

The Impact of Productive Age and Labor Absorption on Economic Growth in Maluku Province

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Article Info	ABSTRACT	
Keywords:	Economic growth is an important indicator in evaluating the success of	
Productive Age,	a country's economic development. Maluku Province shows economic	
Labor Force,	growth conditions that tend to fluctuate or economic instability and	
Economic Growth	significant changes in recent years. The purpose of this study was to	
	determine the effect of productive age and employment on economic	
	growth in Maluku Province in 2014-2023. This research uses a	
	quantitative approach with secondary data obtained from the Central	
	Bureau of Statistics of Maluku Province. The data analysis method uses	
	multiple linear regression analysis with the help of Eviews 12 software.	
	The results show that partially productive age (X1) with a coefficient	
	value of -1.940227 and Prob. of $0.6328 > 0.05\%$. This means that it has	
	a negative and insignificant effect on economic growth in Maluku	
	Province, while labor absorption (X2) with a coefficient value of	
	3.280850 and Prob. of 0.3135 > 0.05%, which means it has a positive	
	and insignificant effect on economic growth in Maluku Province.	
	Simultaneously productive age and employment with a Prob. value of	
	0.000806 < 0.05, meaning that together they have a significant effect	
	on economic growth in Maluku Province in 2014-2023.	
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INTRODUCTION

Economic growth is an important indicator in evaluating the success of a country's economic development. It reflects the real results of the implemented development strategy and is closely related to the increase in the production of goods and services in the economic activities of the community. The significance of economic growth lies in its ability as a benchmark for a country's economic achievements, so that it becomes the main focus in planning and implementing economic policies. Therefore, understanding and measuring economic growth has a crucial role in efforts to achieve the welfare and prosperity of society as a whole.(Shari & Abubakar, 2022).

In the urban-rural economic development program, economic growth is not only one of the factors indicating the success of the project, but also the basis for planning a policy. Maluku Province, as a region with the main characteristic of an island rich in natural resources, has a great opportunity to increase its economic growth. However, a number of structural constraints such as lack of infrastructure, low competitiveness of the workforce, and the dominance of the informal sector are quite significant obstacles. Statistical data phe



economic growth of Maluku Province has shown an unstable/fluctuating trend over the past few years. In 2019, economic growth was 5.41%, but contracted by -0.91% in 2020, due to the impact of the COVID-19 pandemic. Economic growth recovered in 2021 at 3.63%, and increased significantly to 5.31% in 2022. However, in 2023, growth slowed slightly to 5.21%. This reflects the gap between Maluku's economic potential and the realization of development carried out in the regions in Maluku Province.

To achieve sustainable economic growth is not easy, especially for Maluku Province with limited fiscal capacity.One of the important factors that determines the economic growth of Maluku is the demographic bonus which is measured by the number of available workforce or productive age. The age group of 15 to 64 years, referred to as productive age, is an important part of society that has great potential to actively contribute to economic activities. Because the majority of the population is young, they play a crucial role in increasing productivity and supporting economic growth. Based on statistical data, there has been a significant increase in the number of workforce in Maluku Province, from 868,581 people in 2022 to 910,758 people in 2023. This figure reflects an increase in individuals who are ready to join the labor market, which can be a factor that drives economic growth. However, success in economic development depends not only on the number of workforce, but also on the effectiveness of optimal utilization of human resources. Therefore, increasing productivity and quality of the workforce is very important to stimulate sustainable economic development.

The classical theory of economic growth introduced by Adam Smith highlights the significance of the relationship between labor efficiency and productivity in strengthening an economy.(Masdawia & Nengsih, 2024). The theory explains that increasing labor efficiency through skill enhancement, technology application, or improvements in production organization plays a direct role in increasing productivity. With higher productivity, the production process becomes more efficient, resulting in greater output with the use of the same or even fewer resources. The impact is that there will be sustainable economic growth where national income increases, creating new job opportunities, and improving the welfare of society as a whole. This concept emphasizes that the role of an efficient workforce is an important element in driving long-term economic progress, where support for the development of skills and technology is key to achieving optimal growth.

