



Original Article

The Influence of Production Value and Investment on Labor Absorption in the Industrial Sector in East Java Province 2015-2024

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Abstract:

This study analyzes the influence of production value and investment on labor absorption in the industrial sector in East Java Province during the period 2015-2024. The manufacturing industry sector is a major pillar for the economy in East Java which is expected to absorb a large number of workers to reduce unemployment. This study aims to analyze the influence of production value and investment on labor absorption in the industrial sector in East Java Province. The data used are secondary data sourced from the Central Statistics Agency of East Java Province with a sample size taken from 32 regencies and cities. The analysis method uses a quantitative approach using Statistical Product and Service Solutions (SPSS) software version 2025. The results of the study, conducted through partial tests, indicate that production and investment values have a positive and significant effect on labor absorption in East Java Province. Simultaneously, it was revealed that production and investment values together have a positive and significant effect on labor absorption. The implications of this study indicate that increasing production and investment values play a significant role in job creation. Therefore, production and investment value policies need to be considered and maintained to prevent labor absorption. The limitations of this study are the limited variables and the sample data period.

Keywords: Production Value, Investment, Labor Absorption, Industry, East Java.

Introduction

Economic development aims to improve public welfare through inclusive growth. The industrial sector is a key driver due to its capital- and labor-intensive nature, enabling it to create added value and create extensive employment opportunities ([Sandi et al., 2025](#)). In Indonesia, the manufacturing industry is the backbone of the economy, contributing the highest to GDP. This sector is an indicator of national economic health and a key pillar for providing decent jobs ([Waloni et al., 2025](#)). However, industrial

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performance is highly dependent on technological dynamics, government policies, and market conditions. These factors directly determine the industry's capacity to invest, produce, and absorb labor ([Reza et al., 2022](#)).

Java Island is known as the most densely populated region in Indonesia, with East Java Province occupying a crucial position with a very large population. The population of East Java Province is estimated to reach 41.81 million in 2024, equivalent to approximately 14.8% of the total national population. The population in East Java also shows an increasing trend year over year.

Table 1. Population in East Java Province 2015-2024 (people).

Years	Population
2015	39.107.095
2016	39.075.152
2017	39.292.972
2018	39.501.531
2019	39.698.631
2020	40.665.696
2021	40.878.789
2022	41.149.974
2023	41.527.962
2024	41.814.421

Source: East Java BPS data, various editions, (2026).

The table above shows that the population of East Java in 2015 was 39,107,095, and continues to increase year after year, reaching 41,814,421 by 2024. This high population growth will undoubtedly create problems. This is because a high population is accompanied by a high labor force. This problem will increase unemployment due to the limited job opportunities available. High unemployment is believed to be a major cause of poverty.

One key variable strongly suspected of influencing labor absorption is production value. Production value reflects the total output of goods and services produced by an industry within a given period. In theory, an increase in production value indicates increased economic activity and production capacity. To meet this increased demand or output, companies tend to increase the number of workers required ([Sandi et al., 2025](#)). Information regarding production volume can be seen in the table below.

Table 2. Production Volume in the Medium and Large Industrial Sector in East Java Province 2015-2024 (Units).

Years	Output Total
2015	683.523.042.823
2016	698.671.521.723
2017	701.951.789.711
2018	682.642.895.436
2019	717.342.632.832
2020	751.027.992.932
2021	775.341.778.648
2022	817.728.318.132
2023	897.548.214.166

2024	907.948.224.141
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Source: East Java BPS data, various editions, (2026).

Table 2. shows that production in the medium and large industrial sector continues to increase. In 2015, production reached 683,523 billion, with a workforce of 1,114,735 people in this sector. This figure continues to increase until 2024 to 907,948 billion. This increasing production is also accompanied by a workforce in the medium and large industrial sector of 1,100,000 people in 2024. This increase indicates a relationship between production value and the number of workers in the medium and large industrial sector.

However, this relationship is not always linear. Increases in production value can be driven by technological efficiency (capital-intensive) without a corresponding increase in the workforce, especially in advanced industries. Therefore, a more in-depth study is needed to determine the extent of the influence of production value on labor absorption in the specific industrial context of East Java.

