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The Effect of the Tourism Sector on Labor Absorption in Indonesia

Annisa Azhar[1], Silvia Dwi Aryanti[2], Yoga Pratama[3], Dodi Tirtana[4]
[1,2,3,4]Development Economics, Faculty of Economics and Business, Universitas Siliwangi, Indonesia
*Corresponding author e-mail: annisaazhar973@gmail.com

Abstract: This study will analyze the factors influencing employment in the Indonesian tourism sector in 2021-2022. The independent variables used include the number of foreign guests staying in star hotels, the average duration of stay of foreign guests, and the room occupancy rate, while the number of tourism sector workers is the dependent variable. Data were obtained from Statistics Indonesia and the Ministry of Tourism and Creative Economy, covering 34 provinces. The analysis was conducted using multiple linear regression methods on panel data with FEM (Fixed Effect Model) approach to test the relationship between variables. The results showed that the number of foreign guests, the average length of stay, and the room occupancy rate all significantly affected employment simultaneously. While partially, the number of foreign guests and the room occupancy rate have a positive and significant effect, the average duration of stay has no considerable effect. This finding confirms that an increase in the number of foreign guests and the room occupancy rate can boost employment growth in the tourism sector. Therefore, strategies to attract more tourists and increase hotel occupancy must be strengthened to create more jobs.

Keywords: *Tourism, Labor, Tourists*

1. Introduction

Tourism plays a vital role in strengthening the national economy, contributing significantly to GDP and job creation. However, the sector has faced several problems in recent years that hampered its growth. In 2022, the tourism sector's contribution to Indonesia's GDP was recorded at 3.6%, which means a decline compared to 2021, when it reached 4.2% (Soehadi *et al*., 2022; Hasibuan *et al*., 2023). Despite its great potential, various structural barriers must be overcome so that this sector can again become one of the main pillars of the national economy.

One of the leading indicators of the recovery of the tourism sector is the increase in the number of foreign tourists visiting Indonesia. The number of foreign tourists has almost quadrupled from 1,557,530 in 2021 to 5,889,031 in 2022, based on data from Statistics Indonesia. This increase directly impacts the hotel, restaurant, transportation, and trade sectors in areas with high tourism activity (Rapi & Hinriani, 2022; Wahyu & Triani, 2023). Therefore, the revival of tourism can become a driving force for various related economic sectors. It encourages economic growth, and the tourism sector also multiplies job creation. This sector is closely related to hospitality, transportation, and creative industries, where the demand for workers is directly proportional to the increase in tourists (Pita & Akbar, 2019; Lesmana & Purwanti, 2020). Bujung *et al*. (2019) asserted that more visitors favorably impact the occupancy rate of star-rated hotels, increasing the need for workers in the tourism sector.

Employment in the tourism sector is also influenced by several other factors, such as the number of inns, labor regulations, and the workforce's education level (Wardhana *et al*., 2020;

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Hafizha *et al*., 2024). According to a study by Hasnah *et al*. (2019), the workforce's education level significantly influences the number of workers absorbed in Makassar's tourism sector. Meanwhile, Manik (2021) found that the number of hotel rooms and revenue generated by the tourism sector in North Sumatra also affect the increase in employment in this sector. Nonetheless, the impact of the tourism sector on employment is not always the same in different regions. Research in North Sumatra shows that local tourists do not significantly impact employment in the tourism sector, but foreign tourists have a significant impact (Erza & Rozaini, 2023). In Batu City, the number of hotels is the main factor in increasing employment compared to the number of tourist visits (Saputra & Muchtolifah, 2023). Similar results were found by Rusiang (2024), who showed that hotel use is the most influential variable on the number of workers in Parepare City.

Based on previous studies, this research aims to answer three questions: (1) How is employment in Indonesia's tourism sector affected by the number of foreign guests staying in star hotels? (2) how job creation is affected by the average length of stay of foreign guests, and (3) how employment in the tourism sector is affected by room occupancy rates. Therefore, this study focuses on analyzing the impact of the number of foreign guests at star hotels on employment in the tourism sector, how the average duration of stay of foreign guests impacts employment, and the impact of room occupancy rate on employment.

