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The Influence of Business Capital and Wages in the Laundry Industry on Labor Absorption

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Abstract:
The growth of small and medium-sized enterprises (SMEs) plays a significant role in the economy, particularly in sectors like the laundry business, which requires substantial labor input. However, challenges such as limited capital and varying wage structures can impact the ability of these businesses to absorb labor efficiently. This study investigates the influence of wages and business capital on labor absorption in the laundry industry. The research employs a quantitative method, analyzing data from 10 laundry businesses. The results reveal that wages do not significantly affect labor absorption (t-hitung = 0.074, p = 0.941), while capital has a significant impact (t-hitung = 2.956, p = 0.0049). The findings indicate that increasing capital can improve labor absorption, while wage adjustments alone may not achieve the same effect. This study contributes to understanding the labor dynamics in the laundry sector, offering valuable insights for business owners and policymakers to optimize employment strategies.

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INTRODUCTION

The increasing unemployment rates have become a significant concern for society, especially in small and medium enterprises (SMEs), including the laundry industry. Labor absorption in this sector is influenced by factors such as wages and capital investment (Emako et al., 2022; Lu et al., 2023; Sadik-Zada, 2021). As the economy grows, businesses in various sectors, particularly in service industries like laundry, play a crucial role in providing employment opportunities. Understanding how wages and capital affect labor absorption is essential for economic development. This research addresses this issue by evaluating how these factors influence the labor market within the laundry sector (Kirchner et al., 2022; Rajab & Zouheir, 2024). The findings aim to offer insights for policymakers and business owners to enhance employment strategies, which are vital for addressing unemployment challenges. Therefore, this study is of great importance for improving the labor absorption rate in the laundry industry and the broader economy.

The labor absorption issue in Indonesia, particularly in small and medium-sized businesses, has become a critical obstacle to economic growth. Despite the increasing number of laundry businesses, labor absorption remains low due to insufficient capital and inconsistent wage structures (Chatterjee et al., 2022; Vincze, 2023). This creates a gap in employment opportunities, especially as businesses struggle to provide competitive wages and invest in the necessary capital for growth. As a result, many workers face challenges in securing stable jobs, contributing to broader societal issues such as poverty and inequality (Adeleye et al., 2022). To tackle this, understanding the factors that impact labor absorption in the laundry industry is essential for creating more effective policies and strategies that foster job creation and economic sustainability.

In recent years, the laundry industry has become a prominent service sector, especially in urban areas where people's busy lifestyles require instant and efficient laundry services (Baldewsingh et al., 2021). However, the industry faces varying levels of success due to differences in business models, facilities, and capital investments. Some businesses excel by offering quick services, while others struggle to maintain a stable customer base. The lack of investment in machinery and technology has resulted in low-quality services in some laundry businesses, which directly affects customer satisfaction and revenue (Tesema, 2023). This phenomenon has led to high turnover rates and limited labor absorption. The ongoing challenges in the laundry industry emphasize the need for further research to explore the role of wages and capital in improving labor absorption.

Previous studies have examined the role of wages and capital in labor absorption across various sectors. Research by Qazi (2021), Chatterjee (2023), and Yang et al. (2021) suggested that wage levels significantly impact employment rates, while capital investment is often seen as a determinant for business expansion and workforce hiring. Most of these studies do not differentiate between industries, such as the laundry sector, where operational costs and capital requirements may differ significantly. The gap in understanding how business capital specifically influences labor absorption in the laundry industry presents an opportunity for further research. However, there is limited research specifically focused on the laundry industry and the direct correlation between wages, capital, and labor absorption. This research contributes to filling that gap by analyzing the effects of these factors within the context of the laundry sector. It builds on existing literature but narrows the focus to a critical industry that affects the daily lives of many individuals.

The novelty of this research lies in its focus on a specific sector, the laundry industry, which has been underexplored in labor absorption studies. While there is substantial literature on capital investment and wage structures in various industries, few studies have addressed how these factors specifically impact labor absorption in service-oriented businesses like laundry. Given the rapid growth of this sector, understanding these dynamics is critical (Siregar et al., 2022). This research will contribute new knowledge to the field, offering practical insights that can be used to improve labor market policies and business strategies, ultimately enhancing job creation in this sector.

