

LABOR ABSORPTION OF THE FOOD CROPS SUB-SECTOR IN THE NEW NORMAL ERA IMPACT OF THE COVID19 PANDEMIC OUTBREAK (Case Study: Kapuk Village, Tabir Ulu District, Merangin Regency)

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ABSTRACT

This research was carried out in Kapuk Village, Tabir Ulu District, Merangin Regency from 30 January to 30 February 2020 with the aim of (1) The Large Contribution of Labor to the Food Crops Sub Sector in the New Normal Era. The Impact of the COVID-19 Pandemic Outbreak (2) multiple times to determine the influence of productivity labor and wage levels in labor absorption in the food crop sub-sector. The method for determining the sample was carried out purposively. The sampling technique is simple random sampling. Contribution data uses contribution analysis to determine the magnitude of the contribution of labor in the food crop sub-sector to the agricultural sector. To find out the magnitude of the contribution of labor in the food crop sub-sector to the entire sector, the data used in this research is secondary data from the village office and multiple linear regression to determine the influence labor productivity and wage levels in the employment of the food crop sub-sector and the data used is primary data.

The results of this research are (1) The contribution of labor in the food crop sub-sector to the agricultural sector is 55.10% with a very good category including: the number of workers in the food crop sub-sector and the number of workers in the agricultural sector in Kapuk Village, Tabir Ulu District, Merangin Regency. (2) The contribution of labor in the food crops sub-sector to the entire sector is 53.65% with a very good category including: the number of workers in the food crops sub-sector and the number of workers in the entire sector (3) Labor Absorption (Y) is partially influenced by labor productivity X1, namely with a value of $t_{count} 4.035 < t_{table} 1.999$. and simultaneously labor absorption is also influenced by labor productivity female labor wages (X3) have no effect on the dependent variable labor absorption (Y) because they have the same value.

Key words : Contribution, Labor Productivity, Labor Wage Level.

1. INTRODUCTION

The epidemic of COVID-19, which struck Indonesia in 2019 since March 2 2020 has not only had a negative impact on health, but also the economy and food security, as of July 1 2020 the number of confirmed positive Covid-19 sufferers was 57,770 cases and 2,934 people died. This means that every day an average of 474 people are infected and 24 people die due to Covid-19. The government's policy for the public to do work from home, large-scale social restrictions (PSBB),

and maintaining physical and social distance (physical and social distancing), as well as limited regional closures (partial lockdown), have caused a decline in growth economy and disrupt food security during the new normal period (new year adapting to Covid-19). In the economy, the Covid-19 pandemic has caused the number of unemployed to soar. The government estimates that 3.0-5.2 million will lose their jobs and 1.8-3.78 million Indonesians will fall into poverty during the Covid-19 pandemic. An



investigation carried out by economist Arthur Okun called Okun's Law, there is a bad correlation between unemployment and economic expansion. The higher the unemployment rate, the reduced level of growth in the economy, because While the unemployed do not contribute to the production of goods and services, the working population does. Indonesia's economic growth, which reached 5.02% in 2019, is estimated to shrink to 1.0% in 2020 because of the Covid-19 outbreak. The study of Vos et al. (2020) concluded that a 1.0% reduction in economic growth causes an increase in poverty and food insecurity of 1.6% and 3.0%.

The agricultural sector is crucial to reducing the negative impact of Covid-19. first, the largest provider of employment opportunities. BPS (2019) states that the structure of the working population according to employment is dominated by agriculture at 27.33%, followed by trade at 18.81%, and processing industry at 14.96%.

The basic strategy to strengthen the contribution of the agricultural sector in the age of the new normal is to allocate a large and increasing development budget for the agricultural sector. The agricultural budget continues to decline over the last six years. In 2015 it was the highest, namely IDR 32.72 trillion, decreasing to IDR 27.72 trillion (2016), IDR 24.23 trillion (2017), IDR 23.90 trillion (2018) and IDR 21.71 trillion (2019) , and most recently IDR 21.05 trillion (2020). The agricultural budget is only 0.77% compared to the total 2020 APBN of IDR 2,613.81 trillion.

