

Original Article

Analysis of Women Workers Welfare in the Accommodation Food and Drink Sector in Denpasar City

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Abstract: This research aims to analyze the welfare of female workers in the accommodation and food and drink provision sector in Denpasar City. This research is quantitative research in associative form, with primary data type, data collection method using accidental sampling method with a total of 156 female workers located in Denpasar City. The data analysis technique used in this research is SEM based on partial least squares. The results of the analysis show that 1) Financial compensation and work experience have a positive and significant effect on the productivity of female workers. 2) Financial compensation and productivity have a positive and significant effect on the welfare of female workers; however, work experience has a positive and not significant effect on the welfare of female workers. 3) Financial compensation and work experience have an indirect effect on welfare through the productivity of female workers in the food and drink accommodation sector in Denpasar City.

Keywords: Welfare, Productivity, Financial compensation, Work experience.

I. INTRODUCTION

Productivity is the driving force to realize quality of life, economic growth and social progress which are essentially national development targets. Economic development is a process of increasing per capita income over a long period of time and is accompanied by an even distribution of income and an increase in the quality of life of the community (Ginting, 2023). One of the goals of economic development is to improve people's welfare, which can be measured by increasing the level of national income or a high rate of economic growth, in addition to creating sufficient job opportunities so that the Indonesian workforce can be optimally absorbed. Apart from a high workforce, another employment problem faced in Indonesia is how to create workforce effectiveness so that productivity increases (Fiki, 2020).

Labor is one of the main production factors in the production process which greatly influences production efficiency. Productivity, in general, is the comparison between output (output) and input (input) used in the production process, or productivity is the comparison between the amount of input involved in production activities to the final result (output), which is calculated based on the unit or rupiah value of the goods and services produced. Is the increase in the number of female workers also accompanied by an increase in their work productivity?

Table 1: Percentage of Gender Equality by Regency/City 2022

No	Regency/City	Number of Workers According to Gender		Percentage		Gender Equality Percentage Rank
		Woman	Man	Woman	Man	
1	Jembrana	80.014	92.268	46,444	53,556	6
2	Tabanan	132.884	143.685	48,047	51,953	3
3	Badung	165.491	222.937	42,605	57,395	8
4	Gianyar	147.228	167.706	46,749	53,251	5
5	Klungkung	55.137	57.836	48,805	51,195	2
6	Bangli	71.230	78.815	47,472	52,528	4
7	Karangasem	135.006	135.285	49,948	50,052	1
8	Buleleng	165.430	205.904	44,550	55,450	7
9	Denpasar	230.870	319.344	41,960	58,040	9
	Bali Province	1.183.290	1.423.780	46,286	53,713	

Source: Bali Province Central Statistics Agency, 2023

From Table 1, gender equality for female workers in Denpasar City is the lowest in Bali Province. This can be seen from the percentage of female workers in Denpasar City, which is only 41.960 percent, while the percentage of male workers is



58.040 percent. The difference between the two percentages is 16.080 percent, which is the highest in Bali Province. The ideal percentage of gender equality in the workforce is 50% for women and 50 percent for men. This is in line with Sustainable Development Goal (SDG) No. 5, which calls for the empowerment of all women and girls and the achievement of gender parity (Widhianthini, 2023). This phenomenon is the basis that female workers in Denpasar City were taken in this research.

GDI, or (gender development index) is an index used to see the extent to which the development of a region has paid attention to gender equality. The higher the GDI, the higher the development gap between men and women. Based on BPS data, the IPG in Denpasar City reached 97.39 in 2023 and was higher than Bali Province, which reached 95.37. This shows that the development gap between men and women in Denpasar City is still high. In the process of increasing productivity, human resources are the most important thing because production tools and technology are basically the results of human work, where labor itself is one of the main production factors in the production process, which greatly influences production efficiency. Labor productivity is related to the welfare of the workforce and is related to the level of wages where; a comfortable wage, in this case, can be interpreted as a reasonable wage, namely a wage that can enable workers to fulfill their needs humanely so that when the income level is sufficient, it will lead to work concentration. Moreover, directing its capabilities to increase productivity.