In addition, the labor absorption rate or the number of people aged 15 years and over who are absorbed is also one of the vital indicators that support economic growth in Maluku Province. This reflects how well the labor market is able to absorb the workforce. Optimal labor absorption not only increases productivity but also has a positive impact on community income, which ultimately strengthens the regional economy as a whole. Data shows a significant increase in the number of working population in Maluku Province from 808,844 in 2022 to 853,254 in 2023. This spike reflects the increased capacity of the labor market to



absorb a larger workforce, mainly driven by progress in local economic sectors such as fisheries, agriculture, and tourism. Thus, increased labor absorption has the potential to increase community welfare and provincial economic output.

The endogenous growth theory developed by Paul Romer emphasizes the vital role of investment in human resource development and innovation as the main factors driving sustainable economic growth. Romer argues that improving the quality of human resources and creating new knowledge not only strengthens the production base but also increases overall productivity in the long run. Therefore, investment in education, training, and research and development (R&D) plays a crucial role in spurring the innovation process that can accelerate the rate of sustainable economic growth.(Naftaly, 2021).

This is supported by research conducted by(Mawu et al., 2024)which examines the factors that influence the agricultural sector on GRDP in Southeast Minahasa Regency. Shows the results that labor has a positive and significant effect on GRDP, this is because the level of labor productivity is already at its maximum. So that the goods and services produced are able to increase GRDP. Findings from(Denita Capridasari, 2024)also found that the number of workers has a positive and significant effect on economic growth in 5 ASEAN countries. research conducted by(Almizan, 2020)found that the variable of labor absorption can mediate the influence between the development of information and communication technology and economic growth in Indonesia. And the research conducted by(Zebua, 2023)by analyzing the influence of demographic bonuses on economic growth in North Sumatra and found that the level of workforce participation and productive age had a significant effect on economic growth in North Sumatra. However, the research reviewed by(Alfairuzabady & Tampubolon, 2024), on the other hand, found that labor did not have a significant effect on economic growth in Central Java.

Thus, productive age refers to the population aged over 15 years and is considered a group of the workforce that has the capacity to produce goods, make a profit, and meet their living needs. Labor absorption shows the number of individuals who are successfully placed to work in a particular company or institution. This happens when there are jobs available and in line with the number of existing workers. Significant population growth tends to result in slow economic growth if not balanced by adequate jobs. So from the problems that have been described and the supporting theories and previous studies that have different findings, this study needs to be studied more deeply with the aim of determining the effect of productive age as measured through the workforce and the effect of labor absorption on economic growth in Maluku Province.

RESEARCH METHOD

This research is included in the category of quantitative research that uses secondary data as the main source. Secondary data in this study were obtained from the Central Statistics



Agency (BPS) of Maluku Province, which includes information on productive age as measured by the number of workforce, as well as data on labor absorption representing the population aged 15 years and over who are working. In addition, this study also analyzes economic growth data measured based on Gross Regional Domestic Product (GRDP) at constant prices in Maluku Province during the period 2014 to 2023. Data collection was carried out through documentation techniques, information was obtained from reliable and relevant sources related to the research topic, to support an accurate analysis of the relationship between productive age, labor absorption, and economic growth in Maluku Province.

Data analysis in this study uses a multiple linear regression model, a statistical method that allows the identification and measurement of the influence of independent variables on dependent variables either partially or simultaneously. By using this model, researchers can obtain an overview of the pattern of relationships between variables, which provides an empirical basis for concluding relevant findings. In addition, in hypothesis testing, the regression equation function is used to explain the relationship between variables, facilitated by the visualization of regression coefficients that describe the influence of independent variables on dependent variables. It is hoped that the multiple linear regression model can provide statistically supported answers to solve existing research problems.

 $Y = \alpha + \beta_1 X 1 + \beta_2 X 2 + e$

Information;

- Y = Economic Growth (GRDP)
- X1 = Productive Age
- X2 = Absorption of Labor
- α = Constant
- $\beta_1 \beta_2$ = Estimation Coefficient
- e = Error

RESULT AND DISCUSSION

Classical Assumption Test

Normality Test

The Kolmogorov-Smirnov normality test is one part of the classical assumption test used to assess whether the residual value has a normal distribution or not. If the significance value is > 0.05, it can be concluded that the residual value is normally distributed. Conversely, if the significance value is < 0.05, then the residual value is considered not normally distributed.



