

UDC 332

## **DETERMINANTS INFLUENCING ECONOMIC GROWTH AND EMPLOYMENT ABSORPTION IN REGENCIES / CITIES OF BALI PROVINCE**

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### **ABSTRACT**

Bali Province is a highly accessible region, resulting in significant migration and urbanization. These factors can impact job opportunities, causing a surge in the working-age population. A notable issue arising from this growth is the uneven distribution of labor across Bali, leading to income disparities and impacting overall well-being. This study aims to examine the influence of tourist numbers, investment, and human resource quality on economic growth and employment in Bali's districts and cities. Utilizing secondary data from 90 locations in Bali Province between 2012 and 2021, the research employs path analysis with Partial Least Square (PLS) to analyze the data. The findings reveal that: (1) the number of tourists positively and significantly affects economic growth, while investment has a positive but insignificant impact, and human resource quality negatively and significantly affects economic growth; (2) both tourist numbers and economic growth positively and significantly impact employment absorption, while investment has a positive but insignificant effect, and human resource quality negatively and significantly affects employment absorption; (3) economic growth serves as an intervening variable between the number of tourists and human resource quality on employment absorption, but it does not intervene in the relationship between investment and employment. Based on these findings, it is recommended that the government prioritize developing leading sectors and sub-sectors while enhancing underperforming ones to stimulate economic activity and ultimately boost employment opportunities.

### **KEY WORDS**

Number of tourists, investment, human resource quality, economic growth, employment.

Economic development is one of the important factors that must be considered by a country, especially developing countries, because the economy in developing countries is strongly influenced by economic development in that country (Sukirno, 2002). A number of initiatives are made as part of economic development to raise living standards in an effort to increase population wellbeing. The highest level of gross national product (GNP) is the goal of economic development, but it comes after eradicating poverty, addressing income inequality, presenting job opportunities, enhancing standards of health and nutrition, enhancing environmental conditions, equalizing opportunities, distributing individual freedom equally, and reviving cultural life (Saputri, 2011). The objectives of economic development in developing nations include achieving equity in economic development for all individuals, accelerating economic growth, expanding employment opportunities, equating income, minimizing disparities in regional capabilities, and creating a stable economic structure (Sukirno, 2005).

Indonesia, a developing country with 260 million people, has the fourth-highest population in the world. Population growth in the country of Indonesia is increasingly accompanied by an increase in the workforce which creates its own problems. This is because the community's life sector has not been functioning well, and development has not been distributed evenly across all fields, leading to an imbalance in the number of work opportunities and the rapid and dynamic speed of population growth. With such inequality, it will lead to unemployment. Being among the nations with the highest population, Indonesia has a large workforce potential. Population growth which increases from year to year is accompanied by growth in the labor force (working age population looking for work) causing

the supply of labor in the market to also increase. However, the supply of labor as a result of labor force growth is not always accompanied by the creation of new jobs capable of accommodating a new workforce to enter the labor market. Actually, when there is an increase in population, it must be balanced with an increase in employment so that it will accelerate regional development, because the population is the driving wheel of development (Ashcroft, 2008).

Migration and urbanization are inevitable since the Province of Bali is one of the places that is simple to access. This situation can affect employment which can lead to an explosion in the productive age population (Arif and Heny, 2015). The number of individuals employed in August 2022 in the Province of Bali was 2.74 million, up 158.02 thousand from August 2021, according to statistics from the Central Bureau of Statistics. During the same period, TPAK also increased by 3.32 percentage points to 76.86 % in August 2022. Labor conditions in Bali are gradually improving amid an increase in post-Covid-19 economic activity as shown by the percentage of the working population in Table 1.

Table 1 – Number of Working Population by Regency/City in Bali Province 2017 2021 (Person)

| No. | Regency/City  | Population Aged 15 Years and Over Working Province of Bali by Regency/City (Person) |           |           |           |           |
|-----|---------------|---|-----------|-----------|-----------|-----------|
|     |               | 2017  | 2018      | 2019      | 2020      | 2021      |
| 1   | Jembrana      | 162.665   | 162.872   | 143.403   | 158.203   | 171.760   |
| 2   | Tabanan       | 246.754   | 274.282   | 270.736   | 265.435   | 266.889   |
| 3   | Badung        | 343.229   | 364.318   | 382.119   | 367.619   | 376.637   |
| 4   | Gianyar       | 300.370   | 310.651   | 303.944   | 270.591   | 270.510   |
| 5   | Klungkung     | 103.972   | 106.942   | 105.314   | 101.058   | 98.691    |
| 6   | Bangli        | 142.559   | 148.423   | 145.481   | 143.650   | 144.897   |
| 7   | Karangasem    | 238.742   | 256.342   | 254.667   | 252.869   | 256.630   |
| 8   | Buleleng      | 358.107   | 375.393   | 339.818   | 362.851   | 355.940   |
| 9   | Denpasar      | 501.909   | 526.484   | 523.524   | 501.143   | 499.900   |
|     | Bali province | 2.398.307   | 2.525.707 | 2.469.006 | 2.423.419 | 2.441.854 |

Source: Central Bureau of Statistics for Bali Province, 2022.

