



Analysis of Factors Affecting the Income of Recent Migrant Workers in Denpasar City

Aluna Giacinta Lestari

Ida Ayu Gde Dyastari Saskara

Faculty of Economics and Business, Udayana University



Abstract

This study aims to analyze the influence of education level, work experience, type of occupation, and number of dependents on the income of recent migrant workers in Denpasar City, both simultaneously and partially. The research applies a quantitative approach using data analysis to examine the relationships among variables. The results show that education level, work experience, type of occupation, and number of dependents simultaneously have a significant effect on migrant workers' income. Partially, education level has a negative and significant effect on income, while work experience and number of dependents have a positive and significant effect. Employment in the formal sector tends to provide higher income compared to the informal sector. These findings indicate a mismatch between formal education and labor market demands, as well as the importance of work experience in increasing income. This study is expected to serve as a reference for policymakers in formulating strategies to improve human resource quality and the welfare of migrant workers in Denpasar City.

Keywords: Internal migration, income determinants, human capital, formal employment, Denpasar.

Correspondence: alunagiacinta@gmail.com

I. Introduction

Population dynamics are shaped by three fundamental components: fertility, mortality, and migration. Fertility measures the number of live births within a population, influenced by factors such as education, age at marriage, and contraceptive use. Mortality reflects health quality and development, often assessed through indicators like crude death rates and infant mortality rates. Migration, on the other hand, refers to the movement of individuals across regions—either internally or internationally—and significantly impacts demographic composition and labor market structures (Komashie et al., 2021).

In Indonesia, declining fertility and mortality rates have coincided with increasing migration flows toward urban centers, particularly cities with robust economic growth such as Denpasar in Bali. Migration has become a critical determinant of urban population growth and socioeconomic transformation. Bali, as a major tourism hub, attracts a substantial number of migrants seeking employment opportunities in both formal and informal sectors. This influx of migrants, while contributing to economic vibrancy, also exerts pressure on infrastructure, housing, and public services (Chin & Hampton, 2020; Parameswara et al., 2021).

Recent census data indicate that Denpasar has the highest concentration of *migran risen*—individuals who have permanently relocated within the last five years—among all districts in Bali. According to the 2020 Long Form Population Census, Denpasar recorded 40,378 migrants, representing 27.56% of Bali's total migrant population (Badan Pusat Statistik [BPS], 2021). This demographic trend underscores the city's strong "pull factors," including better infrastructure, higher employment prospects, and economic opportunities compared to rural areas (Todaro, 2008).

Migration decisions are often driven by economic rationality. Todaro's migration model posits that individuals relocate to maximize expected income differentials between rural and urban areas (Todaro & Smith, 2003). Migrants anticipate higher wages and improved living standards in urban destinations, even when faced with uncertainties in job availability. However, the rapid influx of migrants can lead to labor market imbalances, resulting in unemployment or underemployment, particularly when formal job creation lags behind population growth (Simpson, 2022).

In Denpasar, limited absorption capacity in the formal sector has pushed many migrants into informal employment, such as street vending or small-scale trading. While these activities provide subsistence income, they often lack job security, social protection, and stable earnings. Consequently, income disparities persist among migrant workers, influenced by individual characteristics such as education, work experience, job type, and household responsibilities (Putri & Sudibia, 2022).

Human capital theory emphasizes education and experience as key investments that enhance productivity and earnings potential (Becker, 1993). Higher educational attainment equips individuals with advanced skills, enabling access to formal employment and better wages. Similarly, work experience fosters practical knowledge and efficiency, which employers value in competitive labor markets (Kristianto, 2020). Job type further differentiates income levels: formal sector jobs typically offer higher pay and benefits compared to informal work, which is often precarious and poorly remunerated (Kapisia et al., 2021). Additionally, household size—measured by the number of dependents—can influence labor supply decisions, as greater economic responsibilities motivate individuals to seek higher income sources (Simanjuntak, 2001).