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Figure 1. Normality Test

Source: Data processed by Eview 12

Based on the results of the normality test, the probability value is 0.88 > 0.05%, so it can be concluded that the residual value is normally distributed.

Multicollinearity Test

Multicollinearity test is a procedure used to determine whether there is intercorrelation or collinearity between independent variables in a regression model. Multicollinearity can be identified using the Variance Inflation Factor (VIF) and Tolerance methods. A regression model is considered normal if its tolerance value is less than 1, while its VIF value is less than 10.

Table 1. Multicollinearity Test

Variance Inflation Factors Date: 11/27/24 Time: 05:38 Sample: 2014 2023 Included observations: 10			
Variable	Coefficient	Uncentered	Centered
	Variance	VIF	VIF
C	0.648706	1.176944	NA
UK_X1	1.729188	2.320356	2.053416
TK_X2	2.388441	2.076943	2.053416

Source: Data processed by Eview 12

Based on the results of the multicollinearity test contained in the VIF column, the VIF value for the productive age variable and the labor absorption variable is 2.05. From this value, it can be concluded that the VIF of both variables is less than 10. Therefore, it can be said that in this study there are no symptoms of multicollinearity.

Autocorrelation

The autocorrelation test is used to assess whether there is a deviation from the classical assumption of autocorrelation, which refers to the correlation between residuals on



one observation with other observations in a regression model. It is important to ensure that there is no autocorrelation in the regression model. The Breusch-Godfrey Serial Correlation LM Test is used to detect the presence of autocorrelation. If the p-value of the squared observation $<\alpha$, then there is a serial correlation in the regression model. Conversely, if the p-value of the squared observation $>\alpha$, then there are no symptoms of autocorrelation in the regression model.

Table 2. Autocorrelation Test			
Breusch-Godfrey Ser	ial Correlation L	M Test:	
Null hypothesis: No s	erial correlation	at up to 2 lags	
F-statistic	0.137952	Prob. F(2,5)	0.8743
Obs*R-squared	0.522953	Prob. Chi-Square(2)	0.7699

Source: Data processed by Eview 12

In this regression model, there is no autocorrelation symptom. This can be ascertained because the p-value obtained is 0.7699, which is greater than 0.05%. Thus, it can be concluded that the regression model studied does not experience autocorrelation. With a confidence level of 95%, it can be concluded that there is no autocorrelation in the regression model.

Heteroscedasticity

Heteroscedasticity testing is a type of test conducted in research to determine whether there is a difference in variance between residuals from one observation to another through a regression model.

Table 3. Heteroscedasticity Test

Heteroskedasticity Test: Breusch-Pagan-Godfrey Null hypothesis: Homoskedasticity			
F-statistic	1.888327	Prob. F(2,7)	0.2209
Obs*R-squared	3.504477	Prob. Chi-Square(2)	0.1734
Scaled explained SS	1 142434	Prob Chi-Square(2)	0 5648

Source: Data processed by Eview 12

Since the p-obs*-squared value is 0.1734 > 0.05%, it can be concluded that in the regression model studied, there are no symptoms of heteroscedasticity. In conclusion, with a confidence level of 95%, it can be stated that there is no heteroscedasticity in the regression model.

Regression Equation

Based on the proposed hypothesis, there are two explanatory variables that affect Economic Growth (dependent variable), namely productive age and labor absorption. In this regression analysis, the backward method is used, where all independent variables are included in the initial test, then one by one will be removed if they do not meet the t



significance value below 0.05%. The output table will show the process and stages when the variable is removed, with each row equipped with a number indicating the stage or process carried out. In the discussion of this chapter, only the last process in each table will be discussed, because the last process is the result of the last test that shows variables that have a t significance value below 0.05.

