The Influence of Human Resource Development and Economic Growth on Poverty Levels in Luwu Raya

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Abstrak

What is urgent in this research is analyzing the impact of Human Resources (HR) and economic growth on poverty in the Luwu Raya area, South Sulawesi. Even though there has been an increase in economic growth indicators both nationally and regionally, the unequal distribution of this growth often widens disparities and worsens poverty conditions. This study uses panel data from 2011 to 2023 and multiple linear regression techniques with the EViews 10 application. The results of the study show that human resources have a significant and negative influence on poverty levels, with every 1% increase in the quality of human resources. reduce the impact of poverty. 7.39%. On the other hand, economic growth has a positive but not significant impact on poverty levels, indicating that economic improvement cannot uniformly improve the welfare of the population in Greater Luvu. Analysis carried out using the random impact model (REM) shows that human resources and economic growth together have a large impact on poverty reduction. The coefficient of determination of 66.2% shows that variables related to human resources and economic growth can explain differences in poverty levels in Luwu Raya. The findings of this study are expected to assist policy makers in formulating more effective development strategies, particularly in improving the quality of human resources to reduce poverty.

Keywords: Human Resources; Economic Growth; Poverty; Multiple Linear Regression

Introduction

Poverty is an economic condition in which individuals and groups of people are unable to meet basic needs such as food, health care and education. This condition describes the failure to achieve a minimum and decent standard of living as defined by world organizations such as the World Bank or based on local standards. Poverty is a reality and phenomenon that occurs in the Republic of Indonesia (Suripto & Subail, 2020). Poverty is a national problem that must be resolved and handled by a country so that a country can be considered advanced. In academic research, poverty is not only a problem of lack of income, but is also associated with limited access to public services and economic opportunities. Luwu Raya is an area consisting of four administrative areas: Luu Regency, North Luu Regency, East Luu Regency and Palopo City. The poverty rate in Luwu Raya is still higher than the average of South Sulawesi province, which is 8.53% in 2022. Although this region has great economic potential in the agricultural, mining and service sectors, Luwu Raya still faces a relatively high level of poverty.

Human resources (HR) are an important element that plays a role in advancing economic growth and reducing poverty rates in a country. In a country, it is important to improve the quality of human resources so that they can compete nationally and internationally through various training activities, activities and work by an institution or company that is intended for existing HR. Human resources have all aspects such as skills, education, health, work experience and HDI which are able to reflect the success of development planning carried out by the state at a time that has been implemented previously. This metric aims to evaluate progress and monitor the development of community welfare conditions, both at the beginning and end of a certain period of time that has been determined. (Budhijana, 2020). Luwu Raya consists of four administrative areas: Luwu Regency, North Luwu, East Luwu and Palopo City.

General information on the condition of human resources (HR) in Luwu Raya based on the main indicators. According to the 2023 Human Development Index (HDI), the human resource status of the four regions is as follows: Luu Regency: 69.8, North Luu Regency: 68.4, East Luu Regency: 71.1, Palopo City: 72.6. The quality of human resources is very important for the progress of a region, of course the government's important role in developing the quality of human resources so that they can compete in terms of employment and education so that a region can develop and progress. Economic growth can be measured through the use of aspects such as Gross Domestic Product (GDP), which reflects the total number of goods and services then produced in a country with a planned period of time (Sari et al., 2020). Economic growth is always a priority because it is a benchmark for assessing per capita income. The KDNK of the business sector explains the productive activities and income of the owners of the expenditure factors and can measure the economic growth of a region based on current or fixed prices. GRDP also shows the ability to manage its original resources. Gross Domestic Product (GRP) Luwu Raya has a diverse economic structure with commercial and manufacturing industries, and mining as the main sectors. Based on Luwu Raya's economic growth data in 2020, the average economic growth rate in this region

decreased to 2.47%. This was caused by the COVID-19 pandemic throughout the region, resulting in an economic slowdown..