The population working for 5 years looks fluctuating but tends to decrease, especially in 2020 caused by Covid-19. Considering data on employment acquired from the Central Bureau of Statistics for the Province of Bali, there were 151.21 thousand people (4.24%) of the working age population affected by Covid-19 in the Province of Bali in August 2022. However, the number of working people is seen to have started to increase in 2022 in line with the measures that the government has taken to implement as an effort to recover the economy. Another problem is that this increase was not accompanied by an even distribution of labor in all regions in Bali Province, where in comparison to other regions, Klungkung, Bangli, and Jembrana Regencies have the fewest working-age population. This means that there are still problems regarding the workforce, especially in remote areas in the province of Bali.

Uneven labor distribution will have an effect on people's well-being since it will lead to uneven income distribution. One of the factors affecting employment is economic development. Economic growth is defined as a rise in individual output brought about by an increase in the production elements used in the production process, without a change in how technology is applied. Dayuh (2012) asserts that there is a direct connection between production and economic growth, with economic growth rising as more goods and services are produced. Increased economic growth in a nation or region is evidence of well-developed economic conditions in that nation or region. If it continues to increase, then economic activity will also increase so that it will also increase the demand for labor. Economic growth provides an opportunity for the government to meet the basic needs of society, one of which is obtaining employment opportunities (Askenazy, 2003).

On a macro level, the rate of growth in employment opportunities can be linked to the rate in the economic growth. The rate in economic growth will affect growth of employment opportunities through employment elasticity. Where the higher the elasticity of work means that every pace of economic growth is able to create wider employment opportunities.

Economic growth may be defined in terms of the gross regional domestic product (GDP), which quantifies the added value of goods and services produced by several production units or sectors in a region over a given time period. Gross regional domestic product may have an effect on the size of the labor force based on the supposition that if the value increases, the total added value of output or sales in all economic units in the region would also expand (Wasilaputri, 2016).

Table 2 – Regency/City GRDP/Economy Growth in Bali Province 2017 – 2021 (Percent)

| No. | Regency/City  | GRDP/District/City Economic Growth in Bali Province (Percent) |      |      |        |       |
|-----|---------------|---|------|------|--------|-------|
|     |               | 2017  | 2018 | 2019 | 2020   | 2021  |
| 1.  | Jembrana      | 5.28  | 5.59 | 5.56 | -4.98  | -0.65 |
| 2.  | Tabanan       | 5.37  | 5.71 | 5.58 | -6.17  | -1.97 |
| 3.  | Badung        | 6.08  | 6.73 | 5.81 | -16.55 | -6.74 |
| 4.  | Gianyar       | 5.46  | 6.01 | 5.62 | -8.40  | -1.07 |
| 5.  | Klungkung     | 5.32  | 5.48 | 5.42 | -6.38  | -0.23 |
| 6.  | Bangli        | 5.31  | 5.48 | 5.45 | -4.10  | -0.33 |
| 7.  | Karangasem    | 5.06  | 5.44 | 5.50 | -4.49  | -0.56 |
| 8.  | Buleleng      | 5.38  | 5.60 | 5.51 | -5.80  | -1.22 |
| 9.  | Denpasar      | 6.05  | 6.42 | 5.82 | -9.43  | -0.91 |
|     | Bali province | 5.56  | 6.31 | 5.60 | -9.33  | -2.47 |

Source: Central Bureau of Statistics for Bali Province, 2022.

Table 2 shows that the rate of economic growth in Bali from 2017-2021, showing that during the last five years, it has varied and has a tendency to slow down in all of its towns and regencies, particularly over the final three years, from 2019 to 2021. The economic growth rate for Bali Province has decreased significantly, namely at -9.33 percent in 2020 and -2.47 percent in 2021, so that it becomes the province with the lowest growth rate due to the Covid-19 pandemic, resulting in a decrease in tourism development. This can also be seen in the decrease in the growth rate in Badung Regency to -16.55. This shows that tourism activities are very influential in Badung Regency, so that it is the area that suffers the most due to restrictions on tourism activities during Covid-19.

