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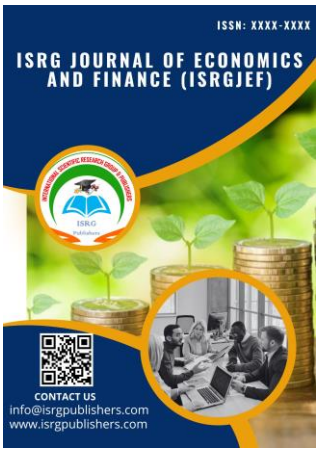

ANALYSIS OF FACTORS AFFECTING EMPLOYMENT ABSORPTION IN THE HOTEL SUBSECTOR IN WEST LOMBOK REGENCY FROM 2012-2022

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Abstract

This research aims to determine the effect of the number of hotels, tourist visits, and wage levels on employment absorption in the hospitality subsector in West Lombok Regency from 2012-2022. This study adopts a quantitative approach using secondary data obtained from the West Lombok Regency Tourism Office and the Bureau of Statistics (BPS). Analytical tools used include multiple linear regression, the coefficient of determination (R^2) test, partial significance (t-test), and combined significance (f-test). The results show that the number of hotels, tourist visits, and wage levels have a significant combined effect on employment absorption. The R^2 value of 0,784 indicates that 78.4% of employment absorption is influenced by these variables, while the residual 21.6% is affected by other factors outside this study.

Key Words: *employment absorption, hotels, tourists, wage level*

1. INTRODUCTION

1.1 Background

Economic development carried out by developing countries is directed at achieving prosperity and prosperity for all their people. One of the successes of a government is seen from the extent to which the government creates jobs for its people. High job creation will have an impact on increasing people's purchasing power so that ultimately people's welfare will increase (Punarbawa, 2016).

One indicator to see the success of a country's economic development is to look at its economic growth. This indicator basically measures a country's ability to develop.

Cobb Douglas' theory explains that a country's economic growth comes from increasing input of labor, capital and technology (Fatmawati, 2015). Therefore, a country's economic growth is

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often a top priority in the development process so that it is hoped that it can trigger growth in the absorption of production inputs, one of which is labor.

Labor absorption is the number of workers used in a particular business unit or sector or in other words labor absorption is the number of workers working in a business unit or sector (Boediono, 2000). According to Law No. 13 of 2003 on Manpower, labor is defined as every person capable of performing work to produce goods and/or services, either to meet their own needs or for society. Labor refers to individuals aged 15 to 64 years.

The tourism sector is one of the sources of foreign exchange earnings and serves as a creator of jobs and business opportunities. Tourism activities play a major role in contributing to the income of a region or community (Marpaung, 2002). The World Tourism Organization (WTO) describes that one in eight workers in the world relies directly or indirectly on tourism (Pitana, 2005). The development of the tourism sector is closely related to the growth of the trade, hotel, and restaurant sectors, which are the key indicators of the tourism sector's performance.

West Nusa Tenggara Province is one of the provinces with significant tourism potential, as evidenced by the various types of tourist destinations that continue to develop each year. These types of tourism are dominated by natural scenery, such as beaches and mountains, as well as gathering places like cafes. This is supported by data on Gross Regional Domestic Product (GRDP) at Constant Prices (ADHK) for 2010, which shows that in the last four years, the GRDP at Constant Prices for 2010 in the accommodation and food and beverage sector in West Nusa Tenggara Province has increased annually, although there was a decline in 2021. In 2020, the GRDP for the accommodation and food and beverage sector was 1.44 percent, while in 2021, it decreased to 1.41 percent. However, from 2022 to 2023, it increased to 1.73 percent.

West Lombok Regency is one of the regencies known for its diverse types of tourism in West Nusa Tenggara Province. In 2007, West Lombok Regency was honored as a Tourist Destination Area (DTW) (Khikmallah, 2017). Therefore, with its natural beauty and various tourism potentials, it is able to attract many tourists, both domestic and international. However, over the past three years, there has been a decline in the number of tourists in West Lombok Regency. The number of tourist visits in West Lombok Regency in 2020 was 389,636, which experienced a significant decline in 2021 to 200,780. This decline occurred due to the COVID-19 pandemic, which affected travel levels worldwide. Then, in 2022, after the COVID-19 pandemic began to subside and the government started to open its doors for the arrival of tourists, both domestic and international, the number of tourist visits increased to 289,379.