If the wage level increases, the demand for labor will decrease, which means that the number of workers demanded will decrease, but the supply of labor will increase; conversely, if the wage rate decreases, the demand for labor will increase, and utilization of national tourism resources and potential, so that it is hoped that it will be able to encourage and move other economic sectors. Especially in Bali Province, the development of the Food and Drink Accommodation sector is one step in creating community welfare through increasing employment opportunities, and it can also preserve the original regional culture (Private et al., 2006). The private statement states that opening up employment opportunities can certainly improve people's welfare. This can be measured from data, namely based on references from GRDP according to business fields, where increasing GRDP will also improve community welfare. This also happened in Denpasar City based on GRDP according to business fields.

The distribution of Denpasar City Regional Gross Domestic Product (GRDP) according to business fields provides an important picture of the contribution of the economic sector to labor force growth and regional productivity. The food and beverage accommodation sector is one of the formal sectors that has the potential to absorb female workers in Denpasar City. According to BPS data for 2022, this sector is a sector that has high growth of 20.92 percent, with the largest GRDP value in Denpasar City in 2022.

The productivity of women's labor itself is the result of women's production in carrying out activities that will earn income to meet their household needs. The productivity of female workers will give rise to a mental attitude that always holds the view that women are not only a burden on the country but can generate income for the family and even the country, one of which is business in the Food and Drink Accommodation sector, especially for Denpasar City which is one of the cities that employs a lot and producing work from women's productivity (Orlian and Ratna, 2020).

The gender gap in the female workforce in Denpasar City can have a negative impact on various aspects of life, such as income, poverty and welfare. Women who work in the formal sector generally have higher incomes than women who work in the informal sector (Yuniati, M. 2019). Increasing the productivity and welfare of female workers, especially female workers who work in the food and beverage accommodation sector, is one of the government's development goals. This is because women have an important role in development, both as workers and as members of society.

Apart from women supporting the family in earning an income, the demands of being a housewife and educating children are still often placed on them. Meanwhile, female workers who work at night still experience various obstacles; for example, female workers cannot work while they are pregnant; they must obtain permission from their husbands (Wirartha, 2000). Apart from taking care of family problems, Balinese women are also required to take part in a series of religious ceremonies and customs such as praying, making offerings and upakara, socializing (mebanjaran) and so on. According to (Wirantha 2000), termination of employment among women is quite high. For example, to get married, give birth and look after children. As a result, many employers are reluctant to invest their resources in providing training to female workers and even consider hiring and even providing certain positions. With a burden like that, it is very natural that women should pay more attention to their welfare.

Moreover, female workers who have a greater number of dependents automatically require more income than the income of families who have fewer dependents. This is because families with a larger number of dependents will spend the money they have to buy the family's daily needs more than families with a small number of dependents. Workers also do not hesitate to increase their working hours and reduce their free time in order to get more wages. So, it will automatically increase the productivity of the workforce.

Welfare can be reflected in the income spent or spent to meet needs (Mu'arifah, 2016). According to BPS, average expenditure per capita is the cost incurred for consumption by all household members during a year, whether from purchases, gifts or own production, divided by the number of household members in the household. Women's participation in the Food and Drink Accommodation workforce has continued to increase in the last few decades (Buultjens and Ratna, 2018). The number of female workers in the accommodation, food and drink sectors is as follows.

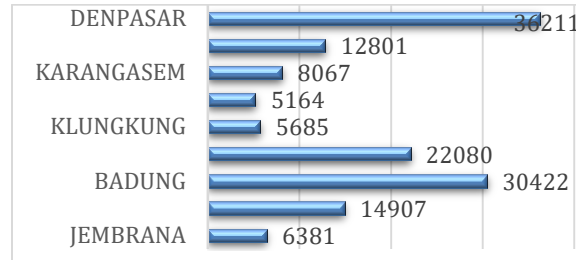


Fig 1: Working Female Population Aged 15 Years and Over in the Accommodation and Food/Drink Provision Sector by Regency/City in 2022 (People)

Source: Bali Province Central Statistics Agency, 2023

From Figure 1, the number of residents aged 15 years and over who work in the Food and Drink Accommodation sector, in this case, the accommodation, food and drink provision sector in Denpasar City, this research will examine the number of female workers in the food and drink accommodation sector in Denpasar City. The largest population of female workers is 36,211 people.

