

Analysis of Factors Affecting Labor Productivity in the Bamboo Handicraft Industry in Loyok Village, Sikur District, East Lombok Regency

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ABSTRACT

This study aims to analyze the influence of age, work experience and the number of family dependents partially and simultaneously on labor productivity in the bamboo handicraft industry in Loyok Village, Sikur District, East Lombok Regency. An explanatory quantitative method was employed in this investigation, with a sampling of 56 individuals from a population of 126. Simple random sampling was employed to collect the data collected through the distribution of questionnaires and sampling in this study. According to the analysis results, age and work experience are two variables that have a significant impact and significance in the bamboo handicraft industry in Loyok Village. Age has a significant value of $0.009 < 0.05$ and work experience has a significant value of $0.021 < 0.05$. The number of family dependents has a significant value of $0.051 < 0.05$ and has an insignificant effect on labor productivity. In the meantime, the independent variable X has a significant impact on labor productivity with a value of $0.006 < 0.05$ when they are combined. Concurrently, the R2 Adjusted R Square value indicates that the dependent variable is 16.4% explained by all independent variables, while the remaining 83.6% is accounted for by variables that are not included in this study.

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1. INTRODUCTION

The issue of employment opportunities is an important issue in the macroeconomy, because labor is one of the factors of production in addition to capital and technology. In Indonesia itself, where the population reaches 220 million people, it has very large human resources to be used. This large population will be a potential or capital for economic development because it provides abundant labor so that it can create added value for national production if the

quality is good. However, it will be a burden if the quality is low because it has limited ability and productivity in producing production for food, clothing and board needs. The condition of a high population but low ability is what has been an employment problem in Indonesia so far.

The Central Statistics Agency (BPS) defines the labor force participation rate as a percentage between the number of people who are included in the labor force. The following is the latest data on the TPAK of

NTB Province based on Regency/City in 2021-2023.

Table 1. Labor Force Participation Rate (TPAK) of NTB Province in 2021-2023

Regency/City	NTB Province Labor Force Participation Rate (TPAK) by Regency/City		
	2021	2022	2023
West Lombok	70.48	71.69	74.00
Central Lombok	75.05	73.20	76.87
East Lombok	69.48	69.16	71.07
Sumbawa	66.86	72.08	71.17
Anonymous	67.56	70.76	72.48
Bima	71.65	73.30	75.31
West Sumbawa	71.02	75.76	70.87
North Lombok	73.43	76.56	76.19
Kota Mataram	65.61	63.26	68.26
Kota Bima	75.46	69.80	78.09
West Nusa Tenggara	70.51	70.93	73.31

Source: Central Statistics Agency of NTB Province 2021-2023

Based on table 1, it can be seen that data from the Central Statistics Agency The labor force participation rate in West Nusa Tenggara from 2021-2023 has increased from year to year. The increase or decrease in the level of labor force participation is influenced by several social and economic factors. The increase in the participation rate of the labor force is caused by, among other things, relatively improving social and economic conditions, thus influencing production factors. Where the rise and fall of these production factors will have an impact on the high and low demand and supply of labor (Rukmana, 2019).

One of the small industries that has the potential to be managed or developed is the bamboo handicraft industry. This small industry has existed for a long time and is developing in rural areas in several provinces in Indonesia, one of which is in West Nusa Tenggara. In West Nusa Tenggara, precisely in Loyok Village, Sikur District, East Lombok Regency, is one of the small industries, namely the center of bamboo crafts. This small industry has been known for quite a long time and has been passed down from generation to generation for the community.

Bamboo crafts in West Nusa Tenggara have considerable potential, especially in rural areas. Various bamboo craft products such as beds, chairs, tables, and traditional musical instruments can be found in this area. In addition, bamboo crafts are also a tourist attraction that is quite attractive

for tourists visiting West Nusa Tenggara. In developing the bamboo handicraft industry sector in this area, it is necessary to make efforts to improve the quality and added value of products and expand the market that can be reached. Thus, it is hoped that the bamboo handicraft industry sector in West Nusa Tenggara can continue to develop and make a positive contribution to the regional economy.

