

# The Influence of The Growth of Micro, Small, and Medium Enterprises (MSMEs) on Labor Absorption in Central Mamuju District, Indonesia

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## ABSTRACT

This quantitative research design aims to determine the growth of Micro, Small, and Medium Enterprises (MSMEs) on labor absorption by taking the research location in Central Mamuju Regency. This research aims to discover more about the growth of MSMEs and their influence on the number of workers who can be absorbed. This research uses a simple linear regression analysis method and a data collection method through documentation. From the t-test results, the calculated t value for the growth variable for micro, small, and medium enterprises (MSMEs) is 6.598, greater than the t-table value of 2.570 with a significant value of 0.001, which is smaller than 0.05. So the first hypothesis is that the growth of micro, small, and medium enterprises (MSMEs) significantly affects labor absorption in Central Mamuju Regency. Meanwhile, the results of the correlation coefficient analysis obtained a correlation coefficient (r) of 0.947 which is included in the powerful correlation category so that the second hypothesis is that the growth of micro, small and medium enterprises (MSMEs) has a robust correlation or relationship with labor absorption in Central Mamuju Regency, accepted.

**Keywords:** MSME Growth, Labor Absorption, Central Mamuju Regency.

## I. Introduction

Economic development in a country is a relationship between several factors such as human resources, natural resources, capital, technology, and so on. Economic development is not only intended to improve the economy, but more than that, economic development is followed by a decrease in poverty levels, provision of employment, increased health standards, increased quality of education, improved environmental conditions, and equalization of individual freedom. One of the factors that influences economic growth is Micro, Small and Medium Enterprises (MSMEs), where MSMEs play a significant role in the economy, especially in terms of labor absorption, where we see that MSMEs are a good place for job creation planned by the government, private sector, and individual business actors. Micro, Small, and Medium Enterprises (MSMEs) are activities that can expand employment to absorb labor and equalize and increase community income. MSMEs must be effective as a driving force for the national economy.

Central Mamuju Regency is one of the regencies in West Sulawesi Province, resulting from the expansion of Mamuju Regency, which was ratified in the plenary session of the Indonesian House of Representatives on December 14, 2012, at the Indonesian House of Representatives Building regarding the Draft Law on New Autonomous Regions. With the formation of Central Mamuju Regency with its capital in

Tobadak District, precisely in the Independent Integrated City, this region automatically gets the rights and authority to regulate and manage its household. Central Mamuju Regency has an area of  $\pm 301,437.01$  Km<sup>2</sup> consisting of 5 (five) districts and 56 (fifty-six) villages. Based on data from the Central Statistics Agency, the number of workers who have worked and are unemployed or temporarily looking for work in Central Mamuju Regency in the last 4 years has fluctuated. The data from the Cooperatives, Small and Medium Enterprises, Industry and Trade Service of Central Mamuju Regency shows that the number of MSMEs in Central Mamuju Regency has increased yearly. By increasing the number of MSMEs, it is expected to be able to absorb the existing workforce, especially in Central Mamuju Regency. Still, in reality, most MSMEs currently only employ one worker, such as mixed kiosk businesses, workshops, brown sugar making, vegetable traders, chip businesses, coconut oil businesses, fish sales businesses, etc., which are still small/home-scale and on average only use family workers who are not paid/salary. However, some MSMEs employ 2 or 3 paid/salaried workers, only a small part, including laundry businesses, food stalls, drinking water depots, barber/salaried businesses, building materials stores, lodging/guest houses, etc. Based on information from employees of the Cooperatives, Small and Medium Enterprises, Industry and Trade Service of Central Mamuju Regency, information was obtained that one of the factors that caused MSMEs to be unable to grow well so that they were unable to absorb a lot of workers was the limited capital to expand the scale of the business and pay the workforce and the scale of the business which was still small.

