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**THE EFFECTIVENESS OF THE FUNCTION OF THE INDUSTRIAL OFFICE IN ORGANIZING THE  
EXPANSION OF JOB OPPORTUNITIES IN SUKOHARJO DISTRICT**

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**ABSTRACT**

This research aims to examine the concept of expanding job opportunities in Sukoharjo Regent Regulation No. 6 of 2017 and the effectiveness of the Sukoharjo Regency Industry and Manpower Service in implementing job expansion. It is hoped that this will be useful in providing insight and knowledge regarding the problem of workforce expansion that is occurring in Sukoharjo Regency and how the efforts of the Sukoharjo Regency Industry and Manpower Service to overcome the problem of workforce expansion. Research Results: The Concept of Expanding Job Opportunities in Sukoharjo Regent Regulation No. 67 of 2017 is an effort by the Regional Government and Community Institutions to create new jobs and develop available jobs. The aim is to create and develop productive and sustainable work opportunities by utilizing the potential of natural resources, human resources, community institutions, as well as appropriate technology. The effectiveness of the Sukoharjo Regency Industry and Manpower Service regarding Job Expansion has carried out its obligations well and effectively by making various regulations and policies. which is proven to have a positive impact on people who need work by opening opportunities for job expansion because regardless of special criteria, anyone can and deserves to get a job according to their wishes and all people have the right to live by doing their own work.

**Keywords:** Effectiveness, Department of Industry, Expansion of Job Opportunities

**INTRODUCTION**

Increasing Indonesia's natural resources in the education sector is contained in Law No. 20/2003 concerning National Education and Law no. 13/2003 related to Employment. Law No. 13/2003 explains that employment relates to workers before, during and after the work period.<sup>1</sup> Individual talent, individual work attitude, work management and organization are the main opportunities for increasing human productivity.<sup>2</sup> Improving the quality of human resources through job training with the basic principles of competency-based job training has been regulated in PP No. 31/2006 Concerning the National Job Training System. Article 9 explains that job training aims to equip, improve and develop potential in developing abilities, productivity and prosperity.

The dense population of a country is an obstacle to development for some economists.<sup>3</sup> The most crucial employment problem currently occurring is that there is still a large number of workers who have not found work. Apart from that, the quality of human resources is still minimal and the distribution of

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<sup>1</sup> Abdul Hakim, 2014, *Pengantar Hukum Ketenagakerjaan Indonesia Berdasarkan UU No. 13 Tahun 2003*, Bandung: PT. Citra Aditya Bakti, hal. 3.

<sup>2</sup> Tamamengka, J., Pratasis, P. A., & Walangitan, D. R. (2016). Analisis Tenaga Kerja Terhadap Produktivitas Pada Proyek Konstruksi (Studi Kasus: Rehabilitasi Dan Perluasan Rumah Dinas Rektor Unsrat). *Tekno*, 14(65).

<sup>3</sup> Anggraini, S. Z., & Tukiman, T. (2022). Strategi Dinas Tenaga Kerja dalam Meningkatkan Penempatan Tenaga Kerja dan Perluasan Kesempatan Kerja di Kabupaten Sidoarjo. *Jurnal Ilmiah Universitas Batanghari Jambi*, 22(3), 2220-2226.

labor is less than balanced, resulting in a large expansion of the workforce.<sup>4</sup>

The updates contained in Law No.11/2020 regarding Employment in Article 1 (1) explain that Ciptaker is an initiative to realize national strategy and increase central government investment in order to create jobs through empowerment, security and empowerment of cooperatives and micro and small businesses, and medium, improving the ecosystem, investment and ease of doing business.<sup>5</sup>

His height The number of workers in the formal sector is one of the causes of the increasing expansion of the workforce because job opportunities in the formal sector are very small while employment opportunities are still limited. Based on existing data, the rate of open workforce expansion in Sukoharjo Regency increased due to the Covid-19 pandemic in 2020. The percentage of open workforce expansion increased by 3.54 percent from 3.39 to 6.93 percent.<sup>6</sup>

Based on Sukoharjo Regent Regulation No. 50/2016 concerning the Position, Organizational Structure, Duties and Functions of the Work Procedures of the Sukoharjo District Regional Service, explained in Article 368 (1). The Industry and Manpower Service assists the Regent in managing the Regional Government's duties in the fields of industry, labor and transmigration, as well as carrying out the duties as intended in Article 368 (2).<sup>7</sup>

In the Republic of Indonesia Minister of Manpower Regulation No.39/2016 concerning Workforce Placement in Chapter I General Provisions Article 1(1) 16 explains regarding job fairs which are places of service for workforce placement activities and Article 1 (21) states that Job Fairs are activities that bring together a number of business actors and job seekers with the aim of placement at a certain time and location.

