

## CHAPTER V. CONCLUSIONS AND IMPLICATIONS

### A. Conclusion

Several conclusions can be derived from the consideration of the effects of population, minimum wage, HDI, and economic growth. These include:

1. The population, minimum wage, HDI, economic growth, and population all together are influence on the province of West Java's unemployment rate.
2. The following describes the independent variable's partial impact on the dependent variable:
  - a. The West Java Province's unemployment rate is positively and marginally impacted by the economic growth variable from 2012 to 2022. so that the unemployment rate will rise in the event of economic growth.
  - b. The West Java Province's unemployment rate is negatively impacted by the HDI variable, while the effect is negligible from 2012 to 2022.
  - c. The West Java Province's unemployment rate is positively and significantly impacted by the minimum wage variable from 2012 to 2022. Thus, an increase in the minimum wage will result in a rise in the unemployment rate.

- d. From 2012 to 2022, the population variable significantly and favorably affected the unemployment rate in the Province of West Java. Therefore, the unemployment rate will rise in tandem with population growth.

## **B. Implications**

The following consequences flow from the offered research findings and conclusions:

- a. Local governments are encouraged to be able to pay attention to economic development policies related to local economic growth, the government must create quality economic growth such as improving the quality of human resources, managing natural resources properly, increasing investment both from within the country and abroad, boosting exports, and building a lot of infrastructure in order to create income distribution, poverty alleviation, and can open up broad employment opportunities but by paying attention to the appropriate production capacity.
- b. Local governments are encouraged to continue to increase the HDI by increasing access to and equitable distribution of quality and affordable education services for the entire community, because the HDI is a driver for employers to increase the workforce. A high HDI is needed so that there will be more labor absorption, so that HDI has a major influence on the decline in unemployment in West Java Province.

- c. The high minimum wage causes employers to reduce the number of workers in the production process to save costs. The local government should pay more attention to the prevailing minimum wage level and the minimum wage should be adjusted to the basic needs of the workers.
- d. With a large population, the local government is encouraged to match the increase in the number of labor force with the availability of existing jobs so that there is no increase in unemployment. Efforts that can be made are programs through population movement from densely populated areas to sparsely populated areas, equal distribution of employment opportunities, suppressing population growth with family planning programs, and increasing equitable development.

### **C. Research Limitations**

In this research there are limitations in the form of, the author suggests that future researchers add other variables. For example, the number of industries, investment, education level, inflation and others. So that future researchers are expected to be able to further examine the influence of the unemployment rate in West Java Province to find out better research results.