Poverty is still a major problem in national development, especially in Luwu Raya, South Sulawesi. Although the national and regional economy has grown, this growth is often uneven, causing wide gaps and exacerbating poverty. Human resources (HR) play an important role in economic development. By improving education, skills, and health, HR can significantly reduce poverty. Therefore, it is important to understand how HR and economic growth affect poverty in Luwu Raya so that inclusive development policies can be better designed and implemented.

The majority of previous studies have studied the correlation between economic growth and poverty (Todaro & Smith, 2020). However, in-depth research on the role of human resources in influencing poverty levels is still lacking. Meanwhile, research conducted by (Rahman & Nasution 2022) shows that improving the quality of education and training has a positive impact on poverty reduction. However, this study did not specifically study the context of the Luwu Raya region. This study aims to find weaknesses by comprehensively analyzing the relationship between human resources, economic growth and poverty in Luwu Raya. This is based on the aspect of the problems faced by a region regarding the quality of human resources with the growth of a good economy in reducing poverty rates in Luwu Raya.

Based on Samuelson's theory (1995), it is suggested that the government should identify and optimize the advantages of various economic sectors to trigger substantial economic growth. Furthermore, Samuelson stated that the expansion of these sectors will influence other sectors to be active and grow, thus increasing the country's GRDP in general. (Pratiwi et al., 2023).

According to the theory of Amartya Sen and Jeffrey Sachs, they are influential figures in linking the Human Development Quality Chart with poverty, using the principles of sustainable development. They both advocate an approach that includes welfare and reducing social inequality as important components in national and global development strategies.

This study is important because in the economic upswing that began with the rise of Luwu Raya, poverty is still a major issue. Quality human resources have significant potential in reducing poverty. It is hoped that this study can help policy makers in formulating strategies for developing human resources and good economic growth.

It is undeniable that the poverty rate in Luwu Raya is still a problem where statistically there are two regions in Luwu Raya that are in the top 5 poorest regions with very small regional incomes, namely Luwu and North Luwu, meaning that due to the poor quality of human resources, poor economic growth has triggered poverty in an area.

The purpose of this study is to examine and interpret the impact of human resources and economic growth on the prevalence of poverty in Luwu Raya. In addition, this study is

essentially to find out whether increasing human resources and economic growth have an impact on the incidence of poverty and provide basic breakthroughs that can be implemented by the state in future intervention efforts.

Literature Review

Human Resources

Improving the quality of human resources can be interpreted as the process of providing freedom and opportunity to individual members of society to improve their welfare (Akbar et al., 2021). The quality of human development describes a condition in which people are able to live healthily, prosperously and have a long life. Therefore, it is important to create a condition in which components of society can achieve a sufficient standard of living. (Taqi et al., 2021). Of course, the quality of human resources has an impact on the lives of individuals who are able to guarantee their lives to prosper and achieve a decent and guaranteed standard of living.

The quality of human development aims to describe a more holistic development ratio and not solely focused on state income. To achieve this goal, HDI measures a country's achievements in terms of enthusiasm for life, education and income (Ravallion, 2012). Human resource development occurs through joint interactions between humans, their context and culture, with transportation being the main driving force. (David Osher et al., 2020). The most important aspect in the growth of human resources begins with their own abilities and competencies that are able to do certain jobs and activities. The target of achieving this HDI is to shift the focus of the development economy from calculating state income to a community-oriented basis, with steps that can be used to assess the progress of a country not only in terms of economic growth, but also in terms of the main social aspects. (Hickel, 2020). Of course, the progress of a country depends on the existing society and how the social system applies because a region is unable to accept breakthroughs in things that support economic growth if they are contrary to social aspects.

The opinion of (Rahman, M., & Nasution, 2022) states that increasing human resources in the quality of education and health makes a significant contribution to poverty reduction, emphasizing the importance of education and health interventions in poverty reduction strategies. While according to the study (Supit et al., 2023), it is argued that human resources have a less positive impression on the stage of poverty. Based on the study (Amartya Sen., 2020) regarding the theory of human resources which states that the higher the ability of human resources, the higher the standard of living which will lead to freedom from poverty. This opinion provides recognition that if human resources have adequate quality and quantity, it will have a good impact on their welfare and be able to distance themselves from the poverty frame..

