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ANALYSIS OF FACTORS AFFECTING THE INCOME OF CIRCULAR MIGRANT WORKERS IN DENPASAR CITY

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ABSTRACT

Denpasar is one of the cities with the fastest population growth in Bali. The availability of sufficient employment opportunities, economic centralization and the availability of educational facilities have made many people interested in making Denpasar City a migration destination. The aims of this research are: 1) to analyze the influence of the number of family dependents, working hours, education and work experience simultaneously on the income of circular migrant workers in Denpasar City, 2) to analyze the influence of the number of family dependents, working hours, education and work experience partially on the income of circular migrant workers in Denpasar City. This research was conducted in Denpasar City, Bali Province in 2024, using primary and secondary data, observation data collection methods, structured interviews, etc. were carried out. The sampling method used was a non-probability sampling method with a quota sampling technique combined with accidental sampling. The data analysis techniques used are descriptive statistical analysis test, classical assumption test, multiple linear regression analysis test, F test and t test.The number of respondents to this research was 120 circular migrant workers in Denpasar City. Factors include the number of family dependents, working hours, education and work experience. The results of this research show that: 1) The factors of number of family dependents, working hours, education and work experience simultaneously influence the income of circular migrant workers in Denpasar City. 2) The factors of number of family dependents, working hours, education and work experience partially have a positive effect on the income of circular migrant workers in Denpasar City.

Keywords: Number of family responsibilities, hours worked, education, work experience, and income of circular migrant workers

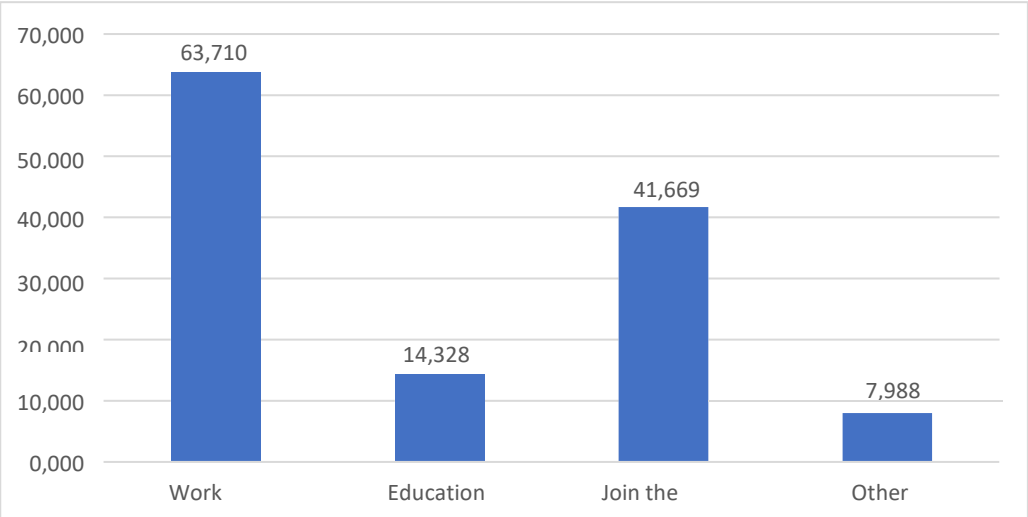
INTRODUCTION

Denpasar City is the destination area for migrants to migrate with the highest number of migrants, namely 282,689 people or 38.89%, followed by Badung Regency with 138,317 people or 25.17% and the lowest number of migrants is in Bangli Regency with only 11,367 people or 4.26%. The high number of migrants in Denpasar City is due to the large pull factors so that migrants tend to choose Denpasar City as a migration destination (Bali Province Central Statistics Agency,

2022).

