

**The Effect of Tourism Sector on Labor Absorption in Central Java
2018-2023**

Himmatu Suroyya¹, Retno Febriyastuti Widyawati²

Universitas Negeri Semarang

himmatu.suroyya@students.unnes.ac.id¹ retnofw@mail.unnes.ac.id²,

ABSTRACT

While tourism is a significant driver of regional economic growth, Indonesia's social and economic issues have not disappeared. Indonesia's population is growing rapidly, but job opportunities and human resource development are not keeping up. There is a serious issue brought on by this imbalance that requires attention. This study intends to assess the number of tourist destinations, visitors, hotel rooms employed in Central Java. The focus of the study includes three variables, namely, the influence of tourism objects, the number of visitors, and the availability of hotel rooms on labor absorption. Data from the Central Bureau of Statistics, the top 10 districts / cities with the highest number of visitors to tourism objects and events in Central Java in 2023 include Klaten Regency, Semarang, Banyumas, Magelang, Demak, Purbalingga, Kebumen, Jepara Regency, Surakarta and Semarang City. This study employs secondary data and a descriptive quantitative methodology. This study utilizes data from the Department of Youth, Sports, and Tourism and the Central Bureau of Statistics for the years 2018–2023. The data using panel data regression techniques, with the Fixed Effect Model (FEM) with the help of Eviews-12, to determine the connection between these variables. This finding indicates that the number of attractions and visitors have no meaningful impact on employment, while the availability of hotel rooms had a positive and significant impact. Increasing hotel capacity can create more employment opportunities in the tourism sector. These findings highlight the importance of strategic tourism development policies to maximize employment and improve the welfare of local communities. This study advances knowledge of the relationship between employment and tourism in Central Java and offers guidance to policymakers on how to promote the growth of sustainable tourism.

Keywords: *Tourism, Labor Absorption, Tourism Objects, Tourists, Hotel Rooms*

ABSTRAK

Sementara pariwisata merupakan pendorong pertumbuhan ekonomi regional yang signifikan, masalah sosial dan ekonomi Indonesia belum hilang. Populasi Indonesia tumbuh pesat, tetapi peluang kerja dan pengembangan sumber daya manusia tidak mengimbangi. Ada masalah serius yang disebabkan oleh ketidakseimbangan ini yang membutuhkan perhatian. Penelitian ini bertujuan untuk menilai jumlah destinasi wisata, pengunjung, kamar hotel yang bekerja di Jawa Tengah. Fokus penelitian meliputi tiga variabel, yaitu, pengaruh obyek wisata, jumlah pengunjung, dan ketersediaan kamar hotel terhadap penyerapan tenaga kerja. Data dari Badan Pusat Statistik, 10 besar kabupaten/kota dengan jumlah pengunjung obyek dan acara wisata terbanyak di Jawa Tengah pada tahun 2023 antara lain Kabupaten Klaten, Semarang, Banyumas, Magelang, Demak, Purbalingga, Kebumen, Kabupaten Jepara, Surakarta dan Kota Semarang. Penelitian ini menggunakan data sekunder dan metodologi kuantitatif deskriptif. Penelitian ini menggunakan data dari Departemen Pemuda, Olahraga, dan Pariwisata dan Biro Pusat Statistik untuk tahun 2018–2023. Data menggunakan teknik regresi data panel, dengan *Fixed Effect Model* (FEM) dengan bantuan Eviews-12, untuk menentukan

hubungan antara variabel tersebut. Temuan ini menunjukkan bahwa jumlah atraksi dan pengunjung tidak berdampak berarti pada pekerjaan, sedangkan ketersediaan kamar hotel memiliki dampak positif dan signifikan. Peningkatan kapasitas hotel dapat menciptakan lebih banyak lapangan kerja di sektor pariwisata. Temuan ini menyoroti pentingnya kebijakan pengembangan pariwisata strategis untuk memaksimalkan lapangan kerja dan meningkatkan kesejahteraan masyarakat lokal. Studi ini memajukan pengetahuan tentang hubungan antara ketenagakerjaan dan pariwisata di Jawa Tengah dan menawarkan panduan kepada pembuat kebijakan tentang cara mempromosikan pertumbuhan pariwisata berkelanjutan.

