Open Access

IDEAL

Vol. 2, No. 1 (2025)

Original Article

Analysis of Factors Influencing Labor Absorption in the Woven Fabric Industry in the Pringgasela Region, East Lombok Regency

M Reza Wira Rafsanjani *, St Maryam

Development Studies Economics Study Program, Faculty of Economics and Business, University of Mataram, Indonesia

*Correspondence Author: M Reza Wira Rafsanjani
Majapahit Street No.62, Gomong, Kec. Selaparang, Kota Mataram, Nusa Tenggara Bar. 83115.
muhammadrezawira@gmail.com

This article contributes to:

Abstract. This study aims to analyze the influence of business income, business capital, wages, and age of the workforce on labor absorption in the woven fabric industry in Pringgasela Village, East Lombok Regency. Data were collected using questionnaires distributed to weaving artisans. The research method used was a quantitative method with a descriptive approach with multiple linear regression analysis techniques. Data processing was carried out using Eviews 12 software, with hypothesis testing using the F test (Simultaneous) and T test (Partial). The results of this study partially show that business income, wages, and age of the workforce have a positive and significant effect on labor absorption. While the business capital variable has a negative and insignificant effect on labor absorption. Simultaneously, these four variables also have a significant effect on increasing labor absorption in the woven fabric industry in Pringgasela. This study shows that increasing income, providing appropriate salaries, and the presence of more workers in productive age are factors that encourage the increase in the number of workers. Meanwhile, business capital has not been proven to directly affect the ability of artisans to add workers. This research is expected to serve as a reference for local governments and business actors in planning strategies for developing the woven fabric industry.

Keywords: Labor Absorption, Business Income, Business Capital, Wages, Workforce Age.

1. Introduction

West Nusa Tenggara (NTB) is a province in Indonesia located in the central part of the Nusa Tenggara Islands [1]. The NTB region consists of two large islands, namely Lombok and Sumbawa, and more than 280 smaller islands. The area of NTB is approximately 20,153 km². NTB borders Bali Province to the west, East Nusa Tenggara Province to the east, the Flores Sea to the north, and the Indian Ocean to the south. Because of its location in the middle of the archipelago, NTB plays a significant role in relations, trade, tourism, and economic development in eastern Indonesia. Administratively, NTB consists of 8 regencies and 2 cities, with the center of government in Mataram City. According to data from the Central Statistics Agency (BPS) in 2024, the population of NTB reached 5,646,015 people, with an average population density of 264 people per km² [2].

Based on the data in Table 1.1, East Lombok Regency is the most populous region in West Nusa Tenggara Province, with 1,141,461 people. This situation has a significant impact on economic development and employment in the region. This high population represents a significant human resource potential, and if optimally utilized, it will be a key

Article info
Revised: 2025-12-01
Accepted: 2025-1-1
Publish: 2026-1-13

driver of economic growth, particularly in the small and medium industry (SME) sector, which relies on the local wisdom of the local community.

Table 1. Population Data for West Nusa Tenggara in 2024

Regency/City	Population of district/city (people)
West Lombok Regency	765,049
Baputen, North Lombok	261,557
Central Lombok Regency	1,109,800
East Lombok Regency	1,141,461
Mataram City	445,010
Sumbawa Regency	536,597
West Sumbawa Regency	155,535
Bima Regency	543,459
Dompu Regency	250,943
Bima City	163,603
West Nusa Tenggara	5,646,015

Source: https://ntb.bps.go.id

Table 2. Working Age Population Data for West Nusa Tenggara in 2023

Regency/City	Working Age Population by Regency/City
West Lombok Regency	394,137
North Lombok Regency	139,625
Central Lombok Regency	602,084
East Lombok Regency	689,253
Mataram City	210,330
Sumbawa Regency	275,381
West Sumbawa Regency	73,967
Bima Regency	293,494
Dompu Regency	126,917
Bima City	87,794
West Nusa Tenggara	2,892,982

Source: https://ntb.bps.go.id

The data in Table 2 shows that East Lombok Regency has the largest working-age population in West Nusa Tenggara Province, reaching 2,892,982 people. This figure places East Lombok as the region with the highest productive-age population, at 689,253, exceeding the working-age population in Central Lombok Regency (602,084) and West Lombok Regency (394,137). West Nusa Tenggara Province's efforts to expand small and medium-sized industrial activities to increase labor demand, which will ultimately lead to increased labor absorption, are inextricably linked to influencing factors such as the number of business units, investment value, production value, and value-added in the industrial sector. One way to expand industrial activity is through the development of labor-intensive industries. The growth of business units in a sector, in this case small and medium-sized industries, in a region will increase the number of jobs [3].