This study uses data from Statistics Indonesia and the Ministry of Tourism and Creative Economy for 2021-2022 to assess the impact of the number of foreign guests, room occupancy rate, and average length of stay on employment in the tourism sector. This study is expected to provide an academic contribution to understanding the linkages between the tourism sector and employment and a reference for policymakers in developing policies to increase employment in the tourism sector. In practice, stakeholders can use the findings of this study to develop policies to encourage more foreign tourists and marketing strategies to increase hotel occupancy rates, which will lead to additional job creation. To maintain service quality in the face of growing labor demand in the sector, workforce training should also be a top priority.

2. Research Method

The data used in this study uses secondary data in the form of panel data, which combines time series data for 2021-2022 and cross-section data from 34 provinces in Indonesia, sourced from Statistics Indonesia and the Ministry of Tourism and Creative Economy.

Panel data processing is done through Pooled Ordinary Least Squares (OLS), Fixed Effect Model (FEM), and Random Effect Model (REM). The best model selection is then carried out through specification tests, including the Chow and Hausman tests. After the most suitable model is determined, classical assumption tests such as normality, multicollinearity, and heteroscedasticity are conducted to ensure the validity of the model data. Furthermore, statistical tests assess the correlation between the independent and dependent variables. A simultaneous significance test (F test) assesses the influence of the independent variables on the dependent variable, and a partial significance test (t-test) measures the influence of each independent variable individually. In addition, the coefficient of determination (R^2) test is used to see how much the

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independent variable can explain variations in the dependent variable. The independent variables in this study are factors that are thought to affect labor in the tourism sector. The independent variables used consist of the Number of Foreign Guests in Starred Hotels (NFGSH) and the Average Length of Stay of Foreign Guests (ALSFG). The number of foreign guests at starred hotels (NFGSH) is measured by the number of foreign guests staying at starred hotels in a certain period; this data is obtained from Statistics Indonesia, which records foreign tourist visits to starred hotels in various regions. Meanwhile, the Average Length of Stay of Foreign Guests (ALSFG) is measured by calculating the average number of days foreign guests stay in star hotels from Statistics Indonesia. The dependent variable, namely Tourism Sector Labor (TSL), is measured based on the number of workers actively working in the tourism sector officially recorded by the Ministry of Tourism and Creative Economy.

As for making it easier to understand the independent and dependent variables and their measurements, it can be seen in the following table:

Table 1. Operational Variable

Name Variable	Symbol	Measurement	Data Sources
Tourism Sector Labor	TSL	Number of people working in the tourism sector.	Ministry of Tourism and Creative Economy
Number of Foreign Guests in Starred Hotels	NFGSH	Several foreign guests recorded staying in star-rated hotels.	Statistics Indonesia
Average Length of Stay for Foreign Guests	ALSFG	Average number of days foreign guests stay in star hotels.	Statistics Indonesia
Room Occupancy Rate	ROR	The average percentage of starred hotel rooms occupied by guests.	Statistics Indonesia

Source: processed by the author, 2025

This study uses the dependent variable Tourism Sector Employment (TSL) as well as three independent variables, namely the Number of Foreign Guests in Starred Hotels (NFGSH), Average Length of Stay of Foreign Guests (ALSFG), and Room Occupancy Rate (ROR). In this study, the dependent variable (Y) was transformed into a logarithmic form to improve the interpretability of the estimation results. The regression equation can be written as follows:

$$\text{Log (TSL)} = \boldsymbol{\beta 0} + \boldsymbol{\beta 1}(\text{NFGSH})\mathbf{it} + \boldsymbol{\beta 2}(\text{ALSFG})\mathbf{it} + \boldsymbol{\beta 3}(\text{ROR})\mathbf{it} + e\mathbf{it}$$

Description:
TSL = Tourism Sector Labor
β0 = Constanta
β1, β2, β3 = Partial regression coefficient

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NFGSH = Number of Foreign Guests in Starred Hotels
ALSFG = Average Length of Stay for Foreign Guests
ROR = Room Occupancy Rate
e = error term
i = 1, 2, 3, 4 … n; n = number of cross-section data
t = 1, 2, 3, 4 … t; t = number of time series

The dependent variable was logarithmically transformed to overcome the classical assumption violations identified in the data. Data transformation aims to change the measurement scale of the original data to another form without changing the original value so that the data can fulfil the assumptions underlying the analysis of variance (Kurnianto & Setiaji, 2022).

