

RINGKASAN

Rata-rata Tingkat Pengangguran Terbuka (TPT) di Provinsi Banten menjadi yang tertinggi secara nasional, meskipun jumlah pengangguran menunjukkan tren penurunan, namun Provinsi Banten tetap memiliki rata-rata TPT yang lebih tinggi daripada rata-rata nasional. Penelitian ini bertujuan untuk menganalisis pengaruh Tingkat Partisipasi Angkatan Kerja (TPAK), Indeks Pembangunan Manusia (IPM), pertumbuhan ekonomi, inflasi, Upah Minimum Kabupaten/Kota (UMK), dan Jumlah Perusahaan Industri Besar dan Sedang (JPIBS) terhadap pengangguran kabupaten/kota di Provinsi Banten periode 2017–2024.

Penelitian ini menggunakan pendekatan kuantitatif dan dianalisis menggunakan regresi data panel. Pemilihan model dilakukan melalui uji Chow dan uji Hausman yang menghasilkan *Fixed Effect Model* (FEM) sebagai model paling sesuai. Hasil uji asumsi klasik menunjukkan bahwa model tidak mengalami masalah multikolinearitas, heteroskedastisitas, maupun autokorelasi.

Hasil penelitian menunjukkan bahwa secara bersama-sama variabel TPAK, IPM, pertumbuhan ekonomi, inflasi, UMK, dan JPIBS berpengaruh signifikan terhadap pengangguran. Secara parsial, IPM dan pertumbuhan ekonomi berpengaruh negatif signifikan terhadap pengangguran, sedangkan TPAK, inflasi, UMK, dan JPIBS tidak berpengaruh signifikan terhadap pengangguran. Nilai Adjusted R^2 sebesar 0,675051 mengindikasikan bahwa model mampu menjelaskan 67,51% variasi TPT, sementara sisanya dijelaskan oleh faktor lain di luar model. Hasil analisis elastisitas menunjukkan bahwa IPM merupakan variabel yang paling berpengaruh terhadap pengangguran.

Peningkatan Indeks Pembangunan Manusia (IPM) terbukti signifikan dalam menurunkan tingkat pengangguran di kabupaten/kota Provinsi Banten melalui perbaikan kualitas sumber daya manusia, khususnya pada aspek kesehatan, pendidikan, dan standar hidup layak. Selain itu, pertumbuhan ekonomi yang signifikan perlu diarahkan pada sektor-sektor padat karya, seperti UMKM dan industri pengolahan skala menengah, agar mampu menyerap tenaga kerja secara lebih luas. Dengan dukungan kebijakan berupa kemudahan perizinan, penyederhanaan regulasi, serta akses pembiayaan usaha, penurunan pengangguran diharapkan dapat berlangsung secara lebih efektif dan berkelanjutan.

Kata kunci: Sumber Daya Manusia, Ketenagakerjaan, Banten, *Fixed Effect Model*.

SUMMARY

The average Open Unemployment Rate (OUR) in Banten Province is the highest at the national level. Although the number of unemployed individuals shows a declining trend, Banten Province continues to record an average unemployment rate that exceeds the national average. This study aims to analyze the effects of the Labor Force Participation Rate (LFPR), Human Development Index (HDI), economic growth, inflation, Regency/Municipal Minimum Wage (RMMW), and the Number of Large and Medium Industrial Firms (NLMIF) on unemployment across regencies and municipalities in Banten Province during the period 2017–2024.

This research employs a quantitative approach and applies panel data regression analysis. Model selection was conducted using the Chow test and Hausman test, which indicated that the Fixed Effect Model (FEM) is the most appropriate specification. The classical assumption tests confirm that the model is free from multicollinearity, heteroskedasticity, and autocorrelation problems.

The results reveal that, simultaneously, LFPR, HDI, economic growth, inflation, RMMW, and NLMIF have a significant effect on unemployment. Partially, HDI and economic growth have a significant negative effect on unemployment, while LFPR, inflation, RMMW, and NLMIF do not show a significant effect. The Adjusted R-squared value of 0.675051 indicates that 67.51 percent of the variation in the unemployment rate can be explained by the model, while the remaining variation is influenced by other factors outside the model. Elasticity analysis further indicates that HDI is the most influential variable in reducing unemployment.

The improvement of the Human Development Index (HDI) significantly reduces unemployment in regencies and cities of Banten Province by improving the quality of human resources in terms of health, education, and living standards. Furthermore, the government needs to direct economic growth toward labor-intensive sectors, such as MSMEs and medium-scale manufacturing industries, to increase employment opportunities. Through simplified business licensing, streamlined regulations, and improved access to financing, these policies are expected to reduce unemployment more effectively and sustainably.

Keywords: *Human Resources, Employment, Banten, Fixed Effect Model.*