The central research problem is whether wages and capital significantly affect labor absorption in the laundry industry (Hasanli et al., 2023). This study argues that while wages alone do not have a significant impact on labor absorption, capital investment plays a crucial role. The research hypothesizes that businesses with higher capital investment tend to absorb more labor due to their ability to expand services and improve operational efficiency. The findings from this research will offer valuable originality contributions to the field of labor economics, particularly for SMEs looking to optimize labor absorption strategies. The study aims to provide evidence that capital investment is a key factor in enhancing labor absorption, which is critical for both business growth and economic development.

By understanding the relationship between wages, capital, and labor absorption is essential for addressing unemployment issues in SMEs, particularly in the laundry industry. This research will not only contribute to the academic literature but also provide practical solutions for business owners and policymakers. By highlighting the importance of capital investment in labor absorption, the study will support the development of strategies that enhance job creation in the service sector. Therefore, it is crucial to explore these dynamics further to foster economic growth and sustainable development.

RESEARCH METHOD

Population and Sample

The population in this study consists of individuals who share similar characteristics, although the percentage of similarity may vary. In this context, the population refers to all laundry businesses in Kraksaan. According to Laurensius (2022), a population is the entirety of individuals or objects that share similar characteristics and are the focus of the study. Based on field observations, 20 laundry businesses in Kraksaan met the criteria for this study. This population was selected because laundry businesses play a significant role in absorbing labor in the service sector, which is directly related to research variables such as capital and wages.

Clearly defining the population is crucial for the research results to represent the overall phenomena occurring in the laundry sector. Therefore, the selection of these 20 laundry businesses is considered relevant and representative to obtain accurate data and reflect actual conditions in the field.

A sample is a subset of a population selected to represent the entire population in a study. Eisenhardt (2021) explains that a sample must reflect the characteristics of the population to ensure the validity of the research results. In this study, the sampling technique used was nonprobability sampling, a sampling method that does not rely on random chance to select samples. This method was chosen because this study aimed to obtain more in-depth information from specific individuals deemed to have relevant knowledge and experience. The sample taken in this study was 10 laundry businesses in Kraksaan, selected using a purposive sampling technique. This technique allows researchers to select samples based on specific criteria relevant to the research objectives. The sample selection criteria included laundry businesses that had been operating for at least one year and had a sufficient number of employees to represent the workforce variables studied.

Table 1. Sampling

Sample Description	Sampling
Bulu	3 Laundry
Sidopekso	3 Laundry
Sidomukti	2 Laundry
Patokan	2 Laundry

Analysis Techniques

The data analysis technique used in this study was multiple linear regression analysis, because there was more than one independent variable and it was possible to draw direct conclusions about the influence of each variable. To test the research hypothesis, the method used was(Hendricks et al., 2022). Multiple linear regression analysis with the help of the SPSS program with the equation: $Y = a+b1X1+b2X2+b3X3+b4X4+e$

Information :

Y = Dependent Variable

X = Independent Variable

a = Constant b = Coefficient e = Error

RESULT AND DISCUSSION

Result

This foreword is intended to provide a brief overview of the research findings on the influence of wages and capital on labor absorption in the laundry industry. This study uses descriptive statistical analysis to describe the characteristics of the collected data and tests basic assumptions in regression analysis, such as linearity, multicollinearity, heteroscedasticity, and autocorrelation. The results of the hypothesis test indicate that capital significantly influences labor absorption, while wages do not. This study provides important insights into the factors influencing the dynamics of the laundry industry.

Descriptive Statistical Analysis Results

This section presents the results of a descriptive analysis that illustrates the characteristics of the collected data related to labor absorption, wages, and capital in the laundry industry. The following table displays basic statistics, such as the mean, median, minimum, and maximum values for each variable studied. These descriptive statistics provide an initial overview of the variation and distribution of these variables. This table serves as the initial step in further analysis of the influence of capital and wages on labor absorption in the laundry sector. These data provide insight into the extent of variation in capital and wages among the laundry businesses studied, which will then be

analyzed in more depth to answer the research questions.