Loyok Village is a village located in Sikur District, East Lombok Regency which is 3 km from the main provincial highway. Farming is the work of the majority of the people of Loyok Village, but apart from being farmers in other professions, villagers are as bamboo weavers. Most of the bamboo weavers in this place are women because usually men work as farmers. However, for crafts such as bedeq (bamboo walls) and the like are done by men. Therefore, Loyok Village is often referred to as the center of bamboo weaving crafts, because many residents in Loyok Village become bamboo weaving craftsmen and as their main livelihood. Most of the residents became artisans because the business was passed down from generation to generation from their parents. Even from an early age, the residents of Loyok Village have been proficient in producing various kinds of crafts made of bamboo. Being the center of bamboo weaving crafts in Lombok, Loyok Village has an Artshop as a center for weaving craft souvenirs. Bamboo weaving crafts consist of

various types of handicraft products, ranging from ponjol, besek, lompak, gegesek bags, geben, dedungki, gegandek, market bags, and so on.

2. LITERATURE REVIEW

2.1 Productivity Concept

The concepts of productivity and production are often interpreted or considered the same, even though productivity is not the same as production because production is one of the components in productivity efforts. The measure of productivity success is not the same as the success of production considering that the measure of productivity success is seen from two sides at once, namely the input side and the output side, while the measure of production success is only seen from the output side.

The increase in production can be seen from the increase in the number of results achieved, while the increase in productivity is not only seen from the increase in the number of outputs, but also seen from the use of existing resources or it can be said that the increase in production is not always an increase in productivity.

Meanwhile, in the opinion of Joseph M. Putti, productivity is how well as human resources we obtain together and we use to achieve a specific level of results or goals. That is how to do something better and work smarter, not just harder.

From some of the opinions above, it can be said that productivity does not only contain the meaning of the amount of effort carried out but the emphasis on how the effort is carried out in a more systematic way and thinking in carrying out work by utilizing existing resources to get better results according to the predetermined size in the field of work.

2.2 Productivity Measurement

The measurement of labor productivity according to the system of physical input of an individual or individual person or hours worked is widely accepted, but from the point of view of daily supervision, this measurement is generally

unsatisfactory due to the variation in the amount required to produce one unit of different products. Therefore, the method of measuring working time (hours, days or years) is used. Expenses are converted into work units, which are usually defined as the number of jobs that can be completed in an hour by a trusted worker working according to performance standards.

Since outputs and inputs can be expressed in time, labor productivity can be expressed as a very simple index of standard hourly output: Inputs in hours. Namely the working hours that must be paid and the working hours used for work. Payable hours include all payable hours, plus hours not used for work but payable, leave, leave, sick leave, outside duties and other things that remain. So, to measure labor productivity in general, we have the necessary units, namely: the amount of production and the amount of labor inputs used.

2.3 Work Productivity Indicators

To measure labor productivity, the following indicators are needed:

2.3.1 Ability

Ability to perform tasks. The ability of employees is highly dependent on their skills from within and their professionalism in doing their jobs. This gives them the power to perform the tasks that are their duties.

2.3.2 Improve results achieved

Trying to improve the results obtained, the results are something that can be felt both by those who do it and by those who enjoy the results of the work. So, efforts to utilize labor productivity for everyone involved in a job.

2.3.3 Morale

It is an attempt to be better than yesterday, this indicator can be seen from the work ethic and from the results obtained today compared to the previous day.

2.3.4 Self-development

Self-development can be done by examining the challenges and expectations that employees will face. Since the challenge is stronger, self-development is absolutely necessary. Likewise, the expectation of getting better in turn will have an impact on the employee's desire to improve his or her skills.

2.3.5 Quality

Always try to improve the quality better than what happens. Quality is the result of work that can show the quality of an employee's work. Therefore, quality improvement aims to provide the best possible results, which in the end will be very useful for the company and for itself.

2.3.6 Efficiency

Efficiency is a comparison between the results obtained and the global resources needed. Input and output are aspects of productivity that have a significant impact on every employee.

2.4 Factors Affecting Productivity

The human productivity factor plays an important role in determining the success of a business. Conceptually, human productivity is often called a mental attitude that always argues that the quality of life today is better than yesterday and tomorrow is better than today, so productivity must be increased in various ways. Factors that can affect include Sedarmayanti (Dungio, 2013), namely:

1. Mental Attitude, in the form of: Work Motivation, Work Discipline, and Work Ethics.
2. Education and Training

In general, people who have higher education will have a broader insight, especially appreciation of the importance of productivity. Education here can be interpreted as formal and informal education.

