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Analysis of Factors Influencing the Transformation of the Workforce from the Agricultural Sector to the Non-Agricultural Sector in Bagik Polak Village, West Lombok Regency

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ABSTRACT

This study aims to analyze the influence of income, education, age and gender on the transformation of the workforce from the agricultural sector to the non-agricultural sector in Bagik Polak Village. The type of research used in this study is the associative quantitative method. The test was carried out on 94 respondents spread across 7 hamlets, namely Karang buncu lauq, Karang buncu Barat, Karang buncu daye, Rerot, Karang kebon timur, Karang kebon Barat and Enjak. Data was obtained by distributing questionnaires and sampling research using the purposive sampling method. The analysis tool used is logistic regression (logit) which has three tests including Assessing the Overall Model Fit, Testing the Feasibility of the Regression Model (Goodness of Fit Test) and Determination Coefficient (Nagelkerke's R Square). As well as statistical tests, namely the Likelihood Ratio Test (Simultaneous Test F) and the Wald Test (Partial Test t). The results of the analysis show that purely of the four variables used in this study, there are two variables that have a positive and significant effect, namely income with a significant value of 0.045< 0.05; and education with a significant value of 0.019 < 0.05. Meanwhile, the age variables with a significant value of 0.796 > 0.05 and gender with a significant value of 0.851 > 0.05 did not have a significant effect on the transformation of the workforce from the agricultural sector to the non-agricultural sector in Bagik Polak Village. Meanwhile, simultaneously that together, the independent variable (X) has an effect on the transformation of the workforce from the agricultural sector to the non-agricultural sector with a significant chi-square value of 0.004 < 0.05. Meanwhile, Nagelkerke's R2 value shows that all independent variables are able to explain the dependent variable by 42.7% and the remaining 57.3% are explained by other variables that are not included in the model.

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1. INTRODUCTION

The decrease in the percentage of the population working in the primary sector is a transformation process from economic development which was originally dominated by the agrarian sector towards a change towards industrialization. Employment growth outside agriculture is

one of the main characteristics of changes in employment opportunities in rural areas. Indonesia's economy comes from the agricultural sector (agrarian) which then leads to industrial sector activities. This shift is inevitable because the activities of the industrial sector are getting stronger, while the agricultural sector is getting less promising, although the increase in food production is still receiving great attention, with the success of development there will certainly be a shift in job opportunities from the agricultural sector to the non-agricultural sector [1].

Agriculture is still the biggest support for the economyWest Nusa Tenggara (NTB). More than a fifthGross Regional Domestic Product (GDP)NTB that comes from theagriculture. The Central Statistics Agency (BPS) reported that the economy of NTB, on the basis of Prevailing Prices (ADHB) reached IDR 140.15 trillion in 2021. Based on this value, IDR 31.96 trillion (22.8%) was contributed by the agricultural sector. The contribution from the agricultural sector is the largest compared to other sectors.

Table 1. Percentage and Number of Workers by Type of Work in West Lombok Regency in 2022

Job Type	Number of Workers	Number (%)
Agricultural Workers	550	4.7
Non-Agricultural Free Workers	700	10
Labor/Employee	600	32.1
Trying to be assisted by permanent workers	500	3.8
Trying to be assisted by irregular workers	400	13.9
Striving for Yourself	700	26.8
Unpaid workers	600	8.7
SUM	4.050	100

Source: BPS West Lombok 2022

Likewise, in Bagik Polak Village, Labuapi District, West Lombok Regency, the farmer population has become smaller because many people have switched professions to the non-agricultural sector. As stated in the data on the workforce in Bagik Polak.

Table 2. Number of Male and Female Workers by Type of Work in Bagik Polak Village, West Lombok Regency in 2023

NO	TYPE OF JOB	MALE (PERSON)	FEMALE (PERSON)	SUM
1	Farmer	145	88	233
2	Farm laborers	59	241	300
3	Female Migrant Workers		45	45
4	Male Migrant Workers	85		85
5	Civil Servants	36	15	51
6	Household Industry Craftsman	2	20	22
7	Itinerant Trader	25	21	46
8	Breeder	136	10	146
9	Private Doctors	1	1	2
10	Private Midwife	9	1	10
11	Assemble	3		3
12	TNI	3		3
13	POLRI	2		2
14	Pensioner PNS/TNI/POLRI	11	5	16
15	Small and Medium Entrepreneurs	135	160	295
16	Lawyer	3		3