3. Result and Discussion

A. Model Selection Test

Chow Test

The Chow test is conducted to select a more appropriate test between the Fixed Effect Model (FEM) and Common Fixed Effect (CEM) in explaining the results of the study (Ti & Khasanah, 2025). If the probability value (Prob) is more than $\alpha = 0.05$, then the selected model is the Common Effect Model (CEM). Conversely, if the probability value (Prob) is less than $\alpha = 0.05$, then the model used is the Fixed Effect Model (FEM).

Table 2. Chow Test Results

Effects Test	Statistic	Prob.
Cross-section F	1131.777182	0.0000
Cross-section Chi-square	482.452821	0.0000

Source: processed by the author, 2025

Based on the Chow Test results in table 2, the probability value (Prob) is 0.0000 for both tests, namely Cross-section F and Cross-section Chi-square. This value is smaller than the significance level $\alpha = 0.05$, so the null hypothesis (H_0) stating that the CEM is the appropriate model is rejected. Therefore, the Fixed Effect Model (FEM) is more appropriate to use in this study because it can capture differences in individual characteristics of the cross-section unit that the CEM is unable to capture. The selection of FEM indicates that each unit of study has unique properties that contribute to variations in the dependent variable, so this model is more suitable for producing accurate and reliable estimates after data transformation.

Hausman Test

The Hausman test is used to determine which test is more appropriate in the panel data regression model between the Fixed Effect Model (FEM) or the Random Effect Model (REM) to be selected (Candra & Irmeilyana, 2024). If the probability value (prob) is smaller than $\alpha = 0.05$,

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the model chosen is the Fixed Effect Model (FEM). If the probability value (prob) is more significant than α = 0.05, the model chosen is the Random Effect Model (REM).

Table 3. Hausman Test Results

Test Summary	Statistic	Prob.
Cross-section random	8.349919	0.0393

Source: processed by the author, 2025

Judging from table 3, the results of the Hausman test, after the logarithmic transformation of the dependent variable, obtained a probability value of 0.0393. This value is lower than the significance level α = 0.05, which means that the null hypothesis (H_0) is rejected, so the Fixed Effect Model (FEM) is more suitable for use in this study. So, the results of the Hausman test prove that the FEM is the most appropriate model for analyzing the data used by not requiring the Lagrange Multiplier (LM) test for model selection between the Common Effect Model (CEM) and the Random Effect Model (REM) (Savitri *et al*., 2021: 98).

B. Panel Data Regression Model

Panel data regression analyses the relationship between independent and dependent variables. Panel data is a combination of time series and cross-section data with three models, namely the Common Effect Model (CEM), Fixed Effect Model (FEM) and Random Effect Model (REM), with model selection through the Chow test and Hausman test (Candra & Irmeilyana, 2024).

Table 4. Panel Data Regression Results

Variable	Coefficient	t-Statistic	Prob.
C	12.40844	181.8782	0.0000
NFGSH	0.000114	2.430380	0.0211
ALSFG	0.006600	0.630742	0.5328
ROR	0.005601	4.038524	0.0003
Adjusted R-squared	0.998457	Durbin-Watson stat	3.885714
F-statistic	1204.939		
Prob (F-statistic)	0.000000		

Source: processed by the author, 2025

Based on the Fixed Effect Model (FEM) panel data regression table, the following regression equation is obtained:

$$LogTSL = 12.40844 + 0.000114NFGSH + 0.006600ALSFG + 0.005601ROR + e$$

The regression equation after transformation using natural logarithm on the dependent variable (LogTSL) shows a constant value of 12.40844. This means, without the influence of the

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variable number of foreign guests at star hotels (NFGSH), the average length of stay of foreign guests (ALSFG), and the room occupancy rate (ROR), the number of workers (LogTSL) is estimated at 12.40844. The regression value of the variable number of foreign guests at star hotels is positive at 0.000114, which indicates that every 1 unit increase in the number of foreign guests will increase labor by 0.000114. The average length of stay variable of foreign guests also has a positive regression value of 0.006600, which means that every 1 unit increase in length of stay will increase labor by 0.006600. Meanwhile, the room occupancy rate variable has a positive regression value of 0.005601, meaning that every one-unit increase in the room occupancy rate will lead to an increase in labor by 0.005601.

