

Factors That Influence Termination Of Employment In Several Industrial Companies In Indonesia

Keywords: Economic growth, inflation, exchange rate, imports, number of unemployed and layoffsThe number of unemployed people in 2015-2024 tends to increase due to the emergence of layoffs influenced by the turmoil of econom growth which tends to stagnate or slightly decline, although inflatic can be low, but the fluctuating Rupiah exchange rate weakens, and th value of imports tends to increase the price of goods needed for production makes the conditions of operational financing an production costs increasingly large and makes companies tend t reduce salary costs which have an impact on layoffs which give rise t an increase in open unemployment rate in Indonesia which is a burden o the State. This study aims to determine and analyze the extent t which economic growth, inflation, exchange rates, and import value will affect the unemployment rate in Indonesia through the real impact of mass layoffs that will occur in 2024. The research method uses quantitative descriptive method with data collection techniques usin observation, questionnaires and literature studies, while data analys uses classical assumption tests, multiple linear regression tests an hypothesis tests. Based on the research results, it can be concluded that information systems can become more relevant through the digit transformation process by analyzing organizational needs, modernizin technology infrastructure, digitizing business processes, integratin new technologies, building integrating data and system making faster and more accurate decisions, reducing operational cost and facilitating overall digital transformation.KeywordsCorresponding Author: Cindy Yolanda Faculty of Business and Humaniora, Tjut Nyak Dhien University	Article Info	ABSTRACT
This is an open access article under theCorresponding Author: Cindy YolandaCindy YolandaCindy YolandaFaculty of Business and Humaniora, Tjut Nyak Dhien University	Keywords: Economic growth, inflation, exchange rate, imports, number of unemployed and layoffs	The number of unemployed people in 2015-2024 tends to increase due to the emergence of layoffs influenced by the turmoil of economic growth which tends to stagnate or slightly decline, although inflation can be low, but the fluctuating Rupiah exchange rate weakens, and the value of imports tends to increase the price of goods needed for production makes the conditions of operational financing and production costs increasingly large and makes companies tend to reduce salary costs which have an impact on layoffs which give rise to an increase in open unemployment in Indonesia which is a burden on the State. This study aims to determine and analyze the extent to which economic growth, inflation, exchange rates, and import values will affect the unemployment rate in Indonesia through the real impact of mass layoffs that will occur in 2024. The research method uses a quantitative descriptive method with data collection techniques using observation, questionnaires and literature studies, while data analysis uses classical assumption tests, multiple linear regression tests and hypothesis tests. Based on the research results, it can be concluded that information systems can become more relevant through the digital transformation process by analyzing organizational needs, modernizing technology infrastructure, digitizing business processes, integrating new technologies, building integration between systems and implementing monitoring and analytics, and it can be concluded that digital information systems can improve business operational efficiency by automating operational processes, integrating data and systems, making faster and more accurate decisions, reducing operational costs and facilitating overall digital transformation.
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INTRODUCTION

At this time, business functions are no longer dominated by manual systems, but business systems are controlled by technology which first of all originates from online technology, then digital technology appears which replaces human work which causes an increase in unemployment due to the emergence of continuous termination of employment relationships (Moore, Sian, 2024).

Apart from the emergence of rapid advances in digital technology (Wahyono et al., 2023), the high unemployment rate and layoffs are influenced by economic conditions (Kusumawardhani 2023), especially macroeconomics, where the emerging macroeconomic



conditions will cause production conditions to decline, due to expensive raw material prices, as well as domestic economic conditions with unstable economic growth, which causes high price fluctuations, so that inflation increases (Rong, Shu, 2020).

In addition, the unstable economic level that causes unemployment, as well as increasing layoffs is the weakening of the exchange rate which causes the economy to contract, where this can be seen from the fundamental economic turmoil, such as the increase in imported materials which causes the imposition of imported goods prices to increase and tends to make the price of raw materials from the production of goods whose raw materials are not available in Indonesia and can actually be imported from abroad (Sovacool, Benjamin K., Iskandarova, Marfuga and Hall, 2023).

With the increase in the price of raw materials, the goods produced will be more expensive, and will tend to be detrimental to the company, resulting in inefficiency in existing costs, thus causing production costs to increase and swell which will lead to policies to cut costs by reducing fixed costs from employee salaries which will indirectly cause the company to terminate the employment of several existing employees, thus causing open unemployment (Weise, Christian Frederik, 2021).