Table 4. Multiple Linear Regression

Dependent Variable: PDRB_Y Method: Least Squares Date: 11/27/24 Time: 06:17 Sample: 2014 2023 Included observations: 10

Variable	Coefficient	Std. Error	t-Statistic	Prob.
C UK_X1 TK_X2	9.314561 -1.940227 3.280850	0.902605 3.885534 3.021648	10.31965 -0.499346 1.085781	0.0000 0.6328 0.3135
R-squared Adjusted R-squared S.E. of regression Sum squared resid Log likelihood F-statistic Prob(F-statistic)	0.869332 0.831998 0.053836 0.020289 16.81204 23.28536 0.000806	Mean depen S.D. depend Akaike info d Schwarz cri Hannan-Qui Durbin-Wats	dent var lent var riterion terion nn criter. son stat	10.28304 0.131347 -2.762409 -2.671633 -2.861989 2.004046

Source: Data processed by Eview 12

Based on the test results in the table above, the regression equation model is as follows;

GRDP_Y = 9.3145610701 - 1.94022654661*UK_X1 + 3.28084962257*TK_X2

From the regression equation, it can be explained that the value of 9.314561 indicates that if all independent variables between working age and labor absorption are equal to zero (0), then the value of the economic growth variable is 9.314561. The coefficient value of productive age (X1) is -1.940227, which means that every 1% increase in X1 will decrease economic growth. While the coefficient value of labor absorption (X2) is 3.280850, which means that every 1% increase in X2 will increase economic growth.

T-Statistic Test

The t-test is basically conducted to see how far the influence of the independent variables individually stimulates the variation of the dependent variable. The test results are as follows;

1) The production age variable has a t-count value of -0.499346 < t-table2.306004, with a probability value of 0.6328 > 0.05%, which means that productive age has an insignificant influence on economic growth in Maluku Province.



2) The labor absorption variable has a t-count value of 1.085781 < t-table of 2.306004, withprobability of 0.3135 > 0.05%, which means that labor absorption also has an insignificant influence on economic growth in Maluku Province.

F Test Statistics

The F test is carried out by comparing the calculated F value with the F table value at the significance level. α = 5%, where the F-table value is4.45897. The basis for decision making is as follows: If the F-count value > F-table value and the probability value < 0.05, then the null hypothesis (Ho) is accepted and the alternative hypothesis (Ha) is rejected. Conversely, if the F-count value < F-table value and the probability value > 0.05, then the null hypothesis (Ho) is rejected and the alternative hypothesis (Ha) is accepted.

F-statistic 23.28536 Prob(F-statistic) 0.000806

Based on the probability value of F-statistic equal to 0.000806 < 0.05 and F count > F table (23.28536 > 4.45897) so it can be concluded that productive age and labor absorption together or simultaneously have a significant effect on economic growth in Maluku Province in 2014-2023.

R2 Determination Test

Coefficient of determination (R^2) is used to evaluate the extent to which the model is able to explain the variation in the independent variables that affect the dependent variable. With the results of the R-Square calculation, we can assess the percentage of variability that can be explained by the independent variables to the dependent variable, while the remaining variability is influenced by other factors not included in the research model, both in the short and long term.

R-squared	0.869332
Adjusted R-squared	0.831998

Based on these results, it is known that the coefficient of determination is 0.8319 or equivalent to 83.19%. This indicates that most of the variations in the Economic Growth variable (Y) can be explained by variations in independent variables, such as productive age and labor absorption. Meanwhile, the remaining 16.81% is explained by other factors not included in the model.

DISCUSSION

The Influence of Productive Age on Economic Growth in Maluku Province

Productive age is often considered as one of the crucial pillars in the economy, considering that the population aged 15–64 years has the potential to drive economic growth through the contribution of the workforce. However, in Maluku Province, the influence of productive age on economic growth is not significant, instead showing a negative relationship. This can be explained by a number of structural and economic factors. Although the productive age population is large, the workforce continues to increase from 770,386



people in 2019 to 910,756 people in 2023, but this increase is not in line with the increase in economic growth.

In theory, the increasing number of productive age population, reflected in the increase in the workforce, should be the main driver of economic growth through increased productivity and workforce contribution. However, in practice, the increase in the workforce is not accompanied by adequate workforce absorption, as seen from the unemployment rate which remains high, although it has decreased from 7.08% in 2019 to 6.31% in 2023. The high unemployment rate, which only decreased from 7.08% in 2019 to 6.31% in 2023, indicates that the increase in the workforce is not balanced by sufficient job creation. This indicates inefficiency in utilizing the potential of the productive age population as a driver of economic growth. One of the causes is unstable capital expenditure fluctuations, where the value of capital expenditure experienced a significant decline in 2019 (-9.59%), 2022 (-5.01%), and 2023 (-13.96%), although it had recorded a positive figure of 8.76% in 2020. This instability of capital expenditure can hamper the development of infrastructure and investment in strategic sectors that can absorb labor and increase economic productivity. In addition, the economic structure of Maluku, which is still dominated by primary sectors such as fisheries and traditional agriculture, which are labor-intensive but have low productivity, limits the contribution of the productive age population to economic activities.high valueadded economy. As a result, although economic growth recovered in 2021 (3.63%) and 2022 (5.31%) after experiencing a contraction in 2020 (-0.91%), the increase was more influenced by government consumption and central fund transfers than local productivity.