The hospitality sub-sector is one of the tourism sub-sectors that plays a crucial role in labor absorption. This is because hotels are businesses that heavily rely on capital and labor, requiring significant investment for additional facilities and allocating substantial resources to employ a large workforce (Lestari et al., 2019). This is what enables the hospitality sector to provide job opportunities.

Table1. Number of Hotels (Melati and Starred) and Workforce in West Nusa Tenggara Province by Regency/City for the Years 2020-2022

No	Regency/City	Number of Hotels			Workforce		
		2020	2021	2022	2020	2021	2022
1	Mataram	151	150	132	557	3270	3270
2	West Lombok	187	186	191	2792	5652	5655
3	North Lombok	432	575	721	4713	3477	2965
4	Central Lombok	111	109	109	728	602	602
5	Fast Lombok	146	145	137	353	376	546
6	West Sumbawa	40	40	52	136	218	311
7	Sumbawa	60	60	51	515	416	386
8	Dompu	35	35	35	217	217	217
9	Bima	15	14	17	57	57	81
10	Bima City	22	18	31	124	125	130
Total		1199	1332	1476	10192	14410	14163

Source: Dinas Pariwisata NTB

Based on Table 1, it can be seen that the number of hotels in West Lombok Regency over the past three years has not experienced significant changes, with the highest increase occurring in 2022, reaching 191 hotel units. Meanwhile, labor absorption has shown a continuous and quite significant increase each year, with a substantial rise in 2022, amounting to 5,655 people working in the hospitality sub-sector.

One of the factors that can absorb labor into a sector is influenced by wage levels, particularly the Provincial Minimum Wage (UMP). The annual increase in the Provincial Minimum Wage will lead to a greater demand for labor to operate existing hospitality businesses. Wages, as a component of labor income for employers, can be seen as a burden; as the wages paid to employees increase, the proportion of profits for employers decreases. Wage increases will reduce labor absorption (Maimun, 2005).

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Based on the background presented above, the researcher is interested in further exploring this topic in the study titled "Analysis of Factors Influencing Labor Absorption in the Hospitality Sub-sector in West Lombok Regency from 2012 to 2022."

1.2. Research Objectives

The objective of this study is to analyze the effects of the number of hotels, the number of tourists, and wage levels on labor absorption, both individually (partially) and collectively (simultaneously), in the hospitality sector of West Lombok Regency from 2012 to 2022.

2. LITERATURE REVIEW

2.2. Definition of Workforce

The workforce includes the population with a minimum age of 10 years without a maximum age limit. Thus, in Indonesia, the workforce refers to the population aged 10 years and older, with those under 10 years old excluded as the minimum threshold. This is based on the reality that there are many young people of that age who have already begun working and seeking employment (Simanjuntak, 2001).

According to Simanjuntak (2001), the workforce includes both those in the labor force and those not in the labor force. The labor force comprises individuals who are currently employed as well as those who are unemployed or actively seeking employment. Those not in the labor force include people engaged in activities such as attending school, managing household duties, and other activities such as receiving income, being physically disabled, or retired.

2.3. Employment Absorption

Employment absorption represents a derived demand for labor based on the output produced (Kuncoro, 2002). This means that any increase in the output of goods or services prompts companies to expand their workforce to produce even more output. In economics, decisions regarding workforce utilization are made by the employers themselves (Bellante and Mark Jackson, 1990: 23-24). Employment absorption indicates that the volume of inputs a company seeks to introduce is influenced by the level of demand for goods and services in a particular area. When demand is high, companies strive to increase their output by adding inputs, primarily labor. In the case of labor absorption in the tourism sector, labor itself serves as the primary input, given that tourism is a labor-intensive sector.

2.4. Labor Demand and Supply

The theory of demand for goods explains the relationship between the quantity demanded and the price of the goods. Unlike demand for goods, labor demand is not based on consumer satisfaction. Employers demand labor by hiring individuals to help produce goods or services to sell to the public. The amount of goods produced depends on consumer demand for those goods. In other words, changes in employer demand for labor depend on changes in consumer demand for the products being produced, or, more simply, demand for inputs depends on demand for outputs (Simanjuntak, 2001).