Several factors, including financial compensation, influence women's participation in the labor market. Providing compensation is one of the factors that directly influence high and low employee performance; apart from that, providing compensation also strengthens the behavior of employees who have made a positive contribution to the company (Larasati, 2018). Providing compensation has a positive impact on motivating employees to work hard to produce maximum performance (Sugiyarti, 2012).

Work experience is a very important indicator in increasing labor productivity. The wider a person's work experience, the more skilled they are in acting to achieve the goals they have set. Someone who has longer work experience will be different from those whose work experience is still limited. Individuals have a greater opportunity to increase productivity with longer work experience (Sukama, 2014).

Robbins stated that there is a positive relationship between tenure and work productivity. The longer the work period, the higher the level of work experience and skills that will support the implementation of their duties, which in turn increases work productivity. Work period, in this context, is the length of time a person holds a job position. Length of service reflects a higher level of experience compared to colleagues who have a shorter period of service. Top of Form Research conducted by Maria (2016) found that the nature of work in the world of tourism is closely related to the characteristics of the world of work carried out by women. Several factors that can influence women's productivity include gender gaps in access to education, training and equal employment (Ukkas, I., 2017).

II. LITERATURE REVIEW

Population Theory Population theory is divided into three large groups: (1) the Malthusian school, pioneered by Thomas Robert Malthus; (2) the Marxist school, pioneered by Karl Marx and Friedrich Engels; and (3) the Reformulation flow of existing theory and, pioneered by John Stuart Mill, Arsene Dumont and Emile Durkheim (Weeks, 1992 in Mantra, 2003). According to the Malthusian school, there is an imbalance between population growth and food growth; in this case, population growth is based on a geometric series, while food growth/increase is based on an arithmetic series. Therefore, population growth must be limited. Population restrictions can be implemented in two ways, namely, preventive and positive checks.

Among the early socialists, in a society that had been reorganized, population growth could be prevented by increasing production, as well as by better social life arrangements. Nitti (1894) in Munir and Budiarto stated that every improvement in the economic conditions of the working class will cause the birth rate to decrease, and population problems can be overcome by reorganizing society so that the causes of inequality can be eliminated. (Munir and Budiarto). In the broader historical context of materialism, Marx and Engels did not formulate a population theory per se, but instead developed a set of basic principles which they considered to be factors that could influence population and its economic and social correlations. Marx stated that there could be no natural or universal law of population; Population growth will be determined more by social and economic conditions that affect various communities. According to Marx, differences in mortality and fertility, both within

social classes and within the working class, will always be shaped by social position, level of life (a modern term for the number of means of life), social conditions and other social factors. (Munir and Budiarto).

Workers are residents of working age. According to Law Number 13 of 2003 concerning employment, what is referred to as labor is every person who is able to carry out work to produce goods and/or services to meet both their own and the community's needs. In Indonesia, the Central Statistics Agency in the 1970s determined the working age limit if someone was 10 years old or more. Since the SAKERNAS (Labor Force Survey) was implemented, the working age limit was changed to 15 years or more, and this was implemented because it was recommended by the International Labor Organization (ILO). According to Sumarsono (2003), in relation to the labor market, population behavior is separated into 2 groups, namely those who are economically active and those who are not. The workforce is an economically active group. This group consists of residents who offered their labor and succeeded in obtaining it (employed) and residents who offered their labor in the labor market but have not succeeded in obtaining it (unemployed).

This research is quantitative research in associative form. This research was conducted in Denpasar City; the choice of this location was based on the fact that Denpasar City is the economic center in Bali, which has many business sectors both in the trade sector, such as restaurants and the hotel accommodation services sector, which supports its existence and has the potential to absorb workers, especially women, to support income equality and women's welfare in Denpasar City. In this study there are three exogenous variables, namely, (X1) is the financial compensation variable, (X2) is the work experience variable. The intervening variable in this research is the productivity variable (Y2).