Population mobility is the movement of people from one geographical area to another within a certain period of time. (Mantra, 2003) defines the difference between permanent and non-permanent mobility as whether or not there is an intention to reside permanently in the destination area. Permanent population mobility is the movement of residents from an area of origin to another area with the intention of settling in the destination area. On the other hand, non-permanent population mobility is the movement of people from one area to another without any intention of settling in the destination area. This non-permanent population movement (circulation) is divided into two, namely commuting and staying overnight in the destination area. Shuttle mobility is the movement of residents from their area of origin to their destination within a certain time limit and returning to their area of origin on the same day. When it comes to mobility, foreign residents tend to choose non-permanent or circular migration. The following is Figure 1 of the main reasons why residents migrate to the city of Denpasar.

Figure 1. Main reasons why residents migrate to Denpasar City According to SUPAS 2015



Source: Bali Province Central Statistics Agency, 2022

Figure 1 shows that the population carrying out circular migration to Denpasar City has the dominant reason for work needs, namely 63,710 people, followed by reasons for joining the family such as husband or wife with 41,669 people. It can be said that the main reason residents outside Denpasar City carry out circular migration to Denpasar City is to do work or look for work. This indicates that they need work to fulfill their living needs so that they can improve their quality of life.

Population migration is carried out by residents who have a low economic

level in their area of origin to go to a destination area that has a higher economic level than their area of origin. Usually areas that have a low economic level are rural areas and those that have a high economic level are urban areas. In line with research from (Brueckner & Lall, 2015) which states that most developing countries experience quite large mobility, especially in South Asia and Africa where the rural population is still very large, there is a migration flow from rural areas with low economic levels to urban areas that have a high economic level, the same as the population in Indonesia as a developing country.

In general, population mobility is divided into permanent population mobility and non-permanent population mobility. As quoted from (Mantra, 1994) that "Non-permanent population mobility can be divided into two, namely: shuttle or daily mobility and mobility of residents who stay overnight or circular population mobility. Shuttle mobility is the movement of residents from the area of origin to the destination area within a time limit of six hours or more leaving the area of origin and returning on the same day. Lodging/staying is the movement of residents from the area of origin to the destination area within a time limit of more than one day, but less than six months."

According to (Harris and Todaro, 1970) someone who undertakes non-permanent mobility will be influenced by the difference in wages between the area of origin and the destination area. This research will focus on studying non-permanent migrants in Denpasar City. Denpasar City, in addition to its role as the center of government at the district/city level, is also the capital of Bali Province. As a result, various activities such as government, education, tourism, including economic activities have accumulated in Denpasar City. Conditions like this not only attract permanent migrants, but many non-permanent migrants also try their luck in Denpasar City. According to (Dewi, 2013),Many residents carry out non-permanent mobility (circular mobility) to Denpasar City because many economies are moving towards Denpasar City and there are various facilities including various job opportunities, health facilities, educational facilities, various transportation facilities, entertainment facilities for adults and children as well as other facilities that are an attraction for the surrounding area.

There are many factors that make migrant workers carry out circular migration with the aim of being able to meet their needs, improve their economy and be able to support their families, these factors include the first being the number of family dependents, according to (Purwanti, 2014), with the increase in the number of family dependents relatively more Also the family's needs must be met, so they tend to encourage them to work to meet their family's economic needs in their area of origin. The second factor is the amount of working hours. Research conducted by (Cahyani and Purwati, 2019) states that the amount of working hours has a positive and significant effect on income. The third factor is education, according to

research (Dwiandana Putri, 2013) where the results of the research show that education has a partial positive and significant effect on income. And the last factor is work experience. Research (Dewi, 2017) states that work experience has a positive and significant effect on income.

The circular (temporary) population movement carried out by some residents from the area of origin to the destination area in order to carry out work is interesting to observe and study. Because at the time of the pre-survey, the 120 circular migrant worker respondents in Denpasar City had varying incomes. Some people's income increased, the same as before and some even decreased after migrating. From the various variations in the income of circular migrant workers, the question arises, why does the income of circular migrant workers vary and what factors influence the income of circular migrant workers in Denpasar City. This is what prompted the research entitled "Analysis of Factors Affecting the Income of Circular Migrant Workers in Denpasar City".