Labor supply, on the other hand, represents the relationship between wage levels and the quantity of labor units workers are willing to offer. The amount of labor supplied depends on (1) the size of the population, (2) the percentage of the population choosing to be in the workforce, and (3) the hours worked by labor force participants. All three components are influenced by wage levels (Simanjuntak, 2001).

2.5. Definition of Hotel

According to Marpaung (2002), a hotel is a business activity that provides services, including food, beverages, and rooms for sleeping or resting, for travelers (tourists) who pay a reasonable fee based on the offered amenities without complex special agreements. The Ministry of Tourism, Post, and Telecommunications Decree No. Km 94/HK103/MPPT 1987 on Hotel Business Regulations and Classification states in Chapter I, Article 1, Point b that a hotel is a type of accommodation that uses part or all of a building to provide lodging, food and beverage services, and other services to the public, managed commercially and meeting established requirements (Sofyan, 2011).

3. RESEARCH METHODS

3.2. Research Methods

The method used in this research is an associative quantitative method. According to Sugiyono (2018), associative research aims to determine the relationship between two or more variables, seeking the role, influence, and causal relationships between independent variables and dependent variables. This study is located in West Lombok Regency, West Nusa Tenggara Province. The research was conducted using data on the number of hotels, number of tourists, wage levels, and labor absorption from 2012 to 2022. Data collection was carried out directly by visiting related institutions such as the West Lombok Regency Central Statistics Agency (BPS), the West Nusa Tenggara Provincial BPS, and the West Lombok Regency Tourism Office. The type of data used in this study is secondary data sourced from the West Lombok BPS, the West Nusa Tenggara BPS, and the West Lombok Tourism Office, including data on the number of hotels, number of tourist visits, wage levels, and labor absorption in the hospitality sub-sector in West Lombok Regency.

3.3. Analysis Tool

To answer the research questions, multiple linear regression analysis is used to determine the relationship between the independent variables (X) and the dependent variable (Y). The general form of the Multiple Linear Regression equation is:

$$\mathbf{Y = \alpha_0 + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \beta_4 X_4 + \beta_5 X_5 + e}$$

Where:

Y: Labor Absorption

α_0: Constant

$\beta_1 - \beta_3$: Regression coefficients for each independent variable

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X_1: Regression coefficients for each independent variable

X_2: Number of Tourist Visits

X_3: Wage Level

e: Error

The analysis technique is complemented by conducting classical assumption tests to obtain unbiased estimation results and hypothesis testing using several tests, including the t-test, f-test, and coefficient of determination (R^2).

4. RESULTS AND DISCUSSION

The factors suspected to influence labor absorption are the number of hotels, the number of tourist visits, and the wage level. The following presents the estimated results of the regression model using the OLS method.

Table 1. Results of Multiple Regression Analysis

Coefficients[a]						
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	1848.105	711.046		2.599	.035
	Number of Hotels	29.824	6.522	2.289	4.573	.003
	Number of Tourist Visit	2.247	1.147	.348	1.959	.091
	Wage Level	-.002	.001	-1.510	-3.123	.017
a. Dependent Variable: Labor Absorption						

Based on Table 4.5 the regression equation can be obtained as follows:

Y= 1848.105 + 29.824X1 + 2.247X2 - 0,003X3 + e

Classical Assumption Tests

i. Normality Test

Table 2. Results of the Normality Test

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		11
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	707.92455046
Most Extreme Differences	Absolute	.234
	Positive	.234
	Negative	-.184
Test Statistic		.234
Asymp. Sig. (2-tailed)		.095[c]
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		

Based on the Kolmogorov-Smirnov test results above, the Asymp. Sig value is 0.095 > 0.05. This indicates that the data in this study is normally distributed.

ii. Multicollinearity Test

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Table 4.7 Results of the Multicollinearity Test

Coefficients[a]			
Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Number of Hotels	.101	9.882
	Number of Tourist Visit	.805	1.242
	Wage Level	.108	9.220
a. Dependent Variable: Y1			

Based on the Collinearity Statistics output above, the tolerance values are greater than 0.1 and the VIF values are less than 10. Therefore, it can be concluded that there is no multicollinearity in this model.

iii. Heteroscedasticity Test

Table 4.8 SPSS Output Results for VIF (Variance Inflation Factor)