The population in this study was 36,211 female workers in Denpasar City in 2022 (BPS Bali Province, 2023). The sampling method uses a non-probability sampling technique with the Accidental Sampling method. This type of sampling technique determines samples accidentally. The criteria are female workers with a productive age of 15-64 years who work in the formal sector in the field of food and drink accommodation. The formal sector is where a person works for another person or agency/office/employer and receives a salary as compensation (Elfindri and Nasri 2004); minimum education is SMA/SMK with a minimum work period of 1 year. With these criteria, researchers will examine 156 female workers in the food and drink accommodation sector in Denpasar City who meet these criteria. Both quantitative and qualitative data types were employed in this study. Both primary and secondary data sources were the types of sources consulted for this study. The data collection technique in this research uses a survey with a data collection tool, namely a questionnaire. Data analysis in this research uses the Partial Least Square (PLS) approach.

III. RESULTS AND DISCUSSION

The results of the Partial Least Square analysis in this study are shown in Table 2.

Table 1: Partial Least Square Analysis

Variable	Indicators	Pearson Correlation	AVE	Discriminant Validity	Cronbach Alpha	Composite Reliability
Financial Compensation (X ₁)	X1.1	0,711				
	X1.2	0,851	0,636	0,797	0,809	0,874
	X1.3	0,805				
	X1.4	0,819				
Work experience (X ₂)	X2.1	0,780				
	X2.2	0,863	0,694	0,833	0,777	0,871
	X2.3	0,855				
Productivity (Y ₁)	Y1.1	0,879				
	Y1.2	0,917	0,816	0,903	0,882	0,930
	Y1.3	0,911				
Welfare (Y ₂)	Y2.1	0,929				
	Y2.2	0,923	0,841	0,917	0,906	0,941
	Y2.3	0,901				

Source: Primary data, processed (2024)

Based on Table 2 shows that all statement indicators in this research variable have a Pearson correlation value greater than 0.30, so all indicators are declared valid. The AVE value of convergent validity is greater than 0.5, so it can be stated that the data in the research is valid. The discriminant validity value is greater than the correlation of each construct, so it can be said that the model is valid. The Cronbach's alpha and Composite reliability values for each variable are greater than 0.70, so it can be stated that the data in the research is reliable. The R-Square (R²) value for each endogenous variable is presented in Table 3.

Table 2. R-square test results

Variable	R Square	R Square Adjusted	Description
Productivity (Y ₁)	0,583	0,577	Moderate
Welfare (Y ₂)	0,682	0,676	Strong

Source: Primary data, processed (2024)

Table 3 shows an R-square value of 0.583 for the productivity variable (Y1) and 0.682 for the welfare variable (Y2). The productivity variable (Y1) has an R-Square value of 0.583, so it can be interpreted that financial compensation (X1) and work experience (X2) can influence productivity (Y1) by 58.3 percent. The welfare variable (Y2) has an R-square value of 0.682, so it can be interpreted that financial compensation (X1), work experience (X2), and productivity (Y1) are able to influence welfare (Y2) by 68.2 percent. Based on the calculations above, a Q-Square value of 0.867 is obtained, more than 0 and close to 1, so it can be concluded that the model has a predictive relevance value or the model can be said to have a relevant predictive value of 86.7 percent. This shows that variations in the welfare variable (Y2) can be explained by financial compensation (X1), work experience (X2), and productivity (Y1), while the remaining 13.3 percent is explained by other variables outside the model.

Table 3. Path Coefficients (Mean, STDEV, T-Statistics, P-Values)

Variable	Original Sample (O)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values	Description
Financial Compensation (X ₁) -> Productivity (Y ₁)	0,181	0,065	2,773	0,006	Significant
Financial Compensation (X ₁) -> Welfare (Y ₂)	0,238	0,083	2,853	0,005	Significant
Work experience (X ₂) -> Productivity (Y ₁)	0,644	0,065	9,877	0,000	Significant
Work experience (X ₂) -> Welfare (Y ₂)	0,146	0,085	1,714	0,087	Significant
Productivity (Y ₁) -> Welfare (Y ₂)	0,548	0,104	5,242	0,000	Significant

Source: Primary data, processed (2024)

Based on the research results show that the P-value is $0.006 < 0.005$, which indicates that financial compensation has a positive and significant influence on the productivity of female workers in the food and drink accommodation sector in Denpasar City. This shows the meaning that more financial compensation obtained by female workers in a company will have an impact on increasing the productivity of female workers. Financial compensation is the amount of income received by workers from the results of the work they do in a company. This financial compensation can be in the form of an increase in basic salary, bonuses, allowances and incentives given by business actors to workers for the achievements or achievements of capable workers. Increasing business capabilities in an effort to increase sales. The financial compensation given to workers is a form of motivation that they can feel in building their loyalty to the company to be able to be more enthusiastic in working to achieve optimal productivity targets.

