

THE ROLE OF THE SUKABUMI CITY LABOR OFFICE IN INCREASING LABOR ABSORPTION IN SUKABUMI CITY

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ABSTRACT

One of the outstanding issues is the employment problem. Considering that a sizable portion of the labor force is still unemployed, there must be an equal distribution of employment throughout the workforce. The study's purposes were to identify the role of the Sukabumi City Labor Office in increasing labor absorption as well as its supporting and inhibiting factors in Sukabumi City. The theory used is the role theory of Jim Ife and Frank Toserioro, namely: 1) the role of facilitating; 2) the role of educating; 3) the role of representation; and 4) the technical role. A qualitative method using a descriptive approach was utilized. Then, the finding of this study was demonstrate that the Sukabumi City Labor Office contribution to increasing labor absorption in Sukabumi City is adequate but not ideal. Firstly, due to job searchers' abilities not meeting the company's requirements, the role of facilitating through job fair activities is still lacking, and there are still many candidates who have not been hired by the company. Secondly, providing an educational role through skill-training activities, the infrastructure and facilities for skill-training are inadequate due to financial restrictions. Thirdly, the Sukabumi City Labor Office only conducts apprenticeship activities with businesses that are in compliance with skills training, and there aren't many participants who are apprenticed. This limits the function of representation through apprenticeship activities. Besides that, there is supporting factor is the support from external parties who are involved in supporting and facilitating to increase labor absorption in Sukabumi City. The inhibiting factors are budget constraints, inadequate infrastructure, and a lack of quality Human Resources (HR).

Keyword: *Labor, Workforce, Employment*

A. INTRODUCTION

Indonesia has a significant number in its prime working years. A country with the potential to offer work possibilities is Indonesia. In order to keep up with the increasing rate of young people entering the work force, employment has expanded. High unemployment rates will result from an imbalance between labor force expansion and job creation (Dimas & Woyanti, 2009) In accordance with the *Undang-Undang No. 13 tahun 2002* Chapter 1 Section 1 Paragraph 2, labor is defined as any individual who is able to perform work to generate commodities or services for both their own needs as well as the needs of the community. Every development initiative strives to increase work possibilities and employment opportunities in the hopes that locals would directly profit from growth. Due to the large number of jobs available and the wide range of talents they require, job seekers will have a lot of chances as the economy develops. However, they must be given the proper training and skills to meet the requirements. The government must take action to improve the workforce's qualifications. In fact, the *Undang-Undang Negara Republik Indonesia 1945*, Section 27, Paragraph (2) guarantees that people must work in order to survive. It is clear from that article that every Indonesian citizen has the right to be able to find a job, and that those who do so have the ability to make a steady income for themselves.

To compete and land positions on the labor market, the workers must be given the option for job, self-development, or quality that will serve as a standard and determining factor. In both of production and distribution processes, the workforce as an actor has an important influence. Moreover, a growth in the number of unemployed people will occur when the number of jobs available to fill open positions is not keeping up with the growth in the workforce. Then, the number of labor force in Sukabumi City can be seen in the figure below.

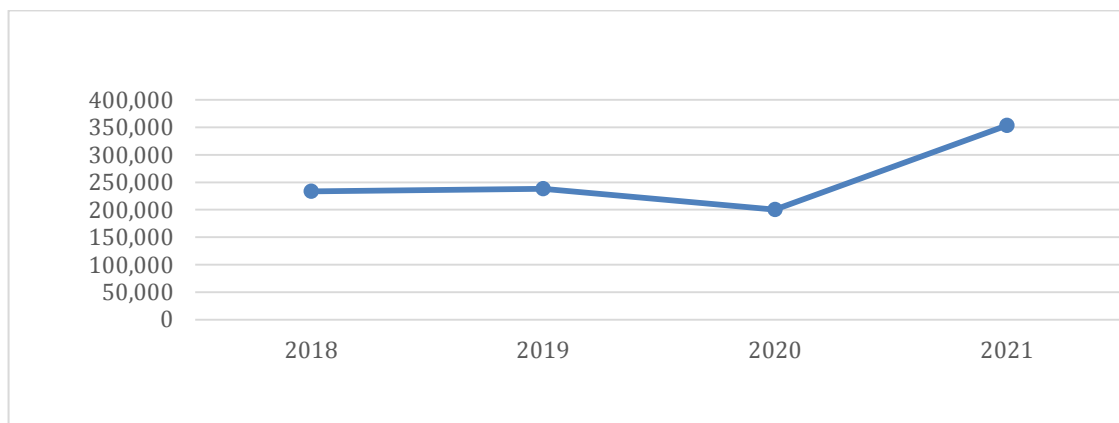


Figure 1. The Number of Labor Force in Sukabumi City
Source: Sukabumi City Labor Office, Processed by Researchers, 2022