Denpasar's economic structure, dominated by tourism, trade, and services, creates diverse employment opportunities. However, these opportunities are unevenly distributed across sectors, favoring skilled labor in formal settings. Migrants with limited education or experience often resort to informal jobs, perpetuating income inequality. Previous studies in Indonesia have demonstrated positive correlations between education, experience, and income among urban workers (Hendrawan & Yasin, 2023; Dewi & Dewi, 2018). Yet, research focusing specifically on *migran risen* in Denpasar remains scarce, despite their growing demographic significance and socioeconomic vulnerability.

While migration studies in Indonesia have explored determinants of mobility and labor market integration, few have examined the combined effects of education, work experience, job type, and household size on migrant income in urban contexts. Existing literature often isolates these variables or focuses on gender-specific analyses (Nilakusmawati & Susilawati, 2012; Sudarsani et al., 2015). This study addresses this gap by analyzing how these factors collectively and individually influence the earnings of *migran risen* in Denpasar, offering insights for targeted policy interventions.

The primary objective of this research is to assess the simultaneous and partial effects of four key variables—educational attainment, work experience, job type, and number of dependents—on the income of migrant workers in Denpasar. By employing a quantitative approach and multiple regression analysis, this study seeks to provide empirical evidence that informs labor market policies and urban development strategies.

Income is the monetary (and non-monetary) remuneration received for the sale of goods or services over a specific period (Sholihin, 2013). Classical development texts treat income at the aggregate level as an indicator of economic progress—most commonly through per capita income as a proxy for welfare (Djojohadikusumo, 1994; Semitro, 1960). In microeconomic labor studies, individual earnings are a function of productivity, job characteristics, and institutional context, including wage-setting mechanisms and social protection (Bellante & Jackson, 1990; S. Mulyadi, 2003). Within urban labor markets in developing economies, heterogeneity in earnings often mirrors segmentation between formal and informal work, differences in human capital endowments, and varying exposure to demand shocks (Handoko, 2014; Sumarsono, 2009).

Migration broadly refers to permanent or semi-permanent change of residence, irrespective of distance and whether movement is internal or international (Tjiptoherijanto, 2009; Lee, 2011). Indonesian demographic scholarship further distinguishes *permanent migrants* (e.g., *migran risen* in official statistics) from non-permanent movers who lack intent to settle (Mantra, 2003, 2012). Lee's push-pull framework posits that departures are driven by adverse origin factors (low wages, limited infrastructure), while arrivals are attracted by favorable destination conditions (higher wages, more jobs); migration frictions (distance, costs) and individual attributes moderate decisions (Lee, 1976; Lee, 2011).

In development economics, the Todaro model formalizes migration as an expected income maximization decision under urban job uncertainty (Todaro, 1998; Todaro & Smith, 2003). More recent theorizing suggests migration emerges from the interplay of aspirations and capabilities—capturing both structural constraints and agency (de Haas, 2021). Demographic and economic fundamentals—including age structure, education, and wage gaps—are repeatedly identified as proximate drivers of internal migration (Simpson, 2022). These frameworks jointly motivate examining migrant earnings through human capital, job-type segmentation, and household pressures.

Human capital theory posits that education and experience are investments that raise productivity and, consequently, wages (Becker, 1993). Schooling enhances cognitive and technical skills, raising efficiency and employability in formal sectors; experience complements these gains by improving tacit knowledge, task proficiency, and reliability (Handoko, 2014). Empirical studies in Indonesian contexts consistently find positive associations of education and experience with income, including among industrial and service sector workers (Kristianto, 2020; Hendrawan & Yasin, 2023). This aligns with the broader evidence base linking schooling and tenure to wage premia across heterogeneous labor markets (Becker, 1993; Bellante & Jackson, 1990).

From the migration perspective, individuals with higher education show greater propensity to move to cities (Todaro, 1998), both because their expected urban wage is higher and because education improves job-search effectiveness. In Bali specifically, prior work documents that education elevates income for informal women workers in Denpasar (Dewi & Dewi, 2018) and contributes to earnings disparities across occupational niches tied to tourism and services (Nilakusmawati & Susilawati, 2012).