According to Todaro (2000), employment is one of the important things that needs to be considered in development issues. Absorption of labor is required in income dispersion, which will influence development in the future. Almost all of the money the community

makes comes from wages given in the field of work. A society's level of prosperity is determined by the quantity of money that its labor earns. A society's degree of prosperity increases with its per capita income. Fundamental alterations are made to national institutions, social structures, and community attitudes during a development process. These changes also address issues of economic growth, addressing income inequality, and reducing poverty.

According to (Kuncoro et al., 2012) states that labor absorption is the population that is able to work within the working age (15-64 years) consisting of people who are looking for work, have a job but are temporarily unemployed or unemployed. Meanwhile, according to Law No. 13 of 2003 concerning labor, labor is every person who is able to do work to produce goods and services to meet their own needs and those of the community.

According to Alfiat (2012), another factor that influences labor absorption in Indonesia is the existence of regional government expenditure policies in the APBD. Regional government expenditure policies in the APBD are represented in the total government outlay allocated in the local budget, government outlay, investment have an influence on labor absorption. The existence of the budget for regional revenue and expenses. which originates from federal support, and regional original income—a type of capital accumulation government—is intended to promote regional economic expansion.

In 2019, Jambi Province had 3,624.6 thousand people live there, in 2018 it was 3,570.3 thousand people. During that period there was a growth of 1.52 percent. The total workforce in Jambi Province in August 2019 reached 1,765,747 people, consisting of 1,691,782 people who were employed and 73,965

people who were openly unemployed. In 2019, 14,978 individuals registered as job searchers with the Manpower and Transmigration Service depending on their gender, of whom 8,450 were men and 6,528 were women (BPS Jambi, 2020).

National Labor Force survey results (SAKERNAS) In 2018 the labor force was 186,190 people. Meanwhile, in August 2019, the number of the workforce increased by 187,523 people, the non-labor force population was 7,413 people, the population still in school was 21,487 people, the number of people taking care of the household was 54,623 people, while others were 10,892 people (BPS Merangin, 2020).

Merangin Regency has an area of 7,679 km². And Merangin Regency consists of 24 sub-districts, 205 villages, 10 sub-districts, and in 2019 Merangin Regency had a working population of 159,202 people who worked in various sectors. The sectors of water supply, waste management, trash and recycling, mining and quarrying, forestry, and fisheries, and agriculture, forestry, and fisheries, total 102,281; Construction 4,343; Management industrial sector 190; Gas and electricity procurement sector 247; Transportation and storage 2,605; Car and motorcycle repair 24,182; Wholesale and retail trade sector Availability of lodging, food, and beverages 5,541. Explaining that the potential of supporting areas and workforce in Merangin Regency shows that the agricultural sector is the largest compared to other employment opportunities.

Tabir Ulu District is a sub-district located There are 9,036 people living in the 361.08 km² Merangin Regency. Tabir Ulu District has six villages, each with a land area, namely: (1). Muara Jernih Village with an area of 39.77 Ha of rice fields, (2). Pulau Aro Village with a rice

field area of 165.53 Ha, (3). Muara Seketuk Village with an area of 63.77 Ha of rice fields, (4). Rantau Ngarau Village does not have rice fields, but only has garden land, (5). Medan Baru Village with an area of 54 Ha of rice fields, (6). Kapuk Village with a rice field area of 182.52 Ha. These six villages are still cultivating lowland rice farming to this day. Explaining that Kapuk Village has the largest rice fields in Tabir Ulu District, not only is the rice fields the largest but its plantation land is also the largest in Tabir Ulu District.

Kapuk Village is a village located in Tabir Ulu District. Kapuk Village has an area of 74.59 km², with a population of 1,905 people. Residents living in Kapuk Village work in various sectors. Agriculture, plantation and fisheries sectors 1,479; Civil Servants (PNS) 12; Health 10; Police 2; Farm 7; TNI 1; Employee 6; Private Company 6; Lecturer 2.

Based on the explanation above, the potential of the supporting area and workforce in Kapuk Village, Tabir Ulu District shows that the agricultural sector is the largest compared to other employment opportunities.