This contrasts with the macro unemployment rate at the West Sulawesi Province level. The 2023 Regional Fiscal Study by the West Sulawesi Provincial Treasury Office revealed that the open unemployment rate in West Sulawesi Province in August 2023 was 2.27%, a figure that fell by 0.07% points compared to August 2022 and decreased by 0.86% points compared to August 2021. The employment conditions of West Sulawesi show that the unemployment rate is relatively low. However, the workforce quality is still relatively low because most of the working population has only an elementary school education and works in agriculture, forestry, and fisheries in the informal sector. This study has similarities with previous research conducted by Pratama (2023), which examined the analysis of Micro, Small, and Medium Enterprises on Labor Absorption in Bandung City (Case Study on Craft MSMEs), which obtained the results that MSMEs can open up employment opportunities and absorb labor. However, the difference with this study is the obstacles faced by MSMEs in increasing their growth to be able to absorb more labor, where Pratama's research faced barriers in the payment of wages that were not evenly distributed, and by the minimum wage, and training facilities to increase the capacity of MSME actors were still lacking. In contrast, this study found that the obstacles faced by MSMEs were in the aspect of business capital which was still limited so that it was difficult to expand to recruit more workers which caused the absorption of labor, especially in Central Mamuju Regency, to be still not significant where for small businesses they were only able to employ one team member and even some MSMEs did not have any employees. Based on the phenomena in the background description, the author is interested in conducting research entitled "The Influence of the Growth of Micro, Small and Medium Enterprises (MSMEs) on Labor Absorption in Central Mamuju Regency".

## II. Literature Review and Hypothesis Development

### 2.1. Economic development

A country that wants to improve its people's standard of living and welfare must carry out development, especially in the economic aspect. According to Ansofino, et al. (2020), "Development is a process of social change that leads to more choices available to the community in meeting needs and the many choices available must be adjusted to the prevailing values, norms, and goals to be achieved". Meanwhile, Mulyani (2017) argues that "Development is an effort or series of growth and change efforts that are planned and carried out consciously by a nation, state and government, towards modernity in the context of national development". Furthermore, according to Mulyani (2017), "Development economics is a science that studies economic development, while economic development or often called economic development is

a process that causes per capita income of the population to increase in the long term accompanied by changes in important characteristics in a society".

## 2.2. Growth of MSMEs

The growth and development of the MSME sector is often interpreted as an indicator of development success, especially for countries with low per capita income. According to Djuniardi, et al. (2022), "MSMEs are activities that originate from community businesses that can create jobs and produce goods or services that can meet community needs and can create equality and increase community income, as well as advance economic growth and play a role in realizing national stability ". According to Sarjana, et al. (2022:6), "MSMEs are seen as the main actors in national and regional economic development in several countries. Then, according to Handini (2019), "MSMEs are a form of small community business whose establishment is based on someone's initiative and plays a role in reducing the unemployment rate in Indonesia because MSMEs can absorb a lot of unemployed workers and contribute greatly to regional income and national income". According to Aulia (2021), the indicators of MSME growth are:

1. Absorption of labor, reducing the number of poor people, which means increasing employment opportunities and the number of workers absorbed in the Micro, Small and Medium Enterprises (MSMEs) sector, so that the population's welfare increases.
2. Number of MSMEs, the development of MSMEs through the establishment of new businesses by utilizing available resources, meaning that there is an increase in the number of firms, especially MSMEs created by residents who are the targets of empowerment.
3. MSME capital.
4. Profit or benefit obtained by MSMEs

## 2.3. Labor Absorption

According to Maryati (2021), "Labor absorption is the number of jobs that have been filled, which is reflected in the large growth of the working population absorbed and distributed in various economic sectors". With the creation of decent jobs, people have jobs that can support their economic life. According to Fridho (2023), "Labor absorption is the maximum utilization of labor to reduce the unemployment rate by accommodating the workforce in the labor market in an economic activity". Ghina (2020) states, "Labor absorption is a certain quantity of labor used by a particular exporter or business unit". According to Dilla (2021), the indicators of labor absorption are:

1. Minimum Wage Changes
2. Rate of Increase in Gross Regional Domestic Product (GRDP)
3. Rate of Investment Growth

## 2.4. Research Framework

This study uses the grand theory of economics, according to Zahara and Anwar (2020), which states that economics is the study of how individuals and societies choose how to utilize available resources, including natural resources, capital, and human resources or labor. Meanwhile, for the growth of MSMEs, the theory of Hanim and Noorman (2018) is used, namely "The growth of MSMEs is a condition that is the leading driving force in economic development and is vital for creating growth and jobs to absorb the workforce". Then, Labor Absorption according to Dilla (2021) is "the number of job vacancies available in the world of work that can increase development activities and increasingly absorb the available workforce". The following is a picture of the framework for this research:

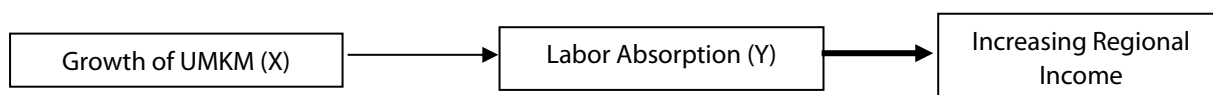


Figure 1. Research Framework

Information:

- Influence between variables
- Correlation between variables
- The goal to be achieved

### III. Research Method

#### 3.1. Location and Time of Research

This research will be conducted in Central Mamuju Regency.

#### 3.2. Data Types

1. According to Hardani et al. (2020), "Qualitative data shows quality, non-parametric numerical form, for example, wise, stupid, moderate, does not have a ranking or rating, for example, male, female, Yes, No.
2. Quantitative Data, according to Hardani et al. (2020), "Quantitative data shows quantity, absolute numerical form (parametric) so that its magnitude can be determined". The quantitative data of this study, for example, includes the number of MSMEs and workers in Central Mamuju Regency.

#### 3.3. Data Collection Techniques

1. According to Hardani (2020), "Observation is a complex process that consists of biological and psychological processes by relying on observations using the senses of sight and ear and requires notes or videos and so on". The observations carried out in this study were carried out on MSMEs in Central Mamuju Regency
2. According to Hardani (2020), "Documentation comes from the word document, which means written goods, where documentation is interpreted as a way to collect data by recording existing data or from existing documents. The documents in question are data on the number of MSMEs and the Workforce.

#### 3.4. Data Analysis Method

Analysis using a simple linear regression formula with the following equation:

$$Y = a + bX$$

Description:

Y = Labor Absorption

X = MSME Growth

a = Constant

b = Regression Coefficient

This study uses quantitative data analysis using the simple linear regression method to prove the hypothesis that has been put forward.

#### IV. Results and Discussion

##### 4.1. Linear Regression Analysis Results

Regression is used to see the influence of the variables studied, namely the independent and dependent variables. This analysis is used to determine the extent of the impact of the independent variable of MSME growth on the dependent variable, namely, labor absorption (Y). The following is an explanation of simple linear regression using the SPSS program:

**Table 1. Linear Regression Analysis Results**

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	<b>825.631</b>	233.490		3.536	.017
	Growth of MSMEs	<b>.877</b>	.133	.947	6.598	.001

a. Dependent Variable: Labor Absorption

Table 1 shows that the constant value, a, is 825.631, and the regression coefficient value of MSME growth is 0.877. The following is a simple linear regression equation:

$$Y = a + bX$$

$$Y = 825.631 + 0.877X$$

Based on table 1, it can be concluded as follows:

1. The constant value in the simple linear regression equation is 825.631, which means the value of labor absorption if the value of the UMKM growth variable is zero (0).
2. The b value is 0.877; the UMKM growth regression coefficient value means that if UMKM growth increases by 1% or one unit, then labor absorption also increases by 0.877%.