Kata kunci: Pariwisata, Penyerapan Tenaga Kerja, Objek Pariwisata, Turis, Kamar Hotel

INTRODUCTION

The economic growth of a society based on people's living standards and welfare is called development. People worldwide may have different perspectives on development, both from a local and international point of view. All agree that development is a process of change. Some industries that develop in a region affect the development of that region. Tourism is one of the growing industries Mandari et al., (2020). Tourism is a crucial driver of regional economic progress because it may speed up the economy's cycle, particularly in terms of job creation, raising living standards, raising incomes, and promoting the growth of other sectors (Salsabilla & Laut, 2022). With abundant resources and enormous economic growth potential, Indonesian tourism has an excellent opportunity to expand and generate foreign exchange. However, Indonesia's social and economic problems have not gone away. These problems are caused by Indonesia's increasing population, which is not matched by greater employment and better human resources (Agustina et al., 2024).

Domestic and foreign tourists can visit the Central Java Province since it offers a variety of fascinating tourism opportunities. Central Java tourist destinations have tremendous potential because of their strategic location and proximity to DI Yogyakarta Province, which also has tourist attractions that are no less attractive to tourists. In addition, Central Java is supported by relatively stable security conditions, which can provide positive value to the comfort and safety of tourists visiting Central Java. The Department of Youth, Sports, and Tourism noted that Borobudur Temple, Prambanan Temple, Kota Lama Semarang, and Lawang Sewu are favorite tourist destinations for domestic and foreign tourists. For domestic tourists, Kota Lama Semarang, located in Semarang City, is the first favorite tourist destination, with several visitors in 2023 of 2,658,103 people, followed by Prambanan Temple in Klaten with 2,278,598 people and Borobudur Temple in Magelang Regency with 1,281,226 people. Meanwhile, the most visited destination for foreign tourists is Borobudur Temple, with 193,053 people; Prambanan Temple, with 158,092 people; and Punthuk Setumbu in Magelang Regency, with 23,134 people (*Central Bureau of Statistics, 2023*).

Klaten, Surakarta, Semarang, Banyumas, Magelang, Demak, Purbalingga, Kebumen, dan Jepara are the ten regencies and cities in Central Java that will see the most tourists 2023, in accordance with Central Bureau of Statistics. The rise in tourists in these regions is a testament to the allure of travel and has great potential

to boost job growth in the travel industry. With more tourists visiting, the need for labor in hotels, restaurants, and other tourist services is expected to increase, thus providing opportunities for local communities to get jobs and improve their welfare.

Tourism sector employment across several regions in Central Java from 2018 to 2023, there are significant differences in the number of workers in each area. For example, Semarang Regency shows consistent growth, with employment peaking in 2019 and increasing again in 2022, recording 5052 people. However, on the other hand, Kebumen Regency and Jepara Regency show much lower numbers overall, with Kebumen recording only 104 workers in 2022. This leads to an uneven distribution of labor in the tourism sector, and there are still many regions that have not maximized their tourism potential, potentially hindered local economic growth and affected the welfare of local communities.

This study's originality is found in its emphasis on analyzing the impact of the tourism industry on employment in Central Java with a more specific approach, covering the period 2018 to 2023 and the 10 districts with the most significant number of tourists, as well as considering important factors such as the number of tourist attractions and hotel rooms. Research is expected to substantially contribute to developing policies and practices in the tourism sector. According to analysis from (Pinandar et al., 2024) and (Mumu et al., 2020) The quantity of tourists has a negligible and adverse contribution on labor absorption. Besides that there is research from (Mahmudah & Yasin, 2024) finding that the number of tourists has a significant negative contribution. Research (Juliansyah et et, 2024) the tourist attractions significantly boosts labor absorption, beside that research (yoga utama & Khoirudin, 2021) and (Anggraeni & Imaningsih, 2024) discovered that employment is positively and negligibly impacted by tourism attractions. Research from (Candrasa, 2022) Employment is positively and significantly impacted by the quantity of hotel rooms while research (Albetris & Nuraini, 2020) the total of hotel rooms had no significant influence on employment.