In light of this justification, experts are eager to carry out studies labeled "Labor Absorption in the Food Crops Sub-Sector in the New Normal Era, Impact of the COVID-19 Pandemic, Case Study: Kapuk Village, Tabir Ulu District, Merangin Regency."

2. RESEARCH METHODOLOGY

From January 30 to February 30, 2021, this study was conducted in Kapuk Village, Tabir Ulu District, Merangin Regency. Given that Kapuk Village has the greatest amount of rice fields in Tabir Ulu District, the location was chosen purposefully, or with intention.

In this study, two different kinds of information were both main and secondary are employed. original information was gathered by direct interviews from the people who were responders, using a questionnaire (set of questions) that had been produced. Secondary data sources can be obtained from relevant agencies or institutions and literature connected to research issues, numerous internet domains, public libraries and educational institutions, and research outcomes related to research.

Descriptive research is used in this study, and it is conducted by gathering field data. According to Sugiyo (2005), a descriptive method is one that is used to characterize or evaluate research findings in order to draw broader implications. In order to obtain reliable and accurate results, the research employed both quantitative and qualitative data to support its findings. Quantitative data was gathered by a survey approach, which involves distributing questionnaires as the primary research tool for gathering data from a small sample of the community through interviews. The general description and location of the inquiry are determined using qualitative data as research support.

Simple random sampling, or utilizing a certain method of drawing from a population or universe to guarantee that each person has an equal

chance of getting selected or taken, is the sample technique used in this study (Kerlinger, 2006). (Sugiyono, 2017) defines population as a generalized set of items with certain attributes and traits selected by researchers for analysis, investigation, and conclusion-making. A vital stage in the research process is determining the demographic. Populations can supply data or knowledge that is helpful for scientific purposes. The 338 farmers that made up the research population in Kapuk Village were either laborers or farmers working in paddy fields (BPP, Tabir Ulu District, 2020).

According to (Arikunto, 2013) The sample is a subset of or representative among the populace studied. If there are less than 100 subjects, it is better to take them all. On the other hand, if there are more than 100 subjects, between 10-15% or 20-25% can be taken. In this research, 25% of the total respondents were farmers or rice workers, 342 people in Kapuk Village, Tabir Ulu District. Sampling in this research was Simple Random Sampling by shaking. So from the 11 farmer groups that were sampled, there were 81 people.

The first objective states that to calculate the amount of labor absorption in the food crops sub-sector in labor absorption, use Contribution Analysis. Data used for 5 years with the formula: According to Made (2014) states that:

$$P = \frac{X1}{Y1} \times 100\% \quad P = \frac{X1}{Y2} \times 100\% \quad (1)$$

Where :

- P = Contribution to labor absorption in the agricultural industry and food crop subsector
- X1 = Labor contribution to the subsector of food crops
- Y1 = Contribution of agricultural sector workers
- Y2 = Total Labor Contribution for all sectors in
- 100% = Constant value in percentage.

To find out the magnitude of the contribution of food crop sub-sector workers in labor absorption during owing

to the effects of the New Normal Era COVID-19 outbreak.

For the contribution of workers in the food crop sub-sector in absorbing labor during the COVID-19 outbreak's effects on the New Normal Era are:

Classification of Contribution Criteria, According to (Hasannudin & Wokas, 2014) states that:

0.00% –10% = Very Less
10.10% - 20% = Less
20.10% - 30% = Medium

30.10% - 40% = Fairly Good
40.10% - 50% = Good
Above 50% = Very Good

In the second aim, to study and explain how productivity and wage levels affect labor absorption, the method used in this research analysis is:

To calculate labor productivity, use the formula:

$$PR_{TK} = \frac{Q}{TK} \quad (2)$$

Where :

PR_{TK} = Productivity (%)

Q = volume of production produced by lowland rice farmers in one planting (Kg).

TK = number of workers used (HKO).

Multiple Linear Regression Method. We use this regression analysis to test the job absorption model. Starting from and specifying a model that is formed based on existing theory on a problem as in the theoretical basis, in the form of a model elaboration.