The increasing price of imported goods in the global market will cause the Rupiah exchange rate to contract, where the exchange rate will weaken and of course will disrupt every product production, where product production will be limited, so that the value of goods if production is limited will tend to decrease in quality, because people tend to want affordable prices and not too expensive (Gaviria, Daniel Alberto Grajales, 2022).

Conditions like this will cause more and more companies to have reduced financial capacity, due to increased production costs, increased prices of imported goods, and will result in employees having reduced income or some even being laid off. This requires a form of policy breakthrough that can reduce the real impact on poverty, namely the large costs of the Government in dealing with poverty through increasing social costs which have limited funds and the APBN which will disrupt the government's financial capacity. (Belloc, Filippo and D'Antoni, 2020).

With conditions like this, there will be a real impact on the disruption of a country's economic work because the increasing number of unemployed people indicates that the country's economic performance is bad (Hutabarat, 2020), so that real action is needed in order to overcome the impacts arising from layoffs and also the increase in unemployment that occurs (Haugen, Håvard J., 2024).

The real impact in dealing with termination of employment is the increase in mental disorders of unemployed people which increases the financial burden on the Government, so that Government efficiency is needed so that existing expenditure does not increase, while also reducing the negative impact of the APBN deficit (Schlüter, L., 2023).

In addition, mass layoffs have the potential to increase unemployment rates, especially in industries affected by technological turmoil or economic crises, where this economic crisis has an impact on everything, where economic growth will decline, as well as the emergence of inflation, a weakening exchange rate accompanied by increasing imports that will deplete



the country's foreign exchange reserves to help with the impact that will erode the financial condition of a country (Klomp, 2023).

As layoffs increase, it creates vulnerable populations that can worsen socio-economic inequality, such as low-wage workers or unskilled workers. As a result, productivity levels become low, which will disrupt the economic conditions of a country, which will have an impact on economic damage that will bankrupt the country (Entwistle, 2024).

Indonesia is one of the developing countries with a high rate of layoffs in 2024, and has also increased the unemployment rate, where this condition is influenced by economic growth that tends not to increase, high inflation, the Rupiah exchange rate that tends to fluctuate towards currency depreciation, and high prices of imported goods that increase costs and have an impact on the efficiency of production costs that affect fixed cost cuts or employee salary costs that make companies inevitably lay off employees which causes an increase in unemployment in Indonesia. To find out, it can be seen in the following table:

Table 1. Conditions of Economic Growth, Inflation, Exchange Rate, Imports and Number ofUnemployed in Indonesia 2015-2024

Year	Economic of	Inflation	Exchange Rate	Import (U\$	Number of Unemployed
	Growth (%)	(%)	(Rp)	Dollar)	Population (Jiwa)
2015	5,04	0,96	13.795	13.882	7.875.000
2016	4,94	0,42	13.436	11.092	7.125.000
2017	5,19	0,71	13.548	15.060	7.427.200
2018	5,18	0,62	14.481	15.365	7.244.846
2019	4,97	0,34	13.901	14.507	7.640.000
2020	2,19	0,45	14.105	14.438	7.745.650
2021	5,02	0,57	14.269	21.352	10.460.739
2022	5,31	5,51	15.731	19.863	12.120.000
2023	5,04	2,86	15.416	19.107	8.278.152
2024	5	1,57	15.732	21.222	9.836.777

Source: BPS and BI, 2024

According to the table above, it can be explained that the number of unemployed people in 2015-2024 tends to increase due to the emergence of layoffs influenced by the turmoil of economic growth which tends to stagnate or slightly decline, although inflation can be low, but the fluctuating Rupiah exchange rate weakens, and the value of imports which tends to increase the price of goods needed for production makes the conditions of operational financing and production costs even greater and makes companies tend to reduce salary costs which have an impact on layoffs which give rise to an increase in open unemployment in Indonesia which is a burden on the State.

Based on the existing problems, the purpose of this study is to determine and analyze the extent to which economic growth, inflation, exchange rates, and import values will affect the unemployment rate in Indonesia through the real impact of mass layoffs that will occur in 2024.



Literature Review Work Termination

Termination of employment (PHK) that occurs when an employee terminates his employment relationship with a company for certain reasons is called termination of employment (PHK). PHK can be caused by various things, including external circumstances, employee behavior, and company variables. Indonesian labor law, such as Law No. 13 of 2003 concerning Manpower and its derivative regulations, regulates this procedure (Eriksen, Katrine and Mikkelsen, 2024).

