

## V. CONCLUSIONS AND IMPLICATIONS

### A. Conclusion

Based on the results and discussion of the research that has been conducted regarding the effect of economic growth, minimum wages, labor force, and mean years school on employment opportunities, the following conclusions can be drawn:

1. The economic growth variable has a positive and significant influence on employment opportunities in Indonesia in 2017-2021. This happens because with increasing economic growth, it will increase goods and services so that companies will need new workers. Thus, employment is increasing and employment opportunities are rising.
2. The minimum wage variable has no significant effect on employment opportunities in Indonesia in 2017-2021. This happens because most of the workforce in Indonesia still works in the informal sector where the informal sector does not have a guaranteed minimum standard wage.
3. The labor force variable has a positive and significant effect on employment opportunities in Indonesia in 2017-2021. This is because, according to Lewis's theory, the increase in the number of workers in one sector will play a role in providing employment in another sector.
4. The mean years school variable has a negative and significant effect on employment opportunities in Indonesia in 2017-2021. This is because improving the quality of human resources can make the selling price of

labor itself more expensive, thus affecting the level of wages. With the selling value of labor increasingly expensive, companies need higher production costs. By considering this, the industry is required to recruit quality human resources who are classified as unskilled or poorly educated to reduce production burdens. This can affect the decrease in labor absorption.

## **B. Implications**

From the final results of research findings and conclusions, this research can be used as the following implications:

1. Based on the research results, economic growth has a positive and significant effect on employment opportunities in Indonesia. Therefore, it is necessary to increase the output of goods and services by exporting leading sectors. Thus, the demand for goods and services will increase not only from within the country but also from abroad. With the increase in demand for output, it can absorb more workers.
2. Based on the research results, the minimum wage has no significant effect on employment opportunities in Indonesia. Therefore, efforts are needed to review the development of the minimum wage level.
3. Based on the results of the study, the labor force has a positive and significant effect on employment opportunities in Indonesia. Therefore, it is necessary to increase investment by facilitating industrial business permits so that with the investment new jobs will be created so that the large labor force can be accommodated in jobs.

4. Based on the research results, the mean years school has a negative and significant effect on employment opportunities in Indonesia. Therefore, it is necessary to increase employment opportunities that can be done by anyone even without the support of a high educational background.

### **C. Limitations of Research**

The following are limitations of the study so that it is hoped that the next researcher can be of concern is research on variables of economic growth, minimum wage, labor force and average length of schooling on job opportunities in Indonesia carried out when the country is experiencing a pandemic and the post-pandemic transition period, therefore there are data that fluctuate abnormally so that the results obtained are not able to explain normal conditions. Therefore, the economic growth variable which was originally an independent variable becomes a moderation variable so that maybe the results will be different when conditions are normal.

