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The Effect of the Consumer Price Index, GDP and Human Development Index Against Minimum Wage in Kediri City

Dini Trianingsih[1]*, Syamsul Huda[2]
Universitas Pembangunan Nasional "Veteran" Jawa Timur
Corresponding Author: Dini Trianingsih 21011010135@student.upnjatim.ac.id

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ABSTRACT

This study aims to analyze the effect of the Consumer Price Index (CPI), Gross Domestic Product (GDP), and Human Development Index (HDI) on the minimum wage in Kediri City. Using a quantitative approach with secondary time series data from relevant government institutions, the research employs multiple linear regression analysis to examine the simultaneous and partial influence of the three independent variables on minimum wage policy. The findings show that CPI, GDP, and HDI together have a significant impact on the determination of the minimum wage. CPI fluctuations, which reflect changes in the cost of living, strongly affect wage adjustments, while GDP growth does not consistently translate into higher minimum wages. Similarly, improvements in HDI, although indicating better quality of life, are not yet aligned with wage increases. These results highlight the need for a more responsive and balanced wage policy that considers economic and social development indicators to ensure worker welfare.

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INTRODUCTION

The minimum wage is one of the important instruments in the labor policy that not only aims to protect the welfare of workers, but also maintain regional economic stability (Purba et al., 2020). The setting of the minimum wage in Indonesia, including in Kediri City, is influenced by various economic factors such as the Consumer Price Index (CPI), Economic Growth, and the Human Development Index (HDI). The city of Kediri is an interesting case because despite having the highest GDP per capita in East Java, even surpassing Surabaya, the minimum wage is actually relatively low compared to other cities in the province. This phenomenon raises questions about the effectiveness of economic variables as a basis for determining the minimum wage and highlights the potential inequality between economic growth and improved worker welfare.

Previous research has shown that the CPI plays an important role in determining people's purchasing power and is one of the main indicators in the adjustment of the minimum wage (Armidi et al., 2018). In addition, high economic growth is supposed to reflect the ability of the local economy to provide a living wage, but in practice, it is not always followed by a significant increase in the minimum wage (Ghonimah & Dwi, 2020). The increase in HDI is also expected to be directly proportional to the improvement of workers' welfare through the establishment of an adequate minimum wage. However, some studies have found that the relationship between these variables and the minimum wage is not always consistent in each region (Wibowo et al., 2018).

Therefore, further analysis of the influence of CPI, Economic Growth, and HDI on the determination of the minimum wage in Kediri City is important to provide an empirical picture and support a wage policy that is fairer and responsive to the socio-economic conditions of the community. By understanding the relationship between these variables, it is hoped that the minimum wage policy in Kediri City can really improve people's welfare and encourage inclusive economic growth.

LITERATURE REVIEW

Minimum Wage

The minimum wage is the lowest wage standard that employers must pay workers to ensure the necessities of a decent life. The determination of the minimum wage in Indonesia is regulated in Law Number 13 of 2003 concerning Manpower and Government Regulation Number 36 of 2021 concerning Wages. This policy aims to protect workers from wages that are too low and maintain people's purchasing power (Purba et al., 2020). The minimum wage also serves as an instrument to create social justice and encourage regional economic growth.

Consumer Price Index (CPI)

The Consumer Price Index (CPI) is an indicator that measures the change in the average price of goods and services consumed by households over time. The CPI is often used as a measure of inflation and is one of the main considerations in adjusting the minimum wage. The increase in the CPI indicates that there is inflationary pressure that can reduce workers' purchasing power, so

that adjustments to the minimum wage are needed so that workers can still meet their basic needs (Armidi et al., 2018).
H1: It is suspected that there is a positive effect of the Consumer Price Index on the Minimum Wage in Kediri City.

Economic Growth

Economic growth, measured through Gross Regional Domestic Product (GDP), reflects a region's ability to produce goods and services sustainably. High GDP is generally associated with the ability of regions to provide decent wages. However, fluctuations in economic growth due to external factors, such as the pandemic, can limit the ability of local governments to raise the minimum wage consistently. Previous research has confirmed that although GDP has a simultaneous effect on the minimum wage, it is not always consistent across regions and is often influenced by uneven income distributions(Wibowo et al., 2018)
H2: It is suspected that there is a positive effect of the Economic growth on the Minimum Wage in Kediri City.