According to the foregoing figures, the workforce increased from 2018 to 2019 before decreasing in 2020 and then increasing once more in 2021. Due to the Covid-19 pandemic's effects on Sukabumi City, which resulted in workers being sent home, it has dropped in 2020. The number of positions that have been filled,

as indicated by the significant increase in the working population and the distribution of the working population across different economic sectors, is known as labor absorption. The demand for labor can be equated with the absorption of labor (Kuncoro, 2002). Therefore, if labor absorption rises, Sukabumi City's unemployment rate may go down.

In Sukabumi City, the population of productive age has grown during the previous ten years. According to BPS-Statistics of Sukabumi City, the number of residents in Sukabumi City has climbed to 47 thousand in the previous ten years. Sukabumi City's population has expanded by roughly 47.64 thousand people, or 3.90% per year, in the ten years since 2010. Sukabumi City's population was 346.32 thousand people in 2020. Sukabumi City's population has grown year after year. Since 2010, the productive age population has risen by 66.24% of the total population, and is expected to reach 66.52% in 2020. This provides a difficulty for the productive age to continue competing for jobs. As a result, the number of jobs in Sukabumi must be matched with the number of productive age people.

To keep up with the rate of population expansion, jobs must be expanded immediately. The absorption of this workforce will create chances for the community to engage in economic activities that generate cash to support their daily requirements. As a consequence, labor absorption equals the number of jobs available in the workforce. So the more development activities increase, the more available labor absorption will also be. Sukabumi City Labor Office wants to be aspirational and capable of providing the finest solutions for Sukabumi City residents in general. One of the goals of economic growth is to increase the availability of work. As economic conditions improve, so will employment conditions, which can be seen in the process of absorbing labor. As a result, if labor absorption rises, the unemployment rate in Sukabumi City may decrease. According to Sukabumi City Labor Office data, the number of unemployed individuals grew in 2020 to 16,996 people, up from 13,152 in 2019. Rising unemployment will raise the burden on society, the major cause of poverty, and encourage growing social unrest, as well as impede long-term economic progress. The table below shows the open unemployment in Sukabumi City, and according to AK-1 statistics from the Sukabumi City Labor Office, the yearly absorption of labor does not match the number of job seekers, or it can be seen on the following table below.

Table 1. Data on open unemployment, job seekers and employment according to AK 1 data in Sukabumi City

No	description	2019	2020	2021
1	Open unemployment	13,152	16,996	15,519
2	job seekers (AK data 1)	5034	3816	4175
3	employment	3876	1571	1084

Source: The Sukabumi City Labor Office (Processed by Researchers, 2022)

According to table 1, open unemployment in Sukabumi City grew by 22.6% from 2019 to 2020 and decreased by 9.5% from 2020 to 2021. The number of people seeking for work based on AK 1 statistics differs greatly from the number of unemployed people in Sukabumi City. The number of labor absorptions at the Labor Office based on AK-1 data each year is not acceptable; the Labor Office seeks 5,000 workers to be absorbed into the firm each year, however the data above shows that the amount of labor absorptions is not attained every year. Moreover, only 3876 individuals were assigned work in 2019 out of 5034 people enrolled, 1571 people were assigned positions in 2020 out of 3681 people registered, and 1084 people were placed in 2021 out of 4175 people registered.

Based on the preliminary findings made by researchers at the Sukabumi City Labor Office, there are still problems that emerge, such as: firstly, the role of facilitating is not yet optimal. As the response, The Sukabumi City Labor Office provides facilities to link people with enterprises that have open employment vacancies, one of which is the absorption of labor through job fair activities, which is only carried out once a year. In 2022, only 485 individuals were absorbed via virtual job fair activities out of 1212 openings from 76 firms; employment through job fairs has been going well but not optimally because of the many job vacancies absorbed into the company only 485 people.

Secondly, the function of education is not yet adequate. As the response, The Sukabumi Labor Office provides skills training for potential employees. Skills training is offered so that Human Resources (HR) have the skills and increase capabilities in accordance with what the organization requires. This activity is carried out once a year in May-June through the occupational training center (BLK), with a maximum of 100 participants per year. However, the problems encountered in skills training is a lack of organization in training activities and insufficient training infrastructure, and it can be seen in the following table.