RESEARCH METHODOLOGY

This research uses a quantitative and associative approach. This quantitative method is used because the data used is data in the form of numbers. Data processing is carried out using statistical analysis. So it can be said that this research is quantitative research. The research was conducted in Denpasar City, with the object being workers who carry out circular migration. The research was conducted to determine the influence of the number of family dependents, working hours, education and work experience on the income of circular migrant workers to Denpasar City. Which uses quota sampling in determining sampling and multiple linear analysis techniques.

This research used primary and secondary data, observation data collection methods, structured interviews, etc. were carried out.The sampling method used was a non-probability sampling method with a quota sampling technique combined with accidental sampling. The data analysis techniques used are descriptive statistical analysis test, classical assumption test, multiple linear regression analysis test, F test and t test.The number of respondents to this research was 120 circular migrant workers in Denpasar City.

RESEARCH RESULTS AND DISCUSSION

Test results

Descriptive Analysis Test Results

The aim of descriptive analysis is to create a systematic, factual and accurate picture of the facts and relationships between the phenomena being investigated (Sugiono.2012). The information displayed in descriptive analysis is a description of the sample used in the research which is seen from the average (mean), minimum and maximum values, and standard deviation (standard deviation). The results of

the descriptive analysis test can be seen in (table 1)

Table 1. Descriptive Statistical Analysis Test Results

	N	Minimum	Maximum	Mean	Std. Deviation
Number of Family Dependents	120	0	5	1.66	1,319
Hours of Work	120	5	9	7.52	0.979
Education	120	6	16	13.64	2,786
Work experience	120	1	15	4.03	2,855
Income of Circular Migrant Workers	120	2,000,000	9,500,000	5768333.33	1796552,877
Valid N (listwise)	120				

Based on Table 1, it is known that the income variable for circular migrant workers (Y) has an average of5768333.33with a standard deviation of 1796552,877. The minimum income value for circular migrant workers is 2,000,000, which shows that circular migrant workers' income is only IDR. 2,000,000.00, while the maximum value of income for circular migrant workers is 9,500,000, which indicates the income of circular migrant workers is IDR. 9,500,000.00.

The variable number of dependents (X1) has an average of 1.66 with a standard deviation of 1.319. The minimum value for the number of dependents is 0, which indicates that circular migrant workers have no dependents, while the maximum value for the number of dependents is 5, which indicates that circular migrant workers have 5 dependents.

The variable working hours (X2) has an average of 7.52 with a standard deviation of 0.979. The minimum value for working hours is 5, which indicates that circular migrant workers only work 5 hours a day, while the maximum value for working hours is 9, which indicates that circular migrant workers work up to 9 hours a day.

The education variable (X3) has an average of 13.64 with a standard deviation of 2.786. The minimum education score is 6, which indicates circular migrant workers have only 6 years of successful schooling or completed elementary school, while the maximum education score is 16, which indicates circular migrant workers have up to 16 successful years of schooling or graduated from college.

The work experience variable (X4) has an average of 4.03 with a standard deviation of 2.855. The minimum work experience value is 1, which indicates that circular migrant workers have work experience of only 1 year, while the maximum work experience value is 15, which indicates that circular migrant workers have work experience of up to 15 years.

Classic Assumption Test Results

1) Normality test

The normality test aims to test whether in the regression model, the confounding or residual variables have a normal distribution or not. A good regression model should have a normal or close to normal distribution. To test

whether the data is normally distributed or not, this can be done using Histogram graphs and Normal PP plots. The results of the normality test can be seen in Figure 2 and Figure 3

Figure 2. Normality Test Results (Histogram)