The present research is intended to evaluate the role of the tourism sector on employment in ten Central Java from 2018 to 2023. The primary focus of this study is how tourist attractions influence employment, the number of visitors, and the hotel room capacity. Therefore, this study is projected to contribute deeper insights of the relationship between employment and the tourism industry and suggestions to optimize tourism's ability to create more sustainable and equitable employment in Central Java.

LITERATURE REVIEW

Labor theory

Employment is the term used to describe people who work for a living in both the products and services industries. Karl Marx's theory of employment involves conflict between capital owners (capitalists) and labor. Marx believed that in a capitalist system, labor is exploited by capital owners who profit from the surplus value generated by labor (Susanti, 2023).

Labor theory explains how labor supply and demand interact in the labor market which is extremely pertinent to the Central Javan tourism industry. In the tourism sector, increased tourism activity, such as the number of tourists, hotels, and recreational facilities, affects labor demand to meet service needs. This labor demand must be balanced with the existing labor supply to achieve optimal labor absorption. Additionally, factors such as workers' skills, government policies, and regional economic conditions also influence the tourism sector's ability to absorb labor.

Labor Demand Theory

According to (Todaro, 2003) The quantity of jobs that the working population fills and distributes across different economic sectors is known as labor absorption. On the other hand, labor demand refers to the demand arising from the output that has been produced, so it can be said that labor demand can also be interpreted as labor absorption.

Such labor demand is referred to as dependent demand (Simanjuntak, 2002). The demand for a company's inputs is derived demand, which means that the demand for the company's products by consumers determines the demand for labor and capital. There will probably be a strong demand for labor and capital if there is a large demand for a company's production. This occurs because business owners create products to satisfy consumer demand. (Albetris & Nuraini, 2020).

The Labor Demand Theory explains that the demand for labor is influenced by various factors, including production levels, technology, and the specific needs of the manufacturing sector. In the context of the tourism sector, the growth of this industry is directly proportional to the rise in employment needs. When the tourism sector develops, for instance, hotels, restaurants, and tourist attractions will require more staff to deliver the best services as the number of visitors increases. This encompasses a wide range of jobs, from customer service and management to support sector roles such as transportation and marketing. Therefore, your research on the effect of the tourism industry on labor absorption is very important, as it can demonstrate how labor demand dynamics in this sector contribute to reducing unemployment and improving societal well-being. Additionally, this analysis can provide insights into the skills required in the labor market, as well as the challenges faced in meeting such demand.

Tourism

Tourism is a form of travel that is undertaken repeatedly or continuously, whether planned or unplanned, and which can provide a total experience for those who engage in it. From this definition, it is clear that tourism activities are part of tourism, because tourism is a collective term for tourism activities themselves.

According to Law No. 9 of 2009 concerning Tourism, tourism encompasses a wide range of complex and cross-sectoral activities that originate from the demands of both individuals and nations. It involves various forms of interaction among visitors, local residents, fellow travelers, the central and regional governments, as well as business entities.

RESEARCH METHOD

Methodology adopted in this analysis is descriptive quantitative. states that quantitative research is based on positivism and aims to examine specific populations or samples by collecting and analyzing statistical data (Sugiyono, 2017). The study was conducted from 2018 to 2023, and data was processed using Eviews 12. Ten regencies and cities in the province of Central Java are part of the research site that have the highest number of tourists, namely Klaten Regency, Semarang, Banyumas, Magelang, Demak, Purbalingga, Kebumen, Jepara Regency, Surakarta and Semarang City.

