

## DETERMINANTS OF WOMEN'S LABOR FORCE PARTICIPATION LEVEL IN THE KIDUL BANGLI MARKET

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### ABSTRACT

Women's participation is something that must be taken into account in national development. It is absolutely stated that women have the same rights as men to participate fully in all development activities. This study aims to analyze the influence of husband's income, intensity of traditional and religious activities, number of family dependents and motivation to work simultaneously on women's labor force participation in Kidul Bangli Market, to analyze the influence of husband's income, intensity of traditional and religious activities, number of family dependents. and partial work motivation on female labor force participation in Kidul Bangli Market, to analyze the influence of work motivation in moderating the number of family dependents on the level of female labor force participation in Kidul Bangli Market. The methods used are observation, structured interviews and in-depth interviews. The sample determination method uses non-probability sampling and side purposive sampling so that respondents are selected deliberately based on considerations by taking the entire sample, a total of 90 samples. The data obtained was then processed tabulatedly and continued with descriptive analysis tests, moderated regression analysis, classical assumption tests, simultaneous influence (F-test), and partial influence tests (t-test). The research results show that husband's income, intensity of traditional and religious activities, number of family dependents and work motivation simultaneously influence the level of female labor force participation in Kidul Bangli Market. Husband's income and the intensity of traditional and religious activities partially have a negative and significant influence on the level of female labor force participation in Kidul Bangli Market. The number of family dependents partially has a positive and significant effect on the level of female labor force participation in Kidul Bangli Market. Motivation to work as a moderating variable that strengthens the influence of the number of family dependents on the level of female labor force participation in the Kidul Bangli Market.

**Keywords:** Husband's Income, Intensity of Traditional and Religious Activities, Number of Family Dependents, and Work Motivation

### INTRODUCTION

Economic development in Indonesia is an important part of improving people's welfare. Labor is an important factor in the success of economic development. Women's participation is something that must be taken into account in national development. It is absolutely stated that women have the same rights as men to participate fully in all development activities. Women's empowerment in the economic sector is one indicator of increasing prosperity. Women whose population is almost the same as men are potential human resources for development (Anwar

et.al 2018). In Indonesia itself, the economic growth rate tends to be high, but the high economic growth rate is not in line with equal distribution of welfare, especially with the equal distribution of labor based on gender, even though gender equality in economic development is fundamental and essential for sustainable economic development (UNDP, 2022).

The success of a family in forming a prosperous household cannot be separated from the enormous role of the mother figure. Both in providing guidance and education for children, accompanying husbands and helping husbands with their work and becoming the backbone of the family in earning a living. Often a woman saves her family's economy. This fact can especially be seen in a number of families whose economies are relatively low, quite a few women participate in earning extra income for families whose economies are low. This can happen because the husband's income as the main breadwinner cannot meet the family's needs. In fact, women play an important role in overcoming the poverty they experience in an effort to increase the welfare of their households (Darmawani, 2013).

Welfare in society is seen from the fulfillment of planned needs carried out by each individual or group of people and the government. According to Sunarti (2012), welfare is a social, material or spiritual procedure of life and livelihood that is filled with a sense of safety, decency and inner and outer peace which gives every citizen the opportunity to make efforts to meet their physical, spiritual and social needs as best as possible. An income that is greater than the level of consumption means that the family has a level of prosperity, while those with a small income will have an impact on families who are less prosperous.

According to Kawalod et.al (2020) economic development will run optimally if all residents can contribute, including women. Working women, especially those who are married, are potential human resources for development in the family, community and country. Over the last decade, women's participation in the labor market has increased quite significantly, although the percentage is small compared to men. This change shows an increase in the very significant role of women in economic activities in Indonesia. However, the structure of the female workforce has a low level of education. Thus, the majority of women are still active in the informal sector or jobs that do not require sophisticated and specific qualities of knowledge and skills (Khotimah, 2009).

Ananta (1990:160) suggests that the high level of female labor force participation in economic activities is caused by several things: 2 (1) There is a change in views and attitudes in society regarding the equal importance of education for men and women and the increasing awareness of the need for women to participate. in development, (2) There is a desire for women to be independent in the economic sector, namely trying to finance their living needs and also the living needs of their dependents with their own income, (3) There is a need to increase family income, (4) Increasing employment opportunities that can absorb female workers, for example the growth of the handicraft industry and other light industries.

According to Trisnawati (2004), women can easily enter the world of work because they have sufficient qualified personnel and relatively good qualifications in semi-skilled jobs. The main obstacle is her difficulty in taking advantage of the opportunities given to herself after marriage and receiving the expected wages. It is known that working in the public sector is noticeably higher than in the domestic sector so this does not match the expected wages for remaining in the job. As part of the labor market, women have an element of nobility. This means that women can make a significant contribution to family welfare. As a result, many married women try to enter the labor market and work in the public sector.

