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Research article

Identifying Factors Influencing the Labor Productivity of SMEs in South Sumatra

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Abstract: This study is to investigate the effect of human capital, labor domicile, gender, and working hours on the productivity of MSME workers in South Sumatra. The data used are primary data, data collection with a purposive sample approach as many as 196 samples as workers in SMEs. This study applies a logistic regression approach. The findings of this study indicate that independent tests, human capital, labor domicile, gender, and working hours have a significant relationship to labor productivity. Likewise, jointly the predictor variables such as junior high school, Local workers, male, and working hours of more than seven hours have the opportunity to get higher productivity than other categories in SMEs.

Keywords: Human Capital, Labor Domicile, Gender, Working Hours, Labor Productivity, SMEs

JEL Classification: E24, J16, J24

Abstrak: Penelitian ini untuk mengetahui pengaruh modal manusia, domisili tenaga kerja, jenis kelamin, dan jam kerja terhadap produktivitas pekerja usaha kecil menengah (UKM) di Provinsi Sumatera Selatan. Data yang digunakan adalah data primer, pengumpulan data dengan pendekatan *purposiv sampling* sebanyak 196 responden sebagai pekerja di UKM. Penelitian ini menggunakan pendekatan regresi logistik. Temuan penelitian ini menunjukkan bahwa tes independen, modal manusia, domisili tenaga kerja, jenis kelamin, dan jam kerja memiliki hubungan yang signifikan terhadap produktivitas tenaga kerja. Demikian pula secara bersama-sama variabel prediktor seperti pendidikan Sekolah Menengah Pertama ke bawah, pekerja asal daerah setempat, laki-laki, dan jam kerja lebih dari tujuh jam berpeluang menghasilkan produktivitas yang lebih tinggi dibandingkan kategori lainnya di UKM.

Kata kunci: Modal Manusia, Domisili Pekerja, Jenis Kelamin, Jam Kerja, Produktivitas Tenaga Kerja, UKM

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1. INTRODUCTION

The success of a region's economic development cannot be separated from increased investment. Investment is one of the main determinants of economic development (Litsareva, 2017). Significantly, investment can increase the demand for inputs, which in turn will increase employment opportunities. Investments in the small, and medium enterprises sector are believed to be able to absorb a sizeable workforce (International Labour Office, 2015). Labor is part of the resource as an input factor to create or increase production capacity and contribute to the formation of Gross Regional Domestic Product (GRDP) or output real total. The increase in output real is one of the indicators that is in line with the increase in community welfare in region (Saleh et al., 2020; Suhaili & Sugiharsono, 2019).

The role of the small and medium enterprises sector is an important factor in the economy. These businesses can absorb a large workforce and contribute to the Gross Regional Domestic Product (Suhaili & Sugiharsono, 2019). This study focuses on observing the labor productivity of the micro, small and medium enterprises sector in South Sumatra, because in line with the Medium Term Development Plan (RPJMD) of South Sumatra Province in 2019-2023, the development vision of South Sumatra Province is "Advanced South Sumatra for All". To achieve this vision, one of the government's missions is to build a people-based economy in South Sumatra that supports agriculture, industry, and SMEs. Several sectors of small and medium enterprises that absorb labor and stimulate the economy, such as the food business; clothes; rubber leather industry; chemical industry and building materials; metal and service industry; and the craft industry and society. The classic problem of small and medium enterprises is limited capital (Sudaryo & Purnamasari, 2015; Tambunan, 2011). Banking credit procedures are complicated, and high loan interest rates are believed to hinder the development of SMEs (Noorali & Gilaninia, 2017; and Suhaili & Sugiharsono, 2019).

Data from the Department of Industry and Trade of South Sumatra, the number of business units incorporated in large and medium-scale food, beverage and tobacco businesses in South Sumatra experienced a relatively large increase, from 105 units in 2016 to 142 units in 2017. an increase of 14,383 people from 48,291 people in 2016 to 62,674 people in 2017. The increasing population indicates that the need for food products will also increase. This means that the existence of a food business in South Sumatra is very necessary. The SMEs development process is also inseparable from efforts to improve the quality of human resources and their ability to optimally utilize natural and other resource (Jackson et al., 2014; and Saleh et al., 2020). Improving the quality of human resources can be seen from the productivity of the workforce which vertically can encourage added value to economic activities, while horizontally it can encourage wider productive employment opportunities available to the population (Sima et al., 2020).