Job type is a salient determinant of earnings. Formal employment, typically under written contracts with regulated wages, social security, and benefits, is associated with higher pay and more stable income trajectories. Informal work—self-employment without registration, casual labor, or unpaid family work—usually lacks social protection and exhibits higher income volatility (Putri & Sudibia, 2022). In the Balinese context, tourism-led demand produces both formal service jobs (hospitality, professional services) and a large informal ecosystem (street vending, home-based enterprises) that absorbs surplus labor during peak seasons and releases it during demand shocks (Chin & Hampton, 2020).

Empirical evidence in Indonesia and comparable settings indicates significant earning differentials by job type, even after controlling for human capital measures, reflecting institutional wage floors, union presence, and productivity-enhancing capital in formal firms (Kapisa et al., 2021; Putri & Sudibia, 2022). For migrants, entry barriers to formal employment—credential requirements, recruitment channels—imply that education and experience interact with job type to shape earnings outcomes.

Household composition influences labor supply decisions. A larger number of dependents expands subsistence needs and may induce workers to increase hours, seek secondary jobs, or transition to higher-paying roles (Simanjuntak, 2001). In developing city contexts, the income effect of dependents can be mediated by childcare costs, intra-household allocation of labor, and access to extended family support networks. Empirical studies in Indonesia show dependents correlate with higher earnings among women in informal work—interpreted as motivation effects—but may simultaneously constrain occupational choice due to care responsibilities (Dewi & Dewi, 2018; Sudarsani et al., 2015). For migrants, dependents can alter the risk–return calculus of job switching and willingness to accept precarious employment, thus affecting observed income levels.

Bali's distinct economic profile—high tourism intensity and service orientation—has fostered continuous internal migration flows, especially to Denpasar. Census figures confirm Denpasar as Bali's top destination for *migran risen*, reflecting attractive urban amenities and job opportunities (BPS, 2021). Destination competitiveness can improve residents' quality of life but also creates congestion costs, housing stress, and informal settlement proliferation when infrastructure expansion lags (Chin & Hampton, 2020). Such pressures drive labor market segmentation and affect earnings distributions among migrants, with spatial variation across Denpasar's districts (e.g., Denpasar Utara showing the largest migrant share in the referenced data context).

Local cultural and policy factors in Bali—place identity, creative/"orange" economy, and cultural governance—shape sectoral demand and skill requirements, indirectly influencing migrant earnings through occupational sorting (Parameswara et al., 2021). While the city's service sector offers pathways to formal employment, many migrants initially surface in informal niches due to credential matching and network access constraints, making education and experience pivotal to income mobility.

A stream of Indonesian studies has analyzed earnings determinants among urban workers and specific subpopulations:

- Education & Experience: Robust positive effects on income are documented across industrial and service sectors (Kristianto, 2020; Hendrawan & Yasin, 2023), consistent with human capital theory (Becker, 1993).
- Job Type: Formal sector affiliation is associated with higher wages and benefits; informal sector participation correlates with lower and more volatile earnings (Putri & Sudibia, 2022).
- Dependents: The number of dependents is positively associated with income in some samples—interpreted as motivation to work more or seek better-paying jobs—though effects can be heterogeneous by gender and sector (Simanjuntak, 2001; Dewi & Dewi, 2018; Sudarsani et al., 2015).

Despite these advances, the literature specific to *migran risen* in Denpasar remains limited. Existing work often examines broader urban populations or focuses on gendered subgroups (Nilakusmawati & Susilawati, 2012). Moreover, studies rarely integrate all four predictors—education, experience, job type, and dependents—within a single framework to assess both partial and joint (simultaneous) effects on migrant earnings in a tourism-driven city.