The study's dependent variable is employment in the tourism sector, and the number of visitors (X_1), tourism objects (X_2), and hotel rooms (X_3) are the independent variables. Employment, number of tourists, tourism objects, and hotel rooms from 2018 to 2023 are secondary data used as panels, which combine cross-sectional and time series data. Data sources come from the Central Bureau of Statistics and Youth, Sports, and Tourism Agency, using methods for gathering data, including documentation studies of pertinent papers and government publications. In this study, researchers used the panel data regression analysis method. This method allows researchers to see the effect of several variables simultaneously on one variable to be studied. multiple regression model equation applied in this study is expressed as follows:

$$PLA_{it} = \beta_0 + \beta_1 t_{it} + \beta_2 to_{it} + \beta_3 hr_{it} + e_{it}$$

Description:

| | |
|----------------------------------|---|
| PLA | : Labor Absorption (People) |
| B_0 | : Intercept (Constanta) |
| $B_1, \beta_2, \beta_3, \beta_4$ | : Regression coefficient of each variable |
| T | : Travelers (People) |
| TO | : Tourism Objects (Unit) |
| HR | : Hotel Room (Unit) |
| T | : Years studied 2018 - 2023 |
| I | : District/City |
| e | : Error |

This study employs three panel data testing techniques: the Chow test, the Hausman test, the Lagrange Multiplier (LM) test. The Chow test is employed to determine the appropriate model between the Common Effect Model (CEM) and the Fixed Effect Model (FEM). The hypotheses for this test are H_0 assumes CEM, and H_1 the preferred model is FEM. If the probability value (P-value) of the cross-section F is greater than 0.05, H_0 is accepted and H_1 is rejected, suggesting that the Common Effect Model (CEM) is optimal model. Conversely, if the P-value is less than 0.05, the null hypothesis is rejected and the alternative is accepted, suggesting that the Fixed Effect Model (FEM) is the preferred model.

To select the Fixed Effect Model (FEM) and the Random Effect Model (REM), the Hausman test is applied. The null hypothesis (H_0) posits that the REM is the suitable model, while the alternative hypothesis (H_1) suggests that the FEM is the

suitable model. If the P-value of the random cross-section exceeds 0.05, it indicates that the null hypothesis is upheld, thus the Random Effect Model (REM) the the optimal model choice. Conversely, if the P-value is below 0.05, the null hypothesis (H_0) is accepted and the alternative hypothesis (H_1) is rejected, signifying that the Fixed Effect Model (FEM) should be chosen as the suitable approach.

The Lagrange Multiplier (LM) test is utilized to assess the Common Effect Model (CEM) with the Random Effect Model (REM). If the Breusch-Pagan cross-section probability value is greater than the 0.05 threshold, it suggests that the null hypothesis (H_0) is accepted and the alternative hypothesis (H_1) is rejected, implying that the Common Effect Model (CEM) is the more appropriate model. null hypothesis is rejected in favor of the alternative hypothesis

The classical linear regression assumption tests also involve checks for heteroscedasticity, multicollinearity, and normality. The normality test is applied to assess whether the data follows a normal distribution. In panel data regression, the Jarque-Bera (JB) method is commonly applied to assess normality. The hypotheses for this test are: H_0 assumes the data is normally distributed, while H_1 assumes it is not. If the JB statistic or its probability value exceeds 0.05, it suggests that the data is normally distributed, so the null hypothesis is accepted and the alternative hypothesis is rejected. Conversely, if the JB value or probability is below 0.05, the data is considered non-normally distributed, and thus the null hypothesis is accepted and the alternative hypothesis is rejected.

The test for multicollinearity is performed to assess whether there is a strong interrelationship in a regression model. A strong correlation among independent variables can interfere with the predictive relationship variables. The test uses the following hypotheses H_0 indicates that multicollinearity is not present, while H_1 suggests that multicollinearity exists. Based on the evaluation criteria: if the correlation coefficient exceeds 0.8, this suggests the existence of multicollinearity, leading to the rejection of H_0 . Conversely, if the correlation coefficient is below 0.8, H_0 is accepted, indicating no multicollinearity.