In addition to production value, another variable that plays a fundamental role in job creation is investment. Investment, both Foreign Direct Investment (PMA) and Domestic Direct Investment (PMDN), represents a commitment to invest capital to build or expand a business (Kusuma Dewi et al., 2022). New investment is directly correlated with factory construction, the opening of new production lines, or facility expansion, all of which require new workers.

Table 3. Amount of Industrial Sector Investment in East Java Province 2015-2024 (in trillions).

Years	Output Total
2015	67.702
2016	67.993
2017	68.272
2018	68.572
2019	68.792
2020	72.281
2021	74.937
2022	76.272
2023	100.112
2024	111.413

Source: East Java BPS data, various editions, (2026).

Based on the data above, investment in the medium and large industrial sectors in East Java Province has increased year after year. This is due to East Java's strategic location for business development, supported by a large and qualified human resources base, and also high demand due to continued population growth.

The East Java Provincial Government continues to strive to create a conducive investment climate through various pro-investment policies. These efforts aim to attract investors to East Java, which is ultimately expected to stimulate industrial growth and employment (Agista et al., 2021). Therefore, investment realization can reflect the potential for future job creation. The number of investors in the Indonesian capital market has increased significantly from 2019 to December 2024.

The number of investors in the capital market continues to increase annually. In 2015, there were 434,107 investors, then increased by 106% to 894,116 investors in 2016.

This upward trend continued into 2021, with a 92.99% surge to 7,489,337 investors. In December 2022, the number of investors increased again by 21.68%, reaching 10,311,152 investors. By December 31, 2024, the number of investors in Indonesia experienced a drastic increase of 74.89%, reaching 14,871,639 investors.

This research is motivated by the inconsistency of findings (research gap) regarding factors influencing labor absorption, where [Waloni et al. \(2025\)](#) emphasize the role of GRDP, business units, and MSEs, while [Reza et al. \(2022\)](#) highlight the value of investment, wages, and production. To gain a comprehensive understanding, researchers focused on the influence of production and investment values in East Java Province, considering that both are interrelated variables in driving industrial capacity and simultaneously increasing labor demand ([Yasin & Kartini, 2023](#)). The use of the 2020–2024 period is highly relevant for analysis because it encompasses the dynamics of post-COVID-19 pandemic recovery that forced the industrial sector to adapt to global disruption. Therefore, investment and production patterns during this period are predicted to have a unique influence on labor absorption ([Arisetyawan et al., 2024](#)).

Seeing the urgency of the unemployment problem and the great potential of the industrial sector in East Java, this study was conducted to analyze the influence of production value, and investment, on labor absorption affect labor absorption in the regencies/cities of East Java Province during the 2015-2024 period.

This study aims to answer six problem formulations that focus on the influence of production value, and investment, on labor absorption affect labor absorption this relationship in the industrial sector in East Java for the period 2019-2024.

This research is expected to provide a dual contribution, both theoretically and practically, where theoretically the results of this study strengthen the development of labor economic theory and regional economic growth through empirical evidence regarding the role of investment, production value, and cost structure in creating jobs at the sub-national level, especially in East Java. Practically, this research serves as a strategic instrument for the Regional Government of East Java Province in formulating more effective and targeted employment policies in leading industrial sub-sectors, while for business actors, this analysis provides a basis for optimizing production efficiency and business expansion in line with increasing labor absorption in order to achieve a balance between financial benefits and social contributions.

Literature review

Endogenous Growth Theory

Endogenous Growth Theory explains that long-term economic growth is driven by internal factors within an economic system, such as policy, investment, and innovation, rather than simply external influences as proposed in neoclassical theory (Juhro, 2018). Paul Romer, one of its key figures, emphasized that knowledge and innovation are the primary drivers of diminishing returns. This is because knowledge is non-rivalrous and non-excludable, allowing the accumulation of human capital and research and development (R&D) to continuously increase economic value indefinitely ([Liana et al., 2024](#)).

Practically, this theory emphasizes the crucial role of the government in creating an ecosystem that supports sustainable growth through educational assistance, research incentives, and intellectual property protection ([Lestari, 2019](#)). By focusing on improving the quality of the domestic workforce and technology, this theory provides an optimistic view that the economy can grow continuously. This growth no longer depends solely on

the addition of physical assets, but also on human capacity and appropriate policies to encourage internal innovation.