Human resources contain two meanings, first, human resources (HR) contain the meaning of work or services that can be provided in the production process (Huselid, 1995). In this case, HR reflects the quality of the effort given by workers in a certain time to produce goods and services. Second, HR concerns the ability of humans to work to provide services or work efforts. The ability of the workforce can be measured by the productivity of labor in producing products or completing a job with a certain volume (Salehi et al., 2013). According to Saleh et al. (2020) and Sitorus and Wicaksono (2020) human resources have two roles in economic development, namely the demand side and the supply side. From the demand side, human resources act as consumers to fulfill their needs through buying goods and services from the company. Consumers can also act as providers of production factors (land, labor and capital), both for producers, governments and foreign communities. From the supply side, human resources act as producers. Producers are parties who process and provide goods or services needed by producers. To carry out the process of producing goods and services, producers use labor from households.

Just as the product market is a meeting place between supply and demand for products, the labor market is a meeting place for the demand for labor and the supply of labor. In the economy, the existence of the labor market cannot be separated from the goods market. Goods and services from the product market are channeled to households, while input factors (labor) from households are channeled to companies (Nurlina, 2018). The result of this circulation is the flow of money into households as the selling price of labor and money out of households for the purchase of goods and services, and this is the company's income. This circulation shows that households act as demanders in the product market and as suppliers of services in the labor market. On the other hand, entrepreneurs are bidders in the product market and demanders in the labor market.

According to Becker (1994) human capital is the result of investing in humans. It is called so because the investment returns for human capital cannot be separated from the assets invested in the human being. Becker (1994) stated that the basic assumption of human capital theory is that every individual can increase his income through increased education. An increase in education with an additional one year of schooling will increase the work ability of each individual and increase the level of income, but will have an impact on delaying the receipt of income for one year while

attending the education.

Human Capital theory basically believes that the lifetime income of those with a higher level of education will be greater than the lifetime income of those with a lower level of education, even though the direct and indirect costs of higher education have been taken into account. Kercheval et al. (2013) is one of the Neoclassical groups who developed the framework of Human Capital theory. Discrimination according to Kercheval et al. (2013) can occur based on gender. Becker departs from the hypothesis that men have a comparative advantage over women. This hypothesis is in line with the work pattern of agrarian and patriarchal societies, where the superiority of men exceeds the advantage of women. Therefore, men's wages are relatively higher than women's (human capital discrimination). Kercheval et al. (2013) found that discrimination can also occur because of taste (the taste-for-discrimination). Employers prefer male workers over women even though both have the same productivity margin.

Additionally, remuneration from work is wages/income used for consumption. Thus utility is a function of consumption (C) and rest or leisure (L). The higher the utility index (U), the happier the person. The assumption is that buying more goods/consumptions obtained from work (h) or more rest both increases one's utility (Nurlina, 2018). The study conducted by Herawati (2013) found that education had no significant effect on labor productivity. High and low education does not affect labor productivity. Wages have a significant effect on labor productivity in a positive direction. This means that higher wages will increase labor productivity. Length of work affects labor productivity.

Study conducted by Wirawan & Indrajaya (2019) found that capital and labor have a positive and significant effect on production. Capital, labor and production have a positive and significant effect on income. Production is an intervening variable that partially mediates the effect of capital variables on income, and production is also an intervening variable that mediates the effect of labor variables on income. Another study conducted by Marnisah (2017) found that the factors of the ability of female workers significantly influence the occurrence of wage discrimination for female workers in the medium industrial sector. The education factor does not significantly affect discrimination. A study conducted by Fatkhurahman (2017) found that performance management in developing small industries is still not able to show encouraging movements when compared to large industrial sectors. Meanwhile little is known that this higher crisis-resistant industry needs to be addressed. The study conducted by Ismail (2006) found that human capital measured by effective workforce, years of schooling, training and job category plays an important role in determining company performance, except for certain industries.