The purpose of the test for heteroscedasticity is to assess if the variance of the residual variance changes differs between observations. In panel data regression, the Glejser test is applied by regressing the absolute values of the residuals. The assumption in this test is H_0 indicates that the data is homoscedastic (no heteroscedasticity). When the p-value is less than 5%, the null hypothesis is rejected, indicating that heteroscedasticity is present in the data. However, if the probability value exceeds 5%, the null hypothesis is accepted, indicating there is no evidence of heteroscedasticity.

R-squared (R^2) test assesses how effectively the model describes changes in the dependent variable. The F-test is applied to assess the simultaneous impact of all independent variables on the dependent variable, while the t-test examines the specific influence of each independent variable. In the R^2 test, the following interpretation applies a value approaching 1 indicates that the explanatory variables contribute most of the variance to predict the dependent variable. On the other hand,

a lower R^2 value suggests a reduced ability of the independent variables to explain variability in the outcome variable

The f-test uses the following hypotheses H_0 states that the independent variables do not significantly affect, while H_1 indicates that they do. If the significance value of the F-test is below 0.05, the null hypothesis is rejected in favor of the alternative, indicating that the independent variables, taken together, show a significant impact on the dependent variable. However, if the significance value is greater than 0.05, H_0 is accepted and H_1 is rejected, indicating that the independent variables do not have a significant impact on the dependent variable.

The t-test applies the following hypotheses H_0 suggests that there is no substantial influence, while H_1 suggests that there is a significant effect. If the significance value from the t-test exceeds 0.05, the null hypothesis is accepted and the null hypothesis is accepted, implying that the independent variable does not significantly influence the dependent variable. Alternatively, if the probability value is below 0.05, null hypothesis is rejected and alternative hypothesis is accepted, suggests a meaningful connection between the independent and dependent variables.

RESULTS AND DISCUSSION

Selection of Panel Data Testing Methods

Chow Test

Table 1. Chow Test Result

| Effect-Test | Statistic | D.f. | Prob. |
|--------------------------|-------------|-------|--------|
| Cross-section F | 189.548.882 | -9,47 | 0.0000 |
| Cross-section Chi square | 217.134.121 | 9 | 0.0000 |

Source: Author (Data processed using Eviews-12), 2025

According to the finding of the Chow test, the Fixed Effect Model (FEM) is the preferred model for this analysis because the probability value of 0.0000 is less than 0.05. In order to acquire more accurate estimates in panel data analysis, the following step is to perform a Hausman test to verify the dependability of the chosen FEM model.

Hausman Test

Table 2. Hausman Test Results

| Test Summary | Chi-Sq. Statistic | Chi-Sq. D.f. | Prob. |
|----------------------|-------------------|--------------|--------|
| Cross-section random | 9.264257 | 3 | 0.0260 |

Source: Author (Data processed using Eviews-12), 2025

The probability value is 0.0260 as indicated to the Hausman test results. According to the Hausman test criterion, the Fixed Effect Model (FEM) model was selected as the most suitable estimation method to utilize in this study because the p-value is below the significance level of 0.05. Because the choice of FEM is adequate to

guarantee that the model utilized can successfully represent the fluctuations in panel data, not required to proceed with to the Lagrange Multiplier (LM) test.

Normality Test

The normality test is used to ascertain if the data is regularly distributed. The normality test is used in panel data regression analysis using the Jarque-Bera (JB) technique.