The types of termination of employment are:

- 1. Voluntary termination, where employees resign with the consent of the organization.
- 2. Unilateral termination by the company, where the company dismisses employees for certain reasons, such as efficiency, declining performance, or serious violations..Unilateral termination of employment by an employee, where the worker quits his/her job on his/her own initiative, such as by going on strike or not coming to work for a specified period of time.
- 3. Layoffs due to special circumstances are unusual events such as business bankruptcy, economic downturn, or natural disasters can result in termination of employee (Solanki, Sabrina, 2020).

The general reasons for termination of employment are:

- 1. The economic condition of the company, where layoffs occur due to reduced revenue, reorganization, or company effectiveness.
- 2. Employee performance, where layoffs occur because employee performance does not meet company expectations.
- 3. Force majure, where the layoffs are due to an unusual event that stops the business from running, such as a pandemic, fire, or natural disaster (Ma, Li, Li & and Pan, 2024).

Number of Unemployed

Those who are not working but are actively looking for work are defined as the number of unemployed. This figure is usually used to assess how well a country's labor market is performing. Through employment surveys, the Indonesian Central Bureau of Statistics (BPS) monitors the country's unemployment rate periodically (Mitręga, Maciej and Choi, 2021).

The factors that influence unemployment are:

- 1. Economic conditions, where as new jobs are created, unemployment tends to decline in a growing economy. On the other hand, unemployment increases during a recession.
- 2. Education level, where unemployment may increase as a result of a mismatch between market demands and workforce skills, especially in some industries.
- 3. Technology and automation, where in certain jobs, technological advances can replace human labor, leading to increased structural unemployment (Ekdahl, Marianne, Milios, Leonidas and Dalhammar, 2024).

The efforts made by the government to overcome unemployment are:

1. Education and job training are skills improvement and retraining programs to meet



labor market demands.

2. Creation of new jobs, where to create new job opportunities, especially in the technology and service industries, the public and private sectors must collaborate (Kuasoski, Marli, 2020).

Economic of Growth

he expansion of a country's ability to produce goods and services over time is known as economic of growth. It is an important metric that represents the well-being of society and economic progress. Typically, the change in Gross Domestic Product (GDP) over a quarter or a year is used to measure economic of growth (Gräser, 2024).

The factors that influence economic of growth are:

- 1. Investment, where through the development of employment and higher productivity, more investment in productive sectors, technology and infrastructure drives economi ofc growth.
- 2. Household consumption is an economic activity stimulated by public spending, which makes a substantial contribution to the demand for products and services.
- 3. Exports and imports, where while controlled imports provide access to technology and raw material supplies that increase productivity, exports provide additional income for the country.
- 4. Government Policy, where monetary policy (interest rates, inflation) and fiscal policy (government spending) are key factors in driving or inhibiting economic growth.
- 5. Human resources, where the quality and quantity of the workforce affect a country's productivity. Education, skills, and health are the main supporting factors (Bhupathi, Priyadharshini, Prabu, S. and Goh, 2023).

Inflation

A widespread and persistent increase in the prices of goods and services in an economy over time is called inflation. The rate of change in the purchasing power of money is measured by inflation; as inflation rises, money tends to lose value and goods and services become more expensive (Hermawan, Raihan Ariq, Ohyver, Margaretha and Fitrianah, 2024). The causes of inflation are:

- 1. Increased demand, where significant growth in demand for products and services exceeds production capacity.
- 2. Increase in production costs, where the selling price of goods is influenced by increases in production costs, such as those related to energy or raw materials.
- 3. Currency depreciation, where imported inflation occurs due to a decline in the value of a country's currency against the currencies of other countries, thereby causing an increase in the cost of importing commodities.
- 4. Loose monetary policy, where inflation can be caused by lowering interest rates or printing more money, which will increase the money supply (Bellacicco, Rosa and Pavone, 2020).

Exchange Rate

The price of one currency against another is known as the exchange rate. The amount of one currency needed to buy another currency is indicated by the exchange rate. The



USD/IDR exchange rate, for example, shows how many rupiah are needed to buy one US dollar (Rong, Shu, 2020). The impact of changes in exchange rates is:

- 1. Currency depreciation, where currency depreciation makes exports more competitive because local products are more affordable in foreign markets.
- 2. Currency appreciation, when as imports become more affordable, inflation may decline (Ma, Li, Li & and Pan, 2024).