17	Trained Village Shamans		2	2
18	Domestic Helper		3	3
19	Private Lecturer	3		3
20	Architecture	2		2
21	Private Tutor	8	10	18
22	Employees of Private Companies	85	78	163
23	Employees of Government Companies	40	40	80
	SUM	794	740	1.534
	Total	1.534		

Source: Head of Bagik Polak Village in 2023

2. LITERATURE REVIEW

2.1 Theoretical Foundations

2.1.1 Concept of Agricultural Sector Labor

Farmers are people whose job is to grow crops. Farmers as an element of farming play an important role in the maintenance of crops or livestock so that they can grow well, they play a role as a manager of farming [2]. Agriculture is a type of production activity based on the growth process of plants and animals. Agriculture in a narrow sense is called people's agriculture, while agriculture in a broad sense includes agriculture in a narrow sense, forestry, livestock and fisheries, which is an important thing.

2.1.2 Workforce Transformation

The transformation of the workforce and the quality of human resources of agricultural extension workers is carried out by simulation method. Indonesia has experienced changes in the economic structure, but the changes in the output structure that have occurred have not been fully followed by changes in the employment structure. GDP and sectoral investment have a positive effect on employment opportunities in the agricultural and non-agricultural sectors, while sectoral wages have a negative effect. Changes in employment opportunities and investment in the agricultural sector have a positive influence on the gross domestic product of the agricultural sector. Workforce transformation is responsive to changes in employment opportunities in the agricultural sector and unresponsive to changes in employment opportunities in the non-agricultural sector. In addition, changes in GDP and investment in the agricultural sector have a positive influence on the quality of human resources for agricultural extension workers.

2.1.3 Revenue Factor

Income is one of the indicators to measure the welfare of a person or society, so that this community's income reflects the economic progress of a society [3]. Individual income is the income received by all households in the economy from payments for the use of the factors of production they own and from other sources. Income is the amount of income received by residents for their work performance during a certain period, whether daily, weekly, monthly or yearly. Business activities will ultimately obtain income in the form of monetary value received from the sale of products minus the costs that have been incurred.

2.1.4 Educational Factors

Education is a conscious and planned effort to create a learning atmosphere and learning process so that students actively develop their potential to have religious spiritual strength, self-control, personality, intelligence, noble morals, and skills needed by themselves, society, nation and state [4]. Thus, education is essentially a process of informing and educating students. Telling means putting an understanding, statement, and reasoning into the brains of students so that they know about something. Educating means changing the behavior of students in accordance with applicable social rules. So, if natural and social conditions change, then education must change following natural and social changes.

2.1.5 Age Factor

Age is the time from birth to the implementation of research which is stated by year. The age > 20 years is called adolescence, where according to Piaget, psychologically, adolescence is the age when individuals interact with adult society and also includes noticeable intertecutical changes. In adolescence there is a change in attitude and behavior, most adolescents are ambivalent towards every change. The age of 18-40 years is called early adulthood where the mental ability reaches its peak in the age of 20 to learn and adapt to new situations such as remembering things that have been learned, analogous reasoning and creative thinking. In adulthood, it often reaches the peak of achievement. The age > 40 years is called early middle age where at that time it is finally marked by physical and mental changes, at this time a person only needs to maintain the achievements that he has achieved in adulthood [5].

2.1.6 Gender Factor

Gender is the appropriation or division of two specific genders. Gender distinction is an unchangeable provision and is often said to be the nature of God [6]. The concept of gender is a trait inherent in men and women that is socially and culturally constructed. For example, that women are known to be gentle, beautiful, emotional, or motherly. While men are considered strong, rational, manly, and mighty. Traits inherent in men and women based on gender are interchangeable. We may find men to be meek and women to be mighty.