This study wants to look at it differently through qualitative data, the observations in this study still focus on labor productivity factors that are predicted to be predictable from human quality, labor domicile, gender and working hours. Therefore, the purpose of this study is to investigate the effect of human quality, labor domicile, gender and working hours on labor productivity of small and medium enterprises (SMEs) in South Sumatra.

2. RESEARCH METHODS

2.1. Data and Measurement

This study uses data on individual workers in the SMEs sector from the survey results. The study sample was taken using purposive method as many as 196 respondents. There are five main data used as variables, namely (1) education level as proxy from human capital (HC); (2) workers domicile (LD); (3) the worker gender (GEN); (4) working hours (WH); (5) labor productivity (LP). The measurement of the data is nominal (category). In more detail, it is presented in Table 1 as follows:

Table 1. Data and Measurement

Variable	Descriptions	Measurement
Labor Productivity	Labor productivity, also known as workforce productivity, is defined as real SMEs output per labor hour. Labor productivity measures output per labor hour.	< IDR.35.000/hour = 0 > IDR.35.000/hour = 1
Human Capital	Human capital is an intangible asset, it can be classified as the economic value of a worker's experience and skills like education, training, intelligence, and skills. This study use education level as variable	> Senior High School = 0 < Junior High School = 1
Labor Domicile	Labor domicile is where the worker lives which treated as a binary variable consists of non-local and Local	Non-local = 0 Local = 1
Gender	Gender is treated as a binary variable consists of male and female.	Female = 0 Male = 1
Working Hours	Working hours refer to arrangements where the employee's working hours vary between the minimum and maximum which treated as a binary variable	< 7 hours per day > 7 hours per day

Table 2. Distribution of Study Sample

SMEs Category	Sample Frequency	Percentage
Chips	30	15.3
Crackers (Kemplang)	31	15.8
Convection	37	18.9
Furniture	35	17.9
Tofu	31	15.8
Tempe	32	16.3
Total	196	100.0

2.2. Model Specification

This study uses binary logistic regression is a data analysis method used to find the relationship between the response variable (y) which is binary and the predictor variable (x) (Hosmer et al., 2013). The response variable y consists of 2 categories, namely high and low, which are denoted by $y = 1$ (high or more than 1,5 million/hour) and $y = 0$ (low or less than 1,5 million/hour). In this case, the variable y follows the Bernoulli distribution for every single observation. The probability function for each observation is given as follows:

$$f(y_i, \pi_i) = \pi_i^y (1 - \pi_i)^{1-y}; y = 0, 1 \quad (1)$$

Where: if $y = 0$, so $f(y) = 1 - \pi$ and if $y = 1$ so $f(y) = \pi$. The logistic regression function can be presented as follows:

$$f(z) = \frac{e^z}{1+e^z} \quad (2)$$

The logistic regression model is as follows:

$$\pi(X) = \frac{\exp(\beta_0+\beta_1 x_1+\ldots+\beta_n x_n)}{1+\exp(\beta_0+\beta_1 x_1+\cdots+\beta_n x_n)} \quad (3)$$

Where: n is the number of predictor variables. The logit transformation model of (x) from the above equation can be written as follows:

$$g(X) = ln\left[\frac{\pi(x)}{1-\pi(x)}\right] = (\beta_0 + \beta_1 x_1 + \cdots + \beta_n x_n) \quad (4)$$

Simultaneous tests were conducted to determine the significance of the parameter on the overall response variable. Testing the significance of these parameters using the G test statistic, where the G test statistic follows the Chi-Square distribution (Hosmer et al., 2013). Hypothesis used:

H_0: $\beta_1 = \beta_2 = \ldots = \beta_n$

H_1: there is at least one $\beta_j \neq 0$, where i = 1, 2, …, n.

The simultaneous equation test as follow:

$$G = -2ln\frac{\left(\frac{n_1}{n}\right)^{n_i}\left(\frac{n_1}{n}\right)^{n_0}}{\sum_{i=1}^{n}\hat{\pi}_i^{y_i}(1-\hat{\pi}_i)^{(1-y_i)}} \quad (5)$$

Furthermore, formulation of Wald tests as follow:

$$w = \frac{\hat{\beta}_j}{SE(\hat{\beta}_j)} \quad (6)$$

Reject H_0 if $W > Z_{\alpha/2}$

3. RESULTS AND DISCUSSION

3.1. Descriptive Statistics

The presentation of study results starts from descriptive statistics, which presents the results of mean, standard error of mean, standard deviation, and variance. In detail, it can be seen from Table 1. From Table 1 shows that the standard errors of mean, standard deviation, and variance are relatively small, so the data follows the Bernoulli distribution for every single observation.