According to Sugihamertha (2020), Covid-19 has significantly impacted practically all aspects of life, including the travel and tourist sector, as a result of tightening travel regulations, the postponement of important events, and people's reluctance to travel both domestically and abroad, all of which have a negative effect on the economy. This is because efforts to improve the tourist industry have an enormous influence on various industries, ranging in size from small to huge (Wirateja, 2014). By utilizing the natural and cultural resources of the area, tourism as a leading sector is able to stimulate the economy in municipalities and districts, which in turn can prevent population migration to a location (city) and create jobs. The tourism industry is a comprehensive industry that includes social politics, scenic beauty, historical sites, culture, and infrastructure development (Kamal, 2015).

The existence of the tourism sector also provides a multiplier effect that can spur the emergence of other activities by mobilizing other industries to increase the tourism sector, increase foreign exchange, and be able to accommodate employment opportunities and people's welfare. The tourist industry creates commercial possibilities, particularly in the hospitality, restaurant, and other service industries that may have a growing effects on community welfare and lead to a just and successful society. With the growth of tourism, the local economy is also expanding, creating more business chances and job prospects that eventually have an influence on the affluent societal strata on a local, national, and international level. The growth of the tourism industry may be observed in the volume of travelers to popular tourist destinations.

The volume of visitors is a key indicator of how well the tourism industry has developed. The government will receive more foreign currency as a result of the increase in tourist arrivals, which will spur economic growth (Spline, 1987). Every tourist who visits a tourist area will spend to carry out consumption activities for goods and services. Each of

these expenditures will affect economic growth (Seran, 2017). Consumption activity is a form of tourist expenditure which in turn will generate income for businesses and households, tax revenues and employment. The initial income received by households, businesses and the government is again spent on providing goods and services. This indicates that the impact of tourist spending is a direct outcome of the goods and services that visitors buy, which in turn has an indirect influence on the economic sectors that create and market goods and services associated to the travel and tourism industries (Lindblad, 2015).

Cohen (1984) identified eight ways in which tourism can positively impact local communities' socio-economic conditions. One of these is by creating job opportunities for the surrounding community. As tourism development progresses, it can generate significant business potential that coincides with it. Asmari and Sutrisna's (2021) research supported this claim by revealing that employment is significantly impacted by the number of tourist visits. An increase in foreign tourists leads to a rise in tourist needs during their trips, resulting in greater consumption of products in the tourist destinations. This, in turn, boosts revenue from the tourism sector in Bali, thereby enhancing the industry's potential to create more jobs. Damayanti (2016) also noted that the number of tourist visits serves as an indicator of tourism and contributes to economic growth. More tourist visits immediately improve consumer spending and output in the tourism industry and its supporting industries, which promotes economic growth.

Investment has a crucial role in fostering economic expansion and employment development. Investment levels can impact economic development, reflecting either rapid or slow progress. Every country aims to create an environment that fosters investment to open new businesses, increase production capacity, and create jobs that can reduce unemployment (Dumairy, 1997). Investing in capital goods and enhancing production increases the capacity to create the commodities and services that the economy needs. Investment can be either domestic or foreign, with both playing an important role in improving the nation's economy. According to the Harrod-Domar theory, which posits that economic growth levels are highly dependent on the level of investment, a higher investment level leads to greater growth. Investment increases production capacity and creates demand, thereby creating more job opportunities (Prayuda, 2015). The greater the investment value, the higher the demand for labor, resulting in an increased use of labor. Investment in the industrial sector is essential for optimal production capacity and industrial sector development (Sukirno, 2010). Investment activities drive the economy through aggregate demand mechanisms, increasing production efforts and, in turn, increasing labor demand. Moreover, investment promotes the development of new capital products, resulting in new employment possibilities that can snare workers and lower unemployment (Wahyuni, 2014). Human capital is a crucial factor in determining economic growth, even if investment in machinery and equipment has a greater impact on it than other types of investment (De Long and Summers, 1990). All things considered, investment plays a critical role in long-term job creation.

As proper economic development depends on sustainable human development, there is a strong connection between economic growth and human development. Education is described as a conscious attempt to train people to compete in a globalized society, and it acts as a gauge of the quality of human resources in an area. The level of education in emerging nations acts as a barometer for their potential to adopt contemporary technologies and achieve sustainable growth (Petiana, et al, 2015).

According to the notion of human capital, if there are reliable sources of high-tech and human resources with the skills to use current technology well, formal education is the key to building high-productivity societies. According to this view, spending money on education is essential for boosting economic development and productivity. As a result, it is essential to invest in education by creating top-notch educational institutions and facilities. According to the Cobb-Douglas production theory, economic growth depends greatly on the caliber of human capital. Education, health, and other indicators are only a few examples of how quality human capital is demonstrated (Todaro, 2006).