Ken (2007) stated the reasons for the two main reasons why women participate in the labor market. First, because the household economic situation is low, work to increase household

income becomes important. Second, "Choose" a job that reflects upper and middle class socio-economic status. Therefore, from the point of view of this research, one of the best opportunities for women as housewives is to work in the labor market.

Allahdadi (2011), stated that women's participation in development is very important, so that the implementation of women's empowerment programs must be designed according to women's needs. Nowadays, the participation of women, especially housewives, in the world of work has shown an increase. Women can make an important contribution to development through gender equality. Gender equality is a central development issue that will strengthen the country's ability to develop, reduce poverty, and run government effectively (Sofiani, 2009). The labor force is the number of employed and unemployed people; while the working age population is the population above the legal working age (usually 15 years and above) (ILO, 2016).

Programs related to women's empowerment will cause women's role in development to grow, so that women now not only play a role in the domestic sector, but can also participate in community activities that require the role of women (Pratomo, 2017). In line with this, Marhaeni (2008), states that women's economic position will improve if a woman is involved in economic activities, so that if they are involved in the economic sector, their status and position will also increase. Many factors are the reasons why women work, as research by Saskara (2018) explains that "Married Balinese women choose to trade because they can care for their children, can increase their family income and can also carry out traditional and religious activities because their trading business is not bound by working hours such as workers in the public sector who are bound by their working hours.

Balinese women are wonder women, whereas in the west the dual role of women is often a problem, whereas Balinese women not only carry out two roles but three roles at once, namely the domestic role (household), the economic role (earning a living), and the social role (custom) (Noviani & Marhaeni, 2019). The role of women in meeting economic needs has become a necessity, due to the increasingly urgent need for life. This is clearly seen in low economic families, women are considered to play a role in increasing their family income by working in the informal sector. There are also quite a few women from middle to upper economic backgrounds who enter the world of work (Pitanatri, 2016).

According to Dewi & Trisnawati (2018), women's participation in economic activities is caused by the burden of many family responsibilities which cannot be resolved properly. The large number of family members of non-productive age causes a heavy burden on the family which will encourage a woman to work to meet her family's living needs.

**Table 1. Number of Population by Regency/City and Gender in Bali Province in 2022**

Regency/City	Population (thousand people)		
	Man	Woman	L+P
Jembrana	160.8	160.1	321.2
Tabanan	232.1	232.4	464.5
Badung	279.7	278.4	558.1
Gianyar	260.3	260.6	520.9
Klungkung	104.3	103.7	208.1
Bangli	131.1	129.3	260.4
Karangasem	250.5	247.0	497.5
Buleleng	403.3	399.4	802.8

Denpasar	374.3	366.7	741.0
<b>Total</b>	<b>2 160.8</b>	<b>2 177.9</b>	<b>4 374.3</b>

Source: BPS Bali Province, 2023

Based on Table 1, Bangli Regency is ranked 8th out of 9 regencies/cities in Bali Province which has a population of 260.4 thousand people. This shows that the higher the population in an area will also have an impact on increasing the supply of labor, but if The large supply of labor is not matched by the availability of jobs, which will lead to increased unemployment.

Prabawati and Urmila (2018) stated that the labor force participation rate (TPAK) is an indicator that can show women's contribution to development. The labor force participation rate can determine the size of the population actively working, both men and women.

**Table 2. Table of Labor Force Participation Levels in Bali Province According to Regency/City and Gender in 2020-2022**

Regency/City	Bali Province Labor Force Participation Rate According to Regency/City and Gender % (Percent)					
	Man			Woman		
	2020	2021	2022	2020	2021	2022
Jembrana	83.12	90.38	85.91	68.94	72.42	75.46
Tabanan	81.26	81.43	83.15	69.84	68.72	70.89
Badung	81.25	77.65	80.15	63.82	67.21	65.19
Gianyar	78.11	76.13	85.10	64.36	63.55	75.38
Klungkung	78.96	75.38	85.10	72.01	70.39	74.76
Bangli	86.22	84.98	87.24	78.11	79.16	79.42
Karangasem	83.23	84.65	88.69	78.31	77.70	82.15
Buleleng	80.87	80.35	85.85	69.40	66.00	65.18
Denpasar	78.91	75.33	82.36	69.40	61.71	61.94
Bali Province	80.75	79.44	84.06	67.86	67.61	69.62

Source: BPS Bali Province, 2023

Based on Table 2, it shows that the percentage of female TPAK in Bangli Regency from 2020-2022 tends to increase, in 2020 the number is 78.11 percent, then in 2021 it rose to 79.16 percent and in 2022 there was an increase of 79.42 percent. This means that more and more women are deciding to work. The existence of awareness and changes in society's assessments provide opportunities for women to leave the domestic sphere and participate in the public sphere (Fadah in Windu Wiyasa and Heny, 2017).