Sukoharjo Regent Regulation No.67/2017 regarding the Expansion of Job Opportunities in Sukoharjo Regency is an effort by the Sukoharjo Regency Regional Government to overcome the high level of workforce expansion that is occurring. The Sukoharjo Regency Industry and Manpower Service organizes competency-based training to increase competent and competitive workforce.<sup>8</sup>

The researcher's formulation of the title above is to examine the concept of expanding job opportunities in Sukoharjo Regent Regulation No.6 of 2017 and the effectiveness of the Sukoharjo Regency Industry and Manpower Service in implementing job expansion. It is hoped that this will be useful in providing insight and knowledge regarding the problem of workforce expansion that is occurring in Sukoharjo Regency and how the efforts of the Sukoharjo Regency Industry and Manpower Service to overcome the problem of workforce expansion.

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<sup>4</sup> Jeffri Chandra Irvanto, 2017, "Peran Dinas Tenaga Kerja (Disnaker) Dalam Mengurangi Tingkat Perluasan tenaga kerja Kota Samarinda", E-journal Pemerintah Vol 5 No 3, Fakultas Ilmu Sosial dan Ilmu Politik: Universitas Mulawarman

<sup>5</sup> Prijono Tjiptoherjanto, 1999, *Keseimbangan penduduk, Manajemen Sumber Daya Manusia dan Pembangunan Daerah*, Jakarta: Sinar Harapan, hal. 57.

<sup>6</sup> Dampak Pandemi Covid-19 Perluasan Tenag Kerja di Kabupaten Sukoharjo  
<https://www.google.com/amp/s/www.solopos.com/dampak-pandemi-covid-19-perluasan-tenaga-kerja-terbuka-di-sukoharjo-naik-354-persen-1113785/amp>

<sup>7</sup> Kata Pengantar Kepala Dinas Perindustrian dan Tenaga Kerja Kabupaten Sukoharjo  
<https://docplayer.info/211738006-kata-pengantar-kepala-dinas-perindustrian-dan-tenaga-kerja-kabupaten-sukoharjo.html>

<sup>8</sup> Disperinaker Sukoharjo Buka 6 Jurusan Pelatihan Kerja Lho! <https://m.solopos.com/disperinaker-sukoharjo-buka-6-jurusan-pelatihan-kerja-lho-minat-1242114>

## RESEARCH METHODS

This research applies an empirical approach. Research based on cases and actual data is known as "empirical legal research" in English and "empiric juridisch onderzoek" in Dutch. In empirical legal studies, the concept of law is one of actual behavior, an unwritten social phenomenon that exists in every person in society. Empirical legal research is a subfield of legal studies that looks at the practical effects of law.<sup>9</sup>

## RESULTS AND DISCUSSION

### A. Concept of Expanding Job Opportunities in Sukoharjo Regent Regulation No.67 of 2017

The development of the industrial sector in Sukoharjo Regency needs to be carried out systematically, directed and integrated. For this reason, the central government requires regional governments, both at the provincial or district/city level, including Sukoharjo Regency, to make regional industrial development plans. The National Industrial Development Master Plan for the 2015–2035 period is required by Law No. 3/2014 concerning Industry, and this obligation is contained in PP No. 14/2015. The smallest district in Central Java Province is Sukoharjo Regency, which is then followed by Kudus Regency. Covering an area of 49,323 Ha is Sukoharjo Regency. Administratively, Sukoharjo Regency consists of 12 sub-districts, each of which is divided into 17 villages, 150 villages, 1,963 hamlets, 1,469 sub-districts, and 4,843 urban villages, with a total of 893,169 people (LKPJ Sukoharjo Regency, 2017).

According to the sectoral contribution to Sukoharjo Regency GRDP in 2016, the processing industry sector provided the largest contribution, namely IDR 11,404,152,000,000.00 (39.20%), followed by the wholesale and retail trade sector amounting to IDR 5,099,276,000,000.00 (17, 53%), and IDR 2,705,591,000,000 .00 (9.30%) from the agriculture, agricultural and fisheries sectors. This shows that the industrial sector is the foundation of the economy of Sukoharjo Regency.