Pringgasela is a village in East Lombok Regency that has been able to develop MSMEs (Micro, Small, and Medium Enterprises). One of the main business sectors in Pringgasela Village is weaving. Weaving is not only about the method of making it, but also visible from the unique motifs on the traditional fabric [4]. Pringgasela weaving is known for its unique motifs and meticulous manufacturing process, resulting in high-quality fabric. The potential for weaving artisans in Pringgasela Village is enormous, as many artisans are still active and continue to work [5]. Artisans who work in weaving are one of the main sources of livelihood for their community and help maintain economic stability. The reason is because almost every household in Pringgasela Village has a weaving machine and is engaged in crafts, especially the women [6].

Pringgasela woven fabric is known for its distinctive motifs and meticulous craftsmanship, resulting in high-quality fabrics [7]. The potential of Pringgasela village's weaving artisans is immense, given the large number of active artisans who continue to create. Furthermore, market interest in woven products is quite high, both locally and internationally, creating significant opportunities for the development of the weaving craft industry [8]. According to data from the Pringgasela Village Office Secretariat, the number of weaving artisans has reached 420. One of the main attractions of the weaving industry in Pringgasela lies in the diversity of woven fabrics produced [9]. Each type of fabric displays its own uniqueness. Some variations of woven fabrics that have developed in the Pringgasela region include Sesek Weaving, Reragian Osap, Sekurdi, Belak Topat, Sakak, and Sari Menanti, Sundawa. The existence of these various types of woven fabrics is proof that Pringgasela weaving has high cultural and economic value and can be developed into a superior regional product. In addition to being an economic source, weaving also plays a vital role in women's empowerment and the preservation of local culture [10].

Despite its significant potential, the Pringgasela weaving industry has yet to reach its full potential, particularly in terms of absorbing a sustainable and professional workforce [11]. Many weavers still operate their businesses traditionally, with home-based production systems, inadequate management support, inadequate business planning, and limited access to capital, training, and more efficient production technology. This results in less productive and efficient businesses, thus limiting the need for additional labor [12]. Although the Pringgas weaving industry has significant potential, it has not yet reached its full potential, particularly in terms of absorbing a sustainable and professional workforce. Many weavers still operate traditional businesses, with home-based production systems, inadequate management support, inadequate business planning, and limited access to capital, training, and more efficient production technology. This results in less productive and efficient businesses, thus limiting the need for additional labor. Yet, the weaving industry has significant potential for growth, particularly due to the increasing global demand for local, ethnic, and handmade products with cultural value.

The low absorption of labor in this sector does not occur by chance, but is the result of the interaction of various internal and external factors that influence each other [13]. From the internal side, limited production capacity and low labor skills make it difficult for craftsmen to increase the scale of their businesses. Meanwhile, from the external side, access to business income, business capital, wages, and the age of the workforce make it difficult for craftsmen to expand. This situation is further exacerbated by the lack of assistance from the government or private institutions in terms of business training, technology access, and digital promotion [14], [15]. This study aims to analyze the influence of business income, business capital, wages, and age of the workforce partially and simultaneously on labor absorption in the woven fabric industry in the Pringgasela area, East Lombok Regency.

2. Method

2.1 Type of Research, Location and Time of Research

This research uses a quantitative descriptive method based on the type of problem being studied [16]. This research was conducted in Pringgasela Village, Pringgasela District, East Lombok Regency, West Nusa Tenggara Province. The location was chosen by the researcher because it has a woven fabric industry. Pringgasela Village is known as one of the main centers of the traditional woven fabric industry in East Lombok, which

has developed from generation to generation and has become a cultural identity of the local community [17].

2.2 Research Population and Sample

The population in this study is the number of woven cloth craftsmen in Pringgasela village who are still active. The number of weaving craftsmen in Pringgasela village is 420 people. Meanwhile, the number of samples required is around 80 respondents who come from the Slovin equation.