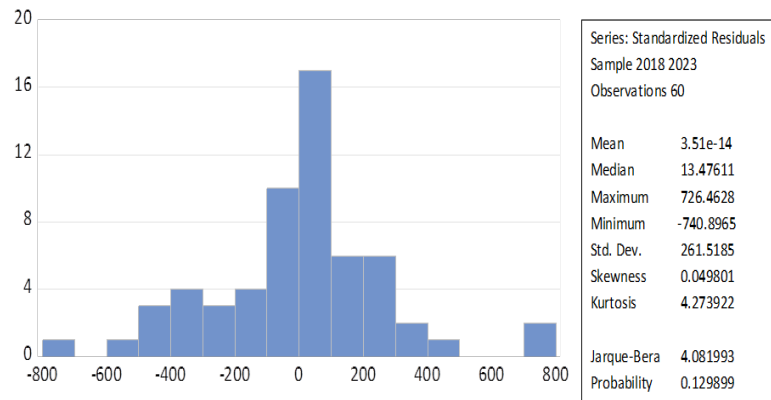


Figure 1. Normality Test

Source: Author (Data processed using Eviews-12), 2025

The probability value of 0.129899 and the Jarque-Bera value of 4.081993 are both more than 0.05, according to the finding of the normality test. This shows that the data utilized in this study had a normal distribution.

Multicollinearity Test

The multicollinearity test is employed to identify whether there is a high intercorrelation among the independent variables in a regression model, suggesting a close relationship between them.

Table 3. Multicollinearity Test Results

| | TO | T | HR |
|----|----------|-----------|-----------|
| T | 1.000000 | 0.127938 | 0.453886 |
| TO | 0.127938 | 1.000000 | -0.064198 |
| HR | 0.453886 | -0.064198 | 1.000000 |

Source: Author (Data processed using Eviews-12), 2025

There is a correlation of 0.127938 between variables X_1 and X_2 and a correlation of 0.453886 between X_2 and X_3 . There is insignificant linear relationship between these variables, as indicated by the correlation values being less than 0.8. Therefore, this suggests that this model is not affected by multicollinearity problem.

Heteroscedasticity Test

Purpose of the heteroscedasticity test is to assess whether variance and residuals differ from one observation to the next. The Glejser test can be used to perform regression analysis on panel data by regressing the residuals' absolute value.

Table 4. Heteroscedasticity Test

| Variable | Coefficient | Std. Error | T-Statistic | Prob. |
|----------|-------------|------------|-------------|--------|
| C | 650.7957 | 355.1435 | 1.832487 | 0.0732 |
| T | 1.38E-06 | 1.59E-05 | 0.086723 | 0.9313 |
| TO | 0.392658 | 0.888209 | 0.442078 | 0.6605 |
| HR | -0.140400 | 0.101293 | -1.386079 | 0.1723 |

Source: Author (Data processed using Eviews-12), 2025

heteroscedasticity test findings indicate the p-values for variables X_1 , X_2 , and X_3 exceed the 0.05 alpha threshold. This suggests that the data used does not have a heteroscedasticity issue. As a result, the regression model's residual variance is constant since the homoscedasticity requirement is satisfied. The validity of the analysis and estimation results carried out in this study is supported by this requirement.

Hypothesis Testing

Coefficient of determination test

R-square (R^2) test is applied to evaluate to which the endogenous variables can contribute to explaining the variation in the exogenous variables. A higher R^2 value indicates a better predictive ability of the proposed research model. This test helps measure and predict the degree to which the independent variables, as a group, influence the dependent variable.

Table 5. Results Coefficient Of Determination

| R-squared | Adjusted R-squared |
|-----------|--------------------|
| 0.976725 | 0.970782 |

Source: Author (Data processed using Eviews-12), 2025

Analysis show of the coefficient of determination test, the concurrent (simultaneous) impact of the independent variable on the dependent variable is responsible for 97.0% of the total, with the residual 3% being explained by variables not included in this study, according to the Adjusted R square, which is 0.970782.

F test

The purpose of the F-test is to evaluate whether the joint effect of independent variables impact the dependent variable.

Table 6. F Test Results

| F-statistic | Prob(F-statistic) |
|-------------|-------------------|
| 1.643.593 | 0.000000 |

Source: Author (Data processed using Eviews-12), 2025

findings from the F-test indicate that the independent variable (X) has a statistically significant joint effect on the dependent variable (Y), with a f statistic value of 164.3593, a prob f statistic value of 0.0000 (<0.05).

