive and statistically significant effect on Labor ($p < 0.001$). Therefore, the high R Square does not imply that both independent variables are individually significant. Instead, it reflects the overall explanatory capacity of the regression model, with Population making the stronger statistical contribution to Labor, as indicated by its standardized coefficient (Beta) of 0.971, compared with -0.032 for Economic Growth.

Overall, the results indicate that Economic Growth and Population jointly have a very high explanatory capacity for variations in Labor in West Sumatra, with the model explaining 95.6% of the variation in the dependent variable. Nevertheless, the findings also demonstrate that Population is the more dominant predictor, while Economic Growth does not have a statistically significant partial effect. This distinction is important in interpreting the coefficient of determination because a high R^2 reflects the explanatory performance of the model as a whole, rather than the individual significance of every predictor.

DISCUSSION

The Effect of Economic Growth on Labor

The results indicate that Economic Growth does not have a statistically significant effect on Labor in West Sumatra. This is evidenced by a regression coefficient of -0.014, a t -value of -0.760, and a significance value of 0.454, which is greater than the 5% significance level. Thus, the hypothesis stating that Economic Growth has a significant effect on Labor is not supported. Although the negative coefficient indicates an inverse relationship between Economic Growth and Labor, the relationship is not statistically significant.

This finding does not necessarily contradict the theoretical relationship between economic growth and employment. In general, economic growth is expected to expand production activities and consequently increase the demand for labor. However, the relationship between economic growth and employment is not automatic, as it depends on the structure of economic activity, productivity, technological development, and the capacity of particular sectors to absorb labor. Therefore, an increase in economic output does not necessarily result in a proportional increase in the number of workers employed. In the context of West Sumatra, the insignificant effect may indicate that economic growth during the observation period was not sufficiently employment-

intensive. Economic expansion may have been accompanied by improvements in productivity, capital utilization, or growth in sectors with relatively limited labor absorption. This condition can weaken the direct relationship between economic growth and the number of workers.

The finding is also consistent with the argument of Todaro and Smith (2015) that economic development cannot be assessed solely through increases in aggregate output, because the benefits of economic growth depend on the extent to which economic activity creates productive employment and improves the welfare of the population. Similarly, Arsyad (2016) emphasizes that economic growth needs to be accompanied by structural transformation and an expansion of productive employment opportunities so that increases in regional output can generate broader economic benefits. Thus, the insignificant effect found in this study suggests that economic growth in West Sumatra has not necessarily translated into a proportional expansion of employment.

Furthermore, the result should be interpreted alongside the effect of Population in the same regression model. Population has a positive and statistically significant effect on Labor, with a t -value of 22.724, a significance value of 0.000, and a regression coefficient of 1.417. The standardized coefficient also shows that Population has a substantially stronger relative contribution to Labor (Beta = 0.971) than Economic Growth (Beta = -0.032). This finding indicates that changes in the population, particularly the population entering the working-age group, have a more direct association with changes in Labor than aggregate economic growth within the model.

Overall, the findings demonstrate that Economic Growth alone is not sufficient to explain changes in Labor in West Sumatra. Although the regression model has a very high explanatory capacity, with an R Square of 0.956, the partial results show that this explanatory capacity is primarily associated with Population rather than Economic Growth. Therefore, policies aimed at improving employment outcomes should not

focus solely on accelerating economic growth but should also emphasize the creation of labor-intensive economic activities, expansion of productive employment opportunities, improvement of workforce skills, and alignment between economic sector development and labor-market demand. Such an approach would allow economic growth to generate more inclusive employment outcomes and strengthen its contribution to regional development.

The Effect of Total Population on Labour

The results indicate that Population has a positive and statistically significant effect on Labor in West Sumatra. This is evidenced by a regression coefficient of 1.417, a *t*-value of 22.724, and a significance value of $0.000 < 0.05$. Therefore, the hypothesis stating that Population has a significant effect on Labor is supported. The positive regression coefficient indicates that an increase in Population is associated with an increase in Labor. In other words, a larger population is accompanied by a greater potential labor supply in the West Sumatran economy.