Table 2. Descriptive Statistics

Statistics	Labor Absorption	Wages	Capital
Mean	3	1,279,000	11,600,000
Median	2	1,200,000	10,000,000
Minimum	2	1,500,000	20,000,000
Maximum	3	1,000,000	10,000,000

The table above shows the results of descriptive analysis for three main variables: labor absorption, wages, and capital in laundry businesses. The average labor absorption rate was 3, with a median and minimum value of 2 each, indicating that most laundry businesses employed between 2 and 3 employees. The maximum range of 3 indicates that no laundry business employed more than 3 people, reflecting the relatively small size of the business. Meanwhile, the average wage paid to workers was Rp1,279,000, with a median of Rp1,200,000, indicating variation in wage levels among laundry businesses. The lowest minimum wage was Rp1,000,000, and the maximum reached Rp1,500,000, illustrating differences in wage structures between businesses.

The average capital for laundry businesses was Rp11,600,000, with a slightly lower median of Rp10,000,000. The minimum capital is IDR 10,000,000, while the maximum is IDR 20,000,000. This indicates variation in the amount of capital owned by each laundry business, which could potentially impact operational capacity and the ability to absorb labor. Overall, these results suggest that despite variations in capital and wages, laundry businesses in Kraksaan tend to be small in terms of labor and capital, which may be a limiting factor in increasing labor absorption in this sector.

Linearity Test

The linearity test aims to determine whether two variables have a significant linear relationship. This test is essential to ensure that the relationship between the independent and dependent variables in a regression model follows a linear pattern, which is a basic assumption in regression analysis. If the relationship between these variables is not linear, the results of the regression analysis may be invalid or inaccurate. Therefore, a linearity test is necessary to ensure the suitability of the model used and to ensure more accurate and reliable analysis results.

Table 3. Linearity Test Results: Ramsey Reset Test

F-Count	F-Table	F-Count Prob.	Prob (a)
0.187101	3.20	0.6674	0.05

To fulfill the linearity assumption, it can be seen through the F-count value or F-count Prob. The data above meets the linearity assumption, as can be seen from the F-count value of 0.187101 < F-table of 3.20. In addition, this linearity test can also be seen from the F-count Prob. of 0.6674. > α value of 0.05. So it can be said that the data above is free from linearity problems.

Multicollinearity Test

This multicollinearity test aims to determine whether the variables used in this study have a linear relationship with other variables. Multicollinearity is detected if the R^2 is high, above 0.8, but only a few variables are significant. Furthermore, if the correlation coefficient is high, above 0.8.

Table 4. Multicollinearity Test Results

	Wages	Capital
Wages	1	0.230311
Capital	0.230311	1

The multicollinearity test results show that no independent variable has a value greater than 0.8. This indicates that there is no multicollinearity problem in the regression model used. In other words, each independent variable in this regression model does not have a strong linear relationship with other independent variables, which means that the regression model is free from multicollinearity. Successfully avoiding multicollinearity is crucial to ensure that each independent variable makes a clear and non-overlapping contribution in influencing the dependent variable.

Heteroscedasticity Test

To test for the detection of heteroscedasticity problems, in eviews it is known as White Heteroscedasticity. If the probability value of X^2 is less than $\alpha = 0.05$, then there is a heteroscedasticity problem for the research variable, but if the probability value of X^2 is more than $\alpha = 0.05$, then there is no heteroscedasticity problem.

Table 5. Heteroscedasticity Test Results

Prob. X2 Calculate	X2 Count	X2-Table	Prob (a)
0.7268	2,826	43.77	0.05

From the heteroscedasticity test using the White Heteroscedasticity test, it can be seen that the calculated X^2 probability value is $0.7268 > 0.05$ or the calculated X^2 value is $2.826 < X^2$-table with df of 30 at $\alpha = 5\%$ (0.05). This indicates that there is no heteroscedasticity problem in this regression model. In other words, the error variance is independent of the value of the independent variable, so this regression model meets the heteroscedasticity assumption and the analysis results can be considered valid without any interference related to error variability.

Autocorrelation Test

The autocorrelation test aims to determine whether there is a correlation between the disturbance error in period t and the disturbance error in the previous period (t-1) in the linear regression model. This test is important to ensure that there is no undesirable relationship between residual errors at different times, which could affect the validity of the regression results. If autocorrelation is detected, the regression model needs to be improved, as the presence of autocorrelation can lead to biased and inefficient parameter estimates. Therefore, autocorrelation testing is necessary to ensure the accuracy and consistency of the model.