Sugiyono (2017) claims that researchers employ multiple linear regression analysis when attempting to forecast changes in the condition of the dependent variable (criterium) based on manipulations to the values of two or more independent variables acting as predictor factors. A multiple linear regression analysis will be performed in

the event that there are two or more independent factors.

Regression analysis's goal, according to Danang (2013), is to ascertain how much (X) is an independent variable that affects (Y), the dependent variable. Since determining the link between variables necessitates the use of multiple independent variables, the author of this study employs multiple regression analysis. ($X_1, X_2, \dots, X_n$).

The general form of the systematic multiple linear regression equation according to (Narimawati, 2008) is as follows:

$$Y_i = a + b_1X_1 + b_2X_2 + b_3X_3 + e \quad (3)$$

Where :

Y = Labor Absorption (People)

A = Constant

b = Estimated parameters

X_1 = Productivity of Workers (%).

X_2 = Wage Level for Male Workers (Rp).

X_3 = Wage Level for Female Workers in the Food Crops Sub Sector (Rp).

E = Error

Partial Testing (t Test)

According to Dwi (2012), states that the To ascertain whether or not a



portion of the independent variable has a substantial impact on the dependent variable, the t test or partial regression coefficient test is utilized.

First hypothesis

- a. $H_{o1} : \beta_2 = 0$, indicating that productivity X_1 , male wage level X_2 , female wage level (x_3)), simultaneously have no effect on labor absorption (Y).

$H_a : \beta_i \neq 0$ indicates that at least one of Productivity X_1 Wage Level X_2 , Women's Wage Level X_3 simultaneously influences Y (Employment Absorption).

- b. Second hypothesis

$H_{o2} : \beta_2 = 0$, indicating that variable X_2 (Wage Level) has no influence on variable Y (Labor Absorption)

$H_{a1} : \beta_2 \neq 0$, indicating that variable X_2 (Wage Level) has an effect on variable Y (Labor Absorption).

- 1) Determine the significance level, namely α : 0.05
- 2) Find the 2-party t count using the SPSS program on the computer using the following formula:

$$t = \frac{r\sqrt{n-2}}{\sqrt{1-r^2}} \quad (4)$$

Source: (Sugiyono, 2012)

Where :

t = t test value

r = correlation coefficient value

n = number of samples observed.

- 3) Draw conclusions

H_o is accepted if the calculated value of the t test statistic is in the H_o acceptance area, where $t \text{ count} - t \text{ table} < -t \text{ count}$ and $t \text{ count} < t \text{ table}$. H_o is rejected if the calculated value of the t test statistic is in the H_o rejection area, where $t \text{ count} > t \text{ table}$ and $-t \text{ count} < -t \text{ table}$.

Simultaneous Testing (F Statistical Test)

According to Dwi (2012), the F test is To determine if the independent variables together have a substantial impact on the dependent variable, the F test or joint regression coefficient test is utilized.

The steps taken in simultaneous testing are as follows:

- 1) Determining statistical hypotheses

$H_o : \beta_1 = \beta_2$, Shows Productivity (X_1), Men's Wage Level (X_2), Women's Wage Level (X_3), simultaneously have no effect on Labor Absorption (Y).

$H_a : \beta_i \neq 0$ indicates that at least one of Productivity (X_1), Men's Wage Level (X_2), Women's Wage Level (3), simultaneously influence Labor Absorption (Y).

- 2) Determine the significance level, namely $\alpha = 0.05$
- 3) Determine the calculated F using SPSS on the computer.

$$F = \frac{R^2/(K-1)}{(1-R^2)(N-K)} \quad (5)$$

Where:

R = Partial correlation value

N = Number of samples

K = Number of independent variables

Determine the acceptance and rejection of the proposed hypothesis:

- a. H_0 is rejected if $F_{count} > F_{table}$ H_a is accepted, meaning it has an effect.
- b. H_0 is accepted if $F_{count} < F_{table}$ H_a is rejected, meaning it has no effect.

Or, decision making based on significance:

$F_{sig} < \alpha$, then H_0 is rejected, meaning the independent variable simultaneously influences the dependent variable.

$F_{sig} > \alpha$, then H_0 is accepted, meaning that the independent variables simultaneously do not influence the dependent variable.