**Table 3. Table of Labor Force Participation Levels According to Gender in Bangli Regency**

Year	Labor Force Participation Rate	
	Man (%)	Woman (%)
2018	88.70	82.68
2019	85.79	80.38
2020	86.22	78.11
2021	84.98	79.16
2022	87.24	79.42

Source: BPS Bangli Regency, 2023

Based on Table 3, in the 2018-2022 period the female labor force participation rate in Bangli Regency experienced fluctuating developments. In 2018 the female labor participation rate was recorded at 82.68 percent, then it fell to 80.38 percent in 2019, then in 2020 it became 78.11 percent, then in 2021 it experienced an increase of 79.16 percent, then in 2022 it again experienced an increase of 79.42 percent. . The rise and fall in the value of female labor force participation rates can be caused by women of working age leaving the labor market and preferring to take care of the household, especially women who are in the period of giving birth and raising children, then women will re-enter the labor market when they are children. it's big enough.

The labor force participation rate (TPAK), especially for women, can be used as an indicator that women's rights are no longer limited. This can be seen how big a role women play in work. According to Rahayu & Tisnawati (2014), one of the roles of women that is highlighted in development is women as household builders, where women have an important role apart from being mothers, they are also one of the human resources for development which can be seen through the level of labor force participation.

According to Sihotang (2011), in general the reason why women work is to help their household economy which is low, the economic situation is increasingly uncertain, household income tends not to increase, while basic needs which continue to increase will result in disruption of household economic stability. In general, the male population is more numerous than the female population. However, the relatively short range of differences in the proportion of the workforce according to gender shows the role of women in supporting the family economy. This means that there is a possibility that the female population has the opportunity to contribute to the available job market.

Some women prefer to work in the informal sector on the grounds that they can manage their time well, because the informal sector tends to be less binding. According to Sohn (2015) women are more vulnerable than men to changes in economic conditions and are therefore more likely to be involved in the informal sector. One of the informal sector activities that many Balinese women currently carry out is trading. Compared to working in the formal sector, those working in the informal sector often have their own means of production (Adair, 2002). According to Wiggers (2015), the informal sector knows no age, from young people to elderly people, men and women can take roles in the informal sector.

Bangli Regency has 4 traditional markets, namely Kidul Market, Yangapi Market, Singamandawa Market and Kayuambua Market. Kidul Market is the largest market among the four markets. Kidul Market is a type of traditional market, a traditional market is a meeting place between sellers and buyers and is characterized by direct seller and buyer transactions allowing for a bargaining process and consists of stalls or outlets, booths and open grounds opened by sellers and a market manager. Goods traded in traditional markets are usually daily necessities, which provide various types of goods/commodities such as basic necessities such as rice, vegetables, fish, meat, ready-made food, clothing, electronic goods, household furniture and others. -other (Rapael 2010).

**Table 4. Number of Traders in Traditional Markets in Each District in Bangli Regency**

No	Subdistrict	Market Name	Number of Traders (People)
1	Bangli	South Market	951
2	My claws	Yangapi Market	86

3	Kintamani	Singamandawa Market	603
4	Shrink	Kayuambua Market	770
<b>Total</b>			<b>2,410</b>

Source. Bangli Regency Industry and Trade Department 2023

Based on Table 4, Kidul Market in Bangli District has the largest number of traders compared to the number of traders in other traditional markets in each district. The total number of traders in the four Traditional Markets in Bangli Regency is 2,410 people. The number of traders at Kidul Market, Bangli District, is 951 people. At Kidul Market there are many traders with various types of commodities for sale, starting from basic necessities such as sellers of meat, fish, eggs, tofu, tempeh, vegetables, fruit, basic necessities, accessories, upakara facilities, snacks, food, drinks and clothing.

Kidul Market is a market directly managed by the Bangli Regency Government. In this market, there are various kinds of traders based on the type of commodity being sold. There are traders who have received facilities to sell in the market provided by the government, and there are also traders who have not received facilities to sell. Traders who have been provided with facilities regularly sell at the market every day. Meanwhile, traders who do not yet have facilities sell on the move or take turns with other traders during the day or evening. Apart from that, traders who do not have these facilities mostly do not sell inside the market stall, but outside the market stall around the entrance or exit of the market, which is directly adjacent to the vehicle parking lot and the main road. Traders who do not yet have sales facilities include food and drink traders. Meanwhile, the rest have received facilities in the market.

The position and role of women, especially Balinese women, in the family, community and cultural customs need to be considered, so that they can maintain the values of Bali's ancestral heritage. To meet the increasing need for the provision of facilities and infrastructure for Banten as a characteristic of Balinese culture, female workers are very much needed in this regard. The role of women in society in both urban and rural areas needs to be increased by implementing quality human resource development and prioritizing traditional values to maintain Balinese local wisdom.