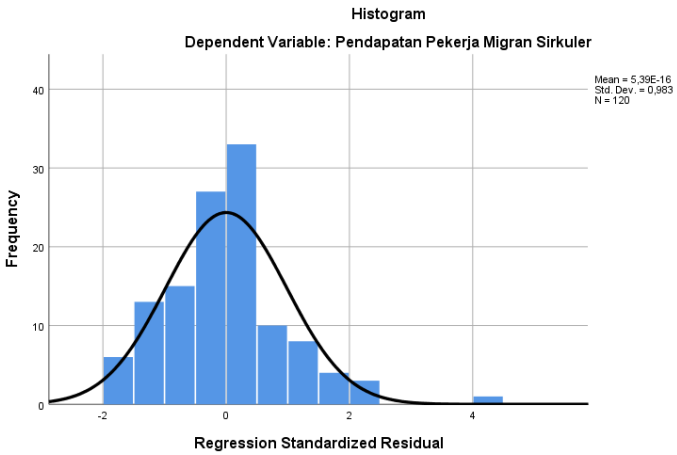


Figure 2 Histogram shows the distribution of data which shows a bell shape, which is an initial indication that the data is normally distributed. According to (Andrew Field, 2013) a histogram that shows a bell shape where the peak of the distribution is in the middle with a symmetrical decrease in frequency on the left and right sides, indicates a normal distribution. Although there is slight skewness, the distribution generally shows a pattern similar to a normal distribution. For further confirmation, you can see the results of other normality tests with PP Plot.

Picture . Normality Test Results (Normal PP Plot)

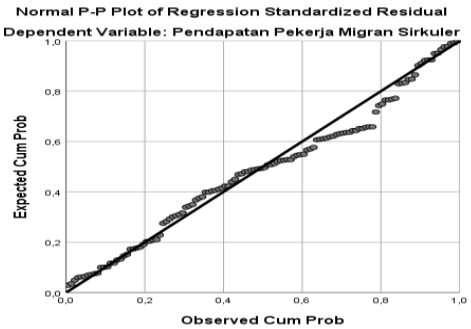


Figure 3 Normal PP Plot data points are mostly close to the diagonal line, with only slight deviations. According to (Andrew Field, 2013) the data points will line up along a diagonal line indicating that the data distribution is normally distributed. Small deviations at some points do not change the conclusion that the data follows a normal distribution.

It can be concluded based on the histogram, the data distribution shows a bell-shaped shape which is close to a normal distribution. The PP Plot also supports this result, with most of the points being close to the diagonal line, which shows that the data is close to a normal distribution. Therefore, it can be concluded that the data approaches a normal distribution. These data can be considered normal enough for the purposes of further parametric statistical analysis.

2) Multicollinearity Test

The multicollinearity test aims to find out whether the regression model has a correlation between the independent variables. A good regression model should be free from multicollinear symptoms. Whether or not there is multicollinearity in this research can be done by looking at the Variance Inflation Factor (VIF) value. If the VIF value is <10.00, it means that there is no multicollinearity in the regression model. If the VIF value is > 10.00, it means that multicollinearity occurs in the regression model. The results of the multicollinearity test can be seen in (Table 2)

Table 2. Multicollinearity Test Results

Coefficientsa

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Number of Dependents (X1)	0.668	1,496
	Number of Working Hours (X2)	0.885	1,130
	Education (X3)	0.743	1,347
	Work Experience (X4)	0.750	1,333

a. Dependent Variable: Income of Circular Migrant Workers

Based on Table 2, it is known that each independent variable has a tolerance value greater than 0.10 and a VIF value less than 10, so that the regression model can be said to be free from symptoms of multicollinearity.

3) Heteroscedasticity Test

The heteroscedasticity test is used with the aim of testing whether in the regression model there is inequality of variance from the residuals of one observation to another. A good regression model is one that contains homoscedasticity or does not occur heteroscedasticity. The results of the heteroscedasticity test can be seen in Table 3

Table 3. Heteroscedasticity Test Results

Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	344753,720	418357,877		0.824	0.412
	Number of Dependents (X1)	29739,724	45077,687	0.073	0.660	0.511
	Number of Working Hours (X2)	39252,480	52792.102	0.072	0.744	0.459
	Education (X3)	-18256,215	20245,857	-0.095	-0.902	0.369

Work Experience (X4)	35131,314	19659,860	0.188	1,787	0.077

a. Dependent Variable: ABS_RES

Based on Table 3, it is known that the significance value of the variables number of dependents, working hours, education and work experience exceeds 0.05, which means there are no symptoms of heteroscedasticity in the model tested.