Import Value

The total value of goods and services a country buys from abroad during a given time period is known as the value of its imports. As an important part of global trade, the value of imports indicates the demand for foreign goods at home. For cross-border comparisons, this figure is usually expressed in U.S. dollars or the country's currency (Moore, Sian, 2024). The factors that influence import value are:

- 1. Economic of growth, where the need for consumer goods, raw materials, and imported capital goods increases as a country's economy develops.
- 2. Currency exchange rates, where currency appreciation makes imported goods cheaper, thus encouraging an increase in the value of imports, while currency depreciation makes imported goods more expensive, so that the value of imports tends to fall.
- 3. The need for raw materials and energy, where to meet the needs of their industry, countries that lack energy or certain raw materials usually import more.

Trade policy, where government-imposed import restrictions, tariffs, and taxes impact the price and volume of imports (Hermawan, Raihan Ariq, Ohyver, Margaretha and Fitrianah, 2024).

METHOD

This research method uses a quantitative descriptive method, where according to (Mitręga, Maciej and Choi, 2021) quantitative descriptive analysis is a research method that describes the relationship between variables quantitatively by understanding the variables and their indicators. The population in this study is the report on economic growth, exchange rate inflation, import value and the number of unemployed people in Indonesia in quarterly reports, where the sampling method is carried out using the purposive sampling method, where based research from (Mitręga, Maciej and Choi, 2021) which states that the sampling method using the purposive sampling method is a sampling method whose samples are adjusted according to certain requirements and conditions. The specific criteria for the sample data taken in this study are quarterly data from economic growth reports, exchange rate inflation, import values and the number of unemployed people in Indonesia. The data collection techniques are by using observation, questionnaires and literature studies, while data analysis uses classical assumption tests (Hutabarat et al., 2024), multiple linear regression tests and hypothesis tests.



RESULTS AND DISCCUSION

Results

Classical Assumption Test

Data Normality Test

Data normality testing can be done using a histogram normality test and the Kolmogorov-Smirnov (Hutabarat, 2022). Normality test, where both tests can be seen in Figure 1 and Table 2 below:



Source: Data Processing Results, 2024

According to the image above, it can be seen that the diagram line does not move left and right. This indicates that the data is normally distributed.

	5	
		Unstandardize
		d Residual
Ν		40
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	951104.7840
		7579
Most Extreme Differences	Absolute	.080
	Positive	.080
	Negative	073
Test Statistic		.080
Asymp. Sig. (2-tailed)		.200 ^{c,d}

Table 2. Kolmogorov-Smirnov Normality Test One-Sample Kolmogorov-Smirnov Test

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

Source: Data Processing Results, 2024

The table above has asymmetry data results (2-tailed) of 0.200, which is greater than the significance level of 0.05. This explains that the distribution of variable data has fulfilled the data normality test elements.

Multicollinearity Test

The results of the multicollinearity test for this study are:



	Coefficients ^a										
		Unst	andardized	Standardized			Collinea	rity			
		Co	efficients	Coefficients			Statisti	cs			
Model		В	Std. Error	Beta	t	Sig.	Tolerance	VIF			
1	(Constant)	13.88	3314214.780		3.110	.004					
	Economic	-11.33	171857.512	072	633	.531	.876	1.142			
	Growth (X1)										
	Inflation (X2)30.92148349.126Exchange Rate-45.77230.235		.321	2.996	.004	.436	2.293				
			274	-	.057	.584	1.712				
	(X3)				1.971						
	Imports (X4)	29.52	69.353	.679	4.247	.000	.442	2.262			

Table 3. Multicollinearity Test

a. Dependent Variable: Y

Source: Data Processing Results, 2024

According to the data processing results table above, it can be seen that the tolerance value is greater than 0.1 and the Variance Inflation Factor (VIF) value is less than 10. The multicollinearity test determines the relationship between the regression models in the research so that multicollinearity does not occur (Hutabarat et al., 2022). This can be explained that there is no multicollinearity problem between the independent variables. Heteroscedasticity Test

The heteroscedasticity test aims to test the regression model so that it is known that there is discomfort in one observation variant with another observation (Hutabarat et al., 2025). The results of the heteroscedasticity test can be seen in the following figure:



Figure 2. Heteroscedasticity Test

Source: Data Processing Results, 2024

The image above explains that the distribution of data from the regression model that appears does not cause the occurrence of variance equality, thus giving rise to the statement that this regression model does not experience heteroscedasticity.