3. Skills

Skills are the ability and mastery of operational techniques regarding certain fields that are work. Skills are acquired through the process of learning and practicing.

4. Management

The definition of management here can be related to the system applied by the leadership to manage or lead and control its staff or subordinates.

5. Industrial relations
6. Income Level
7. Nutrition and Health
8. Social Security
9. Working Environment and Climate
10. Production Facilities

11. Achievement Opportunities

If there is an opportunity to achieve, it will cause psychological encouragement to increase dedication and utilize the potential to increase work productivity

2.5 Theories that Support Three Independent Variables of Research

2.5.1 The Effect of Age on Productivity

Age is the age of the workforce calculated from birth to the last birthday expressed in years. The older a person is above the productive age (15-50 years), at a certain peak point, the longer his physical ability decreases which causes his work productivity to decrease. This is very possible that efforts must be made to increase their work productivity (Simanjuntak, 1998:39).

Age level affects the physical ability of employees, new things for workers who are more than 55 years old, the outpouring of working hours is decreasing due to old age (Wirosuhardjo, 1996:302). Aging labor is a special factor of production and is different from other factors of production, because of their specificity and physical and mental ability. The work and the pouring of working hours they give are also different (Tjiptoherijanto, 1996:205).

2.5.2 The Effect of Work Experience on Productivity

Work experience is measured by the length of work, work experience can improve insight and skills both horizontally and vertically. Vertical improvement means deepening a certain field. If these exercises are really associated with the use of daily work, it can be concluded that the level of work productivity is also directly proportional to the amount and duration of training obtained (Simanjuntak, 2001).

A person's many experiences will expand his horizons, thus it will increase his knowledge, intelligence, skills and behaviors as well as a person's personality towards new things. The longer and more intensive a person's work experience, the more likely it is that the person will produce more and more goods and services of variety and quality (Suroto, 1992:237).

Production work experience can be shown by the cumulative production from

week to week, month to month and year to year, therefore if the cumulative for production increases, it means that the work experience also increases, and if the cumulative production reaches double, it means that the work experience also doubles (Gito Soedarmo, 1988:168).

The work experience carried out in the job is intended, to improve skills both horizontally which means expanding the aspects or types of work that are known, and vertically, that is, deepening about a certain field. If this kind of training is carried out with its use in daily work, it can be concluded that a person's level of productivity is also directly proportional to the amount and duration of training obtained (Bedchi. A, 2002:17).

Work experience shows a positive influence on increased productivity. The basic assumption used is that the longer a person works, the higher the level of productivity of the person, so that they will get satisfactory results and can increase their income. The duration of work and the level of knowledge are more likely to enable an individual to be more productive than those who have relatively less work experience. (Wirosuhardjo, 1996:30).

2.5.3 The Effect of the Number of Family Dependents on Productivity

Productivity is closely correlated with the number of family dependents, as human resources are primarily derived from the family environment. In the absence of human resource development, there is no endeavor to enhance work abilities and skills. The number of family members will determine the level of outpouring of working hours from the results used because family members of working age are a source of labor, so efforts to improve work abilities and skills will be fulfilled, thus the standard of living will increase, besides that with the increasing number of family members who eat and live, it is forced to look for additional income (Wirosuhardjo 1996:35).

The influence of the number of family dependents on productivity was also pointed out by Maltus and other classical economists who agreed that productivity growth allows for an increase in output per person and thus

supports an increase in living standards. The decline in productivity growth means that the cost of living increases more slowly, or actually decreases (Lipse. et al, 1995:227).

A family that has a large number of dependents and a low income will face various problems with the high cost of living. Families with substantial living expenses and relatively low incomes are inclined to encourage their family members to engage in more active labor in order to increase productivity. Conversely, families with minimal family dependents experience low motivation to work due to the low cost of living. (Simanjuntak, 1998:46).