The F-test, also known as the joint significance test, is applied to assess whether the independent variables, when considered as a group, have a significant influence on the dependent variable within the regression model. as indicated by the results, the F-statistic value was 164.3593, accompanied by a p-value of 0.0000. Since this probability value is far below the 0.05 significance level, the null hypothesis—which states that all regression coefficients are simultaneously equal to zero—is rejected. This indicates that, in this research model, the independent variables X_1 , X_2 , and X_3 have a meaningful combined influence on the dependent variable Y.

T-test

The t test was used to evaluate the study hypothesis that each independent variable has a partial impact on the dependent variable.

Table 7. Results of the t-test

| Variable | Coefficient | Std. Error | T-Statistic | Prob. |
|----------|-------------|------------|-------------|--------|
| C | -984.4740 | 740.5024 | -1.329468 | 0.1901 |
| T | -2.93E-06 | 3.32E-05 | -0.088292 | 0.9300 |
| TO | -0.054909 | 1.851987 | -0.029649 | 0.9765 |
| HR | 0.699562 | 0.211203 | 3.312267 | 0.0018 |

Source: Author (Data processed using Eviews-12), 2025

$$TA = -984.474017971 - 2.92811964264 * T X_1 - 0.0549087294651 * TO X_2 + 0.699562252666 * HR X_3 + e_{it}$$

The derived constant value, -984.474, indicates that, under the ceteris paribus assumption, the dependent variable will grow by -984.474 units with each additional unit in the independent variable. The estimated coefficient for the Travelers variable (X_1) is -2.92811. This rise that, under the assumption of ceteris paribus, an increase in the X_1 variable will leads to a decline in the Y variable by 2.92811 units. The Tourism Objects variable (X_2) has a negative the estimated coefficient of -0.0549087, this implies when X_2 rise, the Y variable will decline by 0.0549087 units, assuming other variables are held constant. Additionally, the Hotel Room variable (X_3) has a positive regression coefficient of 0.699562, which implies that, under the assumption of ceteris paribus, a growth in variable X_3 will lead to an increase in Y by 0.699562 units.

The t-test is used to to assess each independent variable (X_1 , X_2 , and X_3) has a significant effect on the dependent variable (Y) by comparing the significance probability value to the 0.05 alpha level.

The effect of the number of tourists on employment

According to the findings of this study, the number of tourists (X_1) has no meaningful on employment (Y). This is supported by the t-statistic value of 0.088292 and a probability (significance) value of 0.9300, which exceeds 0.05, indicating that variable X_1 is not statistically significant in influencing variable Y. According to the analysis's findings, for variable X_1 , the regression coefficient value is negative, indicating that when the number of tourists employed rises, employment levels fall. This indicates that although the tourism sector is expected to absorb more labor as the number of tourists increases, this is not the case. This decrease in employment could be due to various factors, including higher operational efficiency or technology that reduces the need for human labor.

The study's findings show that employment in the tourism industry is negatively and negligibly impacted by the fluctuating number of visitors. This result is consistent with studies by Saputra & Muchtolifah (2023), It also discovered that employment (Y) was negatively and negligibly impacted by the variable number of tourists (X_1). This suggests that fewer visitors may result in fewer jobs, particularly during the COVID-19 pandemic when the travel and tourism industry saw a sharp downturn. Furthermore, the findings of this investigation also run counter to those of Tumigolung et al., (2024) It was discovered that the fluctuating number of tourists positively and significantly impacts employment.

The effect of tourist numbers on employment in Central Java is increasingly relevant, especially in global challenges such as the COVID-19 pandemic. A substantial drop in the number of tourists during the pandemic impacted tourism sector revenues and caused many workers to lose jobs or shift to other, more stable sectors. Reliance on the number of tourists as a key employment indicator is risky, mainly when unexpected fluctuations occur. Changes in tourist behavior patterns that prefer personalized experiences through technology-based services reduce the need for traditional labor. At the same time, government policies that encourage sustainable tourism and travel restrictions during the pandemic also contribute to the decline in employment. Therefore, it is essential to develop diversification strategies to help the tourism sector function and absorb labor even under non-ideal conditions.