Some of the factors driving Balinese women into the job market are due to the poor economic situation of the household with quite a lot of family responsibilities, and the husband's income being insufficient to cover the children's needs. As a result, women will tend to participate in earning a living without neglecting their household duties and braya duties which are closely related to Balinese cultural customs. Income is the total income received by workers as compensation or remuneration for the production process (Frabdorf, 2008).

Husband's income plays a very important role in a woman's decision to enter the labor market. The husband's uncertain job and income can be a motivating factor for women to enter the job market and help the household economy. The increasing economic needs mean that women have to work to help ease the burden on their husbands in meeting their family's needs (Susilo, 2017). Vibriyanti (2013) further said that women no longer need to work because the wages received by the husband as head of the family are deemed sufficient to meet the family's needs. In line with this, Mega and Kartika (2019) in their research stated that the husband's income variable had a negative and significant effect on the working hours of female fruit traders at Badung Market.

Women have a very important role in carrying out various traditional activities in Bali. The contribution of Balinese women can be seen in various ceremonial activities in Bali, even in certain ceremonies that are routine every month, such as the full moon ceremony, tilem, and kajeng kliwon. Preparing offerings in the form of rice with side dishes called banten saiban,

segehan, and canang sari is almost all carried out and prepared by women (Yasa, 2000). If the intensity of traditional activities is high, then the time for work will be reduced. The results of research by Popi & Paramitha (2021) state that the intensity of traditional and religious activities has a negative effect on the working hours of Hindu female traders at Badung Market.

According to Cameron et al. (2019) stated that social, economic and cultural factors influence the level of female labor participation. In the Hindu religious concept, it is explained that work is a dharma or obligation for men and women. Therefore, TPAK can be influenced by the culture found on the island of Bali (Wahyuni & Marhaeni, 2020). One of the important goals in sustainable development is increasing women's work participation and gender equality. Increasing the active role of women in the economic and political fields needs to be done to realize gender equality. Women's active role in economic life, decision making and politics can be seen through the Gender Empowerment Index (IDG). Gender Empowerment Index (IDG).

However, from several previous studies, several inhibiting factors were identified in increasing the level of female labor force participation, including 1). Hindu women in Bali who are married and have children, their expenses will increase. As children get older, their contribution to work increases to support their household (Siyama, 2021). The main reason for married Hindu women to participate in helping the family economy in obtaining additional income is the number of family dependents (Rani & Aswitari, 2019). 2). Hindu women have the role and obligation to make ceremonies, but this does not rule out the possibility of this being done by men, so that women's active role can be seen in religious and traditional activities in Bali, apart from carrying out routine domestic work (Popi & Pramitha, 2021). Hindu women in Bali must be able to manage their time, whether working in the public sector or in traditional activities.

The number of family dependents explains that the greater the number of family dependents, the greater the probability of women, especially those who are married, to work. In line with this, Prabawati and Urmila (2018) in their research results stated that the number of family dependents has a positive and significant effect on married women's decisions to work. This identifies that the greater the number of dependents, the greater the expenditure required to meet household needs, which will encourage a mother to work.

Work motivation is closely related to the effort a person expends in work. The results of this research are strengthened by the results of previous research conducted by Shkoler & Kimura (2020) which stated that work motivation has a significant positive effect on working hours. One of the concepts of motivation is to describe the relationship between hopes and goals. Everyone wants to be able to achieve something or a goal in their activities.

Some other motivations for women to work are being faced with the condition of their husbands not working, low household income while the number of family dependents is quite high, and having the desire to fill their free time, earn their own money and gain experience (Wahyuni & Marhaeni, 2020). One of the economic factors that have an impact on married women's decisions to return to work is the high need to improve the household economy which is triggered by the high number of family dependents. The number of family dependents is the number of unproductive and productive household members who are economically dependent on the family. If the number of family dependents is large enough, the burden of life will also be greater. This will affect the level of household economic welfare.

## RESEARCH METHODS

The research design used in this research is an associative quantitative approach. According to Sugiyono (2017:7), quantitative research is research that uses data in the form of numbers and is analyzed using statistical tools. Meanwhile, associative research is research that aims to determine the relationship between two or more variables (Sugiyono, 2017:37). This research was conducted to determine the relationship of several variables, namely, husband's income, intensity of traditional and religious activities, number of family dependents and work motivation on the level of female labor force participation in the Kidul Bangli Market using moderated regression analysis. This research was conducted at Pasar Kidul Bangli by collecting data through observation, structured interviews and in-depth interviews to complete the required information.