This finding is consistent with the perspective of population and labor economics theory, which views population not only as consumers but also as a source of human resources and labor supply in the production process. Population growth, particularly among the working-age population, increases the number of people potentially entering the labor market and consequently expands the available labor supply. In the context of economic development, a productive-age population can become an important development asset when supported by adequate employment opportunities and competencies that correspond to labor-market requirements. Thus, the positive effect of Population on Labor found in this study indicates that demographic changes are closely associated with labor-market dynamics in West Sumatra.

The finding can also be explained through the perspective of Todaro and Smith, who emphasize population growth and demographic changes as important factors in

economic development and labor dynamics. An increase in the working-age population expands the number of individuals who potentially participate in the labor market. When this increase is accompanied by higher labor-force participation and sufficient employment opportunities, the number of employed workers is also likely to increase. Therefore, the positive relationship identified in this study suggests that population growth has a relatively direct relationship with the availability of labor as one of the factors of production.

The strength of this relationship is further demonstrated by the standardized coefficient (Beta) of 0.971, which is substantially higher than the Beta coefficient of Economic Growth, which is -0.032. This indicates that Population is the most dominant variable in explaining variations in Labor within the regression model. Compared with Economic Growth, changes in Population have a much stronger relative relationship with changes in Labor during the observation period. This finding is theoretically understandable because labor is derived from the population, particularly from individuals of working age who participate in economic activities. Consequently, changes in population size directly affect the potential labor supply of a region.

Nevertheless, the positive effect of Population on Labor should not be interpreted to mean that every increase in population automatically creates employment opportunities or improves welfare. Population growth can become a demographic dividend when the working-age population is supported by adequate education, skills, health, and employment opportunities. Conversely, if population growth is not accompanied by improvements in human resource quality and sufficient job creation, it may increase unemployment and pressure on the labor market. Therefore, the findings should be understood as evidence that Population has a positive relationship with the size of the Labor force, rather than as evidence that population growth by itself creates employment.

In the context of West Sumatra, this finding has important implications for regional development policy. The regional government needs to consider population dynamics, particularly the growth of the working-age population, in labor-market planning. An increase in the working-age population should be accompanied by the development of labor-intensive economic sectors, improvements in education and vocational skills, strengthening of micro, small, and medium-sized enterprises, and the creation of productive employment opportunities. Such measures are necessary to balance the increase in labor supply resulting from population growth with an adequate increase in labor demand. In this way, population growth can become a productive economic asset rather than merely increasing the number of people entering the labor market.

Overall, the findings demonstrate that Population is a strong determinant of variations in Labor in West Sumatra. This conclusion is supported by the highly significant statistical result and the standardized Beta coefficient of 0.971. The finding is also supported by the model's R Square of 0.956, indicating that Economic Growth and Population jointly explain 95.6% of the variation in Labor. Therefore, the study emphasizes the importance of integrating population policy, human resource development, and employment creation in regional development planning so that demographic growth can be transformed into productive human capital and contribute sustainably to economic development.

CONCLUSION

Overall, the findings of this study show that Economic Growth and Population have different effects on Labor in West Sumatra. Economic Growth does not have a statistically significant effect on Labor, as indicated by a significance value of 0.454 and a regression coefficient of -0.014. This finding suggests that increases in economic output during the observation period were not necessarily

accompanied by proportional increases in employment. In contrast, Population has a positive and statistically significant effect on Labor, with a significance value of 0.000 and a regression coefficient of 1.417. The standardized coefficient (Beta) of 0.971 also indicates that Population is the more dominant variable in explaining variations in Labor compared with Economic Growth, which has a Beta of -0.032.

Simultaneously, Economic Growth and Population have a statistically significant effect on Labor, as demonstrated by the F-value of 272.235 and a significance value of 0.000. The coefficient of determination (R^2) of 0.956 indicates that the two independent variables jointly explain 95.6% of the variation in Labor, while the remaining 4.4% is explained by other factors outside the research model.

These findings indicate that population dynamics are more closely associated with labor conditions than aggregate economic growth within the model. Therefore, efforts to improve employment in West Sumatra should not rely solely on accelerating economic growth but should also focus on optimizing the productive potential of the population through human resource development, education and skills enhancement, and the expansion of productive employment opportunities. Economic growth needs to be directed toward sectors that are capable of absorbing labor so that increases in regional output can be translated into broader and more sustainable employment opportunities.

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