According to Setya's research (2018), Widhayani et al. (2022) state that financial compensation has a positive and significant effect on work productivity. This is because financial compensation is the most dominant factor influencing employee morale. Financial compensation in the form of salaries, allowances, bonuses, and incentives is a form of motivation given to workers so that they are enthusiastic about carrying out their duties and functions. Providing awards in the form of financial compensation is a form of concern for workers so that they are enthusiastic about increasing work productivity which will ultimately have an impact on the good performance of a business in supporting the progress of regional development and worker welfare.

Based on the research results, it shows that the P-value is $0.005 < 0.005$. Work experience has a positive and significant effect on the productivity of female workers in the food and drink accommodation sector in Denpasar City. This means that the more work experience a worker has, the higher the worker's productivity will be in a company. Work experience is the length of a person's work period which is carried out regularly so that it has an impact on improving skills and mastering the field of work that can be carried out optimally. Optimal work that workers can take on will have an impact on the greater level of productivity that workers will obtain from the results of effective and efficient work carried out by these workers.

According to research by Sinaga (2020), Kumbadewi et al. (2021), Sumantika et al. (2021), and Febrianti et al. (2019) stated that work experience has a positive and significant effect on increasing work productivity. Work experience is a measure of how long a person has worked in understanding their duties, functions and responsibilities in creating optimal work and being able to increase work productivity. Work experience will be closely related to how effective and efficient the worker is in doing his job well; apart from that, the wider a person's work experience, the more skilled the worker will be in acting to

achieve the goals that have been set. The resulting maximum productivity will have an impact on increasing the income earned by a business and increasing the income earned by workers to meet their living needs.

Based on the results of the analysis, it show that the P-value is $0.000 < 0.005$, meaning that financial compensation has a positive and significant effect on the welfare of female workers in the food and drink accommodation sector in Denpasar City. This means that the greater the financial compensation given to workers, the greater the impact on the welfare felt by the workforce. Financial compensation in the form of money generated from the basic salary, bonuses, allowances and incentives received by workers will have an impact on fulfilling workers' living needs, starting from fulfilling daily needs for food and drink, the need for school/family education and health insurance for personal safety. and his family.

According to research by Fitriyani et al. (2022), Teneh et al. (2019) stated that financial compensation has a positive and significant effect on worker welfare. Basically, the financial compensation received by workers in the form of salaries, bonuses, allowances and high incentives will greatly impact a person's perceived well-being. This is because, with an income that supports sufficient living expenses such as clothing, shelter, food and other expenses, a person will feel prosperity in his life. After all, he feels that his life needs are being met to the maximum. Welfare in an economic context is related to fulfilling a person's needs for life, health and education, which is the achievement of a person's success in obtaining income from the results of his work, which ultimately also has an impact on family welfare.

Based on the results of the analysis, it show that the P-value is $0.087 > 0.005$, meaning that work experience has no significant effect on the welfare of female workers in the food and drink accommodation sector in Denpasar City. This means that the high or low work experience of workers does not affect the welfare felt by the workforce. Work experience is related to the length of work that a worker has devoted to the position or field of work that the worker is engaged in at a company. When the work experience one has is not commensurate with a person's work status or position at work in generating more income to meet the needs of oneself and one's family, this will have an impact on the level of perceived well-being. Well-being is a person's perception of his or her ability to fulfill life's needs. Fulfillment of life's needs is related to the income generated by workers. When the level of income generated is high, it will have an impact on better fulfillment of life's needs, such as the need for clothing, education and health insurance. Vice versa, when the income generated is not commensurate with the portion spent by workers, it will have an impact on the low level of welfare felt by workers.

According to research by Lestari et al. (2021) and Tagela et al. (2023) which states that basically, work experience is a measure of skills that cover aspects of knowledge, abilities and skills in carrying out tasks or working well and more optimally so that in the end will increase the income earned by workers to support their welfare in the short term or while working for the company. However, this does not guarantee that when someone has stopped their current job, in the long term, there will be changes in the level of well-being felt by workers when this experience cannot be applied well outside the work environment. Based on the results of the interview it shows that work experience is very useful when in the workplace to realize optimal duties and responsibilities during work, so that this will have an impact on increasing productivity and income generated by workers. However, in the long term, when female workers get married and are able to utilize this experience well, this has an impact on women's productivity in the household, but when this experience cannot be applied well, then this cannot affect women's productivity when they enter the household phase.