In fact, the number of family dependents greatly affects work productivity, because if the number of family dependents is charged to workers, then the worker will feel burdened and have to work with wages that are in accordance with the dependents charged to him, and will be even more enthusiastic to achieve the wage target that they must meet to meet the needs of the family. If the number of family dependents is small, then this worker will get a little burden according to the family dependents he bears or even his wages can still be saved or for other things he needs.

2.6 Benefits of Work Productivity Assessments

According to Muchdarsyah Sinungan (2005: 126) the benefits of measuring work productivity are as follows:

- 1) Feedback on work implementation to improve employee work productivity.
- 2) Work productivity evaluations are used for completion, for example: the provision of bonuses and other forms of compensation.
- 3) For determination decisions, for example: promotion, transfer and demotion.
- 4) For training and development needs.
- 5) For career planning and development.
- 6) To find out the irregularities in the staffing process.
- 7) To find out the inaccuracies of the informal.

- 8) To provide fair employment opportunities.

2.7 Industry Definition

Industry is an activity of processing raw materials or semi-finished materials into a product that has added value in its use. An industry will not be able to run without the production factors that support the running of the industry. The results of an industry are not only in the form of goods, but also in the form of services.

According to Law of the Republic of Indonesia Number 3 of 2014 article 1 paragraph 2 concerning industry, industry is an economic activity that processes raw materials and uses industrial resources to produce semi-finished goods or finished goods that have greater added value. The definition of industry in Islam is the place where processing activities are carried out, generally related to what they produce.

According to Teguh in Razak (2023), the definition of industry is a collection of companies that produce similar goods that have added value, such as managing raw goods into finished goods that each consumption is more valuable with the aim of generating income. Industry is a collection of companies that produce homogeneous goods, or goods that have very close interchangeability. However, in terms of income formation, the macro industry is interpreted as an economic activity that creates added value (Hasibuan, 1993:12).

2.8 Industry Classification

In the classification of industries, it can be classified based on labor, namely:

- a. Household industry, which is an industry that employs less than four people. The characteristic of this industry is that it has very limited capital, the workforce comes from family members and the owner or manager of the industry is usually the head of the household or his family members.
- b. Small industries, namely industries with a workforce of around 3 to 19 people. The characteristic of small industries is that they have relatively small capital, their workforce comes

from the surrounding environment or is still a sibling relationship.

- c. Medium industry, namely an industry that employs a workforce of around 20 to 99 people. The characteristics of the medium industry are having a large enough capital, a workforce with certain skills and company leaders who have certain managerial abilities.
- d. Large industries, namely industries with a workforce of more than 100 people. The characteristic of a large industry is that it has large capital that is collectively raised in the form of shares, the workforce must have special skills and the company's leaders are selected through a test of ability and feasibility.

2.9 Industry Factors

The conditions needed to ensure the continuity of an industry's activities according to Antomi (2016) are the availability of raw materials, labor, capital, good transportation and transportation facilities. Based on this, regional potential is an influential factor. These production factors greatly facilitate or support the existence of an industry.

Industry factors according to Akbar (2017) are as follows:

- a. Capital factor. The main factor in the establishment of an industry is capital. Because capital is needed for the purchase of raw materials, printing tools or machines, and labor costs. Without sufficient capital, an industry cannot run as it should.
- b. Transportation and transportation facility factors. One of the determining factors and supporting facilities for the distribution of the transportation and transportation facilities industry is highly considered by investors to establish an industry.
- c. Raw material factor. With the availability of raw materials in a place, it becomes useless if the community is not willing and able to process it. The availability of

adequate raw materials is often a consideration for the establishment of an industry. Thus, an area that has enough raw materials can be ascertained to be an area with industry.

- d. Marketing factors. The marketing of products produced must be managed by the right people so that the production can be sold to get the expected profit as income for financing the next production activity, expanding market share, giving dividends to shareholders, paying employees, laborers and others.
- e. Labor factor. The availability of abundant labor is often considered for entrepreneurs to establish industries, especially industries that are labor-intensive.

3. METHODS

3.1 Type of Research

This type of research is explanatory quantitative research. This type of explanatory research emphasizes the relationship of variables that are associative or causal (cause-and-effect) relationships. So, there are independent variables and there are dependent variables or variables that are affected. Associative research is a group of levels of explanation which is called the level of clarity (Sugiyono, 2018).