Attaining higher levels of education is crucial in securing formal employment and increasing annual incomes, as higher-paying job opportunities typically require more than basic education. Buchari (2016) points out that a low level of education in the population can result in low quality and quantity of output produced by producers, leading to low employment rates. Lavrinovicha et al. (2015) further emphasize that the employment status in the labor market becomes more dominant as the education level increases. Danim (2004) highlights three reasons for investing in education, one of which is to enhance income productivity and facilitate absorption of labor into modern industries. Apart from impacting employment, education level also has the potential to affect per capita income, and thus contribute to a country's economic growth (Wambugu, 2014). Human resource capital is mainly driven by education level, which plays a significant role in accelerating economic growth. Improvements in education provide several advantages in promoting and boosting productivity, thus becoming the driving force behind growth.

## METHODS OF RESEARCH

The research methodology adopted in this study involved the use of quantitative research methods to investigate associative relationships with causal forms. The research was carried out in the regencies/cities located in the Province of Bali, where economic growth and employment rates have shown a decline and an inequality phenomenon. The study spanned a period of 10 years, from 2012 to 2021, during which trends and disparities between employment and economic growth were observed. The choice of quantitative research methodology for this study was informed by the availability of numerical data required for the research. Secondary data sources were used in this study, including the number of tourists, investment, human resource quality, economic growth, and employment in the regencies/cities of Bali Province. These secondary data sources were obtained from the Bali Province Central Statistics Agency, the Bali Provincial Tourism Office, and other relevant literature. Data collection was carried out through observation. This study identified the independent variables as the number of tourists (X1), investment (X2), and human resource quality (X3), while economic growth (Y1) was the intervening variable and employment (Y2) was the dependent variable. The study employed quantitative analysis techniques using SmartPLS 4.0 and SPSS 26 programs. Path analysis using PLS software was the analytical method used in this study.

## RESULTS AND DISCUSSION

Descriptive analysis was used in this study to gain a general understanding of the calculation of maximum and minimum values, average, and standard deviation in relation to research on the impact of the number of tourists, investments, and human resource quality on economic growth and employment in regencies/cities in Bali Province.

Table 3 – Descriptive Statistics

| n/n                | N  | Minimum    | Maximum     | Mean       | Std. Deviation |
|--------------------|----|------------|-------------|------------|----------------|
| Number of tourists | 90 | 1207,00    | 5533745,00  | 1368249,66 | 1619581,84     |
| Investment         | 90 | 1168976,80 | 15403785,80 | 4927094,45 | 4159556,91     |
| HR Quality         | 90 | 5,22       | 11,48       | 8,05       | 1,63           |
| Economic growth    | 90 | -16,55     | 7,64        | 3,99       | 4,65           |
| Employment         | 90 | 66,53      | 97,64       | 88,88      | 7,25           |
| Valid N (listwise) | 90 |            |             |            |                |

Source: Research Results, 2022 (data processed).

The number of tourists' variable has a maximum value of 5,533,745 people in Tabanan Regency in 2018, and the lowest value of 1,207 people is in Klungkung Regency in 2021. Then for the investment variable it has a maximum value of 15,403,785 million rupiah in the Regency Bandung in 2019 and a minimum value of 1,168,976 million rupiah in Karangasem

Regency in 2012. The HR quality variable has a maximum value of 11.48 years in Denpasar City in 2021 while the minimum value is 5.22 years in Karangasem Regency in 2012. Furthermore, the economic growth variable has a maximum value of 7.65 percent, namely in Badung Regency in 2012, and a minimum value of -16.55 percent, namely in Badung Regency in 2020. The employment variable has a maximum value of 97.64 percent which is in Badung Regency in 2015, and the minimum value is in Denpasar City in 2020 which is 66.53 percent.