Multiple Linear Regression Analysis Test Results

The multiple linear regression analysis test is used to determine the direction of the relationship between the independent variable and the dependent variable. The results of the multiple linear regression analysis test can be seen in (Table 4)

Table 4. Multiple Linear Regression Analysis Test Results

Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	-1170567,582	635505,853		-1,842	0.068
	Number of Dependents (X1)	510397,567	68475,188	0.375	7,454	0,000
	Number of Working Hours (X2)	255700,148	80193,757	0.139	3,189	0.002
	Education (X3)	242887,289	30754,437	0.377	7,898	0,000
	Work Experience (X4)	212502.002	29864,278	0.338	7,116	0,000

a. Dependent Variable: Income of Circular Migrant Workers

The results of data processing using the SPSS program obtained the following multiple linear regression equation:

$\hat{Y}$ = -1170567,582+510397,567 (X1) +255700,148 (X2) +242887,289(X3) +212502.002(X4)

t = (7,454) (3,189) (7,898) (7,116)

Sig = (0.000)(0.002) (0.000) (0.000)

R2 = 0.806 F =119,268 Sig = 0.000

Based on the results obtained from the SPSS output, it shows that the constant value is-1170567,582which means that if there is no change in the independent variable (X=0), then the value of the variable (Y) is-1170567,582. The regression coefficient value of variable X1 (number of dependents) is equal to510397,567 has a positive value, so that if the number of dependents increases by 1 dependent, the income of circular migrant workers will increase by510397,567 . The regression coefficient value of variable X2 (work hours) is equal to255700,148has a positive value, so that if the total number of working hours increases by 1 total working hours, the income of circular migrant workers will increase by255700,148. The regression coefficient value of variable X3 (education) is equal to242887,289has a positive value, so that if education increases by 1 year of education, the income of circular migrant workers will increase by242887,289. The

regression coefficient value of variable X4 (work experience) is equal to212502.002 has a positive value, so that if work experience increases by 1 year of work experience, the income of circular migrant workers will increase by212502.002.

The R-Square value obtained is0.806or 80.6%. This shows that the variables number of dependents, number of working hours, education and work experience are able to explain 80.6% of the income of circular migrant workers in Denpasar City, while 19.4% is influenced by other variables not included in this research . Referring to the results of simultaneous regression analysis, Fcount is119,268with a significance level of 0.000. This identifies that the number of dependents, hours worked, education and work experience have a significant effect on the income of circular migrant workers in Denpasar City.

F Test Results

The F test is a test of the regression coefficients simultaneously. This test was carried out to determine the influence of all the independent variables contained in the model together (simultaneously) on the dependent variable. The F test is carried out to determine the influence of the independent variables on the dependent variable together using calculated F (Danang Sunyoto 2013:137). The results of the F test can be seen in Table 5

Table 5. F Test Results

ANOVAa

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	309482631318008,400	4	77370657829502,100	119,268	0,000b
	Residual	74602035348658,250	115	648713350857,898		
	Total	384084666666666,600	119			

a. Dependent Variable: Income of Circular Migrant Workers

b. Predictors: (Constant), Work Experience, Working Hours, Education, Number of Dependents

Based on Table 5, namely the results of the F test carried out using the SPSS program, the analysis stages used are as follows:

1). Hypothesis Formulation

H0:$\beta_1 = \beta_2 = \beta_3 = \beta_4 =$ 0, which means that the number of family dependents, working hours, education and work experience simultaneously have no effect on the income of circular migrant workers in Denpasar City.

H1: at least one of βi ≠ 0, which means that the number of family dependents, working hours, education and work experience simultaneously influence the income of circular migrant workers in Denpasar City.