The methods used are observation, structured interviews and in-depth interviews. The sample determination method uses non-probability sampling and side purposive sampling so that respondents are selected deliberately based on considerations by taking the entire sample, a total of 90 samples.

## RESEARCH RESULTS AND DISCUSSION

### Results of Research Data Analysis

The results of research data analysis consist of the results of descriptive statistical analysis, the results of moderated regression analysis, the results of the classical assumption test, the simultaneous influence test (F-test) and the partial test (t-test).

#### Results of Descriptive Statistical Analysis

Data descriptions were obtained using descriptive statistical analysis in the form of sample size, minimum value, maximum value, average value, and standard deviation. The results of the variable description in this study are shown in Table 5 below.

**Table 5. Results of Descriptive Analysis of Research Variables**

	Descriptive Statistics				
	N	Minimum	Maximum	Mean	Std. Deviation
TPAK Women	90	42.00	56.00	55,3000	2.58105
Husband's Income	90	700000.00	3700000.00	1902777.7778	725977.10642
Intensity of Traditional Activities	90	2.00	17.00	7.6444	3.22668
Number of Family Dependents	90	2.00	9.00	4,8000	1.39984
Valid N (listwise)	90				

In Table 5 it can be explained that the number of samples used in this research was 90 samples. The female labor force participation rate variable (Y) has a minimum value of 42.00 hours per week and a maximum of 56.00 hours per week. The average value of the female labor force participation rate is 55.3000 hours per week and the standard deviation of the female labor force participation rate variable is 2.58105 hours per week.

The husband's income variable (X1) has a minimum value of 700,000.00 per month and a maximum value of 3,700,000.00 per month. The average value of the husband's income is 1902777.7778 per month with a standard deviation value of 725977.106 per month. The variable intensity of traditional and religious activities (X2) has a minimum value of 2.00 hours



per week and a maximum value of 17.00 hours per week. The average value of the intensity of traditional and religious activities is 7.6444 hours per week with a standard deviation value of 3.22668 hours per week.

The variable number of family dependents (X3) has a minimum value of 2.00 people and a maximum value of 9.00 people. The average value of the number of family dependents is 4.8000 people with a standard deviation value of 1.39984 people.

### Inferential Analysis Results (Moderated Regression Analysis)

The inferential regression analysis test (moderated regression analysis) was carried out by regressing all independent variables using the SPSS program and obtained the results shown in Table 6. Results of the moderated regression analysis which regressed the variables sumai income (X1), intensity of traditional and religious activities (X2), number of family dependents (X3), work motivation (M), as well as the interaction of number of family dependents with work motivation on the level of female labor force participation in Kidul Bangli Market. From the results of the data analysis carried out, results were obtained as shown in Table 6 below.

**Table 6. Results of Inferential Analysis (Moderated Regression Analysis)**

#### Coefficients<sup>a</sup>

Model	Unstandardized Coefficients		Standardized Coefficients		Sig.
	B	Std. Error	Beta	t	
1 (Constant)	46,746	3,661		12,770	,001
Husband's Income	-.267	.105	-.260	-2,549	.013
Intensity of Traditional Activities	-.210	,097	-.215	-2,166	.033
Number of Family Dependents	1,998	,610	,902	3,273	,002
Work Motivation	,475	,161	,291	2,953	,004
X3*M	2,094	,879	,882	4,216	,001

a. Dependent Variable: Women's TPAK

Based on the results of the regression analysis in Table 6, the following moderation regression equation is obtained.

$$\hat{Y} = 47.746 - 0.267 (X_1) - 0.210 (X_2) + 1.998 (X_3) + 0.475 (M) + 2.095 (X_3 * M)$$

### Classic Assumption Test Results

The moderated regression analysis technique requires several requirements that must be met, namely the classical assumption test. The classical assumption test consists of the normality test, multicollinearity test, and heteroscedasticity test. These three tests can be seen as follows:

#### 1) Normality Test

The normality test aims to determine whether the residuals from the regression model created are normally distributed or not. The normality test can be carried out using the Kolmogorv-Smirnov test with Asymp. Sig. (2-tailed). If the value of Asymp. Sig. (2-tailed) is greater than the significance level set at 5 percent (0.05), then the data is normally distributed.

**Table 7. Normality Test Results**

One-Sample Kolmogorov-Smirnov Test		Unstandardized Residuals
N		90
Statistical Tests		,084
Asymp. Sig. (2-tailed) c		,152

Based on the results of normality testing using the Kolmogorov-Smirnov method in Table 4.11, the Asymp value was obtained. Sig. (2-tailed) of 0.152 which is greater than 0.05 (0.152 > 0.05). The results indicate that the data in this study has a normal distribution.

## 2) Multicollinearity Test

The multicollinearity test aims to test whether in the regression model a correlation is found between the independent variables. To detect the presence or absence of multicollinearity in the regression model, namely having a Tolerance number > 0.10 or having a VIF value < 10. The results of the multicollinearity test are shown in Table 8.