C. Classical Assumption Test

Normality Test

The normality test assesses the distribution of normally distributed data on several data or research variables (Nurhaswinda *et al*., 2025). If the probability value is more than 0.05, the model used is appropriate, and the data is usually distributed. However, if the probability value is less than $\alpha = 0.05$, the data is not normally distributed.

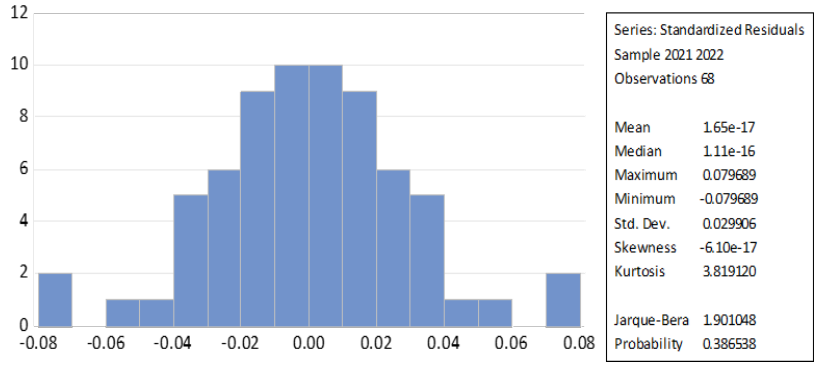

Figure 1. Normality test results (processed by EViews, 2025)

Figure 1 above shows the results of the residual normality test on the regression model, showing a Jarque-Bera value of 1.901048 and a probability of 0.386538, which exceeds the significance level $\alpha = 0.05$, so it is interpreted as customarily distributed residuals. This shows that the regression model meets the normality test, so the estimation results are not biased due to abnormal data distribution. Visually, the residual histogram forms a symmetrical pattern resembling a normal distribution, including a skewness value of 6.10E-17 close to zero and a kurtosis of 3.819120 close to a normal distribution. Thus, the model's normality test is still fulfilled, allowing further tests, such as multicollinearity and heteroscedasticity tests, to be carried out.

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Multicollinearity Test

The multicollinearity test is carried out to analyze whether there is a correlation between the independent and dependent variables in the regression model used (Ismawati *et al*., 2025). In this study, the multicollinearity test used is the matrix correlation test; if the correlation value is < 0.80, it can be concluded that the data is free from multicollinearity or passes the multicollinearity test.

Table 5. Multicollinearity Test Results

	NFGSH	ALSFG	ROR
NFGSH	1.000000	0.073642	-0.035594
ALSFG	0.073642	1.000000	-0.131284
ROR	-0.035594	-0.131284	1.000000

Source: processed by the author, 2025

The multicollinearity test results above show no high correlation between the independent variables in the regression model, as indicated by the correlation coefficient values between variables below the 0.80 threshold. Based on table 5, the relationship between the NFGSH and ALSFG variables has a correlation coefficient of 0.073642, NFGSH and ROR of -0.035594, and ALSFG and ROR of -0.131284. These values are smaller than 0.80, meaning there is no strong linear relationship between the independent variables. Thus, the regression model in this study is free from multicollinearity problems after data transformation. This ensures that the estimation of regression parameters does not experience distortion so that the regression analysis results can be more accurate and appropriately interpreted.

Heteroscedasticity Test

The heteroscedasticity test is used to see whether the data used experiences inequality of variance from residuals in a linear regression analysis model (Nuzuliati & Musyawarah, 2025). In this study, the heteroscedasticity test was carried out using the residual graph. If the data does not cross the boundary, there is no heteroscedasticity, or it passes the heteroscedasticity test, and vice versa.