Human Development Index (HDI)

HDI is a composite indicator that measures human development achievements in terms of health, education, and purchasing power. The increase in HDI reflects an improvement in the quality of life of the community and is expected to be followed by an increase in the minimum wage as a form of appreciation for the better quality of human resources. However, some studies show that an increase in HDI is not always followed by a significant increase in the minimum wage in each region (Daniel & Rika., 2021).
H3: It is suspected that there is a positive effect of the Human Development Index on the Minimum Wage in Kediri City.

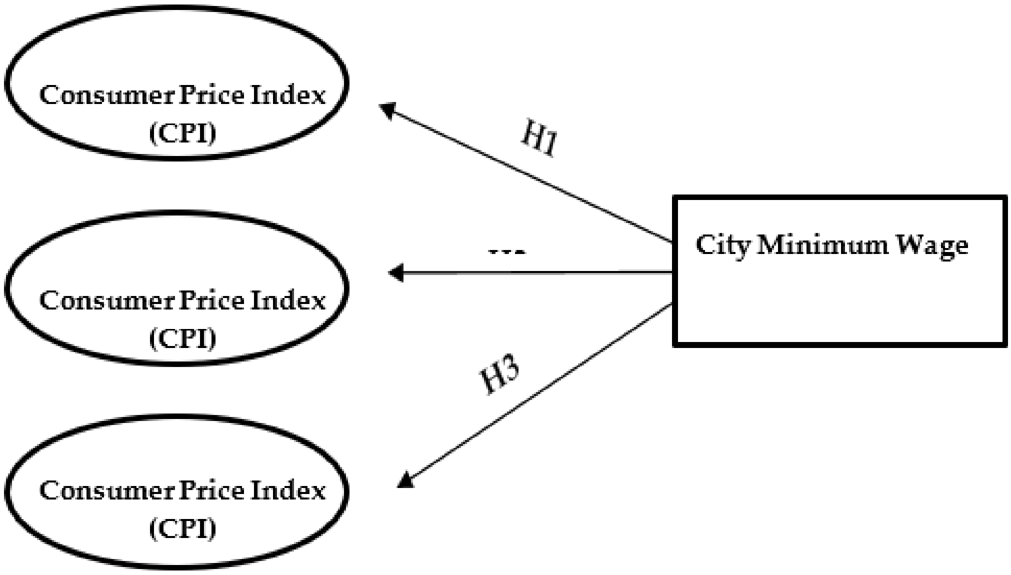

Figure 1. Conceptual Framework

METHODOLOGY

This study uses a quantitative approach with descriptive and verified methods to analyze the influence of the Consumer Price Index (CPI), Economic Growth, and Human Development Index (HDI) on the Minimum Wage (MSE) of Kediri City. The data used are secondary data obtained from the publication of the Central Statistics Agency (BPS) of Kediri City and BPS of East Java Province, as well as related official government documents, with an observation period of 2014 to 2023. The dependent variables in this study are Kediri City MSEs, while independent variables include CPI, Economic Growth, and HDI. Data collection is carried out through the documentation study of relevant historical and statistical data. Data analysis was carried out using multiple linear regression to determine the simultaneous and partial influence of CPI, Economic Growth, and HDI on MSEs. Classical assumption tests such as normality, multicollinearity, heteroscedasticity, and autocorrelation tests are used to ensure the validity of regression models. In addition, a determination coefficient (R^2), t-test, and F test were carried out to test the significance of the influence of each variable. The equation model used in this study is:

$Y = \alpha + \beta_1 X1 + \beta_2 X2 + \beta_3 X3$
$+ \varepsilon$, Information:
Y : City Minimum
Wage X1 : CPI
X2 : Economic
Growth X3 : IPM
βo: Constant
$\beta 1,2,3,4,n$: Regression coefficient ε : Residual value