##### 4.2. t-Test Results (Partial)

Partial hypothesis testing is intended to determine whether or not the independent variable has a partial influence on the dependent variable. The hypothesis is accepted if the significance value is  $<0.05$  or  $t_{count} \geq t_{table}$ . Likewise, if  $sig > 0.05$  or  $t_{count} < t_{table}$ , then  $H_0$  is accepted. Table:  $t = 0.05/2$ :  $(7 - 1 - 1)$   $t = 0.025$   $df = 5$ . Thus, the value of  $t_{table}$  at  $(0.025; 5)$  in the t distribution table in the appendix is 2.570. The following are the results of data processing for the t-test (partial):

**Table 2. Results of the t-Test (Partial) Testing the First Hypothesis**

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	825.631	233.490		3.536	.017
	<b>Growth of MSMEs</b>	.877	.133	.947	<b>6.598</b>	<b>.001</b>

a. Dependent Variable: Labor Absorption

#### 4.3. The Influence of Micro, Small, and Medium Enterprises (MSMEs) Growth on Labor Absorption in Central Mamuju Regency

Based on Table 2, it can be seen that the t-value of the UMKM growth variable (X) is 6.598, which is greater than the t-table value of 2.570. The significance value is 0.001, which is smaller than 0.05, so it can be concluded that UMKM growth positively and significantly influences labor absorption. Therefore, the first hypothesis states that the Growth of Micro, Small, and Medium Enterprises (UMKM)

#### 4.4. Results of Correlation Coefficient Analysis (r)

This analysis is used to determine how strong the relationship or correlation is caused by the independent variable of UMKM growth with labor absorption. The following are the results of data processing for the correlation coefficient analysis.

**Table 3. Results of Correlation Coefficient Analysis of the Second Hypothesis Testing**

Correlations			
		Growth of MSMEs	Labor Absorption
Growth of MSMEs	Pearson Correlation	1	<b>.947**</b>
	Sig. (2-tailed)		.001
	N	7	7
Labor Absorption	Pearson Correlation	<b>.947**</b>	1
	Sig. (2-tailed)	.001	
	N	7	7

\*\* . Correlation is significant at the 0.01 level (2-tailed).

Referring to Table 3, the correlation coefficient (r) value is 0.947. This means that there is a positive correlation between the UMKM growth variable (X) and labor absorption (Y), with an extreme relationship level, and the correlation is significant because the Significance value is 0.001 < 0.05. Therefore, the second hypothesis, which states that the Growth of Micro, Small and Medium Enterprises (UMKM) has a powerful relationship with Labor Absorption in Central Mamuju Regency, is accepted

## V. Conclusion

Micro, Small, and Medium Enterprises (MSMEs) development plays a critical role in regional economic growth, particularly in areas where large-scale industrialization has not yet taken hold. In Central Mamuju Regency, the expansion of MSMEs has significantly impacted labor absorption, indicating the sector's potential to alleviate unemployment and stimulate local economic activity. Empirical findings from this study suggest that the relationship between MSME growth and labor absorption is statistically significant and strongly correlated. This implies that as the number and scale of MSMEs increase, more employment opportunities are created, contributing positively to the overall socio-economic fabric of the region.

MSMEs serve as a dynamic driver of employment in Central Mamuju, where many communities rely on small-scale business activities for their livelihoods. The robust correlation between MSME growth and labor

absorption underscores the strategic importance of supporting these enterprises to ensure sustained economic inclusivity. Many of these businesses are involved in various sectors, including retail, food production, services, and handicrafts, which tend to be labor-intensive. Consequently, policies that facilitate the growth and sustainability of MSMEs can be directly linked to improvements in local employment rates. However, the findings also reveal certain structural constraints that limit the full potential of MSMEs in Central Mamuju. One of the predominant challenges MSME actors face is the issue of limited capital. In interviews conducted with local MSME operators, a recurring theme was the inability to hire additional employees due to insufficient funds. Many business owners either managed operations alone or with the assistance of only one team member. This limited workforce not only restricts productivity and scalability but also hampers the capacity of MSMEs to contribute more significantly to regional labor absorption.