3.2 Data Analysis Procedure

3.2.1 Classical Assumption Test

The classical assumption test is a valuable tool for evaluating the fundamental assumptions that are either required or mandatory for the execution of a regression test. A normality test, a multicollinearity test, and a heteroscedasticity test comprise this classical assumption test. Each test in the classical assumption test is explicated below:

a. Normality Test

The normality test was conducted to determine whether the independent variable and dependent variable in the regression model had a normal distribution. The Kolmogorov-Smirnov test can be employed to

conduct this normality test. The Kolmogorov-Smirnov test is designed to determine whether the residual variables in the regression model have a normal distribution. Normal distribution data, if the value of the sig (significance) is > 0.05 . The distribution data is abnormal, if the value of sig. (significance) < 0.05 .

Kolmogorov-Sminov (K-S) test to determine the normality of the data by looking at the Asymp value. Sig. (2 tailed), if the value is more than 5%, then the residual is normally distributed. As for the P-Plot, if the data is around the line, the distribution of data is considered normal.

b. Multicolieniaritas Test

Multicollinearity is a situation where there is a correlation of independent variables between each other. Serious multicollinearity problems can result in a change in the sign of the estimation parameters.

For this Multicollinearity test, the researcher uses the VIF (Inflation Factor Variant) method and the Tolerance value. These two values of VIF and Tolerance are opposite, if the tolerance is large, the VIF is small and vice versa. The VIF value should not be greater than 5 (five), if it is more, it can be said that there is a symptom of Multicolorenarianism, and vice versa, if the VIF value is less than 5, then there is no symptom of Multi-coloriality. Likewise, the Tolerance value means the opposite.

c. Heteroscedasticity Test

The heteroscedasticity test is a test that is carried out to determine whether or not there is a variant dissimilarity from the residual linear regression model that has been observed. A regression equation that is said to be good is a regression equation that does not have symptoms of heteroscedasticity. The regression model test results can be used to measure the heteroscedasticity test. If the constant value is significant and greater than 0.05, the test is considered to have passed or no heteroscedasticity has occurred, and the tool is valid for prediction. Conversely, if the constant value is not significant, the test is not considered to have passed.

3.2.2 Multiple Linear Regression Analysis

The multiple linear regression analysis method is a data analysis technique that examines the relationship between independent variables and bound variables. In this multiple linear regression, the bound variable, labor productivity (Y), is associated with multiple independent variables, including age (X1), work experience (X2), and the number of family dependents (X3). This technique is used to test hypotheses that suspect the influence between independent variables on bound variables. The form of the equation is as follows:

$$\hat{Y} = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 = D_1 + \beta_6 X_6 = D_2 + \varepsilon \dots (1)$$

Information:

\hat{Y} = Labor productivity

a = Konstanta

$\beta_1 - \beta_6$ = Regression coefficient

X1 = Age

X2 = Work Experience

X3 = Number of family dependents

e = Error Term (Disruptive Variable)

The model is then transformed into a multiple linear logarithmic equation (model 2) due to the difference in units and quantities of variables in the equation. So that to standardize the data, the regression equation is transformed into a multiple linear logarithm model (Galuh, 2021).

3.3 Uji Hipotesis

Multiple linear regression analysis, which is based on the simultaneous Signifikansi test (F test), the determination coefficient test (R²), and the individual parameter signifikansi test (t test), is employed in this study for hypothesis testing. In order to evaluate the research hypothesis, data was analyzed using multiple linear regression with SPSS 24.

3.3.1 Partial Test (t-Test)

The Partial Test (t-Test) is a statistical test that is employed to determine whether or not an independent variable has a partial impact on the dependent variable. The t-test was conducted with a significance level of 5% (0.05). As the independent variable has a partial effect on the bound variable, the research hypothesis is adopted if the significance value is less than 0.05. Conversely, a significance value greater than

0.05 suggests that the research hypothesis is rejected, as the bound variable is only marginally influenced by the independent variable.