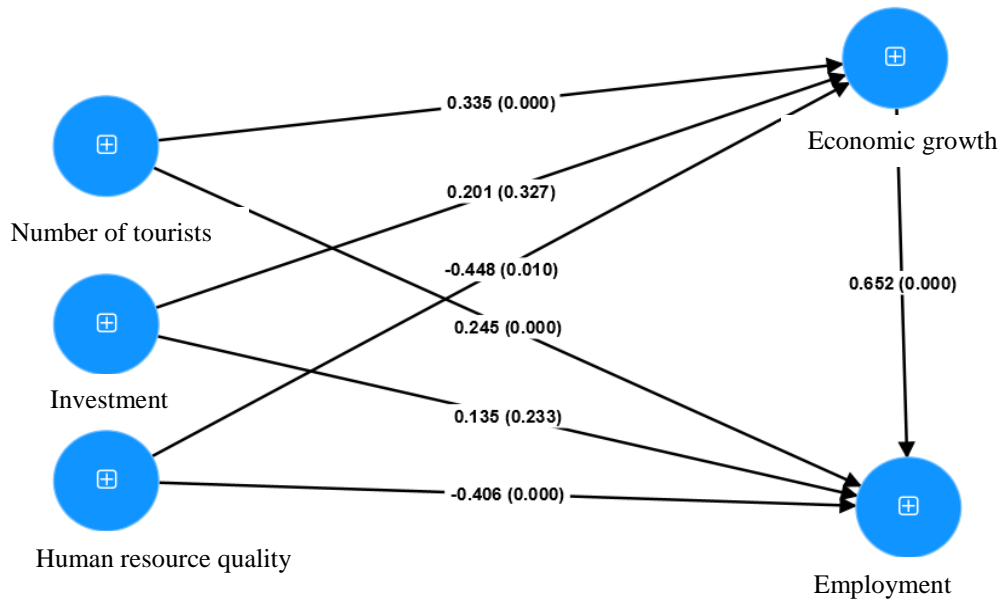


Figure 1 – Pathway Coefficient of Influence of Number of Tourists, Investment, and Human Resource Quality on Regency/City Economic Growth and Employment in Bali Province, 2012-2021

After analyzing Figure 1, it can be concluded that none of the variables have a path coefficient greater than 1, indicating that there are no indications of multicollinearity. The inner model is evaluated by analyzing the path coefficient estimate findings and determining the level of significance of the association between latent variables.

Table 4 – R-square and Q-square values

| n/n             | R-square | Description |
|-----------------|----------|-------------|
| Economic growth | 0.156    | Weak        |
| Employment      | 0.709    | Strong      |

Source: Processed data, 2023.

The R-square metric quantifies the extent to which fluctuations in dependent variables can be accounted for by independent/dependent variables in a given model. In contrast, the Q-square metric assesses the precision and relevance of predictions, specifically how effectively changes in independent/dependent variables can forecast the dependent variable. The Q-square serves as a validation tool in PLS to establish a model's predictive relevance.

Table 4 indicates that the economic growth variable has an R-square value of 0.156, which suggests that 15.6% of the variation in economic growth can be explained by the independent variables, including the number of tourists, investment, and human resource quality, while the remaining 84.4% is due to other unmeasured factors. The R-square value for the employment variable is 0.709, which indicates that 70.9% of the variation in employment can be accounted for by the independent variables, including the number of tourists, investment, human resource quality, and economic growth, while the remaining 29.1% is due to other factors not accounted for in the model.

Chin (1998) has classified R-square values into three categories, namely, substantial ( $>0.67$ ), moderate ( $0.19-0.67$ ), and weak ( $<0.19$ ). Therefore, based on this classification, the R-square value for economic growth falls into the weak category, while the R-square value for the employment variable belongs to the strong category. To further evaluate the predictive power of the model, the Stone-Geisser Q-squared test or  $Q^2$  can be computed based on the R-square values presented in Table 4. The  $Q^2$  measures the predictive relevance of the model and provides an estimate of the proportion of variance that can be predicted out-of-sample.

$$Q^2 = 1 - \{(1 - R_1^2) (1 - R_2^2)\} = 0,755$$

The  $Q^2$  calculation yields a result of 0.755, which indicates that the model can be used to predict since it has a strong predictive prevalence. An estimate of 0.755 indicates that 75.5 percent of the variation in employment can be attributed to changes in the variables of the number of tourists, investment, the caliber of human resources, and economic growth, while the remaining 24.5 percent can be attributed to other factors outside the model.

Table 5 – Results of the Direct Effect Test

| Hypothesis | Hypothesis Statement  | Path Coefficient | T Statistics | P Values | Description     |
|------------|-----------------------|------------------|--------------|----------|-----------------|
| H1         | $X_1 \rightarrow Y_1$ | 0.335            | 5.518        | 0.000    | Significant     |
| H2         | $X_2 \rightarrow Y_1$ | 0.201            | 0.980        | 0.327    | Not significant |
| H3         | $X_3 \rightarrow Y_1$ | -0.448           | 2.587        | 0.010    | Significant     |
| H4         | $X_1 \rightarrow Y_2$ | 0.245            | 4.603        | 0.000    | Significant     |
| H5         | $X_2 \rightarrow Y_2$ | 0.135            | 1.194        | 0.233    | Not significant |
| H6         | $X_3 \rightarrow Y_2$ | -0.406           | 3.751        | 0.000    | Significant     |
| H7         | $Y_1 \rightarrow Y_2$ | 0.652            | 11.073       | 0.000    | Significant     |

Source: Processed data, 2022.