Expansion of employment opportunities related to employment relations refers to strategies used in developing existing positions or adding new positions based on employment agreements and includes ambiguous orders, jobs and compensation. In connection with this idea, it is necessary to issue a Regent's Regulation regarding the Expansion of Employment Opportunities in Sukoharjo Regency because the provisions of Article 29 and Article 30 (3) of Sukoharjo Regency Regional Regulation No.2/2014 regarding the Implementation of Employment are still in force. which aims to expand employment opportunities, develop quality utilization, productivity and worker protection and welfare.<sup>10</sup>

The scope of expanding the workforce is of course in the micro, macro, small and medium and large business sectors as regulated in Article 4 of PERBUP No.67/2017. In terms of entrepreneurship, the Regional Regulation regulates the distribution pattern, namely the formation and development of independent workers; labor intensive system; application of appropriate technology; utilization of volunteer labor; creation of entrepreneurs/entrepreneurs; as well as partnerships.

Article 39 Law no. 13/2003 contains the Expansion of Job Opportunities, namely:

1. The government is responsible for expanding employment opportunities both inside and outside the employment relationship;
2. The government and society strive to expand employment opportunities both inside and outside of employment;
3. All government policies, both central and regional, in every sector are directed at realizing the expansion of employment opportunities both inside and outside the employment relationship.

<sup>9</sup> Muhaimin, 2020, *Metode Penelitian Hukum*, Mataram: Mataram University Press, hal 8

<sup>10</sup> Pasal 3 Peraturan Bupati Sukoharjo No.67 Tahun 2017

4. Financial institutions, both banking and non-banking, as well as the business world need to contribute to facilitating every community activity in creating and developing expanded employment opportunities.

The government has determined policies regarding the expansion of employment opportunities in PP No.33/2013 concerning the Expansion of Employment Opportunities in implementing Article 39 of Law No.13/2013.<sup>11</sup>This PP also provides a definition of expanding employment opportunities, namely efforts to create new jobs and develop available jobs.<sup>12</sup>This PP contains the expansion of employment opportunities which are divided into the following two categories: (1) expansion of employment opportunities in employment relationships. BUMN, BUMD and the private sector which will absorb labor will expand job prospects. (2) Increased employment options outside the workplace. Employment agreements are not the basis for efforts to develop existing jobs or to produce new jobs.<sup>13</sup>

This is in accordance with the aim of drafting the Sukoharjo Regency PERBUB to answer the problem of unemployment in society. The stages require preparation such as determining the location and type of activity, recruitment and selection, procurement of goods and design of images. After this stage, it is followed by the implementation stage in the form of socialization, technical activities, division of work, time period, payment of wages which of course requires monitoring and assessment for the long term. Apart from that, guarantee institutions and financial institutions regulated in Perbub No.16/2017 offer convenience to the public in the form of credit facilities and credit guarantees to increase or create job prospects.

#### Analysis

In formulating policies, strategies and programs for sustainable employment development, the government must be based on workforce planning because of its dominant figure. This is explained by Siagian, who believes that the government's main function is as a stabilizer, which is its main function. This shows that the government functions as a stabilizer, preventing social unrest and threats to the needs and unity of the country by ensuring that change occurs without harming the nation. Third, the government has the responsibility to guide society towards a modern way of life. The modernization process must occur within the government bureaucracy itself, according to experience in many countries, so that the government can carry out this very important function. Fourth, acting as a pioneer requires the government to take the lead in various aspects of state life; in other words, acting as a pioneer requires the government to be an example for the rest of society. The government is still required to act as the implementer of many activities, but it is intended that this position will become less clear as society develops.<sup>14</sup>

Employment issues in the District. Sukoharjo in particular is still very complex, especially high unemployment accompanied by an ever-increasing workforce while employment opportunities are limited and causing an imbalance between a high workforce and limited employment opportunities. Therefore, implementing policies to increase employment opportunities is one of the objectives of the Sukoharjo Regency Manpower and Transmigration Service in the context of developing a more effective workforce. Another goal is to reduce the level of resistance in the region. Expansion of Job Opportunities in Sukoharjo Regency Regent Regulation Number 67/2017 is the basis for this action. Meanwhile, as stated previously, the Sukoharjo Regency Manpower and Transmigration Service

<sup>11</sup> Sunartono. 2011. Analisis Peningkatan Kesempatan Kerja Di Indonesia. Pusat Pengkajian Kebijakan Daya Saing. BPPT.Jakarta.*Jurnal Sain Dan Teknologi Indonesia* Vol. 10 No. 1April 2008 Hlm. 48-5