3.3.2 Simultaneous Significance Test (Statistical Test F)

This simultaneous significance test is used to find out how much the independent variables (X1, X2, and X3) together affect the dependent variable (Y). The analysis of the F test was carried out by comparing the F calculation and the F table. However, before comparing the F value, the level of trust (1- α) and the degree of freedom (degree of freedom) = n - (k+1) must be determined in order to determine the critical value. The Alpha tilapia used in this study is 0.05. Where the decision-making criteria used are as follows:

(1) If F counts > F table or Sig < α then:

(a) Ha is accepted because there is a significant influence

(b) H0 is rejected because there is no significant influence

(2) If F counts < F table or Sig > α then:

(a) Ha is rejected because it does not have significant influence

(b) H0 is accepted because there is a significant influence

3.3.3 Coefficient of Determination (R²)

The proportion of independent variables that can jointly account for the dependent variable is determined using the coefficient of determination (R²). The coefficient of determination is a number between zero and one. The independent variable contains the requisite information to forecast the dependent variables if the coefficient of determination (R²) is 1. The independent variable is unable to account for its influence on the dependent variable if the coefficient of determination (R²) is 0.

4. RESULTS AND DISCUSSION

4.1 Overview of the Research Location

Loyok Village is a village in East Lombok whose main livelihood base is rice field farming. The rice fields in Loyok Village are semi-technical irrigation fields with an

area of 98.97 Ha/m². The distance from Loyok Village to the sub-district capital is six kilometers. East Lombok Regency as far as 17 km. Loyok Village can be reached by two-wheeled vehicles, as well as four-wheeled vehicles. The distance from the capital of East Lombok Regency to Loyok Village by using a motorized vehicle is half an hour, while the distance to the district capital on foot or a non-motorized vehicle is two and a half hours.

Meanwhile, the distance from Loyok Village to the provincial capital of NTB, namely Mataram City, which is 35 km by using a motorized vehicle, is taken for one and a half hours. The boundaries of Loyok Village are as follows: the north borders Kotaraja Village, the south borders Montong Bayan and Sikur Villages, the east borders Gelora Village and the west with Pringga Jurang Village.

4.2 Classical Assumption Test

1. Test Normality

a. Based on the results of the one-sample normality test Kolmogrov-smirnov Test, the Asymp value was obtained. Sig 2-tailed (0.200) > 0.05, then the residual value of the data is normally distributed. Because the residual data is normally distributed, this data already meets the normality distribution of the data in the classical assumption test.

b. Based on the P.P Plot Of Regression image, it can be explained that the diagonal line in this graph depicts the ideal state of the data following the normal distribution. Because the dots around the line are the state of the data being tested. The figure above shows that most of the points are very close to the line or even attached to the line, so it can be concluded that the data obtained follows

the normal distribution or the data is normally distributed.

2. Multicollinearity Test

The multicollinearity test results suggest that the two statistics used to evaluate the degree of multicollinearity, namely Tolerance and Variance Inflation Factor (VIF), produce satisfactory results. The tolerance value of 0.868 > 0.01 and a VIF value of 1.152 < 10 demonstrated that the X1 or Age variable did not exhibit any multicollinearity symptoms. In the interim, the Work Experience or X2 variable demonstrates a tolerance value of 0.901 > 0.01 and a VIF value of 1,110 < 10. The tolerance value of 0.901 > 0.01 and the VIF value of 1,110 < 10 for the variable of the number of family dependents or X3 suggest that there are no symptoms of multicollinearity in these variables.

3. Heterokedasticity Test

It can be concluded that in the *scatterplot* graph of the distribution of irregular points and does not form a specific pattern, it can be concluded that in this study there is no heteroscedasticity, so the regression model is suitable to be used to analyze the variables of age, work experience and the number of family dependents.

4.3 Multiple Linear Regression Analysis

Multiple linear regression analysis is a statistical technique that is employed to investigate and elucidate the relationship between one dependent variable and two or more independent variables. The objective is to ascertain the degree to which independent variables influence dependent variables. The results of this research test were obtained as follows by utilizing the SPSS program:

Table 2. Multiple Linear Regression Test Results

		Coefficients ^a		
		B	T	Sig.
1	(Constant)	26.686	5.269	.000
	Age	-.229	-2.695	.009
	Work Experience	.254	2.383	.021
	Number of Family Dependents	-1.306	-1.999	.051

Source: SPSS Output Results 24.