Description:  $X_1$  = Number of tourists;  $X_2$  = Investment;  $X_3$  = Human resource quality;  $Y_1$  = Economic growth;  $Y_2$  = Employment.

It has been discovered that the number of visitors has a favorable and considerable influence on economic growth in Bali Province for the period 2012-2021. A path coefficient of 0.335 and a t statistic of 5.518, both of which are more than the crucial threshold of 1.96, imply this. The p-value of 0.000 is likewise less than the criterion of significance of 0.05. As a result, a rise in the number of tourists during this time period is anticipated to boost economic growth.

The investment variable, on the other hand, has a positive influence on economic growth, although it is not statistically significant. A path coefficient of 0.201 and a t statistic of 0.980, both of which are smaller than the crucial value of 1.96, demonstrate this. The p-value of 0.327 is likewise larger than the 0.05 criterion of significance. As a result, the influence of investment on economic development during this era is deemed insignificant.

Furthermore, as evidenced by a path coefficient of -0.448 and a t statistic of 2.587, which is larger than the crucial value of 1.96, the quality of human resources in the regencies/cities of Bali Province has a negative and substantial influence on economic growth. The p-value of 0.010 is likewise less than the criterion of significance of 0.05. As a result, any increases in human resource quality over this era are unlikely to result in an increase in economic growth.

An growth in the number of visitors in Bali Province between 2012 and 2021 has a positive and substantial influence on employment, as evidenced by a path coefficient of 0.245 and a t statistic of 4.603, both of which are more than the critical value of 1.645. The p-value of 0.000 is likewise less than the criterion of significance of 0.05. The effect of investment on employment, on the other hand, is positive but not statistically significant, as evidenced by a path coefficient of 0.135 and a t statistic of 1.194, both of which are less than the critical value of 1.96. The p-value of 0.233 is likewise larger than the 0.05 criterion of significance.

A path coefficient of -0.406 and a t statistic that is higher than the crucial value of 1.96 suggest that increasing the caliber of human resources in the regencies/cities of Bali Province during this time period has a detrimental and substantial impact on employment. Moreover, the p-value of 0.000 is below the significance threshold of 0.05. Last but not least, the employment situation in Bali Province has improved and been more significant throughout this time, as shown by the path coefficient of 0.652 and the t statistic of 11.073, which is higher than the crucial value of 1.96. Moreover, the p-value of 0.000 is below the significance threshold of 0.05.

Table 6 – Results of Testing the Effect of Mediation

| Hypothesis | Hypothesis Statement                  | Path Coefficient | T Statistics | P Values | Description     |
|------------|---------------------------------------|------------------|--------------|----------|-----------------|
| H8         | $X_1 \rightarrow Y_1 \rightarrow Y_2$ | 0.218            | 4.869        | 0.000    | Significant     |
| H9         | $X_2 \rightarrow Y_1 \rightarrow Y_2$ | 0.131            | 1.019        | 0.308    | Not significant |
| H10        | $X_3 \rightarrow Y_1 \rightarrow Y_2$ | -0.292           | 2.632        | 0.009    | Significant     |

Source: Processed data, 2023.

It has been found that the number of visitors has an indirect but considerable impact on employment through economic growth over the years 2012 through 2021. An economic growth variable mediates the indirect influence of the number of visitors on employment, according to this study, which is supported by a mediating path coefficient of 0.218 and a t statistic of 4.869. On the other hand, as indicated by a path coefficient of mediation of 0.131 and a t statistic of 1.019, which is below the crucial threshold of 1.96, the investment variable does not have a substantial indirect influence on employment through economic growth mediation. Also, as shown by a path coefficient of mediation of -0.292 and a t statistic of 2.632, the quality of human resources in the regencies/cities of Bali Province significantly mediates an indirect negative influence on employment.

The results of the investigation show that the number of visitors has a favorable and considerable influence on the province of Bali's economic growth. This is so that the region's economy may expand because the tourist industry is a lucrative one. Wijaya and Kanca (2019) state that tourism development, particularly in supporting the large number of tourists visiting Bali, is a driving force in macroeconomic development in Bali, playing a vital role in many countries including Indonesia.

This conclusion is supported by research done in 2014 by Amwar, who found that an increase in tourist visits had a favorable and substantial impact on economic growth. Furthermore, Patera and Suardana (2015) have found that when the number of tourists visiting increases, there is an increase in regional economic activity in terms of consumption of goods and services by tourists and production of goods and services by tourism actors.