2.3 Data collection technique

The data collection technique used in this study was a questionnaire distributed using Google Forms. The independent and dependent variables were measured using a Likert scale. According to Falebita and Kok [18], a Likert scale is used to measure the attitudes, opinions, and perceptions of an individual or group of people toward social phenomena. This scale uses a score of 1 to 5 with the following assessments:

Table 3. Questionnaire Scores/ (Likert Scale)

No	Respondents' Attitudes	Score
1	Strongly Disagree (STS)	1
2	Disagree (Ts)	2
3	Neutral (N)	3
4	Agree (S)	4
5	Strongly Agree (Ss)	5

Table 3 shows that a score of 1 indicates that the respondent disagrees with the question, while a score of 5 indicates that the respondent agrees with the question.

2.4 Data Analysis Techniques

Multiple linear regression analysis is a statistical technique for testing the relationship (influence) of several independent variables on one dependent variable simultaneously, while allowing prediction of the value of the dependent variable when the value of the independent variable is known. In this study, the dependent variable (Y) is labor absorption, while the independent variables include business income (X1), wages (X2), business capital (X3), and age of the workforce (X4). The model used is formulated as $Y = a + b_1X_1 + b_2X_2 + b_3X_3 + b_4X_4 + e$, with a as a constant, b1–b4 as the regression coefficients of each independent variable, and e as the error (standard error). In order for the estimation results to be valid, classical assumption tests are carried out, namely the normality test to ensure that the residuals are normally distributed (through the Normal Probability Plot or residual histogram), the multicollinearity test to assess whether there is a high correlation between independent variables (using tolerance and VIF values, where low tolerance or high VIF indicates collinearity), and the heteroscedasticity test to ensure that the residual variance is constant (homoscedastic), which in this study is detected through the Glejser test with the provision that a significance value <0.05 indicates the presence of heteroscedasticity. Hypothesis testing is carried out through a t-test to see the partial influence of each independent variable on Y (H0 is rejected if the significance is <0.05 or the calculated t> the table t), the F-test to assess the simultaneous influence of all independent variables on Y (H0 is rejected if the significance is <0.05 or the calculated F> the table F at df = n − k − 1), and the coefficient of determination (R^2) to measure the magnitude of the combined contribution of independent variables in explaining variations in labor absorption, where the R^2 value that is getting closer to 1 indicates a stronger model's explanatory ability.

3. Results and Discussion

3.1 Characteristics of Research Respondents

The characteristics of the respondents in this study provide a general overview of the weaving artisans in Pringgasela Village, East Lombok Regency, which served as the sample [19]. Data were obtained by distributing questionnaires to 80 respondents, who were entrepreneurs or workers in the woven fabric industry in the Pringgasela village area. The characteristics discussed included respondents' gender and age.

3.1.1 By Age

The following is data obtained from distributing questionnaires in Pringasela village based on age.

Table 4. Percentage and Number of Respondents Based on Age

Age (Years)	Number of Respondents	Percentage (%)
30-39	8	10.0%
40-49	18	22.5%
50-59	38	47.5%
≥ 60	16	20.0%
Total	80	100%

From Table 4, it can be seen that the 50 to 59 year old age group has the largest number, namely 38 people. This shows that most of the weavers in Pringgasela Village are in the middle to upper productive age, where their skills and experience are good enough to run a weaving business.

3.1.2 By Gender

The following is data obtained from distributing questionnaires in Pringasela village based on gender.

Table 5. Percentage and Number of Respondents Based on Gender

Gender	Number of Respondents	Percentage (%)
Male	1	1%
Female	79	99%
Total	80	100%

Based on Table 5, it can be seen that the majority of respondents are women, namely 79 people or from the total number of respondents. Meanwhile, there is only 1 male respondent in total. These results indicate that weaving activities in Pringgasela Village are dominated by women. This is in accordance with the social conditions in the area, where weaving is a traditional skill that has been passed down from generation to generation by women.

3.2 Overview of Questionnaire Distribution Results

The instrument used in this study was a questionnaire containing questions related to the research variables: business income, business capital, wages, worker age, and labor absorption. This questionnaire was developed based on the indicators for each of the variables described above and then administered directly to weavers in Pringgasela Village.