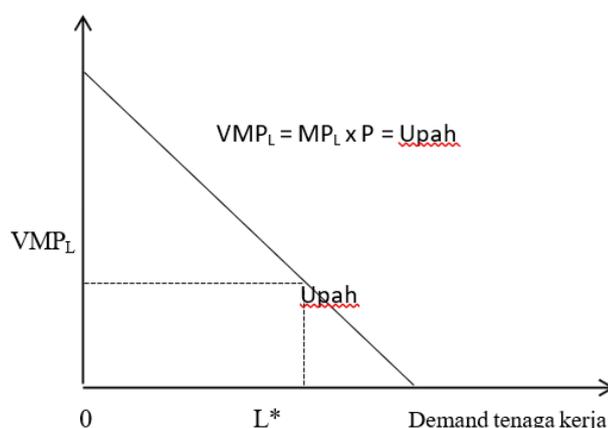
Industry

This approach analyzes how labor supply and demand interact to determine wage levels and the number of workers. Based on the assumption of a perfectly competitive market, wages are determined by the marginal productivity of labor. Firms will hire workers until their marginal product equals the wage rate. While this theory provides a logical analytical framework, critics consider it too idealistic because real labor markets often contain asymmetric information and are influenced by institutional factors such as labor unions (Malik, 2018).

Labor Force, Production Value and Investment

Industry is defined both regulatory and theoretically as an economic activity that processes raw materials into value-added products through mechanical or chemical processes to meet societal needs (Government Regulation No. 28 of 2021; Agista et al., 2021). As a collection of companies producing similar goods or services, this sector encompasses a series of processes from planning and production to distribution and marketing that are managed efficiently (Sari et al., 2023). Structurally, industry is categorized into primary, secondary (manufacturing), and tertiary (services) sectors (Waloni et al., 2025) and classified based on capital and labor scale into small, medium, and large industries (Kusuma Dewi et al., 2022). The growth of all these categories is highly dependent on the synergy between technological advances, supportive government policies, and the stability of domestic and global market conditions.

Employment development focuses on expanding employment opportunities and reducing unemployment through the development of professional, independent, and productive human resources (HR) (Yasin & Kartini, 2023). In an economic context, this labor absorption is explained through the theory of labor demand, which distinguishes between the concepts of "demand" as an overall functional relationship and "quantity demanded" as a specific figure at a certain wage level (Kusuma Dewi et al., 2022). Theoretically, this relationship is depicted through the labor demand curve, which shows a negative correlation, where an increase in the wage level will decrease the number of workers demanded by companies, and conversely, a decrease in wages will encourage an increase in labor demand to optimize the production process (Sari et al., 2023).



Source: (Agista et al., 2021).

Figure 1. Labor Demand Curve

Sales activities are crucial elements in small- to large-scale industries, where

success depends heavily on the ability to persuade consumers and respond to the dynamics of market demand ([Sari et al., 2023](#)). Production, as the process of creating goods for profit, is directly correlated with labor input; increased production volume and industrial capacity expansion due to surging market demand automatically drive additional labor needs ([Waloni et al., 2025](#); [F. Sari et al., 2023](#)). Therefore, labor demand is a derived demand, meaning companies will only recruit more workers if the value of their product output and sales increases ([Lestari, 2024](#)). By allocating significant capital and optimizing worker productivity, increasing the number of companies in a region will not only boost the value of regional output but also create a sustainable cycle of future labor absorption.

Investment is defined as the allocation of current resources to obtain financial benefits and improve welfare in the future, which includes financial assets in the money market as well as tangible assets such as factory construction and infrastructure ([Sari et al., 2023](#); [Tandelin](#)). At the macro level, investment functions as a component of aggregate expenditure that can increase national income, expand production capacity through capital accumulation and technological progress, and create significant employment ([Ginting, 2021](#)). The strategic role of investment, by both the private and government sectors, is not only focused on replacing or increasing capital, but also as a driving force for regional development that simultaneously increases demand for raw materials and labor ([Aditama & Yudhi Anggoro, 2023](#)). Therefore, the distribution of targeted investment in a region is a determining factor in driving sustainable economic growth and increasing community income through wider employment absorption ([F. Sari et al., 2023](#)).

Hypothesis

Based on theoretical foundations and previous research, the following hypotheses are formulated:

H1: There is an influence of production value on labor absorption in the medium and large industrial sectors in the regencies/cities of East Java Province in the period 2015 to 2024.