These findings are in accordance with research conducted by(Santoso et al., 2024)found that the level of labor force participation had a negative and insignificant effect in Jambi Province, this was because labor force participation from year to year experienced instability or fluctuations in productive activities carried out by the population, resulting in economic growth not developing and reduced employment opportunities.

In the classical and neo-classical theories, the workforce is considered as one of the main production factors that support economic growth. However, both theories emphasize that sustainable economic growth does not only depend on increasing the number of workers, but also requires technological development and productivity efficiency. According to Solow (1956), in the classical economic growth model, the long-term growth rate is greatly influenced by the increase in total factor productivity (TFP) obtained from technological progress. Without innovation and efficiency in the use of resources, the contribution of the workforce to economic growth will remain limited, and may even have a negative impact if the increase in the number of workers is not balanced by an increase in productivity.(Khairunnisa et al., 2024).



The Influence of Labor Absorption on Economic Growth in Maluku Province

In the context of regional economic analysis, the labor absorption rate is one of the key parameters in evaluating the dynamics of economic development in a region. Although in Maluku Province, it is seen that labor absorption has a positive correlation with economic growth. However, Despite its positive impact, the influence of labor on economic growth in Maluku is still limited due to factors such as low levels of education and skills that limit productivity. The quality of workers that is not yet in line with the needs of local industry limits the positive impact that can be achieved, so that economic growth does not reach its maximum potential. In addition, the influence of limited labor in Maluku is influenced by the lack of optimal structural and infrastructure development. Although there is an increase in the number of workers, obstacles such as limited access to training, minimal investment in skills development, and limited transportation and communication infrastructure affect the efficiency and distribution of labor. This condition risks causing an imbalance between the demand and supply of workers in the market, where many workers cannot be optimally placed in productive sectors. Therefore, despite the increase in the number of workers, its impact on economic growth is not so significant in the short to medium term. Although labor absorption can increase production and the provision of goods and services, deficiencies in the quality and skills of the workforce, together with the lack of investment in human resource development, can hinder the potential for greater contributions to economic growth.

These findings are in accordance with research conducted by (Alfairuzabady & Tampubolon, 2024), found that labor has an insignificant influence on economic growth in Central Java. This finding is in line with (Zahrah Irawan et al., 2023) which also found that labor absorption did not have a significant effect on economic growth in Serang City.

According to classical economic theory, as put forward by Adam Smith, worker productivity is a key element in economic growth. However, in a more recent context such as the endogenous growth theory developed by Paul Romer, aspects such as innovation, investment in education, and technological progress are also important factors that must be considered to ensure a positive contribution from the workforce to economic growth. (Naftaly, 2021). Thus, although there is a positive relationship between employment and economic growth in Maluku Province, its impact tends to be less significant when compared to other major factors such as improving the quality of human resources and implementing policies to advance local industries. Therefore, in order to achieve the optimal potential of the workforce in supporting economic development, Maluku Province must prioritize improving the quality of education, skills training, and the development of supporting infrastructure to effectively stimulate workforce productivity.



CONCLUSION

Based on the results of the analysis that has been described, it can be concluded that the productive age as measured by the number of the workforce has a negative but not statistically significant effect on economic growth in Maluku Province in 2014-2023. This shows that although the increase in individuals of working age can potentially affect the economy, other factors such as the quality of the workforce, productivity, education level, and skills may be more decisive in determining the impact. In addition, although it has a positive impact, the influence of the workforce on economic growth in Maluku is still limited due to factors such as low levels of education and skills that limit productivity. The quality of workers that is not yet in line with the needs of the local industry limits the positive impact that can be achieved, so that economic growth does not reach its maximum potential.

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