Given these constraints, several policy recommendations arise from the research findings. First and foremost, the local government of Central Mamuju Regency should prioritize more robust and targeted support mechanisms for MSME actors, particularly in the area of capital access. While various programs exist at the national and regional levels to promote entrepreneurship, many are inaccessible or insufficiently publicized to local MSME operators. A focused governmental approach that includes grants, subsidized loans, and business development services would significantly enhance the operational capacity of small businesses. By addressing the capital limitations currently experienced by MSME actors, the government can indirectly foster greater employment opportunities across the region. In addition to government intervention, the role of financial institutions, especially banks, must also be reconsidered. Traditional loan procedures are often bureaucratic and rigid, making it difficult for MSMEs, particularly informal or nascent businesses, to meet the requirements. Banks are urged to develop more accessible financial products tailored to the unique circumstances of MSME actors. This could involve simplified application procedures, reduced collateral requirements, and lower interest rates. Creating a more inclusive financial ecosystem will empower MSMEs to scale their operations, hire more workers, and contribute more robustly to regional development.

Furthermore, MSME actors are encouraged to seek alternative financing options outside conventional banking systems. Peer-to-peer lending, microfinance institutions, cooperative financing models, and government-backed community funding schemes are all potential avenues for securing capital. Many of these alternatives are designed with small enterprises in mind and offer more flexible terms than traditional banking products. Accessing these sources of capital can provide the financial leverage needed to expand business operations and, in turn, enhance labor absorption.

The findings also point to the need for ongoing research into the broader challenges and opportunities MSMEs face in Central Mamuju. While this study focused primarily on the correlation between enterprise growth and employment, numerous other dimensions warrant closer examination. Future research should delve into aspects such as the effectiveness of government support programs, market access and competitiveness, digital transformation in MSMEs, and the quality of labor conditions provided by these enterprises. Additionally, investigating the role of education, training, and entrepreneurial mindset development among MSME actors could yield valuable policy formulation and program design insights.

Empowerment of MSME actors is another crucial area for further exploration. Empowerment involves more than just providing financial resources; it includes capacity building, mentoring, networking opportunities, and access to information. Empowered entrepreneurs are better equipped to navigate the complexities of business operations, respond to market dynamics, and innovate for sustained growth. Thus, future initiatives aimed at enhancing the capacity of MSME actors must adopt a holistic approach that addresses both tangible and intangible aspects of business development. Moreover, capital alone does not guarantee success in MSME development. Marketing capabilities and business strategies are equally vital. Many MSME actors in Central Mamuju struggle to penetrate larger markets due to a lack of knowledge, resources, and connections. This limits their ability to generate revenue and expand their workforce. Through training, digital platforms, and collaboration with larger enterprises, marketing support can provide MSMEs with the tools they need to thrive. Integrating marketing support into MSME empowerment programs can thus amplify the employment effects of enterprise growth.

In conclusion, the study confirms a significant and robust correlation between the growth of MSMEs and labor absorption in Central Mamuju Regency. This relationship underscores the vital role that small businesses play in job creation and economic development in the region. However, the impact of MSMEs on labor absorption is constrained by systemic issues, particularly the lack of capital. Addressing these constraints requires a multi-pronged approach involving government support, financial sector reforms, and proactive engagement by MSME actors. Furthermore, continuous research and development in empowerment, capital, marketing, and institutional support are essential to fully realize the potential of MSMEs as engines of inclusive economic growth. By fostering an enabling environment, Central Mamuju can harness the full potential of its MSME sector to reduce unemployment, improve livelihoods, and promote sustainable regional development.

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