

ABSTRAK

Skripsi dengan judul “Pengaruh Kualitas Sumber Daya Manusia terhadap Tingkat Pengangguran di Kabupaten Jombang” ini ditulis oleh Muhammad Misbahul Munir, NIM. 126402212114, pembimbing Sri Eka Astutiningsih, S.E., M.M.

Kata Kunci: Kualitas Sumber Daya Manusia, Tingkat Pengangguran, *Human Capital*, Ketenagakerjaan.

Penelitian ini membahas hubungan antara kualitas sumber daya manusia dan tingkat pengangguran di Kabupaten Jombang periode 2019–2024 dengan menekankan pentingnya investasi pendidikan, pelatihan, dan penguatan keterampilan dalam menghadapi transformasi struktur ekonomi daerah.

Penelitian ini bertujuan untuk: (1) menjelaskan hubungan antara kualitas sumber daya manusia dan tingkat pengangguran di Kabupaten Jombang; (2) menganalisis pengaruh faktor pendidikan, keterampilan teknis, dan literasi digital sebagai unsur pembentuk kualitas sumber daya manusia; dan (3) menelaah sejauh mana kualitas sumber daya manusia berkontribusi terhadap penurunan tingkat pengangguran terbuka di wilayah tersebut.

Pendekatan yang digunakan adalah kuantitatif deskriptif berlandaskan paradigma positivisme, dengan data sekunder bersumber dari Badan Pusat Statistik dan dokumen resmi pemerintah daerah mengenai indikator pendidikan, pelatihan kerja, literasi digital, serta tingkat pengangguran terbuka selama tahun 2019–2024; analisis dilakukan melalui penyajian tabel, grafik, dan pengujian statistik sederhana termasuk regresi linier, uji asumsi klasik, koefisien determinasi, uji F, dan uji t.

Hasil penelitian menunjukkan bahwa secara deskriptif Kabupaten Jombang mengalami perbaikan kondisi ketenagakerjaan yang tercermin dari peningkatan jumlah penduduk bekerja dan penurunan tingkat pengangguran terbuka dari 7,48 persen pada 2020 menjadi 3,75 persen pada 2024, namun masih disertai dominasi pekerja berpendidikan dasar menengah pertama dan proporsi tinggi sektor informal. Secara econometric, variabel kualitas sumber daya manusia yang direpresentasikan oleh indikator agregat tidak berpengaruh signifikan terhadap tingkat pengangguran terbuka; koefisien regresi sangat kecil, nilai signifikansi jauh di atas 0,05, dan R Square mendekati nol sehingga variasi pengangguran lebih banyak dijelaskan oleh faktor lain di luar model seperti pemulihan ekonomi pascapandemi, perubahan struktur sektor jasa, dan dinamika kebijakan makro. Temuan ini mengindikasikan bahwa peningkatan kualitas sumber daya manusia di Kabupaten Jombang masih berada pada tahap transisi dan belum cukup kuat atau belum terukur secara tepat untuk memberikan dampak statistik yang nyata terhadap penurunan pengangguran, sehingga diperlukan penguatan pendidikan vokasi, pelatihan berbasis kompetensi, sertifikasi, dan keterpaduan kebijakan ketenagakerjaan agar kualitas sumber daya manusia benar-benar selaras dengan kebutuhan pasar kerja lokal.

ABSTRACT

This study, entitled “The Influence of Human Resource Quality on the Unemployment Rate in Jombang Regency,” was written by Muhammad Misbahul Munir, Student ID 126402212114, under the supervision of Sri Eka Astutiningsih, S.E., M.M.

Keywords: Human Resource Quality, Unemployment Rate, Human Capital, Employment.

This research examines the relationship between human resource quality and the unemployment rate in Jombang Regency for the period 2019–2024, emphasizing the importance of investment in education, training, and skills enhancement in responding to the transformation of the regional economic structure. The objectives of this study are: (1) to explain the relationship between human resource quality and the unemployment rate in Jombang Regency; (2) to analyze the influence of education, technical skills, and digital literacy as key components shaping human resource quality; and (3) to assess the extent to which human resource quality contributes to the reduction of the open unemployment rate in the region.

The research employs a descriptive quantitative approach based on a positivist paradigm, using secondary data obtained from the Central Bureau of Statistics and official government documents on education indicators, job training, digital literacy, and the open unemployment rate for the years 2019–2024. The analysis is carried out through the presentation of tables and graphs, as well as basic statistical tests including linear regression, classical assumption tests, the coefficient of determination, the F-test, and the t-test. The findings show that, descriptively, Jombang Regency has experienced an improvement in labor market conditions, as reflected by an increase in the number of employed persons and a decline in the open unemployment rate from 7.48 percent in 2020 to 3.75 percent in 2024, although the labor market is still dominated by workers with primary and lower secondary education and a high share of employment in the informal sector. From an econometric perspective, the human resource quality variable represented by aggregate indicators does not have a statistically significant effect on the open unemployment rate; the regression coefficient is very small, the significance value is far above 0.05, and the R Square value is close to zero, indicating that variations in unemployment are more strongly influenced by other factors outside the model, such as post-pandemic economic recovery, changes in the structure of the service sector, and macroeconomic policy dynamics. These results indicate that improvements in human resource quality in Jombang Regency are still in a transitional stage and are not yet strong enough, or not yet measured accurately, to produce a statistically significant impact on reducing unemployment, thereby highlighting the need to strengthen vocational education, competency-based training, certification, and integrated employment policies so that human resource quality can be more closely aligned with the needs of the local labor market.