Table 6. Autocorrelation Test Results: Breusch-Godfrey Serial Correlation LM Test

X2 Count	Prob. X2 Calculate	Prob (a)

0.014687	0.9927	0.05

From the results of the autocorrelation test using the BG-LM test, it shows the probability value of X^2 is 0.9927 > α = 0.05. This indicates that there is no autocorrelation problem in this regression model. In other words, there is no significant correlation between the residual error in period t and the residual error in the previous period (t-1). Therefore, this regression model meets the autocorrelation assumption, which ensures that the regression parameter estimates can be considered valid and free from interference caused by autocorrelation. These results indicate the model's suitability to the data used.

Hypothesis Testing

t-test

The t-test in this study is used as a tool to test the regression coefficient of each independent variable, whether it has a partial or individual effect on the dependent variable. The t-test in this study uses an α of 5 percent. If the calculated t-value or partial t-value or Prob. < 0.05, then H1 is accepted, or in other words, the independent variable has a partial effect on the dependent variable.

Table 7. Hypothesis Testing *t-test*

Variables	Coefficient	t-Count	t-Table	Prob	Prob (a)
Wages	0.0000000277	0.074451	2,408	0.941	0.05
Capital	0.0000000789	2.956327	2,408	0.0049	0.05
Constant	1.429424	2.814445	2,408	0.0071	0.05

Once the probability of each independent variable is known, the next step is to test the hypothesis as follows:

The Influence of Wages on Labor Absorption.

The regression results show that wages have no effect on labor absorption, by showing a t-count of 0.74451 < t-table 2.408 or a probability value of 0.941 greater than α = 5% (0.05). The wage parameter coefficient value of 0.0000000277 units, indicates that the coefficient value of wages is 0.0000000277 units. Then H0 is accepted or Ha is rejected because the t-count value < t-table or the probability of t-count> α = 5% (0.05). The conclusion is that wages have no effect on labor absorption, because the t-count is greater than the t-table or the probability of t-count is greater than alpha of 0.05.

The Effect of Capital on Labor Absorption.

The results of the capital regression have an effect on labor absorption, by showing the results of the t-count of 2.956327> t-table of 2.408 or a probability value of 0.0049 smaller than α = 5% (0.05). The parameter coefficient value of 0.0000000789 units, indicates that the capital coefficient value is 0.0000000789. Then H0 is rejected or Ha is accepted because the t-count value> t-table or the probability of t-count <α = 5% (0.05). The conclusion is that capital has an effect on labor absorption, because the t-count is greater than the t-table or the probability of t-count is greater than alpha of 0.05.

t-Test Results for Constant

The constant value is 1.429424. This shows that when variables X1, X2, and X3 influence variable Y, the value of variable Y is 1.429424. This phenomenon is caused because the constant (c) is significant as seen from its probability value of 0.0071 < α = 5% (0.05).

F test

The F test is a statistical tool used to determine whether the independent variables collectively have a significant effect on the dependent variable. In this research, the F test was employed to assess the joint impact of wages and capital on labor absorption in the laundry industry. The analysis used a regression method to process the data, with a significance level of 5% ($\alpha = 0.05$). The results of the F test show a calculated F-value of 4.671173, which is compared against the critical value from the F-table, 3.20. The purpose of this test is to verify whether the combination of independent variables contributes to explaining the variation in labor absorption.

Table 8. F Test Results

F-Count	F-Table	Prob (F-Count)	Prob (a)
4.671173	3.20	0.014115	0.05

The F-test results presented in Table 8 show the calculated F-value of 4.671173, which is significantly higher than the critical F-value of 3.20 from the F-table. This indicates that the independent variables wages and capital together have a statistically significant effect on the dependent variable, labor absorption. The significance of the F-count is confirmed with a probability value of 0.014115, which is smaller than the α value of 0.05. These findings suggest that both wages and capital, when considered together, play a crucial role in determining labor absorption in the laundry sector, thus influencing the industry's employment dynamics.