Coefficient of Determination

The Coefficient of Determination (R^2), according to (Ghozali, 2005) is used to determine whether or not there is a perfect relationship. Changes in the independent variables, labor productivity (X_1), men's wage level (X_2), and women's wage level (X_3), are followed in the same proportion by the dependent variable, labor absorption (Y). In this test, the R Square value (R^2) is examined. The value of the coefficient of determination ranges from 0 to 1. Moreover, a low value (R^2) indicates that nearly all of the information required to forecast dependent variations is provided by the independent variables' capacity to explain changes in the dependent variable.

3. RESULTS AND DISCUSSION

Contribution of Labor in the Food Crops Sub Sector in Labor Absorption in the New Normal Era as a result of the COVID19 pandemic outbreak.

Contribution is a contribution or income to an association or a business being run. The word "contribution" originates in the English language and means "participation, involvement, involvement, or donation." This indicates that the contribution in this instance may take the shape of anything tangible or tangible. tangible items, such a person lending money to someone else for the benefit of all. For instance, a person performing volunteer work in their hometown to improve the environment and have a beneficial influence on locals and newcomers.

Contribution of Labor to the Agricultural sector and the Food Crop Sub-Sector.

The village of Kapuk Village is home to 1,905 inhabitants. There are 1,479 residents who work as farmers or farm laborers, broken down into those within the field of agriculture and the subsector of food crops. because those who live in Kapuk Village, Tabir Ulu District, work in the plantation industry as a side gig. Table 1 provides the following explanation of how the Sector of Agriculture and the Sub-Sector of Food Crops contribute to labor absorption:

Table 1. Contribution of the Meals Crop The Agricultural Sector and the Sub-Sector of Rice in Labor Absorption in Kapuk Village, Tabir Ulu District, Merangin Regency, 2016-2020.

Year	Food Crops Sub Sector (Person)	Agricultural Sector (Person)	Contribution (%)
2016	776	1.552	50
2017	811	1.622	50
2018	890	1.781	49,97
2019	815	1.479	55,10
2020	815	1.479	55,10
Amount	4.107	7.913	260.17
Average	82,140	58,26	52,03

Source: Secondary data processed, 2021.

Table 1 above provides an average value of 52.03% for the food crop sub-sector's percentage contribution to the agriculture sector for a 5-year period from 2016 to 2020. In the meantime, as the pandemic outbreak of 2020 has affected the New Normal Era, the contribution of labor absorption in the Food Crops Sub-Sector and Agricultural Sector is 55.10%. This indicates that the agricultural sector and the food crops sub-sector have contributed to labor absorption in the New Normal Era Impact. The COVID-19 Pandemic Outbreak has been categorized as Very Good. Because in order to boost the availability of food during the current pandemic, the Agricultural Sector and the Food Crops Sub-Sector are crucial.

Contribution of All Sectors and the Food Crops Sub-Sector.

The number of residents in Kapuk Village who work is 1,548 people consisting of the Food Crops Sub Sector, Agriculture Sector and other sectors. The residents of Kapuk Village are not only a source of livelihood in the agricultural sector but also in various sectors, in order to meet family needs during the New Normal Era due to the impact of this pandemic. However, as a result of this pandemic, many various sectors have experienced problems or losses, so they have reduced the number of workers. For the Contribution of the Food Crop Sub-Sector (Rice) and all Sectors in Labor Absorption in Kapuk Village, Tabir Ulu District, we can see in Table 2 as follows:

Table 2. Contribution of the Food Crop Sub-Sector (Rice) and all Sectors in Labor Absorption in Kapuk Village, Tabir Ulu District, Merangin Regency, 2016-2020.

Year	Food Crops Sub Sector (Person)	All Sectors (Person)	Contribution (%)
2016	776	1.569	49.46
2017	811	1.643	49.36
2018	890	1.821	48.87
2019	815	1.519	53.65
2020	815	1.519	53.65
Jumlah	4.107	8.071	254.99
Rata-Rata	82,140	161,42	509,98

Source: Secondary data processed, 2021.