Table 1. Descriptive Statistics

Descriptive Statistics	LP	HC	LD	GEN	WH
Mean	0.576	0.607	0.632	0.653	0.688
Std. Error of Mean	0.035	0.034	0.034	0.034	0.033
Std. Deviation	0.495	0.489	0.483	0.477	0.464
Variance	0.245	0.240	0.234	0.228	0.215
Sum	113.00	119.00	124.00	128.00	135.00
N	196	196	196	196	196

Source: Authors calculations

The labor productivity (LP) variable has an average value of 0.576 and a standard deviation of 0.495. Human capital (HC) variable with an average value of 0.607 and a standard deviation of 0.489. labor domicile (LD) has an average value of 0.632 and a standard deviation of 0.483. Gender (GEN) variable has an average value of 0.653 and a standard deviation of 0.477. The working hour (WH) variable has an average value of 0.688 and a standard deviation of 0.464.

Table 2 shows that of the 196 workers in micro, small and medium enterprises sampled in this study, 83 samples or distributed, 42.30 percent had low labor productivity and 113 (57.78%) had high labor productivity. Human capital which is proxy from the education level of the SME workforce which is more dominant is elementary and junior high school when compared to senior high school, where junior high school and below are 119 workers or distributed by 60.70 percent, this workforce as labor processing raw materials into ready-made commodities selling, while workers who have senior high school as many as 77 workers (39.30%), in general their duties are marketing or administration. The domicile of small and medium enterprises consists of Local s and non-local, where on average the majority of workers from the local region are 124 workers or distributed by

63.30 percent, while for workers from outside the area as many as 72 people (36.07%) consisting of outside the region.

Distribution of samples by gender Small and medium enterprises workers are dominated by men. The distribution of male workers is 128 workers (65.03%), these workers contribute to the processing of raw materials and production processes, while as many as 68 people (34.07%) are female, these female workers have duties as packaging and marketing personnel. Meanwhile, based on observations of long duration of work or working hours of small and medium enterprises, there are two categories, namely less than 7 hours and more than 7 hours per day, total of 61 people or 31.01 percent worked less than 7 hours per day, while 135 people or 68.09 percent worked more than 7 hours.

Table 2. Distribution of Respondent Characteristic

Descriptive	N	Frequency	Percentage
Labor Productivity			
Low (< IDR. 35.000/hour)	196	83	42.3
High (> IDR. 35.000/hour)		113	57.7
Human Capital			
> Senior High School	196	77	39.3
< Junior High School		119	60.7
Labor Domicile			
Local	196	124	63.3
Non-Local		72	36.7
Gender			
Male	196	128	65.3
Female		68	34.7
Working Hours			
< 7 hours per day	196	61	31.1
> 7 hours per day		135	68.9

Source: Authors calculations

3.2. Independent test between independent and dependent variable

Based on independent test, we findings show that there is a relationship between the human capital variable and the labor productivity variable. The human capital variable has a positive and significant relationship to labor productivity, which is indicated by the Pearson Chi-Square p-value of 0.001. These findings are in line with and support the results of a study conducted by Sani et al., (2018); Herawati (2013) and Marnisah (2017) which found that skills have an influence on labor productivity in certain fields of work including small and medium enterprises, labor productivity is measured by the total real output generated by working hours. This means that these job skills are obtained from work experience not from formal education.

Table 3. Estimation Result of Independent test

Dependent Variable = Labor Productivity				
Variable	Category	Labor Productivity		Pearson Chi-Square (Prob.)
		Low	High	
Human Capital	> Senior High School	44	33	11.372***
	< Junior High School	39	80	(0.001)
Labor Domicile	Local	37	35	3.811**
	Non-Local	46	78	(0.051)
Gender	Male	43	25	18.609***
	Female	40	88	(0.000)
Working Hours	< 7 hours	38	23	14.435***
	> 7 hours	45	90	(0.000)

Source: Authors calculations

Subsequent findings from independent test showed that labor domicile had a positive relationship to labor productivity as indicated by the Pearson Chi-Square p-value of 0.051. These findings indicate that labor domiciles in local region have a higher ability to influence labor productivity than workers who are domiciled from outside the region. These findings are in line with and support the results of a study conducted by Cirillo & Ricci (2020); Ramadhan and Setiadi (2019) and Panshin et al. (2019).