**Table 8. Multicollinearity Test Results**

### Coefficients<sup>a</sup>

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Husband's Income	,891	1,122
	Intensity of Traditional and Religious Activities	,940	1,063
	Number of Family Dependents	,522	6,208
	Work Motivation	,951	1,052
	X3*M	,523	6,130

a. Dependent Variable: Women's TPAK

Based on the results of the multicollinearity test in Table 8, it can be seen that the tolerance coefficient of the independent variables, namely husband's income (X<sub>1</sub>), intensity of traditional and religious activities (X<sub>2</sub>), number of family dependents (X<sub>3</sub>), and work motivation (M) is greater than 0.100 and the value VIF is smaller than 10. This result indicates that there are no multicollinear symptoms in the regression model created.

## 3) Heteroscedasticity Test

The heteroscedasticity test is carried out to test whether in a regression model there is a difference in variance from the existing residual data. Heteroscedasticity testing is carried out using the Glejser test with the condition that if the significance is above the confidence level of 5 percent or 0.05, it can be concluded that the regression does not contain heteroscedasticity. The results of the heteroscedasticity test are shown in Table 9.

**Table 9. Heteroscedasticity Test Results**

### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients		Sig.
		B	Std. Error	Beta	Q	
1	(Constant)	-1,514	1,947		-.778	,439
	Husband's Income	,091	,056	,182	1,634	,106

Intensity of Traditional Activities	,009	,052	.019	,172	,864
Number of Family Dependents	-.085	,325	-.079	-.263	,793
Work Motivation	,057	,086	.071	,662	,510
X3*M	.013	.016	,248	,825	,412

a. Dependent Variable: ABSRESS

Based on the results of the heteroscedasticity test in Table 9, it can be seen that the significance value of each independent variable, namely husband's income (X<sub>1</sub>), intensity of traditional and religious activities (X<sub>2</sub>), number of family dependents (X<sub>3</sub>), and work motivation (M) are each greater than 0.05. These results indicate that there is no heteroscedasticity problem in the regression model.

### Simultaneous Effect Test (F Test)

Simultaneous hypothesis testing, also known as the F test, is used to determine the influence of independent variables together or simultaneously on a dependent variable. The F test in this research is to test the influence of husband's income (X<sub>1</sub>), intensity of traditional and religious activities (X<sub>2</sub>), number of family dependents (X<sub>3</sub>), and work motivation (M) simultaneously on the level of female labor force participation (Y) in the market. South Bangli. The results of the simultaneous test (F-Test) from this research are shown in Table 10 below.

**Table 10. Simultaneous Hypothesis Test Results (F Test)**

<b>ANOVAa</b>						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	205,724	5	41,145	44,820	.001b
	Residual	716,998	84	8,536		
	Total	922,722	89			

a. Dependent Variable: Women's TPAK  
b. Predictors: (Constant), X<sub>3</sub>\*M, Husband's Income, Work Motivation, Intensity of Traditional Activities, Number of Family Dependents

Based on Table 10, the results of the model feasibility test show that the F-test value in the sig table is 0,001. Sig value 0,001 < 0.05, then as the basis for decision making in the F test, it can mean that there is an influence of the variable husband's income, intensity of traditional and religious activities, number of family dependents and motivation to work simultaneously (together) on the dependent variable, namely the level of female work force participation.

### Partial Influence Test (t-test)

#### 1) The Influence of Husband's Income (X<sub>1</sub>) on the Level of Female Labor Force Participation in the Kidul Bangli Market (Y)

It can be seen that the husband's income variable has a tcount value of -2,549, while the result of calculating the ttable value is  $t(\alpha; df) = t(0.05; 86) = 1.662$ . Thus, the tcount value is smaller than ttable, namely  $-2,549 < 1,662$  with a significance value of  $0.001 < 0.05$ , so H<sub>1</sub> is accepted, meaning that the husband's income partially has a negative and

significant effect on the level of female labor force participation in Kidul Bangli Market for work.

**2) The Influence of the Intensity of Traditional and Religious Activities (X<sub>2</sub>) on the Level of Female Labor Force Participation in the Kidul Bangli Market (Y)**

The results of calculating the intensity of traditional and religious activity variables show that the tcount value is smaller than ttable, namely  $-2.166 < 1.662$  with a significance value of  $0.013 < 0.05$ , so H<sub>1</sub> is accepted, meaning that the intensity of traditional and religious activities partially has a negative and significant effect on the level of labor force participation. women at Kidul Bangli Market to work.