Economic growth

Economic growth plays an important role in providing human life skills. Stable economic growth has a major impact on poverty reduction (Rahman, A. and Ali, 2020). Economic growth in a country can be seen through annual changes in annual changes in Gross Domestic Product in the country ranking. The success of the development of a region or country can be assessed based on its economic growth rate. Each region usually sets a higher growth target than the previous year in its regional development plan. This step is intended to increase economic growth in the following period with the aim that the community can feel the positive impact of the increase in economic growth (Dipayani & Hidayah, 2021). If a region experiences good economic growth, it will have an impact on poverty reduction, the higher the economic growth, the higher the figure in reducing poverty. Of course, economic growth is very important where the role of the government is able to create jobs, empower existing resources and strengthen the creative economy so that people are able to grow the economy for their families and contribute to the country.

If the production of goods and services increases every year, this indicates economic growth in a country. So this indicates that economic growth reflects an economy's efforts to maintain additional income or improve people's welfare within a certain time (Dipayani & Hidayah, 2021). The growth of an economy creates a positive and statistically significant image of poverty reduction (caused by increased per capita use). Likewise, reducing poverty rates (by increasing per capita use) gives a positive impression to economic growth. (Garza-Rodriguez, 2018). The production of goods and services that increases because interest in production increases, the economy in a country will also grow. Of course, competitiveness can be overcome with various things that are done so that the production of goods and services can survive and be in demand by the public. Economic growth refers to an increase in spending on sales of goods and services in the economy along with technological advances throughout the year (Oluwatayo & Ojo, 2018). Financial development can be deciphered as the most common way of expanding the useful limit of an economy, which is reflected in an expansion in provincial or state pay. (Halim, 2020). Monetary development alludes to the expansion in financial preparation in a country, which can prompt an expansion in individual pay inside a specific timeframe (Patra, 2022).

Rahman, A. and Ali, (2020) argue that economic growth plays an important role in determining human life competence. As per Ayu Nurlita et al., 2017, monetary development can impact neediness decrease. Monetary development irrelevantly affects the quantity of needy individuals in Samarinda.

The theoretical concept of economic growth provides an impact and description that economic growth is influenced by various factors such as population, land area, capital, and natural resources, so poverty can be suppressed, following the classical growth theory view. In addition, Schumpeter's theory emphasizes the important role of entrepreneurs in spurring economic growth (Susanto & Pangesti, 2021). The Trickle-down economic theory states that economic growth can lead to increased income and job creation, which will ultimately help reduce poverty rates. Of course, the economy is very important in life, the economy can bring people to the peak of prosperity and keep them away from the aspect of poverty.

Poverty

Poverty is calculated based on data that crosses sectors within a country, therefore it is difficult to adopt the findings generally across countries. (Garza-Rodriguez, 2018). Poverty often prevents people from having adequate access to financial resources, educational opportunities, and opportunities to participate in training. The direct impact of these limitations is a decrease in the ability of individuals to invest in the growth of human resources and physical assets needed to support sustainable community income growth. (Besley & Mueller, 2021).

The majority of people living in poverty are mainly concentrated in developing countries, with the African continent being the region with the largest number of poor people. (Dauda, 2017). Poverty has an impact on increasing substantial unemployment rates, which can then hinder overall economic growth. Conversely, low wages and slowing community incomes also play a role in causing poverty. (Nansadiqa et al., 2019).

Poverty is a primary target that needs to be prevented by improving people's welfare. Factors such as health, education, and economic growth are fundamental to people's needs. (Salim, H. and Rahim, 2019). While according to the study (Retno, 2020), poverty has an impact on economic growth that is not good. This means that high or low levels of poverty in Indonesia do not affect economic growth. The wheels of poverty arise from low production which causes market imperfections, setbacks, delays and lack of capital. This low productivity then results in low income. (Supit et al., 2023).