Multiple Linear Regression Test

The results of the multiple linear regression test are:



	Coefficients ^a										
		Unst	andardized	Standardized			Collinea	rity			
		Co	efficients	Coefficients			Statisti	cs			
Μ	odel	el B Std. Error		Beta	t	Sig.	Tolerance	VIF			
1	(Constant)	13.88	3314214.780		3.110	.004					
	Economic	-11.33	171857.512	072	633	.531	.876	1.142			
	Growth (X1)										
	Inflation (X2)	30.92	148349.126	.321	2.996	.004	.436	2.293			
	Exchange Rate	-45.77	230.235	274	-	.057	.584	1.712			
	(X3)			1.971							
	Imports (X4)	29.52	69.353	.679	4.247	.000	.442	2.262			

Table 4. Multiple Linear Regression Test

a. Dependent Variable: Y

Source: Data Processing Results, 2024

From the existing table for the multiple linear regression test, the following equation can be used to determine:

 $Y = 13,88 - 11,33X_1 + 30,92X_2 - 45,77X_3 + 29,52X_3$

The results of the explanation of the equation above are:

- The coefficient value of 13.88 means that if the Y value = 0, then the variables of economic growth, inflation, exchange rates and imports will increase the number of unemployed people and will cause layoffs to decrease by 13.88%
- 2. The value of X_1 for the economic growth variable is -11.33, where this value can be explained that the higher the economic of growth, the lower the unemployment rate will be, thus reducing the number of unemployed in Indonesia by 11.33%.
- 3. The X₂ value for the inflation variable is 30.92, which explains that the higher the inflation rate, the more the number of unemployed people will increase by 30.92%, which will increase the number of people who are laid off.
- 4. The X_3 value for the exchange rate variable is -45.77, where this situation states that if the exchange rate strengthens, it will tend to reduce the unemployment rate, where the number of unemployed will decrease by 45.77%.
- 5. If X4 for the import variable is 29.52, where the coefficient value listed can explain that if the existing import value increases, it will increase the number of unemployed people by 29.52% which will cause the population experiencing layoffs to increase and harm existing economic of growth.

Hypothesis Test

t-Test

The t-test values in this study can be seen in the following table:

l able 5. t-lest Coefficients ^a									
		Collinearity							
	Coefficients		Coefficients			Statisti	cs		
Model	В	Std. Error	Beta	t	Sig.	Tolerance	VIF		
1 (Constant)	13.88	3314214.780		3.110	.004				

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Economic	-11.33	171857.512	072	633 .531	.876	1.142
Growth (X1)						
Inflation (X2)	30.92	148349.126	.321	2.996 .004	.436	2.293
Exchange Rate	-45.77	230.235	274	057	.584	1.712
(X3)				1.971		
Imports (X4)	29.52	69.353	.679	4.247 .000	.442	2.262

a. Dependent Variable: Y

Source: Data Processing Results, 2024

The explanation of the results of the data processing above is:

- 1. The t-value of the economic growth variable is -0.633, which is smaller than the ttable value of 1.689, and the significance value of 0.531 is greater than the significance level of 0.05. This situation can be interpreted that the economic growth variable has no effect on the population experiencing unemployment which causes layoffs to increase.
- 2. The calculated t value of the inflation variable is 2.996, which is greater than the t table value of 1.689, and the significance value of 0.004 is smaller than the significance level of 0.05. This situation can be interpreted that the inflation variable has an effect on the number of unemployed people.
- 3. The calculated t value of the exchange rate variable is -1.971, which is smaller than the t table value of 1.689, and the significance value of 0.057 is greater than the significance level of 0.05. This situation can be interpreted that the exchange rate variable has no effect on the number of unemployed people.
- 4. The t-value of the import variable is 4.247, which is greater than the t-table value of 1.689, and the significance value of 0.000 is smaller than the significance level of 0.05. This situation can be interpreted that the import variable has an effect on the number of unemployed people.

F Test

The F test values in this study can be seen in the following table 6:

Table 6. F Test											
	ANOVAª										
Model		Sum of Squares	df	Mean Square	F	Sig.					
1 Regres	sion	540159.240	4	1350397.310	13.397	.000 ^b					
Residua	al	3527941.130	35	1007983.632							
Total		8929527.380	39								
a Depend	2 Dependent Variable: V										

a. Dependent Variable: Y

b. Predictors: (Constant), X4, X1, X3, X2

Source: Data Processing Results, 2024

According to the existing table, it can be seen that the calculated F value of 13.397 is greater than the F table of 2.49, the significance value of 0.000 is smaller than the significance level of 0.05. This explains that the economic growth variable, inflation variable, exchange rate variable and import variable simultaneously affect the number of unemployed people caused by the increase in layoffs in Indonesia.