Furthermore, the findings indicate that the Gender variable has a positive relationship to labor productivity as indicated by the Pearson Chi-Square p-value of 0.000. These findings are in line with and support the results of a study conducted by Koyuncu et al. (2016) and Yunisvita (2020) which found that gender has a significant influence on labor productivity.

The last independent test from this study, we found that the working hour variable had a positive and significant relationship to the labor productivity variable as indicated by the Pearson Chi-Square p-value of 0.000. This finding is in line with and supports the results of a study conducted by Cui et al. (2019); Man & Ling (2014) and Lubis (2014) which found that working hours had a significant effect on labor productivity, the more hours worked the higher the productivity of the workforce and vice versa.

3.3. Simultaneous test of Model Estimation Results

Simultaneously, the findings, which are presented in Table 4, show that jointly the variables of human capital, labor domicile, gender, and working hour have a significant influence on the productivity of small and medium enterprises in South Sumatra. This finding are in line with the findings results on the independent test. The determinant coefficient (R^2) obtained is 0.892, which means that the variation of the variables of human capital, labor domicile, gender, and working hours is able to explain the variation in the productivity of small and medium enterprises, which is 89.2 percent. While the remaining 10.8 percent can be explained by other variables outside the model equation in this study.

Table 4. Estimation Result of Simultaneous test

Dependent Variable= Labor Productivity					
Variable	B	S.E.	Wald	Sig.	Odd ratio
Human Capital	-0.951	0.335	8.069	0.005	0.386
Labor Domicile	-0.825	0.348	5.608	0.018	0.438
Gender	-1.527	0.354	18.611	0.000	0.217
Working Hours	-1.382	0.362	14.606	0.000	0.251
Constant	2.010	0.341	34.663	0.000	7.464
R^2= 0.892					

Source: Authors calculations

Generally, the information that can be presented from Table 4 shows these findings indicate that the human capital variable in the junior high school category has a significant influence and a greater opportunity to increase labor productivity by 0.386 times compared to the senior high school category as indicated by the p-value of 0.005. These findings are in line with and support the findings of study conducted by Sani et al., (2018); Herawati (2013) and Marnisah (2017) which found that skills have an influence on labor productivity.

The variable labor domicile also shows such an influence that non-local workers have a significant influence and a greater opportunity on labor productivity, which is 0.438 times compared to non-local workers, which is indicated by a p-value of 0.018. These findings are in line with and support the findings of study conducted by These findings are in line with and support the results of a study conducted by Cirillo & Ricci (2020) and Panshin et al. (2019) which found that labor domicile have an influence on labor productivity.

The gender variable through this binary variable shows that male have a significant influence

and have a greater opportunity to increase labor productivity by 0.217 times compared to female. These findings are in line with and support the findings of study conducted by Koyuncu et al. (2016) which found that gender has a significant influence on labor productivity.

Finally, the working hour variable with the category of more than 7 hours per day has a significant effect and has a greater opportunity to increase labor productivity, which is 0.251 compared to less than 7 hours per day. These findings are in line with and support the findings of study conducted by Cui et al. (2019); Man & Ling (2014) and Lubis (2014) which found that working hours had a significant effect on labor productivity.

4. CONCLUSIONS

The conclusion that can be formulated in this study is empirically found that independent tests, human capital, labor domicile, gender, and working hours have a significant relationship to labor productivity. Similarly, in the logistic regression estimation results, it was found that jointly predictor variables such as human capital with category of the junior high school and lower, workers from the local region, male workers, and working hours of more than seven hours have the opportunity of increasing labor productivity than compared other categories at small and medium enterprises in South Sumatra.

Author Contributions: For this manuscript Dirta Pratama Atiyatna conceive and designed the study experiments; Abdul Bashir performed the experiments and analyzed the data; Ichsan Hamidi has contributed analysis tools and translate.

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