Discussion

The results of the study indicate that wages have no effect on employment in laundry companies. Laundry companies employ an average of three workers, with an average wage of IDR 1,279,000. This finding contradicts several previous studies that suggest wage levels are closely related to employment rates. Diomin (2023), and Gasanov (2021) stated that wage increases can encourage an increase in the number of workers hired by companies. However, in the context of laundry companies, wages do not always follow government-set wage standards, such as the regional minimum wage (UMK). Instead, each laundry company sets its own wage policy, which can influence the number of workers hired (Cici et al., 2022). This indicates that the service sector, particularly laundry, has distinct characteristics compared to other sectors, where factors other than wages, such as service quality and work flexibility, can also influence employment decisions. The practical implication is that laundry companies need to consider wage policies that not only attract workers but also create a sustainable and efficient work environment.

Furthermore, the results of this study confirm the findings of Yang et al. (2024), and Longkumer (2021) which states that capital has a significant influence on labor absorption. This study found that the average capital owned by laundry companies was IDR 11,600,000, with capital ranging from IDR 10,000,000 to IDR 20,000,000. This finding indicates that the greater the capital owned by a laundry company, the greater the company's ability to absorb more labor. This aligns with economic theory, which states that capital is a key factor in business expansion, which in turn increases the need for labor. As Štiblárová (2024), Raju (2024), and Ferraz (2023) noted, more capital allows companies to increase production capacity and service quality, ultimately driving workforce growth. This finding is relevant to the situation at laundry companies in Kraksaan, which shows that investment in laundry machines and facilities can improve product quality and company competitiveness, thereby attracting more customers and creating more jobs.

Meanwhile, Fernández et al. (2024), and Safitri et al. (2025) stated that laundry companies often have internal policies regarding wage settings, which do not always comply with government standards. This is reinforced by the findings of this study, which show that although wages do not

directly impact employment, laundry companies must still establish wage policies that can attract qualified workers and maintain employee loyalty (Paul et al., 2023; Sinaini et al., 2024). While wages offered by laundry companies may not always be high, other factors such as flexible working hours, a favorable working environment, and opportunities to improve skills through training can also play a significant role in increasing the sector's attractiveness to workers (Karay et al., 2022; Rosiana et al., 2024). With an average wage of IDR 1,279,000 and considerable variation, laundry companies need to adapt their wage policies to local labor market conditions and company needs.

From a theoretical perspective, the findings regarding the effect of capital on employment provide insight into the importance of investment in small and medium-sized enterprises (SMEs), such as laundry businesses. Capital serves not only as a tool to expand production capacity but also as a crucial element in job creation. Therefore, policymakers should pay more attention to providing access to financing for small businesses, which have significant employment potential. In this study, the average capital held by laundry companies reached Rp11,600,000, reflecting the significant contribution of capital to expanding operations and increasing competitiveness. Furthermore, the findings regarding wages suggest that companies in this sector should consider flexible and adaptable salary policies to local market conditions.

Overall, this research makes important contributions to both theory and practice. Practically, laundry companies need to increase capital to improve their production capacity and market competitiveness. Furthermore, while wages may not directly impact employment, companies need to consider other factors that can attract and retain workers, such as skills training and flexible work policies. The policy implications of this research are the importance of supporting laundry companies' access to capital and financing to enable them to grow and create more jobs, particularly in the small and medium enterprise sector, which has significant potential to boost the local economy.

CONCLUSION

Based on the research results, it can be concluded that capital has a significant influence on employment in laundry companies. Capital is the most crucial component in supporting laundry business operations. The greater the capital a company invests in supporting its operations, the higher the employment rate. Conversely, if a company has limited capital, employment tends to be low, in line with the company's limited working capacity. This finding provides important insight for policymakers and business actors that capital investment is key to increasing employment, especially in the small and medium-sized business sector.

However, this study also found that wages do not have a direct influence on employment rates, as wage policies in laundry companies are internal and do not comply with government-set minimum wages. This suggests that while wages are an important factor in attracting workers, other factors such as operational capacity and service quality also play a significant role in employment. A limitation of this study lies in its limited scope within the laundry industry in Kraksaan, so the results cannot be generalized to other sectors or regions. Future research could expand the scope to include other industrial sectors or other regions with different characteristics, as well as explore other factors that may influence employment absorption, such as technology and skills training.

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