2). Determining Real Levels

The real level used is (α) = 5% and degrees of freedom df = (4-1); (120-4) = (3) ; (116) so that F table = 2.68 is drawn

3). Testing Criteria

If calculated F ≤ F table or significance value > α then H0 is accepted. If

calculated F > F table or significance value ≤ α then Ho is rejected

4) Statistical Calculations

The Fcount value can be obtained from the regression results with the SPSS program, Fcount =119,268

4) Conclusion

Based on the results of simultaneous regression analysis, it is knownFcountamounting to 119.268 with a significance of 0.000, which means the value is significantFcount(0.000) is smaller than thanα = 0.05 and Fcount(119,268) is greater thanFTable (2.68). Can be concluded thatH_0rejected and accepted. The results of this research show thatH_1number of family dependents, number of working hours, education and work experience simultaneously influence the income of circular migrant workers in Denpasar City.

t Test Results

The t test is used to determine the influence of the independent variable partially on the dependent variable or the influence of each independent variable on the dependent variable assuming the other independent variables are constant. The t test results can be seen in Table 6

Table 6. t test results

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-1170567,582	635505,853		-1,842	0.068
	Number of Dependents (X1)	510397,567	68475,188	0.375	7,454	0,000
	Number of Working Hours (X2)	255700,148	80193,757	0.139	3,189	0.002
	Education (X3)	242887,289	30754,437	0.377	7,898	0,000
	Work Experience (X4)	212502.002	29864,278	0.338	7,116	0,000

a. Dependent Variable: Income of Circular Migrant Workers

The stages in the partial test (t test) are as follows:

1). The influence of the number of family dependents (X1) on the income of circular migrant workers in the city of Denpasar

a) Hypothesis Formulation

Ho:$\beta_1 \leq$ 0, meaning that the variable number of family dependents does not partially have a positive and significant effect on the income of migrant workers in Denpasar City.

H1:$\beta_1 >$ 0, meaning that the variable Number of family dependents partially has a positive and significant effect on the income of migrant workers in Denpasar City.

b) Real Level
Real level (α) = 0.05 and degrees of freedom df = (α) ; (nk-1) = (0.05) ; (115) so that ttable = 1.98081 is drawn

c) Testing Criteria
If tcount ≤ ttable or significance value > α then H0 is accepted. If tcount > ttable or significance value ≤ α then H0 is rejected

d) Statistical Calculations
Values can be obtained from regression results with the SPSS program, $\text{tcountt}_{\text{hitung}}$=7,454

e) Conclusion
Based on partial regression analysis, the magnitude of the tcount value is known as big as7,454with a significance of 0.000, which means a significant valuetcount (0.000) is less thanα = 0.05 and tcount (7,454) greater thanttable (1.98081). Can be concluded thatH_0rejected and accepted. The results of this research show that the variable number of dependents (X1) partially has a positive and significant effect onH_1circular income of migrant workers in Denpasar City.

2). The effect of working hours (X2) on the income of circular migrant workers in the city of Denpasar

a) Hypothesis Formulation
H0:β_1≤ 0, meaning that the partial working hours variable does not have a positive and significant effect on the income of migrant workers in Denpasar City.
H1:β_1> 0, meaning that the working hours variable partially has a positive and significant effect on the income of migrant workers in Denpasar City.

b) Real Level
Real level (α) = 0.05 and degrees of freedom df = (α) ; (nk-1) = (0.05) ; (115) so that ttable = 1.98081 is drawn

c) Testing Criteria
If tcount ≤ ttable or significance value > α then H0 is accepted. If tcount > ttable or significance value ≤ α then H0 is rejected

d) Statistical Calculations
Values can be obtained from regression results with the SPSS program, $\text{tcountt}_{\text{hitung}}$=3,189

e) Conclusion
Based on partial regression analysis, the magnitude of the tcount value is known as big as3,189with a significance of 0.002, which means a significant valuetcount (0.002) is smaller thanα = 0.05 and tcount (3,189) greater thanttable (1.98081). Can be concluded thatH_0rejected and accepted. The results of this study show that variablesH_1hours of work (X2) partially has a positive and significant effect oncircular income of migrant workers in Denpasar City.