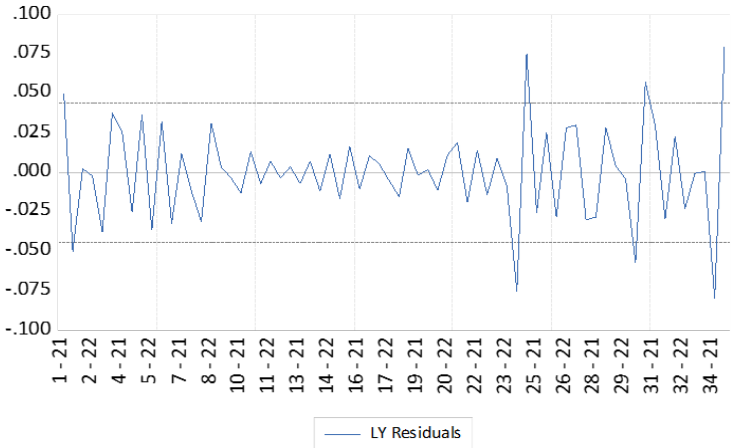

Figure 2. Heteroscedasticity test results (processed by EViews, 2025)

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The results seen through the residual graph from the heteroscedasticity test show that the variability of the residuals remains within the controlled limits, which are between -100 and 100. The residual variance here is homogeneous because the residual distribution appears more stable and has no systematic pattern. Therefore, the assumption of homoscedasticity in the linear regression model is fulfilled, allowing analysis without heteroscedasticity disorders that can interfere with the validity of parameter estimates. This was obtained after data transformation, which seeks to improve the model's validity and stabilize the residual variance.

D. Statistical Test

Partial Test

The T-test aims to analyze the extent to which the independent variable affects the dependent variable (Gole *et al*., 2025). If the probability value (prob) t-stat is less than $\alpha = 0.05$, it has a significant effect, and vice versa.

Table 6. Results of the t-test

Variable	Statistic	Prob.
C	181.8782	0.0000
NFGSH	2.430380	0.0211
ALSFG	0.630742	0.5328
ROR	4.038524	0.0003

Source: processed by the author, 2025

According to the t-test results after data transformation, the NFGSH and ROR variables significantly affect the dependent variable with probability values of 0.0211 and 0.0003, respectively (less than $\alpha = 0.05$). This indicates that both variables make a real contribution to explaining changes in the dependent variable in the regression model. On the other hand, the ALSFG variable is not significant, as indicated by the probability value of 0.5328, which is greater than 0.05. Therefore, data transformation increases the power of the regression model and identifies influential independent variables so that the analysis results become more effective and can be used as a basis for decision making.

Simultaneously Test

The F-test is conducted to determine the effect of independent variables (X) together on the dependent variable (Y) (Gole *et al*., 2025). If the probability value (prob) f-stat is less than $\alpha = 0.05$, it has a significant effect and vice versa.

Table 7. Results of F-test

F-Statistic	Prob. (F-stat)
1204.939	0,000000

Source: processed by the author, 2025

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The F-test results in table 7 show that the regression model has a simultaneous significance characterized by a probability value of 0.000000, smaller than α = 0.05. This finding confirms that the NFGSH and ALSFG variables significantly affect the crime scene, so the model can explain the relationship between variables. The validity of the estimation results is maintained, allowing for more accurate analysis even after data transformation.

Test Coefficient of Determination (R^2)

The coefficient of determination (R^2) test is carried out to determine the extent to which the independent variables in the study can explain the dependent variable (Putri & Mardianto, 2025). The greater the coefficient of determination (R^2), the higher the percentage of the dependent variable (Y) that can be explained by the independent variable (X).

Table 8. Determination Coefficient Test Results

Adjusted R-squared
0.998457

Source: processed by the author, 2025

The coefficient of determination obtained based on table 8 is 0.998457. This value indicates that the ROR variables of the regression model used can explain 99.85% of the variability of the NFGSH and ALSFG variables. This very high percentage indicates that the model has good predictive ability, with only 0.15% of the remaining variation in the dependent variable caused by other factors outside the model. Therefore, the regression model used represents the relationship between the independent and dependent variables after data transformation.

Discussion

The Effect of the Number of Foreign Guests in Starred Hotels on Labor Absorption in Indonesia

Based on the research results, the Number of Foreign Guests (NFGSH) positively and significantly affects the employment of the tourism sector in Indonesia, as seen from the probability value of 0.0211, which is less than 0.05. The positive value of the regression coefficient of 0.000114 indicates that every additional foreign guest will increase employment of 0.000114. This result highlights the direct relationship between increased foreign tourists and expanding employment in the tourism industry.