**3) The Influence of the Number of Family Dependents (X<sub>3</sub>) on the Level of Female Labor Force Participation in the Kidul Bangli Market (Y)**

The results of calculating the variable number of family dependents show that the tcount value is greater than ttable, namely  $3.273 > 1.662$  with a significance value of  $0.033 < 0.05$ , so H<sub>1</sub> is accepted, meaning that the number of family dependents partially has a positive and significant effect on the level of female labor force participation in Kidul Bangli Market. to work.

**4) The Influence of Work Motivation (M) on the Level of Female Labor Force Participation in the Kidul Bangli Market (Y)**

The results of the calculation of the work motivation variable show that the value of tcount is greater than ttable, namely  $2.953 > 1.662$  with a significance of  $0.004 < 0.05$ , so H<sub>1</sub> is accepted, meaning that work motivation partially has a positive and significant effect on the level of female labor force participation in Kidul Bangli Market for work. .

**5) The Influence of Work Motivation (M) in Moderating the Number of Family Dependents on the Level of Female Labor Force Participation in the Kidul Bangli Market (Y)**

The results of calculating the work motivation variable in moderating the number of family dependents show that the tcount value is greater than ttable, namely  $4.2.16 > 1.662$  with a significance value of  $0.001 < 0.05$ , so H<sub>1</sub> is accepted, meaning that work motivation in moderating the number of family dependents partially has a positive and significant effect. on the level of female labor force participation in Kidul Bangli Market for work. So this means that work motivation strengthens the number of family dependents on the level of female labor force participation in the Kidul Bangli Market.

## **Discussion of Research Results**

### **The Influence of Husband's Income on the Level of Female Labor Force Participation in the Kidul Bangli Market**

Testing the husband's income (X<sub>1</sub>) on the female labor force participation rate (Y) shows that the t value is smaller than t table in a negative direction. The results indicate that the husband's income partially influences the level of female labor force participation in the Kidul Bangli Market.

Based on the results of an in-depth interview with Mrs. Ni Putu Suryasih who sells basic necessities at the Kidul Bangli Market stall on April 1 2024, she stated that:

“My husband works as a daily laborer, I support 3 children who are still at school and 1 in-law. My child also needs a lot for school, such as buying school clothes, books and pocket

money. Therefore, by working as a daily laborer the salary and work are also uncertain. So in a situation like this I don't want to depend on my husband's salary, because the needs of the house, children and in-laws will definitely be limited and not met."

From the results of the interview, it can be concluded that the husband's income greatly influences the level of female labor force participation in meeting household needs. If income is low, female traders at Kidul Bangli Market will work to meet household needs, so they can improve their family's welfare.

The results of this research are in line with Mega & Kartika (2019) who stated in their research that the husband's income variable has a negative and significant effect on the working hours of female fruit traders at Badung Market. The research results of Dian & Heny (2020) state that the husband's income partially has a negative and significant effect on the decision of female traders at Badung Market to work. The husband's income will certainly influence the level of female labor force participation in household income. If the husband has a low income, the level of female labor force participation in his income will increase to meet his needs, and vice versa, if the husband's income is high, the level of female labor force participation will increase. will be lower, because the husband's income is deemed sufficient to meet the family's needs.

#### **The Influence of the Intensity of Traditional and Religious Activities on the Level of Female Labor Force Participation in the Kidul Bangli Market**

Testing the intensity of traditional and religious activities ( $X_2$ ) on the level of female labor force participation ( $Y$ ) shows that the  $t$  value is smaller than  $t$  table in a negative direction. The results indicate that the intensity of traditional and religious activities partially influences the level of female labor force participation in the Kidul Bangli Market.

The results of this research are also strengthened by the results of interviews conducted with Mrs. Dewa Ayu Rai who sells clothes at the Kidul Bangli Market kiosk on April 1 2024, who stated that:

"Usually, when I carry out traditional and religious activities such as certain ceremonies that are routine every month, such as the full moon ceremony, tilem, kajeng kliwon, and mesama braya, I do it myself and after carrying out the traditional ceremonial activities I immediately continue working, even though the time is limited. used to open shops is quite reduced because it is used to carry out traditional and religious activities."

Based on these interviews, the intensity of traditional and religious activities influences the level of female labor force participation. The more time they spend participating in traditional and religious activities, the less time they can spend working and the lower the working hours spent selling. In social life, interaction between families is important. When someone does not participate in social activities, they often feel isolated in that environment. This is the reason why it is important for a person to be active in society. Even though these traditional and religious activities actually have an impact on reducing the time and income of female traders at Kidul Bangli Market.

The results of research by Popi & Paramitha (2021) state that the intensity of traditional and religious activities has a negative effect on the working hours of female Hindu traders at Badung Market.

### **The Influence of the Number of Family Dependents on the Level of Female Labor Force Participation in the Kidul Bangli Market**

Testing the number of family dependents ( $X_3$ ) on the female labor force participation rate ( $Y$ ) shows that the  $t$  value is greater than  $t$  table in a positive direction. These results indicate that the number of family dependents has a partial effect on the level of female labor force participation in Pasar Kidul Bangli.