3). The effect of education (X3) on the income of circular migrant workers in the city of Denpasar

a) Hypothesis Formulation

H0:$\beta_1 \leq$ 0, meaning that the education variable does not partially have a positive and significant effect on the income of migrant workers in Denpasar City.

H1:$\beta_1 >$ 0, meaning that the education variable partially has a positive and significant effect on the income of migrant workers in Denpasar City.

b) Real Level

Real level (α) = 0.05 and degrees of freedom df = (α) ; (nk-1) = (0.05) ; (115) so that ttable = 1.98081 is drawn

c) Testing Criteria

If tcount ≤ ttable or significance value > α then H0 is accepted. If tcount > ttable or significance value ≤ α then H0 is rejected

d) Statistical Calculations

Values can be obtained from regression results with the SPSS program, $\text{tcountt}_{\text{hitung}}$=7,898

e) Conclusion

Based on partial regression analysis, the magnitude of the tcount value is known as big as7,898with a significance of 0.000, which means a significant valuetcount (0.000) is less thanα = 0.05 and tcount (7,898) greater thanttable (1.98081). Can be concluded thatH_0rejected and accepted. The results of this study show that variablesH_1education(X3) partially has a positive and significant effect oncircular income of migrant workers in Denpasar City.

4). The effect of work experience (X4) on the income of circular migrant workers in the city of Denpasar

a) Hypothesis Formulation

H0:$\beta_1 \leq$ 0, meaning that the work experience variable does not partially have a positive and significant effect on the income of migrant workers in Denpasar City.

H1:$\beta_1 >$ 0, meaning that the work experience variable partially has a positive and significant effect on the income of migrant workers in Denpasar City.

b) Real Level

Real level (α) = 0.05 and degrees of freedom df = (α) ; (nk-1) = (0.05) ; (115) so that ttable = 1.98081 is drawn

c) Testing Criteria

If tcount ≤ ttable or significance value > α then H0 is accepted. If tcount > ttable or significance value ≤ α then H0 is rejected

d) Statistical Calculations

Values can be obtained from regression results with the SPSS program, $\text{tcountt}_{\text{hitung}}$=7,116

e) Conclusion

Based on partial regression analysis, the magnitude of the tcount value is known as big as7,116with a significance of 0.000, which means a

significant valuetcount (0.000) is less thanα = 0.05 and tcount (7,116) greater thanttable (1.98081). Can be concluded thatH_0rejected and accepted. The results of this study show that variablesH_1work experience (X4) partially has a positive and significant effect oncircular income of migrant workers in Denpasar City.

Discussion of Research Results

The Influence of the Number of Family Dependents on the Income of Circular Migrant Workers

Based on the test results of the variable number of family dependents (X1) on the income of circular migrant workers (Y), the results show that the number of family dependents has a partially positive and significant effect on the income of circular migrant workers. The test results are in accordance with the hypothesis which states that the number of family dependents partially has a positive effect on the income of circular migrant workers. With a tcount value of7,454with a significance value of 0.000 which is smaller than 0.05, which means that the variable number of family dependents has a significant effect. This variable for the number of family dependents has a significant effect on the income of circular migrant workers.

A positive regression coefficient means that the higher the number of family dependents, the higher the probability of a circular migrant worker's income. The reason why the number of family dependents has a positive effect on migratory workers' earnings is that workers with more dependents may be more motivated to look for better jobs or work harder to provide for their families. They may also look for additional work or work extra hours to increase their income. This is in line with research from (Rozi, 2019) which states that the greater the number of family dependents, the greater the population's interest in migrating to urban areas that have a high economy to support their families. The number of family dependents influences the size of the migrant's income. Where according to (Purwanti, 2014), with the increase in the number of family dependents there are relatively more family needs that must be met so that they tend to encourage them to work to meet their family's economic needs in their area of origin. This is proven by research (Wiyasa, 2017) & (Jayanti, 2016) that the number of family dependents has a positive and significant effect on income.