Based on Table 2, it shows that the calculation of the contribution value of the Agricultural Sub-Sector with all Sectors in Kapuk Village in the Year during the New Normal Era, the Impact of the Pandemic Outbreak was an average of 509.98%. Meanwhile, currently during the new normal era, the impact of the 2020 pandemic outbreak, the contribution to labor absorption in the Food Crops Sub-Sector and All Sectors is 53.65%, which means that the contribution to labor absorption in the New Normal Era, the impact of the COVID-19 Pandemic Outbreak is in the Very category. Good. according to (Heri, 2011) states that food security is something that must be pursued to avoid a food crisis, namely maintaining the availability of food in sufficient quantities for the entire population. It can be concluded that apart from maintaining health during the new normal era, the impact of this pandemic outbreak is very closely related to the agricultural sector to meet needs, because of course during this pandemic food security is something that must be strived for to avoid a food crisis, namely maintaining the availability of food in

quantity and enough types for the entire population.

Labor Productivity in Labor Absorption in the Food Crops Sub Sector in the New Normal Era as a result of the COVID19 pandemic outbreak.

According to (Ananta, 1993) The ability of employees to generate production is referred to as labor productivity. This is so because a production unit's productivity is determined by the number of workers it employs, and a high productivity level suggests that the workforce has high capabilities.

From the definition above, the higher productivity, the lower the workforce absorbed. As labor costs decrease, additional labor can be added according to the needs of a business, so that labor productivity also influences labor absorption. Labor Productivity in the Food Crops Sub Sector in the Age of the New Normal. The COVID-19 Pandemic's Effects Outbreak in Kapuk Village is Presented in Table 3 below:

Table 3. Labor Productivity in Labor Absorption in the Food Crops Sub Sector in Kapuk Village, Tabir Ulu District, Merangin Regency 2021.

No	Name	Amount	Average
1	Production Volume (Kg)	135142	3296.15
2	Number of Workers (HKO)	1775.27	43.30
3	Labor Productivity (%)	6041.10	147.34

Source: Secondary data processed, 2021.

Based on Table 3, it shows that the Labor Productivity of the Food Crops Sub Sector in Kapuk Village is with an average value of 147.34%. It can be concluded according to Mulyadi (2006), stating that the lower labor productivity, the more labor absorption will increase. Conversely, the lower the labor productivity, the more labor absorption will increase. So during this pandemic, The amount of labor absorption that results will decrease with increasing labor productivity.

**In the New Normal Era, the Impact of Wage Levels and Labor Productivity on Labor Absorption in the Food Crops Subsector.
Findings from the Analysis of Multiple Linear Regression.**

Regression analysis is used to calculate the amount that the independent variable (X) influences the dependent variable (Y). Multiple regression analysis was employed in this study by the author since assessing the relationship between variables requires more than one independent variable (X1,X2,...Xn). From data processing using a statistical application program, it is known that Labor Absorption is the dependent variable (Y), followed by Labor Productivity (X1), Men's Wage Level (X2), Women's Wage Level (X3) is known as the independent variable. According to Danang (2013).

The following regression equation findings were derived based on data analysis using SPSS 16:

$$Y = 4.439 + 0.075x_1 + e \quad (6)$$

The regression equation above partially illustrates the link between the independent and dependent variables; it is possible to infer from this equation that:

- 1) The Constant value is 4,439, which indicates that in the New Normal Era, the labor absorption in the food crop sub-sector will be the impact of the COVID-19 Pandemic Outbreak in Kapuk Village, District Tabir Ulu, Merangin Regency, if there is no change in the labor productivity variables and labor wage levels (the x_1 and x_2 values are 0).
- 2) The labor productivity regression coefficient value is 0.075, which indicates that if the labor productivity

variable (x_1) increases by 1% while assuming that the labor wage rate variable (x_2) and the constant (a) are both zero, then the labor set in the food crop sub-sector in the Tabir Ulu District, Merangin Regency, Era New Normal impact of the COVID-19 Pandemic Outbreak will increase by 0.075.

Partial Testing (t Test)

To ascertain whether a portion of the independent variable has a substantial impact on the dependent variable or not, one might utilize the t test or partial regression coefficient test. To ascertain

the noteworthy degree, it is α 0.05 according to Dwi (2012).