Based on the analysis results, the P-value is $0.000 < 0.005$, meaning that productivity has a positive and significant effect on the welfare of female workers in the food and drink sector in Denpasar City. This means that when the productivity produced by workers is high, it will have an impact on increasing the level of welfare felt by workers. Productivity is related to workers' skills in mastering their field of work in accordance with their duties and responsibilities so that the work carried out can be completed on time and achieve predetermined work standards. So that the maximum productivity that workers can carry out will have an impact on the better level of income that workers will obtain to support the fulfillment of life and family needs. From fulfilling these life needs, workers will experience an optimal level of welfare.

According to research by Ramadhan et al., (2017) and Mahendra (2017) which states that productivity has a positive and significant effect on worker welfare. Productivity can affect the welfare of workers because the greater the productivity produced, the more workers will receive rewards or remuneration provided from the results of their work in the form of wages, salaries, bonuses or incentives. Increasing productivity is the same as increasing the salary generated because the salary is used to meet living needs which will have implications for the welfare felt by workers.

Table 4. Indirect Influence Test Between Research Constructs

Variable	Original Sample (O)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values	Description
Financial Compensation (X_1) ->	0,099	0,039	2,521	0,012	Significant

Welfare (Y_2)					
Work experience (X_2) $\rightarrow$ Welfare (Y_2)	0,353	0,078	4,507	0,000	Significant

Source: Primary data, processed (2024)

Financial compensation has an indirect effect on welfare through productivity. This means that the financial compensation received by female workers in the food and drink accommodation sector immediately influences the productivity resulting from workers being able to work optimally in the field of work they are engaged in. This effect on increasing productivity will have an impact on increasing workers' welfare because they are able to meet their needs. Yourself and also your family. The financial compensation received by workers in the form of salaries, bonuses, incentives and allowances is a form of appreciation given by the company to workers for their good productivity achievements, so this has an impact on the welfare felt by female workers in Denpasar City.

Based on the research results, shows that work experience has an indirect effect on welfare through productivity. This shows that work experience immediately influences increasing worker productivity and has an impact on the welfare felt by workers. The work experience gained by workers is a form of understanding to be able to work optimally and produce maximum productivity so that in the future, this productivity achievement will have an impact on increasing the welfare felt by workers, starting from meeting the needs of themselves and their families.

Work experience is closely related to the productivity of female workers; the higher the length of service of women in the food and drink accommodation sector without being accompanied by good quality work experience in the workplace, the less impact it will have on increasing worker productivity. However, when the length of service is commensurate with the quality of the work experience they have in solving problems in the world of work, then the worker is seen as active in increasing their productivity, which ultimately has an impact on increasing the income that will be generated by the worker to meet life's needs and has an impact on their perceived well-being, by workers.

IV. CONCLUSION

The following conclusions can be drawn from the findings of the aforementioned study analysis. Financial compensation and work experience have a positive and significant effect on the productivity of female workers in the food and drink accommodation sector in Denpasar City. Financial compensation and productivity have a positive and significant effect on the welfare of female workers, and work experience has a positive but not significant effect on the welfare of female workers in the food and drink accommodation sector in Denpasar City. Financial compensation and work experience have an indirect effect on welfare through the productivity of female workers in the food and drink accommodation sector in Denpasar City.

Policies that can be implemented are paying more attention to aspects of empowering female workers in the workplace, such as being more organized in providing financial compensation, such as equal distribution of health insurance and job security when they retire or finish their work contract so that they have severance pay to meet their living needs. Apart from that, it is necessary to provide entrepreneurship training for women who have finished working or have entered family life so that they can remain productive and able to generate income to support family welfare. For female workers, it is hoped that this research can be an evaluation to improve their abilities in the future so that they are able to have optimal productivity at work. Apart from that, aspects of entrepreneurial experience also need to be increased as capital when starting a family to have the ability to run a business to increase family income and welfare.

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