H2: There is an influence of investment value on labor absorption in the medium and large industrial sectors in the regencies/cities of East Java Province in the period 2015 to 2024.

H3: There is an influence of production value and investment value on labor absorption in the medium and large industrial sectors in the regencies/cities of East Java Province in the period 2015 to 2024.

Methods

This research uses a quantitative approach. According to [Gunawan \(2019\)](#), quantitative methods are research methods based on the philosophy of positivism. This method is used to research specific populations or samples. Sampling techniques are usually random. Data collection is carried out using research instruments. Data analysis is quantitative or statistical in nature with the aim of testing predetermined hypotheses.

In this opportunity, the researcher chose the research object in the form of independent variables, namely Production Value (X_1), Investment (X_2) and the dependent variable studied was Labor Absorption (Y). From these variables, the researcher wanted to determine the extent of the influence of production value and investment value on labor absorption. The subject of this research was the medium and

large industrial sector in the districts/cities of East Java province for the period 2015 to 2024.

The population in this study covers all large and medium-sized industrial sectors operating in regencies/cities in East Java Province for 10 years, namely from 2015 to 2024. Data on this population can be obtained from official sources such as the East Java Central Statistics Agency (BPS), the Ministry of Industry, or local industry and trade offices. The reason for choosing a 10-year period is to obtain the most recent data, so that the research results can explain the problems discussed in this study.

Based on the specified criteria, data on the distribution of medium and large industrial companies operating in East Java Province from 2015 to 2024 were distributed across 32 regencies and cities. Within this 10-year period, 320 research data sets were collected. Therefore, the researchers selected these 320 data sets as the research sample, drawn from 32 regencies and cities with medium and large industrial companies in East Java for the 2015-2024 period.

Data analysis used the Statistical Product and Service Solutions (SPSS) software. The data analysis techniques in this research are:

Classical Assumption Test

The analysis requirements test is the classical assumption test. The classical assumption test is used to prove that the multiple linear regression equation model is econometrically acceptable because it meets the BLUE (Best Linear Unbiased Estimator) estimation criteria, meaning the estimate is unbiased, linear, and consistent. The classical assumption test consists of the Normality Test, Heteroscedasticity Test, Autocorrelation Test, and Multicollinearity Test ([Unaradjan, 2019](#)).

Linear Regression Analysis

Multiple regression analysis is a regression analysis in which a dependent variable (Y) is linked to two or more independent variables (X) (Tersiana, 2018). Multiple linear regression is a technique for measuring the influence of several independent variables on a dependent variable to prove whether there is a functional relationship between two or more independent variables and one dependent variable (Ansori, 2020). In this study, the variable (Y) is Labor Absorption in the Industrial Sector in East Java Province, which is then linked to two independent variables: $X_1 = \text{Production Value}$, $X_2 = \text{Investment}$.

Hypothesis Testing

Hypothesis testing is used to measure the strength of the relationship between two or more variables and to indicate the direction of the relationship between the dependent and independent variables. In this study, the hypothesis tests used were the t-test, F-test, and coefficient of determination.

Results

Research Subject Description

Geographically, East Java Province is located in the easternmost part of Java Island and encompasses the mainland and the Madura Islands. The province has a total area of 46,428.57 km² and administratively comprises 29 regencies and 9 cities. Its topography is dominated by lowlands (60%), but also includes highlands and active volcanoes such as Semeru and Bromo. East Java's transportation infrastructure, including six airports and the Port of Tanjung Perak, facilitates mobility and supports economic activity. Demographically, East Java is the second most populous province in

Indonesia with a growing population, although the economic gap between urban and rural areas contributes to high poverty rates. Economic growth in East Java is quite good, although unemployment remains a challenge, partly due to declining interest in working in the agricultural sector.

Descriptive Analysis

- a. The industrial sector's production value in East Java Province during the 2015–2024 period shows a consistent and sustainable upward trend, reflecting positive regional economic growth. Starting the study period with a value of Rp638,523 billion, the figure continues to climb until it peaks in 2024 at Rp907,948 billion, or nearly reaching Rp1 trillion. This significant increase quantitatively indicates a significant expansion in production activity, indicating that the industrial sector in East Java has grown rapidly as a driving force of regional output over the past decade.