<sup>12</sup> Sri Wahyu Handayami, *Perluasan Kesempatan Kerja Bagi Masyarakat Pesisir*. Prosiding Seminar Nasional Multi Disiplin Ilmu & Call For Papers Unisbank (Sendi\_U) Kajian Multi Disiplin Ilmu Untuk Mewujudkan Poros Maritim Dalam Pembangunan Ekonomi Berbasis Kesejahteraan Rakyat ISBN: 978-979-3649-81-8

<sup>13</sup> Ostinasia Tindaon & Drs.H.Edy Yusuf AG, MSc. Ph.D.2012.Analisis Penyerapan Tenaga Kerja Sektoral Di Jawa Tengah (Pendekatan Demometrik). <https://www.mysciencework.com>

<sup>14</sup> Siagian. Sondang P. 2012. *Manajemen Sumber Daya Manusia*, Bumi Aksara. Jakarta. Sugiyono. 2009. *Metode Penelitian Bisnis*, CV Alfabeta. Bandung.

oversees the recruitment process starting from job vacancy information to the selection stage. This was confirmed by the presentation of the Minister of Manpower, Mrs. Hj Ida Fauziyah, who stated that village communities as one of the largest suppliers of labor are parties that need attention.<sup>15</sup>

### **Effectiveness of the Sukoharjo Regency Industry and Manpower Service in Carrying out Work Expansion**

Small industry is defined by the Department of Industry and Trade as an economic activity carried out by individuals, households or entities with the aim of producing goods or services for commercial marketing, which has a net worth of up to 200 million rupiah and has an annual sales value of at least one billion rupiah. <sup>16</sup>

In particular, the Sukoharjo area industry and employment department has complied with the regulations as regulated in Law No.11/2020 concerning Job Creation and Law No.13/2003 concerning employment, where the implementation of these regulations is specifically regulated in Regent Regulation No. 67/2017 regarding the expansion of employment opportunities in Sukoharjo Regency where the Regent of Sukoharjo regulates appropriately that the community, especially the Sukoharjo community, can be given decent work through the policies of the Sukoharjo district government. Based on PP No.33/2013 concerning Expansion of Job Opportunities Article 2 (1) "The Government and Regional Government determine policies for expanding employment opportunities in various sectors in accordance with their authority". Then, based on Article 9, the Government and Regional Government provide facilities related to implementing the pattern as intended in Article 8 through the following activities: a. capital; b. guarantee; c. accompaniment; d. training; e. consultation; f. technical guidance; and/or g. provision of data and information.

Irzan Azhary Saleh believes that it is important to develop small-scale industry, namely<sup>17</sup>: First, the problem of adaptability and flexibility in obtaining raw materials and equipment; second, its significance in the process of decentralization of economic activities to support the integration of activities in other economic sectors; third, its potential to create and expand job opportunities for the response; and fourth, its role in the long term as a basis for achieving independent economic development, because this small industry is generally run by domestic entrepreneurs using low import content.

However, the ulama emphasize that Islam has a mentality that allows every Muslim to always hold the belief that through creative efforts, life must be better than it is now.<sup>18</sup>

According to the results of an interview conducted in a meeting with Mr. Ipung as an employee of the Sukoharjo Regency industry and labor service, in this case Mr. Ipung explained that expanding the workforce in the Sukoharjo Regency area, especially industrial areas, is of particular concern because the Sukoharjo City Government is currently making a program labor-intensive, the program supports the expansion of job opportunities, especially in the industrial world, this implementation is running in accordance with Regent Regulation no. 67/2017, then in PP No. 33/2013 concerning expanding employment opportunities where PEMKOT Sukoharjo in expanding employment opportunities for the community is always supervised by field officers and so far the obstacles faced during the Covid-19 pandemic in 2020-2021 with the pandemic, the unemployment rate has increased due to various government policies. Centers are stopping activities outside the home to stay at home and layoffs are increasing, quoted by Lama Solopos. The unemployment rate in Sukoharjo has risen

<sup>15</sup> Tiga Kementerian Dorong Perluasan Kesempatan Kerja <https://www.kaltimprov.go.id/berita/tiga-kementerian-dorong-perluasan-kesempatan-kerja> diakses pada 15 Januari 2023

<sup>16</sup> Andri Ratnasari, "Peranan Industri Kecil Menengah (IKM) dalam Penyerapan Tenaga Kerja di Kabupaten Ponorogo", dalam Jurnal JUPE (Jurnal Pendidikan Ekonomi) Vol. Vol. 1, No. 3 (2013) <https://ejournal.unesa.ac.id/index.php/jupe/article/view/3625> diunduh pada 18 Februari 2021.