Table 6. Results of Questionnaire Distribution

No	Variables	Score					Total	Average
		STS	TS	N	S	SS		
1	X_1 (Business Income)			6	74		80	100%
2	X_2(Wage)		1		76	3	80	100%
3	X_3 (Business Capital)		1		77	2	80	100%
4	X_4 (Workforce Age)		4	18	56	2	80	100%
5	Y (Labor Absorption)				72	8	80	100%

Table 6 shows the results of distributing questionnaires to 80 respondents who are weavers in Pringgasela Village. The questionnaire contains questions about the five variables studied, namely Business Income (X_1), Wages (X_2), Business Capital (X_3), Workforce Age (X_4), and Labor Absorption (Y). Based on the data from the questionnaire distribution, the majority showed the results "Agree (S)" for all the variables studied, which means that the majority of respondents felt that there was a positive influence between the variables. The explanation of each variable is presented as follows. For Business Income (X_1), out of 80 respondents, 74 stated Agree and 6 stated Neutral, indicating that most artisans believe that higher business income leads to an increased need for labor. Regarding Wages (X_2), 76 respondents reported Agree and 3 reported Strongly Agree, while only 1 respondent reported Disagree, suggesting that adequate wages are widely perceived to enhance work motivation and strengthen workforce commitment within the weaving industry.

In terms of Business Capital (X_3), 77 respondents selected Agree and 2 selected Strongly Agree, with only 1 selecting Disagree, which reflects the prevailing view that additional capital can expand production capacity and create opportunities to recruit new workers. For the Age of Workforce (X_4), responses were more varied, with 56 respondents indicating Agree, 18 Neutral, 4 Disagree, and 2 Strongly Agree; this distribution implies that most workers are still within the productive age range and able to perform effectively, although a smaller proportion perceive age as a factor that influences productivity. Finally, with respect to Labor Absorption (Y), 72 respondents indicated Agree and 8 indicated Strongly Agree that their weaving businesses have contributed to job creation for the surrounding community, underscoring the vital role of the weaving industry in supporting the local economy in Pringgasela Village.

3.3 Instrument Test Results

This test is performed to determine whether the residuals in a regression model are normally distributed [20]. The residual data is normally distributed. If p-value < 0.05 → The residual data is not normally distributed.

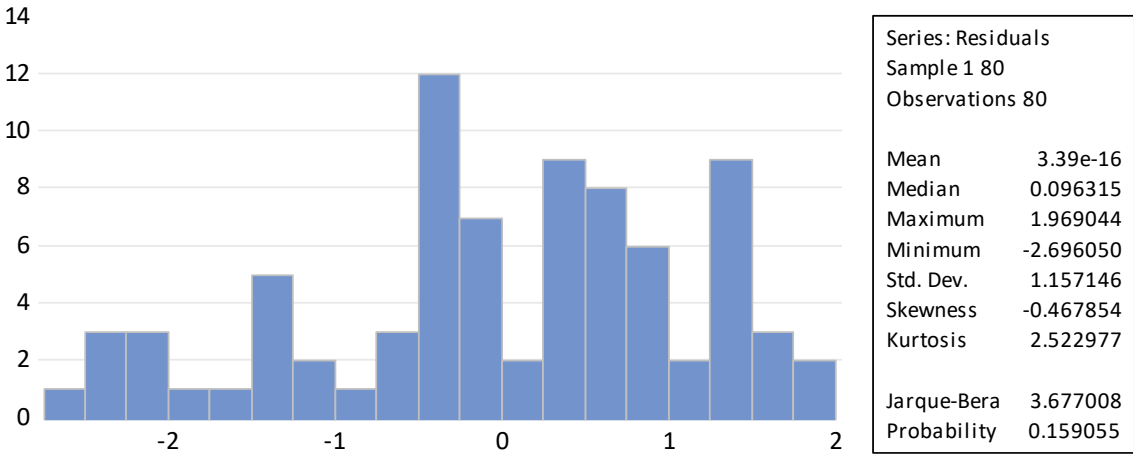

Figure 1. Normality Test Results

Based on the results of the normality test in Figure 1, the normality test is seen from the Jarque-Bera P-Value or probability value where in this study it is 0.159 (>0.05) which states that the data is normally distributed.