2.2 Conceptual Framework

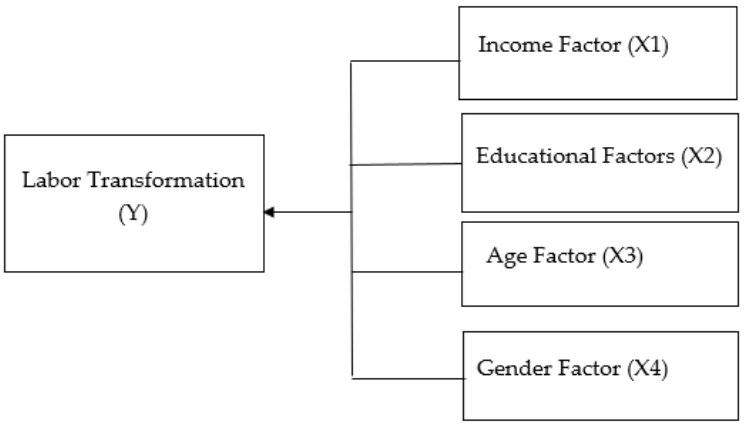

Figure 1. Conceptuan Framework

The Conceptual Framework in the figure above describes the problems that need to be studied and analyzed by researchers. The problem is suspected to have simultaneous and partial influences related to the variables used, namely economy, technology and demographics on workforce transformation.

2.3 Hypothesis formulation

It is suspected that income factors, education factors, age factors, and gender factors have a significant effect on the transformation of the workforce from the agricultural sector to the non-agricultural sector in Bagik Polak Village.

3. METHODS

3.1. Types of Research

This study will use quantitative research methods. The quantitative method is a scientific approach that views a reality as something that can be classified, concrete, observable and measurable, variable relationships are causal where the research data is in the form of numbers and the analysis uses statistics [7].

3.2 Location and Time of Research

This research is located in Bagik Polak Village, Labu Api District, West Lombok Regency. The reason why the researcher chose Bagik Polak Village as the location of the research is that there are problems that are in

accordance with the title raised, namely regarding the transformation of the workforce from the agricultural sector to the non-agricultural sector can be influenced by certain factors, so that the agricultural sector workforce in Bagik Polak Village is limited. As for the planned research time, it is for one month from the implementation of the proposal seminar.

3.3 Research Population

Population is a generalization area consisting of objects or subjects that have certain qualities and characteristics that researchers apply to study and then draw conclusions [8]. The total population in this study is 1,534 people in Bagik Polak Village.

3.4 Data Collection Methods

The data collection method used in this study is the survey method. The survey method is a quantitative research method used to obtain data that occurred in the past or present, about beliefs, opinions, characteristics, behavior of variable relationships and to test several hypotheses about sociological and psychological variables from samples taken from a certain population, data collection techniques with observations (interviews or questionnaires) that are not in-depth, and research results tend to be generated [9]. The survey method used in this study is to find out and collect data on how to transform the workforce from the agricultural sector to the non-agricultural sector in Bagik Polak Village.

3.5 Samples and Sampling Techniques

The sample is the part of the population that is the source of the data in the study, where the sample is part of the number of characteristics possessed by the population [10].

In this study, the sample used used the probability sampling technique. Probability sampling is a sampling technique that provides an equal chance for each element (member) of the population to be selected as a member of the sample, [11].

3.6 Data Collection Techniques and Tools

3.6.1 Data Collection Techniques

The data collection techniques in this study are Interview, Observation, Documentation.

a. Interview

The interview technique is a data collection technique used when the researcher wants to conduct a preliminary study to find the problem that must be researched, and also if the researcher wants to know more in-depth things from the respondents and the number of respondents is small or small [12].

b. Observation

The data collection technique with observation is used when the research is suitable for human behavior, work processes, natural symptoms, and when the observed respondents are not too large [13].

c. Documentation

A document is a record of events that have passed. Documents can contain writings, drawings, or monumental works from a person. Documents in the form of writing, for example, diary, life history, biography, regulations, policies. Documents in the form of pictures, such as photographs, living pictures, sketches, and others [14].

3.6.2 Data Collection Tools

The data collection tool used in this study is a questionnaire.

3.6.3 Data Sources

The data used is quantitative data measured using research instruments. Data sources consist of primary data (directly from respondents) and secondary data (from related documents and literature).

3.7 Research Variables and Operational Definitions of Variables

3.7.1 Research Variables

The study included four independent variables: Income (X1), Education (X2), Age (X3), Gender (~~X3)~~X4) and one bound variable: ~~Minat Berwirausaha~~ Workforce transformation (Y).

a. Independent Variable

Variables that affect dependent variables, namely Income, Education, Age, Gender.

b. Dependent Variable

Variables that are influenced by independent variables, namely: Transformation of the workforce (Y).