Based on the results of the multiple linear regression analysis above, it can be seen that the equation is as follows:

$$Y = a - X1 + X2 - X3 + e$$

Information:

- Y : Labor Productivity
- A : Constanta
- X1 : Age
- X2 : Work Experience
- X3 : Number of Family Dependents
- e : Disturbance variable

The results of the Multiple Linear Regression Analysis can be seen in table 4.7:

$$Y = a - X1 + X2 - X3 + e$$

$$= 26.686\% - 0.229\% + 0.254\% - 1.306\%$$

From the above equation can be explained:

- a. The constant value of 26.686% shows that the age, work experience and the number of family dependents around the respondents work with a constant value, so labor productivity is estimated at 26.686% of units/month.
- b. The regression coefficient in the age variable (X1) is -0.229% which means that every increase in one year of

lifespan, it will reduce labor productivity by -0.229% units/month.

- c. The regression coefficient in the working experience variable (X2) is 0.254% which means that every increase in one year of work experience, it will increase labor productivity by 0.254% units/month.
- d. The regression coefficient in the variable number of family dependents (X3) is - 1,306% which means that every increase in one family member, it will decrease labor productivity by - 1,306% units/month.

4.4 Significant Test Results

4.4.1 Partial Effect Test (T Test)

The t-test is employed to evaluate the impact of the X variable on the Y variable on an individual basis. The t-test is conducted by contrasting the calculated t and the table t at the true level of 0.05. If the t-calculation result exceeds the t-table (tcal>ttable) or the significant value is less than 5% (Sig<0.05), the t-test is assumed to have a significant effect. The t-table employed in this investigation is 2,006. The results of the test can be seen in table 4.9 below.

Table 3. Partial Effect Test (T Test)

		ANOVA ^a				
Type		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	197.249	3	65.750	4.603	.006b
	Residual	742.751	52	14.284		
	Total	940.000	55			

- a. Dependent Variable: labor productivity
- b. Predictors: (Constant), number of family dependents, work experience, age

- a. The impact of age (X1) on labor productivity. The age variable (X1) has a sig. value of 0.009, which is less than 0.05 (0.009<0.05). The calculated t-value is -2.695, which is greater than the t-value of the table (-2.695>2.006). Consequently, the age variable has a partially significant effect on labor productivity.
- b. The Impact of Work Experience (X2) on Labor Productivity. The work experience variable (X2) has a sig. value of 0.021, which is less than 0.05 (0.021<0.05). The calculated t-value is 2.383, which is greater than the t-value of the table (2.383 >2.006). Consequently, the work experience variable has a partially significant effect on labor productivity.
- c. The impact of the quantity of family dependents (X3) on labor productivity. The t-value of the variable of the number of family dependents (X3) is -1.999, which is less than the t-value of the table (-1.999 >2.006). This indicates that the variable of the number of family dependents has a partially

insignificant effect on labor productivity, as the value of sig. 0.051 is less than 0.05 ($0.051 < 0.05$).

4.4.2 Simultaneous Influence Test (F Test)

The results of the F test are summarized below. They are utilized to ascertain the viability of the model that was implemented in this investigation. The model

is deemed feasible for further analysis if the significance value is less than 0.05, and it is not deemed feasible for further analysis if the significance value is greater than 0.05. The results of the F test are detailed in the subsequent summary.

Table 4. Test Result F
ANOVA

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	197.249	3	65.750	4.603	.006b
	Residual	742.751	52	14.284		
	Total	940.000	55			

a. Dependent Variable: labor productivity

b. Predictors: (Constant), number of family dependents, work experience, age

Source : SPSS Output Results 24

The value of F is 4.603, which is greater than 2.78, as indicated in table 4.8 above (F table). The regression model in this study is considered feasible for further test analysis, as a significance value of 0.006 indicates that the value is less than 0.05. So the labor productivity in the bamboo handicraft industry in Loyok Village, Sikur District, East Lombok Regency is significantly influenced by the variables of age, work experience, and the number of family dependents.