Table 2. Number of Training Infrastructure Facilities at BLK and Number of Training Participants in 2022

No	Type of Training	Facilities and infrastructure	Number of Facilities and Infrastructure	Number of participants
1	Sew	Sewing machine Overlock Machine	10 10	35 people
2	Welding	gas	3	23 people
3	cullinary art	oven machine	2	40 people

Source: Sukabumi City Manpower Office (Processed by Researchers, 2022)

According to the data above, the BLK still needs facilities and infrastructure for skill training. It is clear from the number of participants that the present infrastructure is inadequate. The number of participants in sewing in 2022 is 35, despite the fact that the facilities and infrastructure available are only 10 sewing machines and 10 overlocking machines, the number of participants in welding is

23 despite the fact that the amount of gas available is only 3, and the number of participants in culinary training is 40 despite the fact that the number of machines available is only 3. In addition, in the culinary art, there are just two ovens available.

Thirdly, the role of representation is not yet optimum. It can be seen from the Office's involvement in establishing networks with businesses in Sukabumi City. Through apprenticeship initiatives, the Sukabumi City Labor Office establishes a network with businesses. This apprenticeship lasted for 30 days. Further, Sukabumi City has 1073 businesses, meanwhile the Sukabumi City Labor Office only works with enterprises who follow the instruction offered. Apprenticeship is provided by PT. Great Apparel Indonesia, welding instruction by Saga Multi PT, and catering training by Sunda Coffee.

Furthermore, the opportunities for absorbing labor should be enhanced, and the number of unemployed job searchers should be reduced greatly. So, the problems that arise in the society above, require the role of government to take extremely significant action. As a result, it is hoped that the government would take actions and make a specific commitment to fixing the employment crisis. Based on the phenomena above, the researcher is interested in further exploring the role of the Sukabumi City Labor Force in increasing labor absorption in Sukabumi City.

B. LITERATURE REVIEW

The Definition Of Role

According to Soekanto (2007: 13) defines the role a dynamic aspect of position (status), if a person exercises his rights and obligations according to his position, then he carries out a role. The difference between position and role is in the interest of knowledge. Meanwhile, according to Rivai (2004: 148) role can be interpreted as behavior that is regulated and expected of someone in a certain position. Researchers can examine the role as a set of behaviors or acts performed by someone who has the duty and obligation, and these activities are greatly anticipated by many individuals. When it comes to the job of the Sukabumi City Manpower Labor Service, the labor office must carry out its tasks and obligations, such as boosting employment in Sukabumi City.

The Definition Of Labor

The definition of labor according to the *Undang-Undang Nomor 13 Tahun 2003* concerning Manpower, section a1, paragraph 3, "Manpower is every person who is able to do work to produce goods and services both to meet their own needs and for the community". Meanwhile, Suroso (2004: 109) suggest labor as human labor, both physical and spiritual, used in the production process, which is also known as human resources. This workforce is responsible for the utilization of natural production resources. Physical labor is labor that is dependent on the physical or physical in the manufacturing process. Spiritual work, on the other hand, is labor that requires thinking to carry out production process operations. From the perspective above, researchers suggest that worker is person who are seeking for or have done labor that has created commodities or services that fulfill the legal standards or age limitations in order to acquire results or wages for daily

living necessities.

The Definition Of Employment

According to Kuncoro (2002: 45), employment absorption is defined as the number of positions that have been filled being reflected in the huge number of working individuals. The working population is absorbed and distributed across the economy. The need for labor drives the absorption of the working population. As a result, labor absorption might be defined as labor demand. Todaro (2003: 307), on the other hand, proposes employment absorption as the acceptance of labor actors to carry out duties as they should or the existence of a condition that characterizes the availability of employees or positions to be filled by job searchers. Based on the definition above, researchers imply that labor absorption is the ability of the number of jobs to accommodate or absorb the number of employees. Increasing the skills and knowledge of potential workers will result in greater workforce absorption. More emphasis must be devoted to workforce absorption since optimum labor absorption can minimize the unemployment rate in Sukabumi City.

Conceptual Framework

According to Jim Ife and Frank Tesoriero (2008:558-613) there are several indicators of roles that must be owned by groups or individuals in an organization, namely the role of facilitating, the role of educating, the role of representation, the technical role. Here's the meaning of each indicator that used in this research.