3.7.2 Variable Operational Definition

1. **Workforce Transformation (Y)**: Labor Transformation is the decision of a workforce to move from the agricultural sector to the industrial sector =1 and not to move from the agricultural sector to the industrial sector = 0.
2. **Income (X1):** Income is the number of wages received expressed in rupiah/month.
3. **Education (X2):** Education is the length of time the respondent has taken formal education expressed in years.
4. **Age (X3):** Age is the age of the respondent until the time of being interviewed expressed in years.
5. **Gender (X4):** Gender is the gender of male respondents =1 and female =0

3.8 Data Collection and Collection Procedures

The data collection procedure used in this study is primary data by taking data from a survey in Bagik Polak Village, West Lombok Regency in 2023.

3.9 Data Analysis Procedure

In this study, the data analysis method used is logistic regression (logit).

3.9.1 Logit Regression Analysis

Logistic regression analysis is an analytical tool used to measure the influence of an independent or independent variable on dependent or bound variables.

Measure the influence of the independent variable on the bound variable by the formula:

$$\mathbf{P = In\frac{P}{1-P}\ \beta0 + \beta1X1 + \beta2X2 + \beta3X3 + \beta4X4 + e}$$

3.9.2 Parameter Test of Logit Regression Model

According to Mudrajad Kucoro (2007), logistic regression analysis has

The three tests include:

a. Evaluate the Overall Model Fit

Overall Model Fit is used to determine whether the model matches the statistical data.

b. Testing the Feasibility of Regression Model (Goodness of Fit Test)

To see the feasibility of the logistic regression model, Hosmer and Lemeshow's of Fit Test was used. The Hosmer and Lemeshow Goodness of Fit Test tests the null hypothesis to find out if the data match or match the model (there is no difference between the model and the data, so it can be said to be consistent).

c. Koefisien Determinasi (Nagelkerke's R Square)

The coefficient of determination (Nagelkerke's R Square) is used to determine the magnitude of the percentage change of the bound variable, in the model it can be explained by independent variables.

3.9.3 Test Statistics

a. Uji Likelihood Ratio Test (Uji Simultan F)

The Likelihood Ratio Test (Test F) is used to examine the significance level of parameters together of the variables that have been measured against the bound variable [20].

b. Wald Test (Partial Test t)

The Wald test (t-test) or the significance test of individual parameters is carried out to find out whether each independent variable has an influence on the dependent variable individually.

4. RESULTS AND DISCUSSION

4.1 Overview of the Research Site

The research location is in Bagik Polak Village, West Lombok Regency, located in Labuapi District, West Lombok Regency, West Nusa Tenggara, Indonesia. Bagik Polak Village consists of 7 hamlets, Karang Buncu Lauq, Karang Buncu Barat, Karang Buncu Daye, Rerot, Karang Kebon Timur, Karang Kebon Barat, Enjak.

4.2 Respondent Overview

The gender of the respondents obtained the most from women with a total of 50 respondents or about 59% of the total number of respondents and while for men

around 39 respondents or about 41% of the total number of respondents This shows that those who transform women tend to be higher among men.

4.3 Description of Research Variables

a. **Labor Transformation Variable (Y):** The Labor Transformation variable in this study is expressed in ordinal units where from the question, respondents answered whether or not they moved from the agricultural sector to the non-agricultural sector.
b. **Income Variable (X1):** The income variable in this study is expressed in rupiah (Rp) where from the question, the respondent answered how much his monthly basic income is currently.
c. **Educational Variable (X2):** Educational variable the respondents in this study are willing to fill out questionnaires that have various educational backgrounds. Data was taken to see the number of respondents based on their last level of education.
d. **Age Variable (X3):** Age Variable The age difference in this study can be seen from the number of respondents who are willing to fill out the questionnaire and provide their perception of the transformation of the workforce from the agricultural sector to the non-agricultural sector according to their age group.
e. **Gender Variable (X4):** Gender Variable In this study, each gender has an equal chance of becoming a respondent. The selection of respondents was not differentiated by gender, but was taken as a whole from respondents who were willing to fill out the questionnaire according to the criteria that had been set.