Table 7. Multicollinearity Test Results

Variable	Coefficient Variance	Uncentered VIF	Centered VIF
C	0.787322	704.4242	NA
X1	0.019026	263.4222	1.180931
X2	0.013799	199.8528	1.078357
X3	0.015005	215.8133	1.006905
X4	0.003704	46.56581	1.193145

The results of the multicollinearity test in Table 7 show that the independent variable has a value <10. Therefore, it is concluded that the data does not show symptoms of multicollinearity or the assumptions of the multicollinearity test have been met.

Table 8. Heteroscedasticity Test Results

Statistic	Value	Prob. Description	Prob. Value
F-statistic	3.692479	Prob. F(10,69)	0.0005
Obs*R-squared	27.88755	Prob. Chi-Square(10)	0.2001
Scaled explained SS	88.66875	Prob. Chi-Square(10)	0.5317

From the results of the heteroscedasticity test in Table 8, the value shows >0.05, so it can be concluded that there is no heteroscedasticity.

3.4 Multiple Regression Analysis Estimation Results

The results of the multiple linear regression test can be seen in Table 9.

Table 9. Multiple Regression Analysis Estimation Results

Variable	Coefficient	Std. Error	t-Statistic	Prob.
C	3.797094	0.887312	4.279324	0.0001
X1	0.074956	0.137934	0.543419	0.0488
X2	0.115902	0.117469	0.986657	0.0326
X3	-0.178222	0.122496	-1.454922	0.1499
X4	0.069335	0.060863	1.139187	0.0258

Based on the results of multiple linear regression analysis, the following equation was obtained:

$$\boldsymbol{Y = 3.797 + 0.074\,X_1 + 0.116\,X_2 - 0.178\,X_3 + 0.069\,X_4 + e}$$

3.5 Hypothesis Testing

The results of this analysis can be seen in the following Table 9. The t-statistic value of the Business Income variable (X_1) is 0.543 with a probability of 0.048 (<0.05), indicating that H_0 is rejected, it can be concluded that business income (X_1) has a positive and significant effect on labor absorption (Y). The t-statistic value of the wage variable (X_2) is 0.986 with a probability of 0.003 (<0.05), indicating that H_0 is rejected, it can be concluded that wages (X_2) have a positive and significant effect on labor absorption (Y). The t-statistic value of the Business Capital variable (X_3) is -1.454 with a probability of 0.148 (>0.05), indicating that H_0 is accepted, it can be concluded that business income (X_3) has a negative and insignificant effect on labor absorption (Y). The t-statistic value of the workforce age variable (X_4) is 1.139 with a probability of 0.028 (<0.05), indicating that H_0 is rejected, it can be concluded that business income (X_4) has a positive and significant effect on workforce absorption (Y).

3.6 Simultaneous Test (F)

The F-test is used to determine whether all independent variables collectively influence the dependent variable and the result can be seen in Table 10.

Table 10. Simultaneous Test Results (F)

Value	Size	Value	Size
R-squared	0.868599	Mean dependent var	4.100000
Adjusted R-squared	0.518924	S.D. dependent var	0.301893
S.E. of regression	0.299023	Akaike info criterion	0.483866
Sum squared resid	6.706090	Schwarz criterion	0.632743
Log likelihood	-14.35466	Hannan-Quinn criter.	0.543555
F-statistic	1.380957	Durbin-Watson stat	0.871135
Prob(F-statistic)	0.024865		

From Table 10, the f statistic value is 1.380 with a probability value of f statistic of 0.02 (<0.05), so it can be concluded that the independent variable (x) has a significant simultaneous (simultaneous) effect on the dependent variable (y).

3.7 Determinant Test (R^2)

In Table 10, the adjusted r square value is 0.518, so it can be concluded that the contribution of the influence of the independent variable on the dependent variable simultaneously is 51.8%, while the remaining 48.2% is influenced by other variables outside the research.

3.8 Discussion

This study aims to determine the effect of business income, wages, business capital, and workforce age on labor absorption (Y) in the woven fabric industry in Pringgasela Village. The results and discussion are as follows:

3.8.1 The Effect of Business Income on Labor Absorption

The results of the t-Statistics test show a value of 0.543 with a probability value of 0.048 (<0.05), which means that business income has a positive and significant effect on labor absorption in the woven fabric industry in Pringgasela Village. The results of this study are in line with research showing that business income has a positive and significant effect on labor absorption. This is because if income increases, business actors tend to increase the number of workers. According to Habib et al. [21], income is basically an increase in profit. Income profit is the result of the process of producing goods or services by a company during a certain period of time. In short, income can be interpreted as the flow of assets into the company due to the sale of goods and services.