1. The role of facilitating is efforts to help and strengthen anyone or a group of people so that they can mobilize their own potential and resources to be able to solve the problems being faced and develop the community so that they can fulfill their needs according to their potential.
2. The role of educating is the role and skills of a person in carrying out activities related to education or can be said as an educational role.
3. The role of representation is the role used to show various roles by interacting with outsiders for the benefit of society.
4. Technical role includes the skills a person has in making changes to society. such as skills in using computers, controlling finances, and analyzing.

Researchers suggest that the Manpower Office may boost labor absorption by utilizing the role indicators of Jim Ife and Frank Tesoriero, namely the facilitation, education, representation, and technical roles. In general, government programs are a means of mobilizing the community to enhance delivery efficiency systems, as well as an effort to increase the community's engagement in Sukabumi's development activities. Develop community actors' ability so that they may organize and direct their own activities to better their lives. As an example, consider the following:

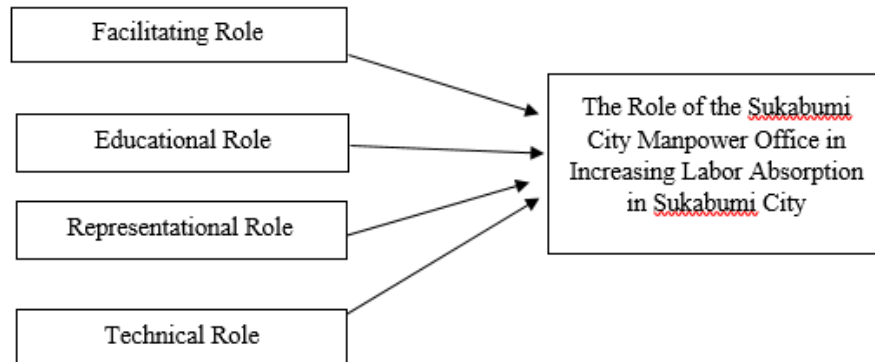


Figure 2. Conceptual Framework
Source: (Composed by Researchers, 2022)

C. METHODS

The descriptive method was used with a qualitative approach in this research. This descriptive approach is used to describe an issue, exhibit, and discover a comprehensive picture of an occurrence. While qualitative research is study that is presented visually and verbally. The data will be gathered through the findings of qualitative study conducted through observations, interviews, and documents received from connected agencies. The informant technique in this study used non-probability sampling with a purposive sampling method, which means that the informants in this study were determined based on certain considerations made by the researchers, and the researchers considered that the informants who had been determined knew the information that the researchers needed and were relevant to the focus of the problem that the researchers would do. There are six informants in this research.

Furthermore, Observation, interviews, and documentation were utilized to obtain data. The researchers only utilized two triangulation strategies for data validation, namely source triangulation and technical triangulation, because the data needed for the research was credible enough (valid) using these two approaches, hence no more triangulation techniques were required. The researcher employed the interactive model in the data analysis approach used, which includes data reduction, data presentation, and conclusion dropping/verification (Sugiyono, 2019).

D. EXPLANATION

The role of the Sukabumi City Labor Office in Increasing Labor Absorption was carried out in Sukabumi City, West Java Province. According to Jim Iff and Fran Toseriero (2008:558-613), there are 3 indicators for analyze the role of the Sukabumi City Labor Office in increasing labor absorption in Sukabumi City.

Facilitating Role

The job fair activities are held once a year to aid the Sukabumi City Labor Office in expanding employment absorption in Sukabumi City, which is seen as a facilitating role. The job fair is one of the activities organized by the Sukabumi City Labor Office that encourages interactions between job seekers and firms

looking for employees. A job fair is an event that provides information about the employment market. "The job market is all the activity of players that bring together job searchers and job openings," writes Simanjuntak (2001: 101). These players include: (1) labor users, (2) job seekers, and (3) intermediaries or third parties who facilitate interactions between firms and job seekers. However, since 2020-2022 the job fair in Sukabumi City has been held virtually due to the impact of the Covid-19 pandemic, as a solution to help reduce unemployment and assist economic recovery during the Covid-19 pandemic, apart from that this implementation will also have a positive impact on employees especially young people to find work. The Labor Office conducts socialization through social media and print media. The goal of holding the Job Fair is to inform job searchers, whether they are jobless, underemployed, or currently working, about potential job openings. With this Job Fair, Sukabumi City job hunters no longer need to visit every firm, since the Sukabumi City Labor Office has enabled and facilitated both parties that require each other, namely job seekers and enterprises in need of labor.