RESEARCH RESULT AND DISCUSSION

Normality Test

Table 1. Normality Test

Beac-hSample Kolmogorov -Smirnov Test		
		Unstandardized Residual
N		15
Usual Parameters[a,b]	Mean	.0000000
	Std. Deviation	48756.83724936
Most Extreme Differences	Absolute	.169
	Positive	.169
	Negative	-104
Test Statistic		.169
Asymp, Sig. (2)-tailed)		. 200[c,d]
a. Test distribution is Normal		
b. Calculated from data		
c. Lilliefors Significance Correction		
d. This is a lower bound of the true significance		

Source: Processed data

A p-value (Asymp. Sig.) of 0.200, which is greater than the general significance level (α = 0.05), suggests that there is not enough evidence to reject the zero hypothesis that the data are distributed normally. In other words, the results of the Kolmogorov-Smirnov test show that the residues of the analyzed model can be considered to be distributed normally, so that the assumption of normality is met.

Multicoliniality Test

Table 2. Multicollinearity Test

	Tolerance	CLEAR
Consumer Price Index	.503	1.989
Gross Regional Domestic Product	.662	1.510
Human Development Index	.681	1.469

Source: Processed data

Based on the Tolerance and VIF values, it can be concluded that there are no significant multicollinearity issues between the independent variables X1, X2, and X3 in this regression model. Thus, the results of regression analysis are reliable and the interpretation of the regression coefficient will not be significantly affected by the presence of multicollinearity.

Heterokedasticity Test

Table 3. Glejser Test Results

	Sig
Consumer Price Index	.306
Gross Regional Domestic Product	.635
Human Development Index	.314

Based on the results of the heterokedasticity test in the Coefficient table, all independent variables (X1, X2, X3) have significance values (Sig.) greater than 0.05 (0.306; 0.635; and 0.314, respectively). This shows that there are no symptoms of heterokedasicity in the regression model tested, so the model meets the homogeneity assumption.

Autocorrelation Test

Table 4. Running Test Results

Run Test	
	Unresd
Sig Value	0,421

The results of this study confirm that the regression model used in this study has fulfilled one of the important assumptions in regression analysis, namely random residues. This means that the model built to analyze the influence of the Consumer Price Index (CPI), Economic Growth, and Human Development Index (HDI) on the Minimum Wage in Kediri City is statistically valid in terms of residual randomness. With the fulfillment of this assumption, the results of regression analysis can be interpreted more convincingly and reliably.

Multipe Linear Regression Test

Table 6. Double Linear Regression Test

Type	Unstandardized Coefficients		Standardized Coefficients	T	Sig
	B	Std,Error	Beta		
(Constant) -	11207410.694	615849.306		-18.198	.000
X1	-5.353	19.293	.011	.277	.787
X2	-224.036	53.320	-.148	-4.202	.001
X3	1672.333	61.456	.945	-27.212	.000

Source: Processed data

From the results of the multiple linear regression test in the table, regression equations can be made as follows:

UMR = (-11207410,694) – 5,353 CPI – 224,036 Economic Growth – 1672,333 HDI

Based on the regression equation that has been obtained above, the following conclusions can be drawn:

1. Constant = -11207410.694
   If all independent variables (CPI, GDP, and HDI) are zero, then the UMR value is estimated to be -11207410.694
2. CPI Value Regression Coefficient (X1) = (5.353)
   For every 1 unit increase in CPI, the UMR is expected to increase by 5,353 units, assuming the other independent variables remain the same. The significance value (Sig.) of 0.787 indicates that the CPI has no significant influence on the UMR in this model
3. Economic Growth Value Regression Coefficient (X2) = (-224.036)
   For every 1 unit of increase in Economic Growth, the UMR is expected to decrease by -224,036 units, assuming the other independent variables remain the same. The significance value (Sig.) 0.001 indicates that Economic Growth has a statistically significant influence on the UMR. That is, changes in Economic Growth significantly affect changes in this model.
4. HDI Value Regression Coefficient (X3) = (1672.333)
   For every 1 unit increase in HDI, the UMR is expected to increase by 1672,333 units, assuming the other independent variables remain the same. A significance value (Sig.) of 0.000 indicates that HDI has a statistically significant influence on UMR. Changes in HDI can significantly affect changes in UMR in this model.