The Effect of Working Hours on the Income of Circular Migrant Workers

Based on the test results of the variable working hours (X2) on circular migrant workers' income (Y), the results show that working hours have a partially positive and significant effect on circular migrant workers. The test results are in accordance with the hypothesis which states that partial work hours have a positive effect on the income of circular migrant workers. With a tcount value of3,189with a significance value of 0.002 which is smaller than 0.05, which means that the variable working hours has a significant effect. This working hours variable has a significant effect on the income of circular migrant workers.

A positive regression coefficient means that the higher the number of working hours, the higher the probability of circular migrant workers' income. In general, the

more hours circular migrant workers spend working, the higher their income. This can happen because they are paid based on the number of hours worked (for example, hourly wages) or earn overtime pay when they work longer than standard working hours. This is in line with research results (Pranata and Ayuningsasi, 2019) which state that working hours have a positive and significant effect on income. This halo is also reinforced by research conducted by (Cahyani and Purwati, 2019) stating that working hours have a positive and significant effect on income.

The Effect of Education on the Income of Circular Migrant Workers

Based on the test results of the education variable (X3) on the income of circular migrant workers (Y), the results show that education has a partially positive and significant effect on the income of circular migrant workers. The test results are in accordance with the hypothesis which states that education partially has a positive effect on the income of circular migrant workers. With a tcount value of7,898with a significance value of 0.000 which is smaller than 0.05, which means that the education variable has a significant effect. This education variable has a significant effect on the income of circular migrant workers.

A positive regression coefficient means that the higher the education, the higher the probability of a circular migrant worker's income. In general, circular migrant workers who have higher education tend to have better skills and knowledge, which allows them to get jobs with higher wages. Education can improve workers' ability to access better and more profitable job opportunities. This is in line with research results (Dwiandana Putri, 2013), and research results (De Gregoria and Lee, 2002) where the research results show that education has a partial positive and significant effect on income. The higher the worker's education level, the less likely the worker is to decide to work in the informal sector. Workers with a higher level of education compared to those with a lower level of education, apart from that they meet the qualifications required for formal sector jobs.

The Effect of Work Experience on the Income of Circular Migrant Workers

Based on the test results of the work experience variable (X4) on the income of circular migrant workers (Y), the results show that work experience has a partially positive and significant effect on the income of circular migrant workers. The test results are in accordance with the hypothesis which states that work experience partially has a positive effect on the income of circular migrant workers. With a tcount value of7,116with a significance value of 0.000 which is smaller than 0.05, which means that the work experience variable has a significant effect. This work experience variable has a significant effect on the income of circular migrant workers.

A positive regression coefficient means that the higher the work experience, the higher the probability of a circular migrant worker's income. As work experience increases, workers' skills and expertise usually increase. This can make them more efficient in their work and have the ability to handle more complex tasks. Naturally, this can make them more valued and more likely to receive better compensation. This is in line with research (Dewi, 2017) which states that work experience has a positive and significant effect on income. Work experience is one of the factors that supports the success of a job (Thamrin, 2007). With this work

experience, a worker can open up great opportunities to earn a higher income. Apart from that, research conducted by (Miller, 2013) states that work experience has a positive and significant effect on income. This is proven in research conducted by (Lismalasari and Aswitari, 2020) which states that work experience has a positive and significant effect on workers' income in Denpasar City. The work experience a person has will be able to support skills and speed in carrying out a job.

CONCLUSION

Based on the results of the discussion described, the following conclusions can be obtained:

1) The factors of number of family dependents, number of working hours, education and work experience simultaneously influence the income of circular migrant workers in Denpasar City.
2) The factors of number of family dependents, number of working hours, education and work experience partially have a positive effect on the income of circular migrant workers in Denpasar City.

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