Variabl	Sig. Value	Description
Number of Hotels (X1)	0,071	No Heteroscedasticity
Number of Tourists (X2)	0,396	No Heteroscedasticity
Wage Leve (X3)	0,254	No Heteroscedasticity

Table 4.9 above shows the parameter coefficients for the independent variables: the number of hotels with a significance value of 0.071 > 0.05, the number of tourists with a significance value of 0.396 > 0.05, and the wage level with a significance value of 0.254 > 0.05. Therefore, it can be concluded that there is no heteroscedasticity, as the significance values are above the 0.05 confidence level.

iv. Autocorrelation Test

Table 4.9. Results of the Autocorrelation Test using the Runs Test

Runs Test	
	Unstandardized Residual
Test Value[a]	-141.10447
Cases < Test Value	5
Cases >= Test Value	6
Total Cases	11
Number of Runs	7
Z	.029
Asymp. Sig. (2-tailed)	.977
a. Median	

The Runs Test table above shows an Asymp. Sig (2-tailed) value of 0.977 > 0.05, indicating that the null hypothesis is rejected. Thus, the data used is sufficiently random, leading to the conclusion that there is no autocorrelation issue in the data being analyzed.

Statistical Test Results

1. Partial Significance Test (t-test)

Table 4.10. Results of the Partial Significance Test (t-test)

Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	1848.105	711.046		2.599	.035

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	Number of Hotels	29.824	6.522	2.289	4.573	.003
	Number of Tourist Visit	2.247	1.147	.348	1.959	.091
	Wage Level	-.002	.001	-1.510	-3.123	.017
	a. Dependent Variable: Labor Absorption					

In this study, the significance level used is at 5% (α = 0.05) and 10% (α = 0.1). If the significance level of the variable is below the established significance level, then the variable has a significant effect on the related variable.

1. Based on the table above, it can be seen that the number of hotels has a significant and positive influence on labor absorption. This can be observed from the t-value of the number of hotels, which is 4.573 > the t-table value of 2.306, supported by a probability value of 0.003 < 0.05.
2. Based on the table above, it can be concluded that the number of tourists has a negative and insignificant effect on labor absorption. This can be seen from the t-value of 1.959 < 2.306; additionally, the probability value for the number of tourists is 0.091 > 0.05.
3. Based on the table above, it can be seen that the wage level variable has a negative but significant effect on labor absorption. This can be observed from the t-value of the wage level variable, which is -3.123 < 2.306, supported by a probability value of 0.017 < 0.05.

2. Simultaneous Significance Test (F-Test)

Table 4.11 Results of the Simultaneous Significance Test (F-Test)

ANOVA[a]

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	2091086.411	3	697028.804	11.701	.004[b]
	Residual	416973.431	7	59567.633		
	Total	2508059.842	10			
a. Dependent Variable: Labor Absorption						
b. Predictors: (Constant), Wage Level, Number of Tourist Visits, Number of Hotels						

From the test, the calculated F value was obtained at 11.701 with a significance level of 0.004 at a significance level of 0.05 (0.004 < 0.05). It can be concluded that the variables of the number of hotels, the number of tourist visits, and the wage level have a simultaneous effect on labor absorption in West Lombok Regency.

3. Coefficient of Determination Test (R^2)

Table 4.12 Results of the Coefficient of Determination Test (R^2)

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.784[a]	.615	.449	1045.487
a. Predictors: (Constant), Wage Level, Number of Tourist Visits, Number of Hotels				
b. Dependent Variable: Labor Absorption				

Based on the table, it is known that the R^2 value obtained is 0.784 (78.4%) indicating that the variables of the number of hotels, the number of tourist visits, and the wage level have a strong relationship with the labor absorption variable. The R value is used to measure the strength of the relationship between the independent and dependent variables; a strong relationship is indicated by an R value above 50%. Meanwhile, the R Square value, or the coefficient of determination of the regression model, is 0.615 indicating the extent of the influence of the independent variables on the dependent variable. This means that the variables of the number of hotels, the number of tourist visits, and the wage level can explain 61.5% of the variation in labor absorption, while the remaining 38.5% is influenced by other factors.