4.4 Results of Analysis

a. **Parameter Test of Logit Regression Model**

1. Evaluate the Overall Model Fit

Based on the output of the calculation results using SPSS to test the overall value of the model is as follows:

a. Likelihood Block 0

Table 3. Likelihood Block 0 Test Results

Iteration History(a,b,c)

Iteration		-2 Log likelihood	Coefficients
			Constant
Step 0	1	123,030	,553
	2	123,026	,568
	3	123,026	,568

In table 3 iteration history Block 0 or when the free variable has not been included in the model, the -2 Log probability value is obtained at 123.026.

b.Likelihood Block 1

Table 4. Likelihood Block 1 Test Results

Iteration History(a,b,c,d)

Iteration		-2 Log likelihood	Coefficients				
			Constant	X1	X2	X3	X4
Step 1	1	122,126	-,431	,009	,046	,008	,259
	2	122,109	-,519	,011	,051	,008	,281
	3	122,109	-,520	,011	,051	,008	,281
	4	122,109	-,520	,011	,051	,008	,281

In table 4 iteration history Block 1 or when free variables are included in the model, a value of -2 Log probability of 122.109 is obtained. So, a comparison was made, that the value of -2 Log likelihood at the beginning (Block 0) was 123.026 while the value of -2 Log likelihood at the end (Block 1) was 122.109. Thus, the value of -2 Log likelihood at the beginning (Block 0) = 123.026 > -2 Log likelihood at the end (Block 1) = 122.109 can be concluded that the existing regression model shows a good regression model.

2. Testing the Feasibility of Regression Model (Goodness of Fit Test)

Based on the output of the calculation results using SPSS to test the feasibility of the regression model are as follows:

Table 5. Hosmer and Lemeshow Test

Step	Chi-square	df	Sig.
1	9,513	8	,301

In table 5, it is explained that the significance value obtained is 0.301 ≥ 0.05, so it is concluded that there is no difference between the model and the observation value. So that *the Goodness of Fit Test* or the feasibility of the model is said to be good and can predict the observation value.

3. Koefisien Determinasi (Nagelkerke's R Square)

Based on the output of the calculation results using SPSS to test the determination coefficient (Nagelkerke's R Square) is as follows:

Table 6. Model Summary

Step	-2 Log likelihood	Cox & Snell R Square	Nagelkerke R Square
1	118.284[a]	.094	.427

In table 6, it is explained that Nagelkerke's R Square is 0.427, so it is concluded that the variation in the dependent variable can be explained by the independent variable by 42.7% and the remaining 57.3% is explained by other variables that are not included in the model.

b. Statistical Test

1. Uji *Likelihood Ratio Test* Simultant (F)

Based on the output of the calculation results using SPSS to test *the likelihood ratio test* (simultaneous test F) are as follows:

Table 7. Likelihood *Ratio Test Results*

Omnibus Tests of Model Coefficients

		Chi-square	df	Sig.
Step 1	Step	9.291	4	.004
	Block	9.291	4	.004
	Model	9.291	4	.004

In table 7, it is explained that the chi-squere value of 9.291 with the significance level obtained is 0.004, the value is less than 0.05. Thus, it can be concluded that the independent variables used have a significant effect together on the dependent variables.

2. Partial Test/Wald Test

Based on the output of the calculation results using SPSS to test the wald test (partial t test) is as follows:

Table 8. Wald Test Results

		B	H.E.	Forest	df	Say.	Exp(B)
Step 1(a)	*log*_X1	,032	,055	,339	1	,045	,969
	*log*_X2	,129	,117	1,216	1	,019	,879
	*log*_X3	,010	,038	,067	1	,796	,990
	*log*_X4 (1)	,114	,605	,035	1	,851	1,120
	Constant	2,498	2,304	1,175	1	,278	12,160

Although the test together gives significant results, it turns out that the partial or individual coefficient test carried out with the Wald test shows that there are variables that have a significant effect and do not have a significant effect. The following are the results of partial tests carried out with the Wald test:

Table 8 explains that if the significance value < 0.05, then it is concluded that it has a significant effect and vice versa, then:

a. The income variable (X1) has a significant value of 0.045< 0.05. Therefore, it is concluded that the X1 variable has a significant effect on the transformation of the workforce from the agricultural sector to the non-agricultural sector so that Ho is rejected or Ha is accepted.

b. The education variable (X2) had a significant value of 0.019< 0.05. Therefore, it is concluded that variable X2 has a significant effect on the transformation of the workforce from the agricultural sector to the non-agricultural sector so that Ho is rejected or Ha is accepted.

c. The age variable (X3) had a significant value of 0.796> 0.05. Therefore, it is concluded that variable X3 does not have a significant effect on the transformation of the workforce from the agricultural sector to the non-agricultural sector so that Ho is accepted or Ha is rejected.

d. The gender variable (X4 = D) had a significant value of 0.851> 0.05. Therefore, it is concluded that variable X4 does not have a significant effect on the transformation of the workforce from the agricultural sector to the non-agricultural sector so that Ho is accepted or Ha is rejected.