According to the findings of research study, employment is one of the Sukabumi City Labor Office's initiatives to reduce unemployment. The workforce may be absorbed in a variety of ways, one of which is through Job Fair activities. Of fact, this is the Service's responsibility in offering facilities for job searchers to acquire positions by connecting job seekers with firms that require labor. Absorption of labor through Job Fair activities results in a disparity in the quantity of absorption with enterprises that have open openings since the company's requirements do not meet job searchers. Only 485 persons are absorbed from 1212 vacancies from 76 organizations in 2022 as a result of virtual job fair activities. Regarding the role of facilitating the labor office in increasing labor absorption carried out by the Sukabumi City Labor Office, namely through job fair activities held once a year, it has gone well but it is still not optimal as evidenced by the incompatibility of job seekers' skills with those required by the company. So, the Sukabumi City's Human Resources Department must enhance their quality.

In addition, the purpose of this activity is one of the efforts made by the Labor Office to reduce unemployment rates which will lead to an increase in the number of workers absorbed in the city of Sukabumi. The Sukabumi City Labor Office will conduct a Job Fair directly involving dozens of companies in Sukabumi City. However, the problem on the previous year was that many companies reduced their workforce due to the impact of the pandemic and many workers did not fit with the criteria of the companies. In addition, the Manpower Office is also trying to improve the quality of Human Resources (HR) in Sukabumi City.

Educational Role

The role of education here refers to the Manpower Office's responsibility in offering training to potential workers. By developing the potential of the future workforce, they may learn more about the potential of the prospective workforce. The training will be particularly effective if it is carried out based on community requests, prioritizes training that is in high demand by the community, and is tailored to the requirements of the Sukabumi City community. Training activities

are one of the educational functions supplied by the Sukabumi City Manpower Office. The Manpower Office provides a skills training program for the community to increase the ability of its Human Resources in order to overcome the talents and skills. This training activity is strongly connected to the Department of Manpower's Role in Increasing Labor Absorption in Sukabumi City. The Sukabumi City Labor Office exclusively provides sewing, welding, and culinary training. Due to a restricted budget, the Labor Office has received no further training except from this one. If additional skills training is provided by the Labor Office, the quality of job searchers will be improved via the use of new technology, hence boosting the quality of human resources. Similarly, efforts are being made in the Sukabumi City to increase, build, and develop a quality, productive, efficient, and effective workforce, particularly in this day of globalization. So that future job seekers will satisfy the qualifications to fill existing job vacancies and have a strong work ethic, because firms need individuals who are knowledgeable in their professions to help the company grow. This activity should have taken place at the Occupational Training Center (BLK), but due to insufficient infrastructure, we had to work with LPK, and there were no teachers from the Labor Office yet since they needed to be certified. Because the facilities at the BLK are insufficient, the Labor Office is attempting to renovate the Sukabumi City Labor Office's BLK with comprehensive repairs. Skills training is also performed once a year since it is within the budget of the Sukabumi City Labor Office, which has a restricted budget. The amenities and infrastructure of the Sukabumi City Office's BLK may be observed in Figure 2.



Figure 2. Facilities at BLK for Sewing and Gas Welding Training
Source: (Conducted by Researcher, 2022)

BLK are the facilities and infrastructure for persons seeking to obtain skills or enhance their competence in their particular industries. BLK just conduct sewing, culinary, and welding training facilities accessible. However, when the researchers saw the BLK, they discovered that the facility was not properly kept and that many of the amenities were no longer functional. According to the findings, the Sukabumi City Labor Office's role in educating to boost employment in Sukabumi City through skills training programs has been successful but not optimum. The Labor Office's skills training operations take place at the BLK

although the Labor Office collaborates closely with the Skills Training Institute (LPK). The distinction between BLK and LPK is that BLK is a government-operated training institution, whereas LPK is a privately owned training facility. Because the LPK's facilities and infrastructure are complete, and both the teachers and the Sukabumi City Labor Office use instructors from outside, the Sukabumi City Labor Office collaborates with the LPK. This training activity will be disseminated across sub-districts and communities. The Labor Office only provided three types of skill training: sewing training, welding training, and culinary training. So the Office works more closely with other parties to ensure that all infrastructure and instructors are met. Because the budget is limited, the Labor Office must make the most of it. The Labor Office duty in skill training activities is to constantly do all necessary to ensure that the training runs smoothly.