4.4.3 Coefficient of Determination (R2)

The data in this study have a determination coefficient or Adjusted R Square of 0.164 or (16.4%) as indicated by the results of the determination coefficient test (R2). This demonstrates that the variation of the dependent variable (labor productivity) is able to be explained by 16.4% of the variation of the independent variables (age, work experience, and number of family dependents) that influence the dependent variable (labor productivity). Although the remaining 83.6% were influenced or explained by variables that were not included in this study.

DISCUSSION

The impact of age, work experience, and the number of family dependents on labor productivity in the bamboo handicraft industry in Loyok Village, Sikur District, East Lombok Regency can be discussed in light of the results of the aforementioned analysis.

The analysis results indicate that age has a regression coefficient of -0.229 . This implies that age has a detrimental impact on labor productivity in the bamboo handicraft industry of Loyok Village, Sikur District, East Lombok Regency. This implies that labor productivity is adversely affected by age. The logical and rational argument for the results of the aforementioned analysis is based on Simanjuntak's (1999:39) opinion that the negative influence evidences that labor productivity decreases as age increases. The older a person is over the age of 15-45 years at a certain peak point, his physical ability decreases over time, which causes his work productivity to decrease, this is very likely to make efforts to increase their work productivity.

Those who are younger tend to have high productivity. Young people have a strong work spirit and a desire to have a better future (quite established). The desire of those who are young to help their parents (family) economically is also a factor that encourages their interest in working harder. Older workers tend to have lower productivity due to reduced energy and enthusiasm.

The results of the analysis are known that work experience has a regression coefficient of 0.254, this means that work experience has a positive and significant influence on labor productivity in the bamboo handicraft industry in Loyok Village, Sikur

District, East Lombok Regency, this is in line with the opinion of Wirosuhardjo (1999:30) the higher the work experience, the higher the labor productivity and vice versa, the lower the work experience, the labor productivity work is getting lower. Work experience and a higher level of knowledge allow a person to be more productive when compared to those who are relatively less in obtaining work experience.

More work experience and knowledge may be more productive when compared to relatively less in obtaining work experience. Bamboo crafts are carried out by human labor, so skills, experience, and knowledge greatly determine the productivity of a workforce.

The results of the analysis are known that the number of family dependents has a regression coefficient of -1,306, this means that the number of family dependents has a negative and insignificant influence on labor productivity in the bamboo handicraft industry in Loyok Village, Sikur District, East Lombok Regency. The more dependents a family has, the less productive its workforce is, as workers with many family dependents may experience greater financial stress due to the additional responsibility of providing financial support for their family members. Concerns about how to meet basic needs, such as food, clothing, housing, and education, can lead to high levels of stress. This stress can interfere with concentration, focus, and creativity at work, which in turn can decrease productivity.

Families with large living costs and relatively small incomes tend to spur their family members to work harder so that productivity will be higher. On the other hand, if the burden of family dependents is small, the cost of living is also small, so the motivation to work is low (Simanjuntak, 1998).

5. CONCLUSIONS

The following conclusions are derived from the research on the impact of age, work experience, and the number of family dependents on labor productivity in

the bamboo handicraft industry in Loyok Village, Sikur District, East Lombok Regency:

1. The labor productivity of the bamboo handicraft industry in Loyok Village, Sikur District, East Lombok Regency is simultaneously influenced by the number of family dependents, work experience, and age.
2. The efficacy of labor is negatively affected by age in the bamboo handicraft industry of Loyok Village, Sikur District, East Lombok Regency.
3. Work experience has a substantial and beneficial effect on labor productivity in the bamboo handicraft industry of Loyok Village, Sikur District, East Lombok Regency.
4. The number of family dependents has a negligible and insignificant impact on labor productivity in the bamboo handicraft industry of Loyok Village, Sikur District, East Lombok Regency.

SUGGESTION

Based on the description above, there are several suggestions submitted by the author as follows:

1. For the Craftsmen, it is hoped that they will continue to develop this production business, creating various innovations. Because this home industry has made a considerable contribution to the community.
2. For Government Institutions, they should pay more attention to the existence of this industry. With the role of the government, craftsmen will be encouraged to be more active in running their businesses. And there needs to be capital assistance from the government for people who want to develop their businesses.
3. In order for the results obtained to be more accurate and varied, for future researchers who want to study related to the same research object, it is hoped that they can increase the number of independent variables, especially independent variables that have not been used in this study.

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