Conceptual Framework

In the research conducted, the variables used were the Human Development Index (X1), economic growth (X2) and poverty (Y) which are described as follows:
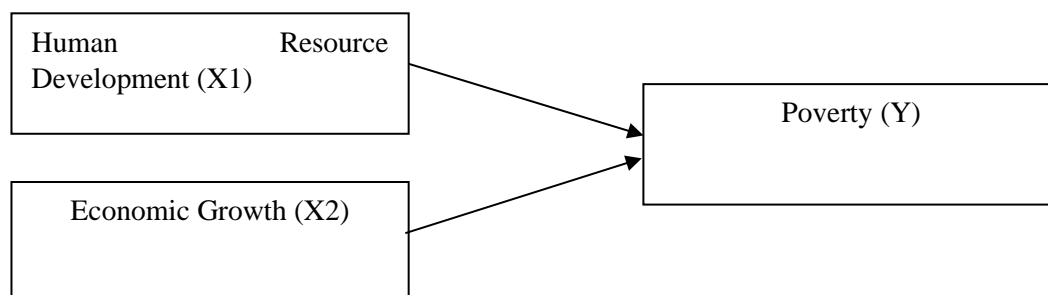

Figure 1. Conceptual Framework

Hypothesis

1. It is assumed that Human Resources have a significant influence on poverty in Luwu Raya
2. It is assumed that Economic Growth has a significant influence on poverty

3. It is assumed that human resource development and economic growth have an influence on poverty

Research Methods

This study will use a quantitative approach through time series panel data analyzed using eviews 10. The study took place in Luwu Raya during the period 2011-2023. Quantitative research was chosen in order to obtain the influence between the dependent variable and the independent variable in numbers and data. Data collection techniques require data from the Central Statistics Agency (BPS) of Luwu Raya, then selected and compared with the research methodology. The information investigation strategy utilized is various straight relapse examination with time series information, to give information about the impact of autonomous factors together on the reliant variable. The autonomous factors in this study are HR (HR) and monetary development, while the reliant variable is neediness in Luwu Raya.

a) Coefficient of Determination (R^2)

The coefficient of assurance (R2) means to gauge how far the model's capacity to apply varieties in subordinate factors. The worth of the coefficient of assurance is somewhere in the range of nothing and 1. A little R2 worth can be deciphered as implying that the capacity to make sense of free factors in making sense of ward factors is extremely restricted..

b) Uji t

The t-test basically demonstrates how much each independent variable contributes to the explanation of the variation in the dependent variable. This independent direction is done in view of an examination of the importance esteem that has been set, which is 5% ($\alpha = 0.05$). In the event that the meaning of the determined T is more prominent than α, Ho is acknowledged, implying that the variable doesn't influence the reliant variable..

c) Uji F

The F test essentially shows whether all free factors remembered for the model impact the reliant variable. This direction depends on a correlation of the determined F esteem by taking a gander at its degree of importance, then, at that point, contrasting it and the laid out degree of importance (5% or 0.05). With a specific level of certainty, in the event that Fcount ≤ Ftable, Ho is dismissed, while on the off chance that Fcount ≥ Ftable, Ho is acknowledged.

Results and Discussion

There are three board information relapse draws near, to be specific the random impact model (REM), common effect model (CEM), fixed impact model (FEM). The Chow test, the Hausman test, and the Langrange test are the three tests used to choose the best model for panel data regression.

1. Panel Data Selection

Tabel 1. Uji Spesifikasi Model

Uji	Probabilitas	Signifikansi	Keputusan
Chow	0,00	0,05	Fem
Hausman	0,83	0,05	Rem
Langrange Multiplier	0,00	0,05	Rem

From the results of the table above, the test in table 1 shows that the best model for analyzing the influence of human resources and economic growth on poverty in Luwu Raya for the period 2011 - 2023 is the Random Model (REM) compared to the Common Effect (CEM) and Fixed Effect Model or (FEM)..

