

## **ABSTRACT**

*Human resources contain the notion of work effort or services that can be provided in the production process. Improving the quality of human resources can create more advanced development. One indicator of an increase in human resources is the increasing life expectancy of a country. Seeing how there is a projection of life expectancy in 33 provinces in Indonesia 2010-2035 shows that the trend is increasing from year to year, causing the proportion of elderly people to increase. One aspect that needs to be considered in developing countries is the existence of an age structure that is not favorable. The causes of low productivity in the elderly population are degenerative and unfavorable health variables, so that this has a tendency to leave the labor market. If the composition and age structure of the population is not balanced between the productive age population, namely between the ages of 15-65 years and the non-productive age population, namely between the ages of 0-14 years plus the age of 65 and above, this will also have an effect on slowing economic growth. If the number of productive age population is less than the number of non-productive age population, it will result in a high dependency ratio.*

*This study analyzes the effect of economic growth, UMP, and foreign investment on the employment of productive age workers. The data used are secondary data and time series data for 2017-2020 and carried out in 35 districts and cities in Central Java province. The data analysis used was panel data using the Fix Effect Model (FEM) approach, as well as data processing using eviews 12 software. The data analysis was obtained from the BPS Central Java Province.*

*Based on the results of the analysis of the Gross Regional Domestic Product (GRDP) and Foreign Investment (PMA) variables, they have a value that has a significant and positive effect on employment (PeTK), while the District/City Minimum Wage variable (UMK) has a value that has a significant and negative effect on employment absorption (PeTK). The estimated R2 value is 0.996263 which means that 99.6263% of the variation in the dependent variable PETK can be explained by variations in the independent variables GRDP, MSE and FDI of 99.62%, while the rest is explained by variables outside the model.*

*Keywords: Labor absorption, economic growth, minimum wage, investment value.*