Building on human capital theory and migration frameworks, this study posits that educational attainment (X1) and work experience (X2) increase productivity and access to better-paying jobs, thereby raising income (Y) (Becker, 1993; Todaro & Smith, 2003). Job type (X3)—formal vs. informal—captures institutional and productivity differences that generate wage premia (Putri & Sudibia, 2022; Kapisa et al., 2021). Number of dependents (X4) represents household economic pressure that may escalate labor effort or drive occupational upgrades, potentially increasing earnings (Simanjuntak, 2001).

Accordingly, the model hypothesizes that:

1. X1–X4 jointly (simultaneously) explain variations in migrant income; and
2. each variable exerts a positive partial effect on income after controlling for the others. This integrated specification extends prior research by testing combined and individual impacts within a single urban migrant sample in Denpasar.

This study contributes to three strands of scholarship:

- Migration economics: By focusing on *migran risen* and leveraging Denpasar's tourism-centric labor market, it operationalizes push–pull and expected income frameworks in a high-demand urban setting (Lee, 2011; Todaro, 1998; Simpson, 2022).
- Human capital and segmentation: It jointly models education, experience, and job type—key channels through which productivity and institutions affect earnings—rather than analyzing them in isolation (Becker, 1993; Putri & Sudibia, 2022).
- Household economics: It includes dependents as a motivational and constraint variable in earnings determination, enriching urban labor analyses that often omit intra-household contexts (Simanjuntak, 2001; Dewi & Dewi, 2018).

By integrating these perspectives, the study provides nuanced evidence relevant to policy design—especially programs that enhance migrant skill formation, credential recognition, and transition pathways into formal employment in Denpasar.

II. Research Methodology

This study employs a quantitative descriptive approach to examine the determinants of income among *migran risen* workers in Denpasar. The design integrates descriptive statistics and inferential analysis using multiple linear regression to assess both simultaneous and partial effects of four independent variables—educational attainment, work experience, job type, and number of dependents—on monthly income. This approach is appropriate for testing hypotheses derived from human capital theory and migration frameworks (Sugiyono, 2017).

The research was conducted in Denpasar City, the capital of Bali Province, which exhibits the highest concentration of *migran risen* in the region. According to the 2020 Long Form Population Census, Denpasar recorded 40,378 migrants, representing 27.56% of Bali's total migrant population (BPS, 2021). The city's economic structure—dominated by tourism, trade, and services—creates diverse employment opportunities, making it an ideal setting for analyzing income determinants among migrants.

The target population comprises *migran risen* workers aged 15–64 years who have relocated to Denpasar within the last five years and are currently employed in either formal or informal sectors. Using non-probability quota sampling, 100 respondents were selected based on the following criteria:

1. Migrated from outside Denpasar within the last five years.
2. Currently employed (formal or informal).
3. Residing in Denpasar for at least six consecutive months.

Quota sampling ensures representation across gender, age groups, and occupational categories, despite the absence of a complete sampling frame (Sugiyono, 2016).

- Dependent Variable:
Income (Y) – Monthly earnings in Indonesian Rupiah, measured as continuous data.
- Independent Variables:

1. *Educational Attainment* (X_1) – Highest level of formal education completed, coded ordinally (e.g., primary, secondary, diploma, bachelor).
2. *Work Experience* (X_2) – Total years of employment, measured in years.
3. *Job Type* (X_3) – Employment category, coded as dummy (1 = formal sector; 0 = informal sector).
4. *Number of Dependents* (X_4) – Total household members financially supported by the respondent, measured as count data.

Primary data were obtained through structured questionnaires administered to respondents between September 16–19, 2025. The questionnaire captured demographic characteristics, employment details, and income information. Secondary data were sourced from official publications of the Badan Pusat Statistik (BPS) and relevant scholarly literature.

