

# Pengaruh produktivitas tenaga kerja dan profitabilitas perusahaan terhadap permintaan tenaga kerja berdasarkan jenjang pendidikan: Studi kasus pada PT. Dos Ni Roha = The effect of labor productivity and company profitability on labor demand based on educational level: Case study at PT. Dos Ni Roha.

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## Abstrak

Pertumbuhan ekonomi ditentukan oleh pembangunan SDM dan tidak mungkin berkelanjutan tanpanya. Pertumbuhan PDB bertumpu pada pertumbuhan suplai tenaga kerja dan pertumbuhan produktivitas tenaga kerja. Maka hambatan dalam pembangunan SDM dapat menyebabkan momentum bonus demografi 2030-2040 dapat berbalik menjadi ancaman beban demografi bagi pembangunan ekonomi Indonesia masa depan. Tanda-tanda menuju ancaman tersebut mulai terlihat dari tingginya ICOR Indonesia yang disebabkan oleh rendahnya kualitas SDM, sehingga terjadi in-efisiensi investasi yang menyebabkan stagnansi pertumbuhan ekonomi nasional. Meskipun investasi per PDB Indonesia tergolong tinggi dibandingkan negara-negara di Asia Tenggara lainnya, namun laju peningkatan investasi lima tahun terakhir justru diikuti oleh kecenderungan menurunnya penyerapan tenaga kerja. Berdasarkan hasil penelitian menggunakan model ekonometrik yang dikembangkan dari fungsi produksi Cobb-Dougllass dan regresi panel data *random effect model* dengan priode analisis 2014-2018 ini, penulis menemukan bahwa produktivitas tenaga kerja berdasarkan jenjang pendidikan dan profitabilitas perusahaan di PT Dos Ni Roha secara simultan berpengaruh signifikan terhadap sisi permintaan tenaga kerja berdasarkan jenjang pendidikan. Namun secara parsial, tenaga kerja tamatan SD dan S2 pada entitas subjek penelitian tidak berpengaruh signifikan terhadap jumlah permintaan tenaga kerja berdasarkan jenjang pendidikan selama periode analisis.

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Economic growth is determined by human resource development and cannot be sustainable without it. GDP growth is based on growth in labor supply and growth in labor productivity. Therefore the obstacles in human resource development can cause the demographic bonus momentum of 2030-2040 to turn into a threat to the demographic burden for Indonesia's future economic development. Signs towards this threat can be seen from Indonesia's high ICOR caused by the low quality of human resources, resulting in investment inefficiency that has stagnated national economic growth, although investment per Indonesian GDP is relatively high compared to other Southeast Asian countries. The rate of increase in investment over the past five years has actually been accompanied by a downward trend in employment. Based on the results of the study using an econometric model developed from the Cobb-Dougllass production function and random effects model panel regression with the 2014-2018 analysis period, the authors found that labor productivity based on education levels and company profitability simultaneously had a significant effect on the demand side of labor based on educational stage in PT Dos Ni Roha. But partially, elementary and graduate workforce on research subject entities did not significantly influence the number of workforce requests based on their level of education during the analysis period.