The effect of the number of tourism objects on employment

Variable number of tourism objects (X_2) is not significant on variable Y, as indicated by its value of the t-statistic of 0.029649 and a prob (significance) value of 0.9765 (> 0.05). One important factor influencing the number of jobs in Central Java is the quantity of tourism attractions. Nonetheless, studies indicate that the fluctuating quantity of tourist attractions has a negligible and adverse impact on employment. An increase in the number of tourism object is not always directly proportional to the rise in employment because tourist attractions' management and operational efficiency may not be optimal. In addition, inadequate local economic conditions in infrastructure and labor skills can also cause a mismatch between tourist attractions and job creation.

The study's findings suggest that employment in Central Java's tourism industry is negatively and negligibly impacted by the fluctuating number of tourist

attractions. Central Java's tourism industry. These results contradict analysis by Suardani et al., (2023) It discovered that labor absorption in the Central Javan tourism industry is negatively and negligibly impacted by the fluctuating number of tourism objects. Found that the variable number of tourist objects directly influences labor absorption, namely directly on labor absorption, namely a positive and meaningful influence between the number of tourist objects on labor absorption.

An essential difference between the number of tourist objects and labor absorption. Many tourist attractions managed independently or by private parties do not always require a lot of labor, especially with the presence of technology and automation systems in operations. The lack of effective promotion and marketing to attract tourists also affects the level of visitation, so there is no significant increase in employment despite the rise in attractions. Therefore, attraction managers must innovate and adapt to the latest trends to attract more visitors and increase jobs. Stakeholders need to focus on the quality and management of tourist attractions so that the tourism sector in Central Java can create more sustainable jobs and provide greater benefits to local communities.

The Effect of number of hotel rooms on employment

Variable hotel room count (X_3) It significantly affects Variable Y, as indicated by the t-statistic value of 3.312267, the prob (significance) value of 0.0018 (<0.05). Number of hotel rooms is an essential indicator in assessing the accommodation capacity available to tourists. The availability of adequate hotel rooms significantly affects the comfort and experience of tourists during their visit. The increasing number of hotel rooms is expected to increase employment because each available room requires labor for operations, ranging from management and housekeeping to customer service. This shows that the hospitality sector functions as a place to stay and a major driver in creating jobs in the tourism sector.

According to the results that the hotel room capacity exerts a significant positive effect on labor absorption in the tourism sector of Central Java. This finding is supported by previous research Candrasa, (2022), Additionally, studies found that The quantity of hotel rooms has a significant positive impact employment within the tourism sector. In addition, this finding is not in line with analysis by Albetris & Nuraini (2020) the quantity of hotel rooms has a negligible but favorable impact on employment.

Therefore, developing and increasing the number of hotels should be a priority in the regional tourism development strategy. Increasing accommodation capacity will attract more tourists and create more jobs, contributing to economic growth and the welfare of local communities. Local governments and other stakeholders must work together to ensure that hotel development is done sustainably, considering environmental and social aspects. With the right approach, the tourism sector in Central Java can grow rapidly and provide significant benefits to the community and regional economy.

CONCLUSION

The impact of the tourism industry on jobs in Central Java from 2018 to 2023 is covered in this study. which includes 10 districts with the most significant number of visits and events. Increased employment does not always accompany a rise in tourism, maybe as a result of improved operational efficiency and technology that eliminates the need for human labor. The increase in the number of tourist attractions is not always directly proportional to the rise in employment because non-optimal management and lack of infrastructure and the necessary labor skills can cause a mismatch between the number of tourist attractions and job creation. An increase in the number of hotel rooms creates more employment opportunities within the hotel itself and in related sectors, such as restaurants and transportation, thus contributing to increased employment in the tourism sector.

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