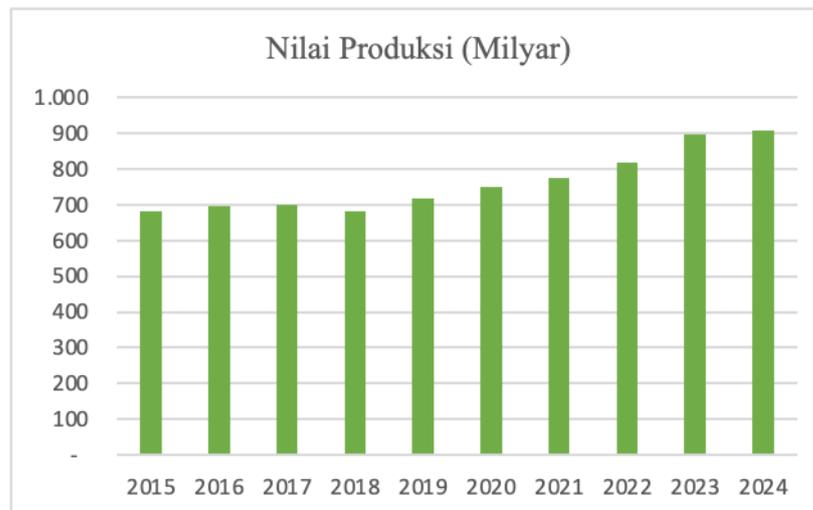


Figure 2. Production Value Data of East Java Province

- b. The investment value of the industrial sector in East Java Province during the 2015–2024 period showed a stable growth trend with significant acceleration towards the end of the observation period. Starting the period at Rp67.702 trillion, the investment value grew gradually to reach Rp68.272 trillion in 2019, before then soaring to Rp72.281 trillion in 2020 and remaining relatively stable until 2023. The peak of growth occurred in 2024, where the investment value skyrocketed to Rp111.413 trillion, setting a record high for the past decade and indicating the increasingly strong investment attractiveness in East Java post-pandemic.



Figure 3. Investment Value of Medium and Large Sectors

- c. Labor absorption in the medium and large-scale industrial sector in East Java experienced a significant contraction in 2019–2020 due to the COVID-19 pandemic, with many companies implementing efficiency measures through mass layoffs to maintain business continuity amidst economic uncertainty. However, overall, from the beginning to the end of the study period, labor absorption figures showed an upward trend, demonstrating the vital role of the industrial sector as a major provider of employment in the region. This increase was observed in line with growth in production and investment values, reinforcing the theoretical assumption that output expansion and capital inflows directly positively impact the industrial sector's capacity to absorb labor in East Java Province.



Source: East Java BPS data, processed 2026.

Figure 4. Absorption of Medium and Large Sector Labor

Analysis Results and Discussion

Multiple Linear Regression Test Results

Table 4. Multiple Linear Regression Test Results.

Model	Coefficients ^a		Beta	t	Sig.
	Unstandardized Coefficients	Standardized Coefficients			
	B	Error Std.			
1 (Constant)	96.04	.120		797.80	.000
Nilai Produksi	3.037	.105	.385	6.999	.000
Investasi	3.085	.126	.483	5.329	.001

a. Dependent Variable: Penyerapan Tenaga Kerja

Source: Output IBM SPSS (v.25), 2026.

Table 4 explains the equations in multiple linear regression analysis. The following is the formula for the multiple linear regression analysis used in this study:

$$Y=3.037 X_1+3.085X_2+e$$

Based on the multiple linear regression analysis formula, the following conclusions are drawn regarding the results.

The test results indicate that the data meets the assumptions required for SEM analysis. The normality test indicates that the critical ratio (c.r.) is within the normal range, the linearity test indicates that all variables are linear, and the outlier test does not detect any deviant data. Furthermore, convergent validity, discriminant validity, and reliability tests are also met, indicating that the data and model are valid and reliable.

1. The regression coefficient for the production value variable (X1) is 3.037, with a positive sign. This result suggests that an increase in production value will lead to an increase in labor absorption (Y).
2. The regression coefficient for the investment variable (X2) is 3.085, with a positive sign. This result suggests that an increase in investment will lead to an increase in labor absorption (Y).

Hypothesis Testing and Discussion

Based on the table 4. obtained between production and investment values on labor absorption, a significance value of <0.05 and a calculated t value of > t table 1.967 was obtained. Therefore, it can be concluded that the production and investment value variables have a positive and significant partial effect on the labor absorption variable.