Coefficient of Determination Test

The results of the determination coefficient test from the data processing results can be seen in the following table:

Table 7. Test of Determination Coefficient											
	Model Summary ^b										
	Change Statistics										
				Std. Error of	R	F					
		R	Adjusted	the	Square	Chang			Sig. F	Durbin-	
Model	R	Square	R Square	Estimate	Change	е	df1	df2	Change	Watson	
1	.778ª	.605	.560	100398.67	.605	13.397	4	35	.000	1.288	

a. Predictors: (Constant), X4, X1, X3, X2

b. Dependent Variable: Y

Source: Data Processing Results, 2024

The results of the data processing in the table above can be explained through the Adjusted R Square value of 0.560 or 56% of the variable number of unemployed people can be explained by the variables of economic growth, inflation, exchange rates and imports, while the remaining 44% can be explained by other variables that are not described in this study.

Discussion

The Effect Economic of Growth on the Number of Unemployed Population in Indonesia

According to the existing research results, it can be seen that the economic growth variable does not affect the variable of the number of unemployed people. This is in line with the research (Sovacool, Benjamin K., Iskandarova, Marfuga and Hall, 2023) which explains that high economic growth will not always reduce the rate of layoffs in society, where there are other factors that cause high layoffs, such as the quality of the workforce and also the high cost of imported materials.

The Impact of Inflation on the Number of Unemployed Population in Indonesia

Existing research shows that inflation has an impact on the number of unemployed people in Indonesia, which is in line with research (Gaviria, Daniel Alberto Grajales, 2022) which states that high inflation will create disruption to the existing economy, thus disrupting the growing economy, where inflation will increase the price of raw materials and the price of goods which will create conditions for increasing operational costs which will make costs high and give rise to financing cuts which will sacrifice workers' salaries which will allow for layoffs and will tend to increase unemployment.

The Influence of Exchange Rates on the Number of Unemployed People in Indonesia

The research results show that the exchange rate has no effect on the number of unemployed people. This is in accordance with the research (Schlüter, L., 2023) which explains that a weakening exchange rate will not directly create a high economy, as well as disrupt the economy, but there is a fundamental factor that disrupts the economy, namely the low level of money circulation which disrupts purchasing power which causes high economic costs which will have an impact on efforts to sacrifice towards reducing existing HR salary costs and giving rise to large layoffs and increasing unemployment.



The Impact of Imports on the Number of Unemployed People in Indonesia

The emerging research provides results that imports have an impact on the number of unemployed Indonesians. This is in line with research (Entwistle, 2024) which states that imports with large costs will tend to increase high costs in business operations, so that it will cause inefficiencies that will influence the occurrence of high sacrifices for workers who are laid off and will cause unemployment to increase.

The Influence Economic of Growth, Inflation, Exchange Rates and Imports on the Number of Unemployed People in Indonesia

According to the results of the F test, the variables of economic growth, inflation, exchange rates and imports have an effect on the number of unemployed Indonesians. This is in line with research (Ma, Li, Li & and Pan, 2024) which explains that high economic growth will create low inflation and the exchange rate will strengthen, as well as creating high foreign exchange, and will tend to reduce high imports which will prevent high production costs and avoid layoffs and unemployment.

CONCLUSION

Based on the research results of research, the researcher describes a few of conclusion can be drawn and suggestion based on the finding of the research. In general, result of research partially concludes that economic of growth not effect from number of emloyeed population in Indonesia. This can be seen from the t-test value economic of growth variable is -0.633, which is smaller than the t-table value of 1.689. The result of the research about Inflation effect from number of emloyeed population in Indonesia. This can be seen from the t-test value economic of growth variable is -0.639. The result of the research about Inflation effect from number of emloyeed population in Indonesia. This can be seen from the t-test value inflation variable is 2.996, which is greater than the t table value of 1.689. The result of the research about exchange rate not effect from number of emloyeed population in Indonesia. This can be seen from the t-test value of exchange rate variable is -1.971, which is smaller than the t table value of 1.689. The result of the research about import effect from number of emloyeed population in Indonesia. This can be seen from the t-test value of the research about import effect from number of emloyeed population in Indonesia. This can be seen from the t-test value of the research about import effect from number of emloyeed population in Indonesia. This can be seen from the t-test value of import variable is 4.247, which is greater than the t-table value of 1.689. this result of the research simultaneously economic of growth, inflation, exchange rate and import effect from number of emloyeed population in Indonesia. This can be seen from the F value of 13.397 is greater than the F table of 2.49.

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