Discussion

1. The Effect of the Number of Hotels on Labor Absorption

Based on the regression analysis above, it shows that the variable of the number of hotels has a coefficient of 29.824 with a significance level of 0.003. This indicates that the number of hotels has a positive and significant effect on labor absorption in the hospitality subsector in West Lombok Regency. This means that an increase in the number of hotels plays a very important role in labor absorption to meet job opportunities. In addition, the number of hotels contributes to local revenue and can help reduce the poverty level in West Lombok Regency.

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This is in line with the research conducted by Sanaubar et al. (2017), where the results indicate that the number of hotels has a positive and significant effect (0.0067 < 0.05) on the development of labor absorption in 9 regencies/cities in East Java Province. Similarly, research by Syahputra (2019) states that the variable of the number of hotels has a positive and significant impact on labor absorption in the hospitality sector, as hotels serve not only as places to stay for tourism purposes but also for other activities such as conducting business, holding seminars, or simply seeking tranquility. The hospitality sector plays a role as a driver of regional development and needs to be developed properly to enhance industry revenue, labor absorption, and business expansion.

2. The Impact of the Number of Tourists on Labor Absorption

Based on the regression results above, the variable representing the number of tourists has a coefficient of 2.247 with a significance level of 0.091, which is greater than the significance level of 0.05. This indicates that the variable of the number of tourist visits has an effect on labor absorption but is not significant. This research identifies that the increase or decrease in tourists during the study period influences the absorption of labor directly in the hospitality sector, although it is not significant. This is due to the seasonal or fluctuating nature of tourists, causing hotels to tend not to increase or decrease the number of employees.

This is also in line with the research conducted by Windayani and Budhi (2017), which found that the variable of tourist visits does not have a direct impact on labor absorption. Similarly, a study by Tulumang et al. (2019) indicated that the number of foreign tourists has a positive but insignificant effect on labor absorption. This is because the increasing number of foreign tourists is accompanied by a rise in labor absorption, as business owners or investors prefer to retain their workforce in response to the increasing number of foreign tourists. However, the increase in the number of tourists does not lead to additional labor absorption since the influx of tourists is not consistent every day but occurs only at certain times, such as during holiday seasons. Therefore, hotel managers are reluctant to take the risk of hiring more staff due to the unpredictable increase in tourist numbers.

3. The Influence of Wage Levels on Labor Absorption

Based on the regression results above, the wage level variable has a coefficient of -0.002 with a significance level of 0.017, which is smaller than the significance level of 0.05 (0.017 < 0.05). This indicates that the wage level variable has a negative and significant effect on labor absorption in Lombok Barat Regency. This means that any increase or decrease in wage levels will not result in changes in labor absorption in the hotel subsector in Lombok Barat. According to the labor demand theory, when wage levels rise, there will be a decrease in the quantity of labor demanded; conversely, a decrease in wage levels will increase the quantity of labor demanded.

According to Sukirno (2008), the relationship between wages and labor absorption in labor equilibrium occurs when economic agents—namely job seekers and employers—meet at an equilibrium point where labor demand and supply simultaneously determine the equilibrium wage level. The higher the demanded wages, the lower the quantity of labor demanded, indicating that the minimum wage negatively affects labor absorption. The findings of this study align with research by Sanaubar et al. (2017), which indicates that the minimum wage does not have a significant effect on labor absorption in the hotel sector in nine regencies/cities in East Java Province. This is also supported by research from Mazana (2021), which states that partial testing shows that wage levels do not affect labor absorption.

5. CONCLUSIONS AND SUGGESTIONS

5.1 Conclusion

Based on the research findings using multiple linear regression analysis, it can be concluded that:

The number of hotels, the number of tourist visits, and the minimum wage in the regency significantly affect labor absorption in the hotel subsector in Lombok Barat Regency simultaneously. In terms of partial testing results, the number of hotels has a positive and significant effect on labor absorption, while the number of tourist visits has a negative and insignificant effect on labor absorption, and the minimum wage has a negative but significant effect on labor absorption.

5.2 Advice

For future researchers, it is suggested to develop studies with the same research years but with different variables to obtain varied results that can illustrate the factors influencing labor absorption in the hotel subsector. For the tourism industry stakeholders, it is hoped that with the increase in tourist visits, greater attention should be given by the industry, considering that tourists have an influence, albeit insignificant. Tourists can also contribute directly to the local economy, so it is necessary to enhance and develop this potential in the future. One way to continuously increase the number of tourists is through more attractive promotions and tourist attractions.

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