DISCUSSION

Based on data analysis, the Consumer Price Index (CPI) had no significant effect on the Regional Minimum Wage (UMR) in Kediri City, with a t-statistic of 0.277 and a p value of 0.787. This shows that the increase in CPI does not directly affect the determination of the UMR. This finding is supported by the inconsistent CPI trend in Kediri City over the years, making it less reliable as the main indicator of the minimum wage policy. These results are in line with research by (Armidi et al., 2018) in Jambi Province, which found that although the CPI had a significant simultaneous effect with other variables, it had no significant partial effect on the minimum wage. This suggests that factors such as Economic Growth or the Human Development Index (HDI) may be more relevant as benchmarks for setting the minimum wage.

In addition, Economic Growth has also been proven to have an effect on the minimum wage in Kediri City. Data shows that although the economic growth per capita of Kediri City is the highest in East Java, it is not fully reflected in the amount of minimum wage applied. Fluctuations in GDP, especially during economic contractions due to the COVID-19 pandemic, cause instability in regional economic growth and limit the government's ability to raise the minimum wage consistently. These findings are in line with research (Purba et al., 2020), which states that an increase in Economic Growth is not always followed by a proportionate increase in the minimum wage, especially if the distribution of income in the area is uneven.

The Human Development Index (HDI) in Kediri City shows an increasing trend that shows an increase in the fields of education, health, and people's purchasing power. However, the results of this study reveal that the increase in HDI has not been fully followed by an adequate increase in the minimum wage. People with high HDI have expectations for a better standard of living, so a minimum wage that is not in line with HDI growth can lead to social dissatisfaction. This is in line with research by (Wibowo et al., 2018), which affirms that increasing HDI must be accompanied by a more responsive minimum wage policy to support the overall quality of life of the community. Therefore, the integration between HDI growth and minimum wage adjustment is important so that people's welfare can be realized optimally.

CONCLUSIONS

Based on the results of the study, it can be concluded that the Consumer Price Index (CPI), Economic Growth, and Human Development Index (HDI) together have a significant influence on the determination of the minimum wage in Kediri City. Fluctuating CPI affects people's purchasing power, so they demand an adjustment of the minimum wage so that workers are still able to meet their basic needs. Meanwhile, although the economic growth per capita of Kediri City is relatively high, it is not fully reflected in the amount of the minimum wage applied. In addition, the increase in HDI which shows an improvement in people's quality of life has also not been balanced with a proportional increase in the minimum wage, so there is still a gap between economic growth, human development, and wage policy.

RECOMMENDATIONS

Based on the results of the research on the influence of the Consumer Price Index (CPI), Economic Growth, and Human Development Index (HDI) on the minimum wage in Kediri City, there are several suggestions that can be given for future policy improvement and implementation. First, local governments must be more responsive to CPI fluctuations. Adjustments to the minimum wage must be made periodically and proportionally to changes in the price of basic necessities so that workers' purchasing power is maintained and people's welfare does not decrease. In addition, an effective price monitoring system is needed so that changes in the CPI can be immediately responded to in wage policy.

Although the economic growth per capita of Kediri City is relatively high, income equality must be a major concern. Local governments need to encourage diversification of economic sectors and create better quality jobs so that economic growth really has an impact on improving worker welfare. Efforts to increase regional economic productivity and efficiency are also important to ensure the ability of regions to raise the minimum wage consistently and sustainably.

A significant increase in HDI in Kediri City needs to be balanced with a more progressive minimum wage policy. The government is expected not only to focus on economic growth, but also pay attention to aspects of human development such as education, health, and purchasing power. Thus, the minimum wage policy can be aligned with improving the quality of life of the community. In addition, it is recommended that the government conduct periodic wage policy evaluations and involve various stakeholders, including workers' representatives, employers, and academics, to produce more inclusive and equitable policies.

ADVANCED RESEARCH

Future research can explore the dynamic interaction between CPI, economic growth, and HDI on minimum wage determination using time-series econometric models such as Vector Error Correction Model (VECM) or ARDL, to capture both short-term shocks and long-term equilibrium relationships. By integrating additional variables such as labor productivity, poverty rate, and income inequality, researchers can develop a more comprehensive wage determination framework. Moreover, a comparative study across multiple cities or provinces in Indonesia can reveal regional disparities and policy effectiveness, providing deeper insights for designing equitable and responsive minimum wage policies aligned with inclusive development goals.

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