The first t test was carried out to find out whether there was an influence of Labor Productivity (X_1) on Labor Absorption (Y).

1) Based on Significance Value (Sig)

It may be inferred from the preceding SPSS16 "Coefficients" output table that the Labor Productivity variable (X_1) has a value of 0.000 (Sig). Given that the significance level (Sig) is less than 0.05, it can be inferred that hypothesis H_a , or H_a , is accepted. This indicates that labor productivity has an impact on labor absorption (Y).

2) Comparison of $t_{\text{(calculated)}}$ values with $t_{\text{(table)}}$ (First t test).

- H_o is accepted if the calculated value of the t test statistic is in the H_o acceptance area, where $t_{\text{count}} \leq t_{\text{table}}$ and $t_{\text{count}} < t_{\text{table}}$.
- H_o is rejected if the calculated value of the t test statistic is in the H_o rejection area, where $t_{\text{count}} > t_{\text{table}}$ and $t_{\text{count}} \leq t_{\text{table}}$.
- $t_{\text{(count)}} = 4.035$
- $t_{\text{table}} = 1.999$

The aforementioned SPSS 16 result indicates that the Labor Productivity variable's $t_{\text{(calculated)}}$ value is 4.035. Given that $t_{\text{(count)}}$ 4.035 is greater than t_{table} 1.999, H_o is refused and H_a is accepted. Thus, it can be said that H_a , or the first hypothesis, is true. This indicates that labor absorption (Y) is influenced by labor productivity (X_1).

Simultaneous Testing (F Statistical Test)

To determine if the independent variables collectively have a substantial impact on the dependent variable, the F test, also known as the joint regression

coefficient test, is utilized. As stated by Priyanto (2012).

1) Based on the Significance Value (Sig) from the Anova output.

The output table for SPSS 16 above indicates that the Sig value is 0.000. Given that the Sig value is $0.000 < 0.005$, which is in line with the F test's decision-making criterion of $F_{\text{sig}} < \alpha$, H_o is rejected. This indicates that the independent variable influences the dependent variable concurrently, indicating that the hypothesis is accepted—that is, labor productivity (X_1) influences labor absorption (Y) concurrently.

2) Based on a comparison of the calculated F_{value} with F_{table}

The value of F_{count} is 16,280, as seen in the SPSS output table above. Given that the value of F_{count} $16,280 > F_{\text{(table)}}$ 0.016, the F test's premise is that if $F_{\text{count}} > F_{\text{table}}$, then H_a is allowed and H_o is refused, it can be concluded that the hypothesis received or Labor Productivity (X_1) simultaneously influences Labor Absorption (Y).

Coefficient of Determination (R^2)

The Coefficient of Determination (R^2) is used to see whether there is a perfect relationship or not, which is indicated by whether changes in the independent variables (Labor Productivity and Wage Levels) will be followed by the dependent variable (Labor Absorption) in the same proportion. This test is by looking at the R Square value (R^2).

It is known that the coefficient of determination at R Square is 0.171 based on Table 23 "Model Summary" above. Squaring the correlation coefficient, or "R" value, yields the R Square value of 0.171, which is equal to $0.413 \times 0.413 = 0.171$. The Labor Productivity variable is not the only variable influencing the

remaining 82.9%; the coefficient of determination (R Square) is 0.171, or 17.7%.

The Influence of Labor Productivity on Labor Absorption in the Food Crop Sub Sector.