3.8.2 The Influence of Wages on Labor Absorption

The results of the t-Statistics test show a value of 0.986 with a probability value of 0.032 (<0.05), which means that the wage variable has a positive and significant effect on labor absorption in the woven fabric industry in Pringgasela Village. The results of this study are not in line with research conducted by Gou et al. [22] which shows that the wage variable has a negative and insignificant effect on labor absorption. They argue that the level of education has a greater influence on labor absorption. When the level of education increases, labor absorption will increase. This study is in line with research that the wage variable has a positive and significant effect on labor absorption. They also stated that one of the causes of wage increases in line with labor absorption is the production of local products that are consumed locally. This study shows that increasing wages can make more people want to work in the woven fabric industry in Pringgasela Village. Because when wages increase, people become more interested in working in that field. Adequate wages are one of the things that encourage workers to stay and work more productively. With increasing productivity, the industry's need for labor also increases [23].

3.8.3 The Influence of Business Capital on Labor Absorption

The results of the t-Statistics test show a value of -1.454 with a probability value of 0.149 (>0.05) which means that the Business Capital variable has a negative and insignificant effect on labor absorption in the woven fabric industry in Pringgasela Village. Research also conducted by Silvia et al. [24] states that the Business Capital Variable has a negative and insignificant effect on labor absorption in home traders. The greater the business capital prepared, the more the absorption of home traders will increase. Research conducted by Shen and Zhang [25] is different, Business Capital has a positive and significant effect on labor absorption in the craft industry through production value. The wage level has a negative and insignificant effect on labor absorption through production value. Thus, it can be concluded that increasing business capital in the woven fabric industry in Pringgasela Village has not been able to provide a positive impact on

increasing the number of workers. The capital owned is used more to maintain production than to expand the business [26].

3.8.4 Effect of Workforce Age on Workforce Absorption

The results of the t-statistic test show a value of 1.139 with a probability value of 0.028 (<0.05), which means that the wage variable has a positive and significant effect on labor absorption in the woven fabric industry in Pringgasela Village. This study is in accordance with the research of Maheshwari et al. [27] which shows that the age of workers has a positive and significant effect on labor absorption in the household industry sector. They said that productive age is an important factor in increasing production capacity, because at that age a person has the best physical and mental abilities to work efficiently. This original shows that older workers tend to have more experience, better weaving skills, and are more responsible in their work. Therefore, mature or middle-aged workers are preferred by weaving entrepreneurs, because they are considered more patient and their work results are of higher quality than young workers who still lack experience.

4. Conclusion

This study concludes that business income, wages, and the age of the workforce have a positive and significant effect on labor absorption. These findings indicate that increasing business income, ensuring fair wages, and engaging workers within the productive age range can serve as key drivers for enhancing a business's capacity to absorb more labor. In contrast, business capital shows a negative and insignificant effect on labor absorption, suggesting that an increase in capital is not necessarily followed by an increase in the number of workers employed, as additional capital is generally allocated to upgrading production equipment, purchasing raw materials in larger quantities, or improving product quality. Simultaneously, business income, wages, business capital, and workforce age collectively influence labor absorption in the woven fabric industry in Pringgasela Village, implying that these four independent variables together play an important role in shaping employment absorption.

Based on these conclusions, it is recommended that woven fabric artisans and business owners continue to improve business income by pursuing product innovation, enhancing product quality, and expanding marketing networks. Higher business income is expected to increase production capacity and, consequently, create new employment opportunities for local residents.

5. Acknowledgments

I would like to extend my sincere gratitude and appreciation to Universitas Mataram for it invaluable contributions and support throughout this research endeavour.

6. Declaration

Author contributions and responsibilities - The authors made major contributions to the conception and design of the study. The authors took responsibility for data analysis, interpretation and discussion of results. The authors read and approved the final manuscript.

Funding - This research did not receive external funding.
Availability of data and materials - All data is available from the author.
Competing interests - The authors declare no competing interests.

Did you use generative AI to write this manuscript? - I do not use AI assistance in my manuscript.

Declaration of generative AI and AI-assisted technologies in the writing process - During the preparation of this work the author did not use AI to write, edit, or other things related to the manuscript.