Data analysis was conducted using SPSS 26.0 and comprised the following steps:

1. Descriptive Statistics – Summarizing respondent characteristics and variable distributions.
2. Classical Assumption Tests – Including normality (Kolmogorov–Smirnov), multicollinearity (VIF and tolerance), and heteroskedasticity (Glejser test) to validate regression assumptions.
3. Multiple Linear Regression – Estimating the model:

$$\hat{Y} = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \beta_4 X_4 + \varepsilon$$

where \hat{Y} denotes predicted income, and β_i are regression coefficients.

4. Hypothesis Testing –
 - *F-test* for simultaneous significance of all predictors.
 - *t-test* for partial significance of each predictor.
 - *Adjusted R²* for explanatory power of the model.

Significance was assessed at $\alpha = 0.05$. Results were interpreted in light of theoretical expectations and prior empirical findings.

Respondents were informed about the study's purpose, assured of confidentiality, and provided consent prior to participation. Data were anonymized and used solely for academic purposes.

III. Results and Discussion

3.1 Results

1. Descriptive Analysis

The study surveyed 100 migrant workers (migran risen) residing in Denpasar. Key demographic and socioeconomic characteristics are summarized as follows:

- Gender: 53% male, 47% female.
- Age: Majority aged 31–40 years (46%), followed by 18–30 years (36%).
- Education: 71% held a Bachelor's degree (S1), 17% completed senior high school, and 9% held a diploma.
- Employment Sector: 51% worked in the formal sector, while 49% were engaged in informal jobs.
- Work Experience: Average of 15.4 years, ranging from 7 to 30 years.
- Household Dependents: Average of 3.87 persons, with most respondents supporting 3–4 family members.
- Income: Monthly income ranged from IDR 8,000,000 to IDR 17,000,000, with a mean of IDR 12,084,800 and a standard deviation of IDR 2,389,768.

These descriptive findings indicate that the sample predominantly consists of educated, experienced individuals in their productive age, with a relatively high average income compared to national minimum wage standards.

2. Regression Model

To examine the determinants of income, a multiple linear regression model was estimated:

$$\hat{Y} = 15.848 + 0.033X_1 + 0.016X_2 + 0.089X_3 + 0.026X_4$$

where:

- Y = Monthly income (log-transformed for normality)
- X_1 = Education level
- X_2 = Work experience (years)
- X_3 = Job type (1 = formal, 0 = informal)
- X_4 = Number of dependents

Model Summary:

- Adjusted $R^2 = 0.725$, indicating that 72.5% of income variation is explained by the four predictors.
- F-statistic = 66.195, $p < 0.001$, confirming the model's overall significance.

3. Hypothesis Testing

Simultaneous Effect (F-test):

The F-test result ($F = 66.195$, $p < 0.001$) shows that education, work experience, job type, and number of dependents collectively have a significant effect on income.

Partial Effects (t-tests):

- Education (X_1): $\beta = 0.033$, $t = 2.913$, $p = 0.004$ → Significant positive effect.
- Work Experience (X_2): $\beta = 0.016$, $t = 5.074$, $p < 0.001$ → Strongest predictor of income.
- Job Type (X_3): $\beta = 0.089$, $t = 3.471$, $p = 0.001$ → Formal sector jobs yield higher earnings.
- Number of Dependents (X_4): $\beta = 0.026$, $t = 3.120$, $p = 0.002$ → Positive effect, suggesting household responsibilities motivate income-seeking behavior.

4. Key Findings

1. Education and Experience Matter: Higher education and longer work experience significantly increase income, consistent with human capital theory.
2. Job Type Drives Wage Differentials: Formal employment offers higher and more stable earnings compared to informal work.
3. Household Size Influences Income: More dependents correlate with higher income, likely due to increased economic motivation.
4. Model Robustness: High Adjusted R^2 (72.5%) indicates strong explanatory power, though 27.5% of variation may be due to other factors such as gender, job tenure, or sector-specific shocks.

3.2 Discussion

The empirical findings demonstrate that education, work experience, job type, and number of dependents significantly influence the income of *migran risen* workers in Denpasar. These results align with established theoretical frameworks and prior empirical evidence, offering several key insights.

