

## V. CONCLUSIONS AND IMPLICATIONS

### A. Conclusion

Based on the results of the discussion of the influence of GRDP, Minimum Wage, Human Resources, GRDP moderated by HR, Minimum Wage moderated by HR, several conclusions can be drawn, namely:

Jointly the variables GRDP, Minimum Wage, Resources Humans, GRDP moderated by HR, Minimum Wage moderated by HR have a significant effect on LFPR in Central Java Province. Partially, the effect of the independent variable on the dependent variable is as follows:

1. The GRDP variable does not have a significant effect on LFPR in Central Java Province.
2. Minimum Wage variable has a significant effect on LFPR in Central Java Province.
3. The HR Quality variable does not have a significant effect on LFPR in Central Java Province.
4. The GRDP variable moderated by HR has a significant effect on LFPR in Central Java Province.
5. Minimum Wage variable moderated by HR does not have a significant effect on LFPR in Central Java.

## **B. Implications**

Based on the research results obtained, this research can have implications for:

1. For the government, the government is expected to take a policy of expanding job opportunities through increasing GRDP.
2. The government is expected to coordinate with industry and labor unions regarding the determination of the minimum wage.
3. The government is expected to provide training and certification to improve competence by maximizing job training centers.
4. For HR, it is hoped that they can improve their ability and adapt to the needs of the industrial sector.

## **C. Research Limitations**

There are several limitations experienced by the author when conducting research, including:

1. The research period used was only 5 years of observation, namely 2016 to 2020, thus allowing for less representative research results.
2. The data used is secondary data which may contain errors in entering data in the form of numbers.
3. This research does not include elements of the Covid-19 pandemic that occurred in 2020.