7. References

[1] C. Kurniawan, E. P. Purnomo, A. T. Fathani, dan M. I. Fadhlurrohman, "Sustainable tourism development strategy in West Nusa Tenggara province, Indonesia," *IOP Conf. Ser.: Earth Environ. Sci.*, vol. 1129, no. 1, hlm. 012022, Jan 2023, doi: 10.1088/1755-1315/1129/1/012022.

[2] R. Kanku dan H. Choi, "Machine-learning urban flood-impact mapping in a data-scarce setting: Case study of Kinshasa, DRC," 11 Desember 2025, *Social Science Research Network, Rochester, NY*: 5903413. doi: 10.2139/ssrn.5903413.

[3] I. Romero dan H. Mammadov, "Digital Transformation of Small and Medium-Sized Enterprises as an Innovation Process: A Holistic Study of its Determinants," *J Knowl Econ*, vol. 16, no. 2, hlm. 8496–8523, Jun 2025, doi: 10.1007/s13132-024-02217-z.

[4] P. Wang *dkk.*, "Well-defined in-textile photolithography towards permeable textile electronics," *Nat Commun*, vol. 15, no. 1, hlm. 887, Jan 2024, doi: 10.1038/s41467-024-45287-y.

[5] D. P. B. Asri, E. Sriyono, M. A. Hapsari, dan S. A. Syahrin, "Valuing local heritage: Issue and challenges of geographical indication protection for local artisans in Indonesia Kasongan village heritage," *The Journal of World Intellectual Property*, vol. 25, no. 1, hlm. 71–85, 2022, doi: 10.1111/jwip.12206.

[6] Y. Guan *dkk.*, "Burden of the global energy price crisis on households," *Nat Energy*, vol. 8, no. 3, hlm. 304–316, Mar 2023, doi: 10.1038/s41560-023-01209-8.

[7] L. Mukkun, H. J. D. Lalel, A. V. Simamora, Y. L. Kleden, dan M. Bano, "The application of local plants as environmentally friendly dyes on Timorese 'Ikat' Weaving," *IOP Conf. Ser.: Earth Environ. Sci.*, vol. 1417, no. 1, hlm. 012026, Des 2024, doi: 10.1088/1755-1315/1417/1/012026.

[8] D. F. Bellver, M. B. Prados-Peña, A. M. García-López, dan V. Molina-Moreno, "Crafts as a key factor in local development: Bibliometric analysis," *Heliyon*, vol. 9, no. 1, Jan 2023, doi: 10.1016/j.heliyon.2023.e13039.

[9] Hikmawati, I. W. Suastra, dan N. M. Pujani, "Local wisdom in Lombok island with the potential of ethnoscience for the development of learning models in junior high school," *J. Phys.: Conf. Ser.*, vol. 1816, no. 1, hlm. 012105, Feb 2021, doi: 10.1088/1742-6596/1816/1/012105.

[10] F. Yang dan B. Yodmalee, "The Historical Development and Literacy of Jiarong Tibetan Embroidery in Education," *International Journal of Education and Literacy Studies*, vol. 12, no. 3, hlm. 97–104, 2024.

[11] P. V. M. Karunaratne, U. I. Jayalath, dan K. P. N. Bhagya, "Heritage of Living Entity and Living Skills: Advancing Sustainability Goals 1 and 4 in Handloom Textiles," dalam *Textiles of Sri Lanka: Sustainable Innovations and Practices*, G. M. Ranathunga, Ed., Singapore: Springer Nature, 2024, hlm. 49–96. doi: 10.1007/978-981-97-0569-6_3.

[12] A. M. D. V. Campo, B. Avolio, dan S. I. Carlier, "The Relationship Between Telework, Job Performance, Work–Life Balance and Family Supportive Supervisor Behaviours in the Context of COVID-19," *Global Business Review*, hlm. 09721509211049918, Okt 2021, doi: 10.1177/09721509211049918.

[13] D. B. Audretsch dan M. Belitski, "Evaluating internal and external knowledge sources in firm innovation and productivity: an industry perspective," *R&D Management*, vol. 53, no. 1, hlm. 168–192, 2023, doi: 10.1111/radm.12556.

[14] A. Mishrif dan A. Khan, "Technology adoption as survival strategy for small and medium enterprises during COVID-19," *J Innov Entrep*, vol. 12, no. 1, hlm. 53, Agu 2023, doi: 10.1186/s13731-023-00317-9.

