

ABSTRACT

THE EFFECT OF HUMAN RESOURCE QUALITY ON THE LABOR MARKET IN INDONESIA USING BINARY LOGISTIC REGRESSION ANALYSIS

By

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The Open Unemployment Rate (OUR) in Indonesia remains a strategic issue, influenced by the uneven quality of human resources (HR). The 2023 National Labor Force Survey (Sakernas) recorded that 38.2% of provinces have a high OUR, predominantly among young people and lower secondary school graduates. This study aims to analyze the effect of the Human Development Index (HDI), Gross Regional Domestic Product (GRDP) per capita, the percentage of informal workers, the poverty rate, and the average years of schooling on OUR in 34 provinces of Indonesia in 2023. The method used is binary logistic regression, including multicollinearity testing, simultaneous testing (G-test), partial testing (Wald), selection of the best model based on the Akaike Information Criterion (AIC), deviance test, Hosmer-Lemeshow Goodness of Fit test, odds ratio interpretation, and classification accuracy measurement. The results show that all variables have a significant simultaneous effect ($G = 13.61$; $p\text{-value} < 0.05$), while partially only the percentage of informal workers is significant ($Wald = 4.87 > \chi^2_{0.05;1}$). The best model is the full model with an AIC value of 43.61, deviance of 31.614, Hosmer-Lemeshow $p\text{-value}$ of 0.3321, and classification accuracy of 82%. These findings indicate the role of HDI, GRDP, percentage of informal workers, poverty rate, and average years of schooling as buffers for labor absorption, suggesting that strengthening these factors could be a strategy to reduce OUR in Indonesia.

Keywords: human resource quality, labor market, binary logistic regression, informal labor, open unemployment rate.

ABSTRAK

PENGARUH KUALITAS SUMBER DAYA MANUSIA TERHADAP PASAR TENAGA KERJA DI INDONESIA MENGGUNAKAN ANALISIS REGRESI LOGISTIK BINER

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Tingkat Pengangguran Terbuka (TPT) di Indonesia masih menjadi masalah strategis, dipengaruhi oleh kualitas Sumber Daya Manusia (SDM) yang belum merata. Data Sakernas tahun 2023, mencatat 38,2% provinsi memiliki TPT tinggi, didominasi usia muda, dan lulusan menengah ke bawah. Penelitian ini bertujuan menganalisis pengaruh Indeks Pembangunan Manusia (IPM), Produk Domestik Regional Bruto (PDRB) per kapita, persentase tenaga kerja informal, tingkat kemiskinan, dan rata-rata lama sekolah terhadap TPT di 34 provinsi di Indonesia tahun 2023. Metode yang digunakan adalah regresi logistik biner dengan uji multikolinearitas, uji simultan (*G-test*), uji parsial (*Wald*), pemilihan model terbaik berdasarkan *Akaike Information Criterion* (AIC), uji *deviance*, *Goodness of Fit* Hosmer-Lemeshow, interpretasi *odds ratio*, dan akurasi klasifikasi. Hasil menunjukkan seluruh variabel berpengaruh signifikan secara simultan ($G = 13,61$; $p\text{-value} < 0,05$), dan secara parsial hanya persentase tenaga kerja informal yang signifikan ($Wald = 4,87 > \chi^2_{0.05;1}$). Model terbaik adalah model lengkap dengan nilai AIC 43,61, uji *deviance* sebesar 31,614, $p\text{-value}$ Hosmer-Lemeshow sebesar 0,3321, dan akurasi klasifikasi sebesar 82%. Temuan ini mengindikasikan peran IPM, PDRB, persentase tenaga kerja informal, persentase tingkat kemiskinan dan rata-rata lama sekolah sebagai penyangga serapan tenaga kerja, sehingga penguatan sektor ini dapat menjadi strategi penurunan TPT di Indonesia.

Kata Kunci: kualitas sumber daya manusia, pasar tenaga kerja, regresi logistik biner, tenaga kerja informal, tingkat pengangguran terbuka.