Table 5. Simultaneous Test Results (F-Test).

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	62.034	2	31.017	25.203	.000 ^b
	Residual	390.128	317	1.231		
	Total	452.162	319			

a. Dependent Variable: Penyerapan Tenaga Kerja

b. Predictors: (Constant), Investasi, Nilai Produksi

Source: Output IBM SPSS (v.25), 2026.

Based on Table 5, it shows that the calculated f-value of 25.203 is greater than the f-table value of 3.04, with a probability value of 0.000. Because the probability value is less than 0.05, the regression model can be used to predict labor absorption, or it can be said that the independent variables, namely production and investment values, jointly influence labor absorption.

Table 6. Results of the Coefficient of Determination (R²) Test.

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.704 ^a	.637	.532	1.10936

a. Predictors: (Constant), Investasi, Nilai Produksi

Source: Output IBM SPSS (v.25), 2026.

Based on Table 6, the results of the correlation coefficient test, which measures the influence of production value (X_1) and investment (X_2) on labor absorption (Y), are 0.532 or 53.2%. This can be concluded that in the correlation coefficient test, the production value and investment variables can predict the labor absorption variable by 53.2%, and 46.8% is influenced by other variables. The following is a descriptive explanation of the test in Table 5 and 6:

H1: The Influence of Production Value on Labor Absorption

Based on the results of the tests conducted, the first hypothesis (H_1) is accepted, as it was previously predicted that there would be a positive and significant influence of production value on labor absorption. The findings of this study indicate that the production value created by an industry plays a significant role in influencing labor absorption. This is confirmed by the unidirectional relationship between the two variables, meaning that any increase in production value will be followed by an increase in labor absorption. Production value is understood as the accumulated total value of goods and services produced by a particular business unit or sector over a specific period of time, generally calculated by multiplying the quantity produced by the selling price per unit. Directly, increases in production value tend to have a positive impact on employment.

H2: The Impact of Investment on Labor Absorption

Based on the results of the tests conducted, the second hypothesis was accepted, which previously predicted a positive and significant effect of investment value on labor absorption. The findings of this study revealed that the amount of investment entering a region or industrial sector significantly influences labor absorption. This is reinforced by the discovery of a unidirectional relationship between the two variables, implying that increasing investment value tends to correlate with increased labor absorption. Investment refers to capital investment made by investors, both domestic and foreign, to purchase capital goods and production equipment to increase production capacity in the economy.

H3: The Influence of Production Value and Investment on Labor Absorption

Based on the results of the tests that have been carried out, the third hypothesis (H_3) can be accepted. This is based on the simultaneous test (F Test) showing that production value and investment simultaneously have a positive and significant influence on labor absorption. This confirms the existence of a unidirectional relationship, where every increase in investment allocation and production value will be followed by an increase in labor absorption in the sector. The influence of Production Value can be determined by calculating the amount of output multiplied by the selling price, this is a major factor in labor absorption. When production targets increase to meet market demand, companies automatically require additional human resources to operate production facilities and maintain output stability. The influence of investment, on the other hand, investment acts as a stimulant in the provision of physical capital and technology.

Conclusion

Based on the results of data processing and analysis, this study concludes that production value has a positive and significant influence on labor absorption in the industrial sector in East Java, indicating that any increase in physical output directly expands the capacity of this sector to recruit labor. In line with this, the investment variable is also proven to have a positive and significant influence, indicating that capital inflows during the 2015–2024 period are important catalysts for industrial expansion and new job creation. Simultaneously, the integration between production value (X1) and investment (X2) acts as a key driver in the dynamics of the industrial labor market in East Java, where the synergy of these two variables collectively strengthens labor absorption and maintains the stability of regional economic growth over the past decade.

Suggestion

Based on the research findings, the East Java Provincial Government is advised to continue creating a conducive investment climate and simplifying bureaucracy, particularly in labor-intensive industrial sectors, as well as encouraging increased production value through technological assistance and skills training to align with the absorption of a qualified workforce. In line with this, industrial actors are expected to increase production scale and efficiency through the utilization of investment capital balanced with the development of local human resource competencies to expand employment opportunities. Finally, for future researchers, it is recommended to enrich the analysis by adding other variables such as minimum wages, economic growth, or education levels, as well as expanding the scope of the region and observation period to obtain a more comprehensive picture of employment dynamics.

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