DISCUSSION

1. ***Income (X1) on the transformation of the workforce from the agricultural sector to the non-agricultural sector (Case Study of Bagik Polak Village)***

Based on the results of the analysis carried out, it can be explained that the income variable (X1) has a positive and significant effect on the transformation of the workforce from the agricultural sector to the non-agricultural sector in Bagik Polak Village, this is shown by the test results of the income variable (X1) has a probability value of 0.045< 0.05. Based on the results of the logistic regression equation, a parameter value (B) of 0.032 was obtained. That is, when income (X1) increases, then the probability of labor transformation opportunities is 3.2%.

2. ***The Influence of Education (X2) on the Transformation of the Labor Force from the Agricultural Sector to the Non-Agricultural Sector (Case Study of Bagik Polak Village)***

Based on the results of the analysis carried out, it can be explained that the education variable (X2) has a positive and significant effect on the transformation of the workforce from the agricultural sector to the non-agricultural sector in Bagik Polak Village, this is shown by the test results of the education variable (X2) has a probability value of 0.019 < 0.05. Based on the results of the logistic regression equation, a parameter value (B) of 0.129 was obtained. That is, when education (X2) increases, then the probability of opportunity, the probability of labor transformation opportunity is 12.9%.

3. ***The Effect of Age (X3) on the Transformation of the Labor Force from the Agricultural Sector to the Non-Agricultural Sector (Case Study of Bagik Polak Village)***

Based on the results of the analysis carried out, it can be explained that the Age variable (X3) has a positive and insignificant effect on the transformation of the workforce from the agricultural sector to the non-agricultural sector in Bagik Polak Village, this is shown by the test results of the Age variable (X3) has a probability value of 0.796> 0.05. Based on the results of the logistic regression equation, a parameter value (B) of 0.010 was obtained. That is, the farther the Age (X3), the probability of the probability of labor transformation is 1%.

4. ***The Effect of Gender (X4) on the Transformation of the Labor Force from the Agricultural Sector to the Non-Agricultural Sector (Case Study of Bagik Polak Village)***

Based on the results of the analysis carried out, it can be explained that the Gender variable (X3) has a positive and insignificant effect on the transformation of the workforce

from the agricultural sector to the non-agricultural sector in Bagik Polak Village, this is shown by the test results of the Gender variable (X3) has a probability value of 0.851>0.05. Based on the results of the logistic regression equation, a parameter value (B) of 0.114 was obtained. This means that the farther away the Gender (X3), the probability of a labor transformation opportunity is 11.4%.

5. CONCLUSION

Based on the results of the study, conclusions can be drawn about the factors that affect the transformation of the workforce from the agricultural sector to the non-agricultural sector in Bagik Polak Village (Case Study of Bagik Polak Village), including:

1. Based on the results of the analysis, it can be concluded that purely of the 4 variables used in this study, there are two variables that have a positive and significant effect, namely income with a significant value of 0.045< 0.05; and education with a significant value of 0.019< 0.05. Meanwhile, the age variable with a significant value of 0.796 > 0.05 and gender with a significant value of 0.851 > 0.05 had a non-significant effect on the transformation of the workforce from the agricultural sector to the non-agricultural sector in Bagik Polak Village.
2. Based on the results of the analysis, it can be concluded that simultaneously with logistic regression shows that together,
   the independent variable (X) affects the transformation of the workforce from the agricultural sector to the non-agricultural sector with a significant chi-square value of 0.004. Meanwhile, Nagelkerke's R2 value shows that all independent variables are able to explain the dependent variable by *42.7%* and the remaining *57.3%* are explained by other variables that are not included in the model.

Limitations and Suggestions

Based on the results of the research that has been carried out, here are some suggestions that can be considered:

Suggestions for future researchers who will conduct the same research can be redeveloped, focusing on the study to be researched, increasing accuracy in terms of data completeness and for the number of respondents to be increased so that the research results are even better.

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