This linkage can be explained by the increased demand for services in the tourism sector, which requires more labor to meet operational standards. In addition, the multiplier effect of the tourism sector leads to an increase in foreign tourists, which affects supporting services, such as transportation, restaurants, and creative industries, that contribute to employment opportunities on a broader scale (Nuryadin & Purwiyanta, 2023).

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This finding is consistent with Pita and Akbar's (2019) research, which revealed that an increase in the number of foreign tourists positively affects job creation in Indonesia's tourism industry. Similarly, Lesmana and Purwanti (2020) identified a significant impact between the surge in foreign tourists and hospitality employment, especially in areas experiencing rapid tourism expansion, such as Bali. Therefore, the results of this study strengthen the empirical support that the growth in the number of foreign tourists significantly contributes to the increase in labor demand in the hospitality sector and its supporting industries.

The Effect of Average Length of Stay of Foreign Guests on Labor Absorption in Indonesia

The results showed that the Average Length of Stay of Foreign Guests (ALSFG) variable did not significantly influence the Tourism Workforce (TSL). This is indicated by the probability value of 0.5328, more significant than the 5% significance level (0.05). Thus, changes in the average length of stay of foreign guests do not directly affect the number of workers in the tourism sector.

The insignificant effect of ALSFG on TSL indicates that the duration of foreign guest stays does not directly increase labor demand, because even though guests stay longer, the workload does not increase significantly and thus does not require additional employees. Labor demand is more influenced by the overall number of tourist visits, not the length of their stay.

This finding is in line with research conducted by Rapi and Hinriani (2022), who found that despite the increasing number of tourists visiting a destination, the duration of their stay does not necessarily directly increase the number of workers in the tourism sector. In addition, Wahyu and Triani (2023) stated that the duration of foreign guests has a more significant impact on hotel revenue than labor demand because profits come more from guest spending during their stay, not from increased operations that require additional labor.

The Effect of Room Occupancy Rate on Labor Absorption in Indonesia

The research results show that the Room Occupancy Rate (ROR) positively and significantly affects employment in the tourism sector. An increase in the ROR directly leads to an increase in the number of laborers absorbed in this sector, as indicated by the positive regression coefficient of 0.005601 and probability value of 0.0003, which is smaller than 0.05.

This relationship occurs because the number of tourists increases as the room occupancy rate increases. An increase in the number of tourists also causes the demand for accommodation to increase. This, in turn, requires more labor to serve guests optimally. Thus, a high room occupancy rate contributes directly and positively to employment.

The consistency of this finding is the same as the study conducted by Hasnah *et al*. (2019), which found a good correlation between hotel occupancy rates and labor in the tourism sector. Reinforced by other findings, an increase in hotel occupancy rates indicates an increase in demand for lodging services, which in turn raises the need for workplaces in various hotel operational divisions to increase, ranging from room maintenance, food and beverage services to cleaning and

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security services (Manik, 2021; Erza & Rozaini, 2023). The results of these findings reinforce the statement that room occupancy rates have a positive effect on employment.

Conclusion

The findings of the study indicate that the tourism sector has a significant influence on employment in Indonesia. number of foreign guests (NFGSH) and room occupancy rate (ROR) positively and significantly impact employment. A high room occupancy rate and increased foreign guests staying in star-rated hotels can boost labor demand in transportation, food services, and hospitality. However, the average length of stay of foreign guests (ALSFG) does not significantly impact employment. This indicates that more extended stays do not automatically increase labor demand as hotel operational efficiency remains stable regardless of changes in tourist stays.

The results of this study could impact the government, hoteliers, and the tourism service sector as a whole. Promotion strategies and tourism infrastructure development require further attention as an increase in the number of foreign tourists can play a crucial role in providing more jobs. Measures that include easing travel regulations, increasing workforce capacity through skills certification and training based on industry needs, and optimizing incentive policies for the tourism sector can be considered. In addition to creating more jobs, such efforts will enhance the tourism industry's ability to compete and promote long-term stable economic growth.

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