Classical Assumption Test

1. **Multicollinearity**

Table 2. Multicollinearity Test

	X1	X2
X1	1,0000000	-0,1955657
X2	-0,1955657	1,0000000

In the table above, the correlation coefficient of X1 and X2 is $0.195 > 0.05$, so the conclusion is that it does not pass or is not free from the multicollinearity test..

2. **Heteroscedasticity**

Table 3. Heteroscedasticity test

Variabel	coeffisien	Std. error	t-statistik	Prob.
C	3,054429	1,979604	1,542959	0,1293
X1	-0,651576	0,461635	-1,411453	0,1644
X2	-0,008282	0,008510	-0,973295	0,3352

The table above shows a heteroscedasticity test showing that every likelihood esteem is more prominent than 0.05, implying that it very well may be presumed that this review doesn't have a heteroscedasticity issue.

Hypothesis Testing

1. **Multiple Linear Regression**

Table 4. Multiple Linear Regression

Variabel	Coefficient	Std. Error	t-Statistic	Prob.

C	34,855564	1,9900585	17,514565	0,00004
(X1)	-7,3956473	0.4640579	-15,937597	0.00000
X2	0.0057668	0.0085555	0.8963528	0.37455

Y = 34,85564 - 7,396473 + 0,007668

So it is explained that:

a. The output data results produce a constant value of 34.85, meaning that if variables X1 and X2 are equal to zero, then the poverty rate is 34.85%

b. The coefficient data results for variable X1 of -7.39 are every 1% increase in Human Resources, then it has an effect on reducing the poverty rate by 7.39%

c. The coefficient data results for variable X2 of 0.007 are that every 1% increase in economic growth, then it has an effect on the poverty rate by 0.007

2. **Coefficient of Determination**

Table 5. Determination Test

R Square	Adjused R Square
0,675658	0,662421

Based on the results of the data above, the panel data regression analysis results obtained a coefficient of determination (R^2) of 0.662421, meaning that the human resource and economic growth variables were able to explain 66.2% of the change in poverty levels in Luwu Raya, then 33.8% was explained by other variables not included in this study..

3. **Individual Parameter Significance Test (t-Test)**

Tabel 6. Uji t

Variabel	t-statistik	t-tabel	Prob	Kesimpulan	keterangan
X1	-15,93797	1,812	0,0000	Tolak H0	signifikan
X2	0,896328	1,812	0.3745	tolak Ha	tidak signifikan

a. **Human Resources Variables**

In table 6, the t-test has a t-measurement esteem (- 15.937) > t table (1.812) and prob (0.00) < (0.05), so H0 is dismissed, so it very well may be presumed that the human asset variable affects neediness in Luwu Raya in 2011 - 2023.

b. **Economic Growth Variables**

In table 6, the t-test got the consequences of the t-measurement esteem (0.896) < t-table (1.812) and prob (0.3745) > (0.05) so Ha was dismissed, so it very well may be reasoned that the monetary development variable has a positive and non-massive impact on neediness in Luwu Raya in 2011 - 2023.

4. **Simultaneous Significance Test (f Test)**

Table 7. f test

Df (k-1;n-k)	a	f-tabel	f-statistik	Prob	keterangan
(2;10)	0,05	4,103	51,03756	0,00	tolak H0

In table 7. The f-test has an f-statistic value (51.037) > f-table (4.103) and prob (0.00) < (0.05) then H0 is rejected or Ha is accepted then it is concluded that all independent variables consisting of human resources and economic growth have a significant influence on reducing poverty levels.

Discussion

a. **The Influence of Human Resources on Poverty**

The results of this study indicate that the Human Resources (HR) variable has a negative and significant impact on the poverty level in Luvu Raya. Therefore, the hypothesis is accepted that human resources have a large impact on the poverty level. This means that increasing human resources will minimize poverty in Luvu Raya. Because in terms of education and health, it can provide good income for the community so that it can reduce the poverty level. Better education allows people to access jobs with higher salaries and better working conditions. With higher education, people have the skills needed by industry and the modern economic sector, which in turn increases productivity and income. In terms of Better Health, it can increase work productivity and reduce absenteeism. Healthy people can work more effectively and efficiently, and have a greater opportunity to participate in economic activities. Good health also reduces the burden of health costs that poor families have to bear, which often drains their resources. The development and capability of human resources in a country is certainly the center and core in continuing the wheels of a country's economy because the people play a role in a country's economy so that the quality and quantity of themselves are always improved to become advanced human resources that bring the country out of poverty.