[15] S. Suminah, S. Suwarto, S. Sugihardjo, S. Anantanyu, dan D. Padmaningrum, "Determinants of micro, small, and medium-scale enterprise performers' income during the Covid-19 pandemic era," *Heliyon*, vol. 8, no. 7, Jul 2022, doi: 10.1016/j.heliyon.2022.e09875.

[16] N. D. Safitri, R. Darmayanti, U. Usmiyatun, dan D. Nurmalitasari, "21st Century Mathematics Learning Challenges: Bibliometric Analysis of Trends and Best Practices in Shinta Indexed Scientific Publications," 7 November 2023, *Social Science Research Network, Rochester, NY*: 5877462. doi: 10.2139/ssrn.5877462.

[17] H. Mekonnen, Z. Bires, dan K. Berhanu, "Practices and challenges of cultural heritage conservation in historical and religious heritage sites: evidence from North Shoa Zone, Amhara Region, Ethiopia," *Herit Sci*, vol. 10, no. 1, hlm. 172, Okt 2022, doi: 10.1186/s40494-022-00802-6.

[18] O. S. Falebita dan P. J. Kok, "Artificial Intelligence Tools Usage: A Structural Equation Modeling of Undergraduates' Technological Readiness, Self-Efficacy and Attitudes," *Journal for STEM Educ Res*, vol. 8, no. 2, hlm. 257–282, Apr 2025, doi: 10.1007/s41979-024-00132-1.

[19] M. I. Ketut, U. I. D. Nyoman, dan S. N. Wayan, "The Importance of Micro, Small, and Medium Enterprises Competitiveness through Digital Transformation," *JASF: Journal of Accounting and Strategic Finance*, vol. 7, no. 1, hlm. 18–38, Jun 2024, doi: 10.33005/jasf.v7i1.467.

[20] U. Knief dan W. Forstmeier, "Violating the normality assumption may be the lesser of two evils," *Behav Res*, vol. 53, no. 6, hlm. 2576–2590, Des 2021, doi: 10.3758/s13428-021-01587-5.

[21] A. Habib, D. Ranasinghe, J. Y. Wu, P. K. Biswas, dan F. Ahmad, "Real earnings management: A review of the international literature," *Accounting & Finance*, vol. 62, no. 4, hlm. 4279–4344, 2022, doi: 10.1111/acfi.12968.

[22] R. Guo, L. Ning, dan K. Chen, "How do human capital and R&D structure facilitate FDI knowledge spillovers to local firm innovation? a panel threshold approach," *J Technol Transf*, vol. 47, no. 6, hlm. 1921–1947, Des 2022, doi: 10.1007/s10961-021-09885-y.

[23] S. Mukhuty, A. Upadhyay, dan H. Rothwell, "Strategic sustainable development of Industry 4.0 through the lens of social responsibility: The role of human resource practices," *Business Strategy and the Environment*, vol. 31, no. 5, hlm. 2068–2081, 2022, doi: 10.1002/bse.3008.

[24] V. Silvia, M. Agustina, dan D. Zulfa, "What drives household labor absorption in Indonesia? A provincial-level analysis using panel ARDL modeling," *Cogent Economics & Finance*, vol. 13, no. 1, hlm. 2485398, Des 2025, doi: 10.1080/23322039.2025.2485398.

[25] Y. Shen dan X. Zhang, "The impact of artificial intelligence on employment: the role of virtual agglomeration," *Humanit Soc Sci Commun*, vol. 11, no. 1, hlm. 122, Jan 2024, doi: 10.1057/s41599-024-02647-9.

[26] S. Ren, "Optimization of Enterprise Financial Management and Decision-Making Systems Based on Big Data," *Journal of Mathematics*, vol. 2022, no. 1, hlm. 1708506, 2022, doi: 10.1155/2022/1708506.

[27] G. Maheshwari, S. Clarke, Q.-A. N. Nguyen, R. McClelland, dan M. Kunte, "Effect of e-leadership on employees' outcomes in the higher education sector during COVID-19 and beyond: A case study from Vietnam," *Educational Management Administration & Leadership*, vol. 53, no. 6, hlm. 1521–1548, Nov 2025, doi: 10.1177/17411432231222715.