Similarly, Noor and Rafli (2019) have also observed that an increase in the number of tourist visits is significant and positive for economic growth. The Province of Bali has significant potential in terms of its tourism industry. When the number of tourists visiting Bali increases, all economic sectors are likely to grow in a positive and productive direction. This can lead to an increase in business continuity, employment opportunities, and income for the people, ultimately leading to an increase in regional economic growth (Septyana Putra, 2021).

The economic growth in the districts and cities of the Bali Province is significantly impacted negatively by the investment variable. This suggests that rising investment does not necessarily result in rising economic growth. The uneven distribution of investment in different regions of Bali is one of the reasons for this negative relationship between investment and economic growth. The Financial Audit Agency's Performance Audit Results Report on the Effectiveness of the Development and Development of the New Economic Center at the Bali Provincial Government in 2020 has highlighted that the realization of investment tends to be concentrated in the Sarbagita area, while investment outside of this area is significantly lower. This has led to an uneven distribution of development results and economic growth between different districts/cities in Bali.



Another factor contributing to the lack of investment's ability to drive economic growth to its fullest potential is the low average use of Gross Regional Domestic Product (GRDP) for investment compared to expenditure on consumption. In the last five years, the average use of investment in gross fixed capital formation has ranged from 15 percent to 40 percent, while household consumption expenditure ranges from 39 percent to 60 percent. This suggests that economic development in Indonesia is not being supported by investment, but rather by household consumption expenditure (Sulistiawati, 2012).

The results show that the variable of human resource quality has a positive effect on economic growth, but this effect is not statistically significant. This suggests that an increase in human resource quality does not have a significant impact on economic growth. This finding contradicts the Cobb-Douglas production theory, which suggests that economic growth is inseparable from the quality of human capital. According to Cadil et al. (2014), high-quality human resources can sometimes lead to an increase in the unemployment rate because individuals with higher qualifications tend to seek jobs that match their abilities and expected income, which may not always be available in the market. Furthermore, the COVID-19 pandemic has also affected the relationship between human resource quality and economic growth. Despite an increasing trend in the average length of schooling, the rate of economic growth has decreased to a negative number, and human resource quality has not had a significant impact on economic growth. These findings suggest that factors beyond human resource quality may be more important in driving economic growth, particularly in the context of the COVID-19 pandemic. Nonetheless, the positive effect of human resource quality on economic growth suggests that policymakers should continue to invest in education and skills development to improve the quality of human resources, which may have long-term benefits for economic growth and development.

Nur (2015) conducted data analysis which indicates that the employment rate is positively and significantly impacted by the number of tourists visiting a destination. As tourists tend to spend more on transportation, accommodation, food, and other necessities during longer stays, this generates business activities that can lead to employment opportunities. Amartya Nindita and Heny Urmila (2021) also discovered a positive and significant relationship between tourist visits and employment within Bali's tourism sector. To increase employment within this industry, it is crucial to promote tourism through media campaigns to create awareness and attract more tourists. As demand for goods and services in the tourism sector increases, production must be increased to maintain a balance between supply and demand, which can impact the supply of labor. This can ultimately result in optimal absorption of labor within the tourism sector, as suggested by Wiagustini (2017).

Employment is negatively and significantly influenced by the investment variable. The negative impact of investment on employment can be attributed to the tendency of business owners to invest in capital goods such as machinery to enhance the production process, which leads to the production of goods and services that are more efficient and effective. This, in turn, reduces the need for labor. This view is also supported by Walisaputri's (2016) research, which indicates that investment has no impact on employment growth in Java. Moreover, the outbreak of Covid-19 has significantly affected the tourism industry, resulting in massive job losses, including layoffs, termination of contracts, and business bankruptcies. As a result, investment cannot be relied upon to increase employment in Bali, as the tourism sector dominates most of Bali Province's GRDP. Therefore, other economic sectors, such as the agricultural and creative sectors, are needed to support and drive the regional economy in Bali.

The human resource quality variable has a positive but insignificant impact on employment. This view is consistent with Abdul Makna's (2016) research, which found no relationship between the average length of education and employment in Central Java Province from 2008 to 2012. The study suggests that the increasing length of education has not led to a proportional increase in job availability. As a result, the discrepancy between employment and education levels of job seekers can negatively affect the relationship between the average length of education and employment. Furthermore, the Covid-19 pandemic has significantly impacted the economy, resulting in increased unemployment and

poverty rates. According to data from the Central Statistics Agency (2021), the pandemic caused 48.89 thousand people to become unemployed in Bali, with 38.15 thousand temporarily unemployed and 593.75 thousand workers experiencing reduced working hours. This suggests that more workers are facing reduced working hours than actual job losses. Despite the continuous increase in human resource quality, as indicated by the average length of schooling, it has not positively impacted employment due to a significant decline in the number of working people, leading to a negative relationship.