Human resource development plays an important role in minimizing the impact of poverty in Indonesia. Human resources are the spearhead of socio-economic development because they have dynamic abilities in carrying out activities in the economic development process. The relationship between the quality of human resources and the level of poverty has been analyzed by development economist Nurkse with the concept of the vicious circle of poverty (Jhingan, 2004). The vicious circle means the parallel circular forces that act on each other in various ways so that a lagging country remains poor.

This study is in line with the opinion of previous research results by (Rahman, M., & Nasution, 2022) which states that improvements in the quality of education and health make

a significant contribution to poverty reduction, emphasizing the importance of education and health interventions in poverty alleviation strategies. And this study is not in line with the study (Supit et al., 2023) which states that human resources have a negative and insignificant influence on poverty. The findings of this study are in line with existing theories, namely that improving the quality of human resources has a positive effect on improving living standards, which in turn will reduce poverty levels..

b. The Impact of Economic Growth on Poverty

The findings of the study indicate that the economic growth variable can have a positive and insignificant impact on the poverty rate in Luwu Raya. In its position, increasing economic growth will minimize poverty, but the reality is that the economic growth rate in Luwu Raya is 0.89% followed by a poverty rate of 0.37%. This means that high economic growth in Luwu Raya does not guarantee poverty reduction, this is due to the lack of business opportunities, inflation and living needs. This makes it increasingly difficult for the poor to meet their basic needs, which leads to increasing poverty in Luwu Raya.

Economic growth in an area does not guarantee that it will reduce poverty rates, this is of course if there are a lack of several aspects such as a lack of business opportunities, inflation, and a lack of aspects of life needed by the public.

The findings of this study are in line with research (Ayu Nurlita et al., 2017) that Economic Growth has a positive and insignificant effect on poverty. This study is not in line with the Trickle-Down Economics theory which argues that economic growth can generate increased income and job creation, which will ultimately contribute to reducing poverty rates. This indicates that economic growth does not determine whether poverty will decrease in a region if there is still a lack of living necessities to support increased welfare..

c. The Influence of Human Resources (HR), Economic Growth on Poverty

The consequences of this study reply and backing the third speculation that HR and financial development at the same time altogether affect neediness. The consequences of this study are unquestionably in accordance with the consequences of past exploration by (Supit et al., 2023) which shows that HR and financial development all the while and relatedly significantly affect the degree of destitution.

Conclusion

The results of this study reveal that the quality and quantity of Human Resources (HR) have a significant and negative influence on poverty in Luwu Raya, where every 1% increase in HR quality can reduce poverty by 7.39%. On the other hand, economic power growth shows a positive but insignificant influence on poverty, indicating that economic growth has not succeeded in increasing people's welfare evenly in the region. Overall, HR variables and economic growth together have a significant impact on poverty reduction, with a determination coefficient of 66.2%, indicating that most of the variation in poverty levels can be explained by these two variables. These findings emphasize the importance of

improving HR quality and ensuring inclusive economic growth to effectively reduce poverty in Luwu Raya.

Suggestion

To reduce poverty in Luwu Raya, it is recommended that the local government focus on investing in education and skills training to improve the quality of Human Resources (HR). Affordable and quality education programs, as well as training that is relevant to the local job market, will help people get better jobs. In addition, improving access to and the quality of health services will increase productivity and reduce health costs that are a burden on the poor. The government must also ensure inclusive economic growth by creating fair employment opportunities across all sectors of the economy. These steps, if carried out consistently, can reduce social disparities and improve the welfare of the people in Luwu Raya..

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