5. Education and Human Capital

The positive and significant effect of education on income supports Human Capital Theory, which posits that investment in education enhances productivity and earning potential (Becker, 1993). Migrants with higher educational attainment are more likely to secure formal employment and access better-paying

positions. This finding is consistent with studies in Indonesian contexts, such as Hendrawan and Yasin (2023), which reported similar effects among industrial workers. In Denpasar's tourism-driven economy, education not only improves technical skills but also facilitates adaptability to service-oriented roles requiring communication and problem-solving competencies.

6. Work Experience as a Key Driver

Work experience emerged as the strongest predictor of income, reflecting the cumulative benefits of skill acquisition and task proficiency over time. This result corroborates Kristianto (2020), who found that tenure significantly enhances earnings among manufacturing employees. For migrants, extensive experience may compensate for initial disadvantages in local labor markets, enabling upward mobility and wage growth. Experience also signals reliability and competence to employers, which is particularly valued in sectors with high customer interaction, such as hospitality and retail.

7. Job Type and Labor Market Segmentation

The significant effect of job type underscores persistent segmentation between formal and informal employment in urban labor markets. Formal sector jobs in Denpasar—often linked to tourism and government services—offer structured wages, social security, and career progression, resulting in higher income compared to informal work. This finding aligns with Putri and Sudibia (2022), who documented income disparities between formal and informal workers in Bali. Migrants lacking credentials or networks may initially enter informal jobs, but education and experience facilitate transitions to formal employment, reinforcing the interplay between human capital and institutional structures.

8. Household Dependents and Economic Motivation

The positive association between number of dependents and income suggests that household responsibilities act as a motivational factor, driving individuals to seek higher earnings through longer working hours, multiple jobs, or more lucrative positions. This finding resonates with Simanjuntak (2001), who emphasized the role of family size in shaping labor supply decisions. While larger households may impose financial strain, they also incentivize migrants to maximize income opportunities, particularly in urban settings where living costs are high.

9. Comparative Perspective and Policy Implications

Compared to previous studies focusing on gender-specific or sectoral analyses (Dewi & Dewi, 2018; Sudarsani et al., 2015), this research provides a comprehensive model integrating demographic and socioeconomic variables. The high explanatory power (Adjusted $R^2 = 72.5\%$) indicates that these four factors are critical determinants of migrant earnings, though residual variation may reflect unobserved variables such as job tenure, skill specialization, and social capital.

From a policy standpoint, the findings highlight the need for:

- Skill Development Programs: Enhancing educational access and vocational training for migrants to improve employability in formal sectors.
- Inclusive Labor Policies: Facilitating credential recognition and reducing barriers to formal employment.
- Family-Oriented Support: Providing childcare and housing assistance to alleviate economic pressures on migrant households.

IV. Conclusion

This study examined the factors influencing the income of *migran risen* workers in Denpasar, focusing on education, work experience, job type, and number of dependents. The findings reveal that:

1. Education and work experience significantly increase income, validating human capital theory and highlighting the importance of skill development for migrant workers.
2. Job type matters: formal sector employment provides higher and more stable earnings compared to informal work, reflecting structural segmentation in urban labor markets.
3. Household dependents positively affect income, suggesting that family responsibilities act as a motivational factor for migrants to seek better-paying opportunities.

4. The regression model explains 72.5% of income variation, indicating strong predictive power of these variables, though other factors such as gender, tenure, and sector-specific dynamics may also play a role.

Overall, the results underscore the interplay between individual characteristics and labor market structures in shaping migrant earnings. These insights are critical for designing inclusive labor policies, vocational training programs, and family support initiatives to enhance migrant welfare and reduce income disparities in urban areas.