Based on the findings of the t test utilizing SPSS 16 for hypothesis testing, it can be shown that the Labor Productivity variable (X1) is smaller than 0.05, as indicated by its significant value of 0.000. This indicates that labor absorption in the Food Crops Sub Sector (Y) is partially influenced by the Labor Productivity variable (X1). With a value of $t_{\text{(calculated)}} 4.035 < t_{\text{table}} 1.999$ in the test results of the $t_{\text{(calculate)}}$ and $t_{\text{(table)}}$ tests, H_0 is refused and H_a is accepted. Thus, it can be said that H_a , or the initial hypothesis, is true. This indicates that labor absorption (Y) is influenced by labor productivity (X1). When viewed concurrently or in conjunction with the f test, the outcome is $F_{\text{count}} 16,280 > F_{\text{(table)}} 0.016$, then, H_0 is rejected as the foundation for decision-making in the F test. It can be argued that either the hypothesis is adopted or Labor Productivity (X1) simultaneously effects Labor Absorption (Y) if you can prove that $F_{\text{count}} > F_{\text{table}}$. Based on Sulistiyani's (2009) findings, it can be concluded that the first hypothesis—that is, "Labor Productivity influences Labor Absorption"—is verified. This means that labor productivity plays a crucial role in a production's ultimate outcome, or the size of the final results attained. We can therefore assume that the impact of this pandemic is that throughout the new normal era, The primary element influencing production in order to preserve food stability is productivity. Harvest Labor productivity of the palm fruits together. According to (Kumendong et al., 2021) The factors

causing the decline in the number of workers in this sector are due to the emergence of job opportunities in other sectors, which have generally experienced an increasing trend over the past two years. Additionally, the use of technology in the form of agricultural tools and machinery has reduced the need for human labor, according to significantly affected by factors of wages, work experience, number of dependents and age (Fikriman & Herdiansyah, 2017). Partially, the growth of GRDP in the agricultural sector has a positive and significant effect on employment absorption in the agricultural sector, while the potential land area has a negative and significant effect on employment absorption in the agricultural sector. (Dewi et al., 2016)

The Influence of Wage Levels on Labor Absorption in the Food Crops Sub Sector.

Based on the test results in SPSS 16, it shows that in the Wage Level variable for Male Workers (X₂), the Wage Level for Female Workers, (X₃) has no effect on Labor Absorption, because the Wage Level for Workers is the same, the difference only lies in gender (Gender). Men Rp. 80,000; and women Rp. 50,000;.

4. CONCLUSIONS AND RECOMMENDATIONS

Conclusion

Based on the results of the analysis of the influence of variables including Labor Productivity and Labor Wage Levels on Labor Absorption in the Food Crops Sub Sector in Kapuk Village, Tabir Ulu District, Merangin Regency, it can be concluded that the Contribution of Labor in the Food Crops Sub Sector to the Agricultural Sector in the Era New Normal The impact of the COVID19 pandemic outbreak in Kapuk Village, Tabir Ulu District, Merangin Regency is

Very Good with a score of 55.10%. And the contribution of workers in the food crop sub-sector to all sectors in the new normal era. The impact of the COVID19 pandemic outbreak in Kapuk Village, Tabir Ulu District, Merangin Regency is Very Good with a score of 53.65%.

Based on the SPSS results, the significant value is 0.000, which indicates that it is smaller than 0.05. This shows that there is a partial influence of the Labor Productivity variable (X_1) on Labor Absorption in the Food Crops Sub Sector (Y). The test results of the t (calculate) and t(table) tests are with a value of $t_{\text{(calculated)}} 4.035 < t_{\text{table}} 1.999$, so H_0 is rejected, H_a is accepted. So it is concluded that H_a or the first hypothesis is accepted. This means that there is an influence of Labor Productivity (X_1) on Labor Absorption (Y). If seen simultaneously or with the f test the result is $F_{\text{count}} 16,280 > F_{\text{(table)}} 0.016$, then as the basis for decision making in the F test is H_0 rejected If you can $F_{\text{count}} > F_{\text{table}}$, then H_a is accepted, it can be concluded that the hypothesis is accepted or Labor Productivity (X_1) simultaneously influences Labor Absorption (Y). These results show that the first hypothesis which reads "Labor Productivity influences Labor Absorption", can be stated to be proven to be true.

Suggestion

Based on the results of the research carried out, what I can suggest is that when determining wages, companies or other agencies should pay more attention to the current situation, and also to the increasing needs of life. So it is necessary to increase wage levels to stabilize wage levels in the agricultural sector in Kapuk Village, Tabir Ulu District, Merangin Regency.

For future researchers who wish to study the same research object, it is hoped

that, so that the results obtained are more accurate and varied, they can increase the number of independent variables, especially independent variables that have not been used in this research.

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