Representational Role

The role of representation is where the Sukabumi City Labor Office comes into play in communicating with outsiders for the benefit of society; outsiders in this case are corporations. The role of representation in this case is through networking, which involves developing ties with a variety of individuals and using them to effect change. In this scenario, the Sukabumi City Labor Office's representative duty is to establish networks with businesses through apprenticeship programs. Apprenticeship, according to Manpower the *Undang-Undang Nomor 13 Tahun 2003*, is a part of the job training system at training institutions that involves working directly under the guidance and supervision of instructors or more experienced workers/laborers in the process of producing goods/services in companies in order to master certain skills or expertise.

Apprenticeship activities are carried out by implementing all of the information gained while participating in a Sukabumi City Labor Office training program, such as sewing training, culinary training, and welding training. Following the completion of the skills training, the Sukabumi City Labor Office will notify the training participants of the presence of apprenticeship activities. The apprenticeship is part of a skills training system managed by the Labor Office that combines training at training institutions with direct employment under the guidance and supervision of instructors or more experienced workers. So, while the role of the Labor Office representative in enhancing job absorption in Sukabumi City has been successful, it is still not optimum because to the impact of the Covid-19 epidemic. However, the Labor Office continues to make attempts to minimize Sukabumi City's unemployment rate through employment. Because many firms are decreasing their employment rather than adding people, the Sukabumi City Labor Office has not started any new apprenticeship activities for sewing and welding training because many companies are cutting their personnel. PT. Great Apparel, PT. Sagamulti, Sunda Coffee, and Mokopi are the firms that are partnering; for the time being, only these companies are working with the Sukabumi City Labor Office.

Supporting Factors

Here's the supporting factors for the role of the Sukabumi City Labor Force in increasing labor absorption in Sukabumi City:

1. There is regulation on manpower in the form of Labor *Undang-Undang Nomor 13 Tahun 2003*
2. There are programs carried out by the Sukabumi City Labor Office in Increasing the Absorption of Labor in Sukabumi City
3. There is support from external parties involved and related agencies that support and facilitate to increase employment in Sukabumi City
4. The greater involvement of enterprises in job fair activities, the more companies that are ready to participate in job fair activities, and the more chances for job searchers.

Obstacle Factor

Here's the inhibiting factors for the role of the Sukabumi City Labor Force in increasing labor absorption in Sukabumi City:

1. Limited amount of budget; due to the limited amount of the budget, the role of Sukabumi City Labor Office in increasing labor absorption is not optimal, because the limited amount of the budget causes the process of skills training activities at BLK to cooperate with LPK so that training needs are met.
2. Inadequate infrastructure; the infrastructure to facilitate the labor absorption is inadequate, such as in the implementation of sewing training, that there are still participants who use 1 machine for both of them, so this makes the implementation of skills training less effective.
3. Lack of quality Human Resources (HR); the lack of HR causes by many job seekers not to be accepted by companies.
5. Many companies have reduced their workforce, so in 2022 apprenticeships for sewing training and welding training have not been carried out.

E. CONCLUSION

Based on the findings above, Jim Iff and Frank's role theory helped this research to analyze the role of Sukabumi City Labor Office in increasing labor absorption in Sukabumi City based on 3 indicators. Firstly, the role of facilitation carried out by the Labor Office in increasing labor absorption through job fair activities has been going well but not optimal, there are still many job seekers who have not been absorbed because the skills possessed by job seekers do not match the required criteria or company needed. The Sukabumi City Labor Office must improve Human Resources (HR) so that they have the ability to meet the needs of the job market. Secondly, the educational role carried out by the Labor Office in increasing labor absorption in Sukabumi City is through skills training activities which carried out once a year due to budget constraints, and the training time is 10 days. From this training activity the trainees will get a certificate, while the training is sewing training, cooking training and welding training. The facilities and infrastructure at the Occupational Training Centers (BLK) are inadequate, so the Labor Office must cooperate with the Skills Training Institutes (LPK), so the infrastructure facilities are fulfilled. In addition, there are no training instructors from the Labor Office, so the agency uses instructors from outside. Thirdly, the Sukabumi City Labor Office opened a network through apprenticeships with companies in accordance with the training held by the Labor

Office, namely PT. Great Apanel, PT. Sagamulti, Sunda Coffee, and Mokopi. However, the Labor Office will only undertake apprenticeships for culinary training in 2022, and even then, only a small number of individuals chosen for apprenticeship will be picked. Sewing and welding training for 2022 will not take place since many businesses are laying off rather than hiring.

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