The economic growth variable is positively and significantly related to employment, as supported by Azaini's (2014) research, which indicates that economic growth has a positive and significant impact on employment. Typically, a decline in the unemployment rate follows economic growth. The higher the level of economic growth, the higher the level of employment in the area. Economic growth occurs when the production of goods and services increases from the previous year, which in turn affects the GRDP, reflecting the condition of economic growth in the area. The level of economic growth reflects the ability to produce output by a sector of the economy, which also involves labor in the production process. Therefore, the greater the output produced, the greater the amount of labor needed to produce that output, resulting in a positive relationship between economic growth and employment. The trade, hotel, and restaurant sectors play a significant role in Bali's economic growth and contribute significantly to employment in the region. Each region should identify sectors or commodities that have great potential and can be quickly developed based on natural potential and competitive advantage. The development of these sectors will encourage the growth of other sectors, leading to overall economic growth and increased employment. Therefore, the government should prioritize the development of leading sectors and sub-sectors while also improving less dominant sectors and sub-sectors, creating an economic cycle between the primary, secondary, and tertiary sectors, ultimately leading to an increase in employment.

The analysis of data suggests that the number of tourists has a significant but indirect impact on the absorption of labor through economic growth. This finding is in line with the research conducted by Elvis Mumu et al. (2020), which indicates that tourist visits and hotel occupancy rates jointly influence employment through economic growth. The tourism sector's contribution indirectly affects employment through economic growth as an intervening variable. The number of tourist visits plays a crucial role in determining the income or foreign exchange earned by countries that depend on the tourism industry. In theory, the more tourists that visit and the longer they stay, the more money they spend on various things, such as food, drinks, and accommodation, leading to a positive impact of tourism on economic growth. Creating a healthy and dynamic environment for business and tourism activities is crucial in developing tourism, which ultimately impacts employment, as suggested by Sutrisno (2013).

The investment variable does not have a significant indirect impact on employment through economic growth. According to the Central Statistics Agency (2021), investment can trigger economic growth by forming capital in the production economic sector or gross fixed capital formation. However, in Bali Province, the level of gross fixed capital formation is still lower than consumption spending, leading to an insignificant relationship between investment and employment through economic growth. Additionally, the Covid-19 pandemic has negatively affected investment in the tourism sector, resulting in a decrease in the number of workers. As a result, despite the government's efforts, investment has not been able to positively impact weak economic growth during the Covid-19 pandemic.

On the other hand, the human resource quality variable significantly influences employment through economic growth. The level of education reflects the human resource quality of a country, with higher levels of education resulting in higher quality individuals who are more effective and efficient in production, ultimately leading to Indonesia's economic growth (Lucya and Anis, 2019).

## **CONCLUSION AND SUGGESTIONS**

From the previous discussion and analysis, it can be concluded that the number of tourists has a significant and positive effect on economic growth, while investment and human resource quality have no impact on economic growth. Similarly, the number of tourists and economic growth has a significant and positive effect on employment, while investment and human resource quality have no impact on employment. Economic growth acts as a mediating or intervening variable between the number of tourists and human resource quality on employment, but not for investment on employment.

Suggestions that can be given by the author based on these conclusions include the following. The number of tourists will be one of the factors that drive economic growth and employment in a positive direction, therefore it is necessary for the government to maintain and maintain the attractiveness of tourism in the Province of Bali, such as providing accommodation/lodging, consumption, attractions/entertainment, transportation, as well as souvenirs needed by tourists. Recovery of tourism in current conditions where Covid-19 is still an obstacle requires new media so that tourism can continue, for example through the development of digital tourism which allows tourists around the world to stay connected and enjoy regional tourism, so indirectly this effort can maintain tourist attractiveness when world conditions have improved again. Increasing investment classified as PMBT (gross fixed capital formation) including airport facilities, and access to transportation (roads), so as to attract investors to invest in the Province of Bali. In addition, it is necessary to do equity in the provision of access and facilities in all districts/cities so that investment absorption can be spread evenly and thoroughly in the Province of Bali. The vulnerability of the tourism sector to external factors should be a lesson learned, where the government must pay attention to leading sectors and sub-sectors to always be developed, In addition, sectors and sub-sectors that are less dominating should be further improved so that there is an economic cycle between the primary, secondary and tertiary sectors so that in the end it will increase employment. For example, the existing agricultural sector should be upgraded from the conventional agricultural sector to modern agriculture and develop the creative sector so that it can absorb more labor and increase people's income which will ultimately help economic growth in the Province of Bali.

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