<sup>17</sup> Irzan Azhari Saleh, *Industri Sebuah Tinjauan dan Perbandingan*, (Jakarta: LP3ES, 1986), hal 5.

<sup>18</sup> Departemen Agama Republik Indonesia: *Al-Qur'an dan Terjemah*, (Balitbang Diklat Kemenag RI, Jakarta), hal 279

due to the Covid-19 pandemic, increasing to 3.54% from 3.39% to 6.93%.<sup>19</sup> However, at the end of 2021, the Sukoharjo district government is planning several labor-intensive programs and expanding job opportunities by opening small industrial entrepreneurship MSMEs. With this program, the number of unemployed people in the Sukoharjo area has begun to decrease. This was conveyed by the Regent of Sukoharjo, Hj Etik Suryani SE MM. , according to BPS data, the open unemployment rate is 3.32%, the third best in Central Java and the Poverty Rate despite an increase of 0.5% (from 7.68% in 2022 to 8.23% in 2021)<sup>20</sup>.



Figure 1. <https://sukoharjokab.bps.go.id/>

So according to the author's analysis, the Sukoharjo Regional Department of Industry and Manpower has provided facilities and implemented regulations well, with this being effective in giving people greater opportunities to find work as well as Sukoharjo government policies in creating labor-intensive programs and developing MSME activities. be an effective step in providing community welfare, especially the people of Sukoharjo district.

In accordance with the mandate of Law no. 8/2016 concerning people with disabilities states that BUMN/BUMD must have a minimum of 2% of their workforce allocated to people with disabilities. However, private companies have 1% of the workforce. So with this policy the central and regional governments have opened and provided employment opportunities for people with disabilities. In Sukoharjo district there are 20 companies that open and provide employment opportunities for people with disabilities.<sup>21</sup>

<sup>19</sup> <https://www.solopos.com/dampak-pandemi-covid-19-pengangguran-terbuka-di-sukoharjo-naik-354-persen-1113785> diakses pada tanggal 08 januari 2023, pukul 20.00

<sup>20</sup> Kabupaten Suukoharjo Genap Berusia 76 Tahun Capaian IPM Tinggi Sukoharjo Masuk Kategori 10 Kabupaten Terbaik Nasional <https://sukoharjonews.com/kabupaten-sukoharjo-genap-berusia-76-tahun-capaian-ipm-tinggi-sukoharjo-masuk-kategori-10-kabupaten-terbaik-nasional/> Diakses pada tanggal 08 januari 2023 pukul 20.30

<sup>21</sup> Pemkab Dan Pelaku Usaha di Sukoharjo Buka Lebar Kesempatan Kerja Untuk Difabel <https://radarsolo.jawapos.com/daerah/sukoharjo/18/12/2022/pemkab-dan-pelaku-usaha-di-sukoharjo-buka-lebar-kesempatan-kerja-untuk-difabel/> , Diakses tanggal 04 Januari 2023 pukul 21.00

## CONCLUSION AND SUGGESTION

### Conclusion

The concept of expanding job opportunities in Sukoharjo Regent Regulation No. 67 of 2017 is an effort by the Regional Government and Community Institutions to create new jobs and develop available jobs. The aim is to create and develop productive and sustainable work opportunities by utilizing the potential of natural resources, human resources, community institutions and appropriate technology. This concept is divided into two, namely internal and external work relationships in all business sectors, from micro, macro, medium and large. The form of the program in work relations is in the form of providing easy investment, while outside work it is in the form of information on job vacancies and selection of workers/laborers with 1 (one) door at the Department.

The effectiveness of the Sukoharjo Regency Industry and Manpower Service regarding Job Expansion has carried out its obligations well and effectively by making various regulations and policies which have been proven to have a positive impact on people who need work by opening opportunities for job expansion because regardless of specific criteria, anyone can and deserves to get it. work according to what is desired and all people have the right to live by doing their respective jobs.

### Suggestion

The Sukoharjo Regional Government, especially the Manpower Department, collaborates and carries out regular evaluations with MSMEs and private companies to realize Sukoharjo Regent Regulation No. 67 of 2017 by paying attention to the needs of the community and businesses so that they run well as expected.

Communities who have been given facilities to expand workforce coverage by the Regional Government should maximize the opportunities and possibilities that exist so that the implementation of Perbun Sukoharjo No.67/2017 can be felt by all parties.

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