References

- Badan Pusat Statistik. (2021). *Hasil Sensus Penduduk 2020*. BPS Provinsi Bali.
- Becker, G. S. (1993). *Human capital: A theoretical and empirical analysis, with special reference to education* (3rd ed.). University of Chicago Press.
- Bellante, D., & Jackson, M. (1990). *Ekonomi Ketenagakerjaan*. LPFE UI.
- Chin, W. L., & Hampton, M. P. (2020). The relationship between destination competitiveness and residents' quality of life: Lessons from Bali. *Tourism and Hospitality Management*, 26(2), 311–336. <https://doi.org/10.20867/THM.26.2.3>
- de Haas, H. (2021). A theory of migration: The aspirations–capabilities framework. *Comparative Migration Studies*. <https://doi.org/10.1186/s40878-020-00210-4>
- Dewi, M. A. L., & Dewi, N. P. M. (2018). Pengaruh umur, pendidikan dan jumlah tanggungan keluarga terhadap pendapatan pekerja perempuan sektor informal di Kota Denpasar. *E-Jurnal EP Unud*.
- Djojohadikusumo, S. (1994). *Perkembangan pemikiran ekonomi: Dasar teori ekonomi, pertumbuhan, dan ekonomi pembangunan*. PT Pustaka LP3ES Indonesia.
- Handoko, T. H. (2014). *Dasar-Dasar Manajemen Produksi dan Operasi*. BPFE.
- Hendrawan, A. B., & Yasin, M. (2023). Pengaruh pendidikan, pengalaman kerja, dan jam kerja terhadap pendapatan usaha di Sentra Industri Tahu Tropodo. *Student Research Journal*, 1(4).
- Kapisa, A., et al. (2021). Job type and income disparities among household heads. *Journal of Economic Development Studies*.
- Komashie, A., et al. (2021). Systems approach to health service design, delivery and improvement: A systematic review and meta-analysis. *BMJ Open*, 11(1), 1–13. <https://doi.org/10.1136/bmjopen-2020-037667>
- Kristianto, T. (2020). Pengaruh pendidikan, pengalaman kerja dan jam kerja terhadap pendapatan karyawan. *EKONOMIKA45*, 8(1).
- Lee, E. S. (2011). *Teori Migrasi*. PPK UGM.
- Mantra, I. B. (2003, 2012). *Demografi Umum*. Pustaka Pelajar.
- Nilakusmawati, D. P. E., & Susilawati, M. (2012). Studi faktor-faktor yang mempengaruhi wanita bekerja di Kota Denpasar.
- Parameswara, A., Saskara, I. A. N., Utama, M. S., & Setyari, N. P. W. (2021). The role of place identity, local genius, orange economy and cultural policies for sustainability of intangible cultural heritage in Bali. *International Journal of Sustainable Development and Planning*, 16(8), 1551–1561. <https://doi.org/10.18280/ijstdp.160816>
- Putri, N., & Sudibia, I. (2022). Analisis faktor-faktor yang mempengaruhi pendapatan pekerja migran permanen di Kota Denpasar. *E-Jurnal Ekonomi Pembangunan Universitas Udayana*, 11(5), 1675–1699.
- Sholihin, A. I. (2013). *Buku Pintar Ekonomi Syariah*. Gramedia Pustaka Utama.
- Simanjuntak, P. (2001). *Pengantar Ekonomi Sumber Daya Manusia*. LPEM-UI.
- Simpson, N. B. (2022). Demographic and economic determinants of migration. *IZA World of Labor*. <https://doi.org/10.15185/izawol.373.v2>

- Sudarsani, N. P., Sukarsa, I. M., & Marhaeni, A. A. I. N. (2015). Analisis faktor-faktor yang mempengaruhi pendapatan pekerja perempuan migran di industri pengrajin *tedung* Bali, Kabupaten Badung.
- Sumarsono, S. (2009). *Teori dan kebijakan publik ekonomi sumber daya manusia*. Graha Ilmu.
- Todaro, M. P. (1998). *Kajian ekonomi migrasi internal di negara berkembang*. PPK UGM.
- Todaro, M. P., & Smith, S. C. (2003). *Economic development* (8th ed.). Pearson Education.