The results of this research are also strengthened by the results of an interview conducted with Mrs. Ni Komang Edi Susanti, a grocery seller at the Kidul Bangli Market kiosk on April 2 2024, who stated that:

"I still support 5 children, and 2 in-laws, some of whose children are still in elementary school, middle school and high school. One of my children is already working, but I still cover the food at home every day. When he comes home from work, the fish eats at home. In a situation like this, like it or not, I have to work to get additional income to cover or meet their needs, even if I rely on my husband, my salary is not sufficient."

Based on the results of the interview, the number of dependents in the family is an important factor in influencing the level of female labor force participation. The higher the number of family members covered, the higher the level of female labor force participation, so that this can improve the welfare of the family and be able to meet the family's needs.

The results of this research state that the number of family dependents has a positive and significant effect on the level of female labor force participation in Kidul Bangli Market. With the number of family dependents increasing or increasing, it motivates women to work to earn money. This research is supported by research by Ratna & Yuliarmi (2020) which states that the number of family dependents has a positive and significant effect on the number of working hours of female traders at the Sukawati Arts market.

### **The Influence of Work Motivation on the Level of Female Labor Force Participation in the Kidul Bangli Market**

Testing the effect of work motivation ( $M$ ) on the level of female labor force participation ( $Y$ ) shows that the  $t$  value is greater than  $t$  table in a positive direction. The results indicate that work motivation partially has a positive and significant effect on the level of female labor force participation in Kidul Bangli Market.

The results of this research are also strengthened by an interview conducted by one of the female traders at Kidul Bangli Market, namely Mrs. Ni Nyoman Sani on April 2 2024 who stated that.

"I chose to become a trader because I felt I had a lot of free time at home. I didn't want that time to be wasted, so I decided to start a small business by trading on the market.

Based on this interview, it can be concluded that the influence of work motivation on the level of female labor force participation has a significant positive effect.

The results of this research are strengthened by the results of previous research conducted by Shkoler & Kimura (2020) which stated that work motivation has a significant positive effect on working hours. Women's participation in the economy is not something new. This fact shows the increasing level of female labor force participation in the labor market. Women's activeness in economic activities is not only driven by themselves but also comes from the people around them.

## **The Influence of Work Motivation in Moderating the Number of Family Dependents on the Level of Female Labor Force Participation in the Kidul Bangli Market**

Testing the effect of work motivation in moderating the number of family dependents on the level of female labor force participation shows that work motivation in moderating the number of family dependents partially has a positive and significant effect on the level of female labor force participation in Kidul Bangli Market for work. So this means that work motivation strengthens the number of family dependents on the level of female labor force participation in the Kidul Bangli Market.

The results of this research were also strengthened by an interview conducted by one of the female traders at Kidul Bangli Market, namely Mrs. I Dewa Ayu Putri Ariani on April 2 2024 who stated that.

"The reason I chose to become a trader was to increase my family's income because if I only relied on my husband's income, it would still not be enough because my husband works as a farmer who only earns seasonal income. "The job of being a trader has been my hobby for a long time, so the support and encouragement from the family is very high."

Based on these interviews, it can be concluded that the influence of work motivation in moderating the number of family responsibilities on the level of female labor force participation has a significant positive effect.

The results of this research are strengthened by the theoretical basis of the influence of the number of family dependents on women's motivation to work (Koentjoroningrat (1991:110)) which states that the number of dependents who live in one house and are the responsibility of the family. With the number of children, for example, three, plus father and mother plus in-laws and sons-in-law, this causes the family to become large and the family's responsibilities very large. This causes a woman as a wife to feel the suffering endured by her husband, because the husband's income is not enough to meet daily living needs, causing a wife as a family member to feel partly responsible in deciding to work. This is done to obtain additional income that can be used to meet daily living needs.

Based on the theory above, it can be concluded that the number of family dependents influences women's motivation to work, even though the income earned is not much, but at least it can be used to help and increase family income in order to meet the daily living needs of family members.

## **CONCLUSION**

Based on the results of the previous discussion and description, conclusions can be drawn, namely:

- 1) Husband's income, intensity of traditional and religious activities, number of family dependents and motivation to work simultaneously have a significant effect on the level of female labor force participation in Kidul Bangli Market.
- 2) The husband's income and the intensity of traditional and religious activities partially have a negative and significant effect on the level of female labor force participation in the Kidul Bangli Market.
- 3) The number of family dependents partially has a positive effect on the level of female labor force participation in the Kidul Bangli Market.

- 4) Motivation to work moderates and strengthens the relationship between the number of family dependents and the level of female labor force participation in the Kidul Bangli Market.

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