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The Influence of Investment Value, Micro-Industrial Enterprises and Small Industrial Enterprises on Employment in Sumbagsel in the Perspective of Islamic Economics

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Abstract

This work aims to analyze the effect of investment value, the quantity of micro-industrial business units and the quantity of small industrial business units on employment in the sumbagsel area in 2019-2023 in the perspective of Islamic economics. In this work, the type of data used is quantitative data. Quantitative Data is data that can be measured and calculated directly, regarding information or explanation in the form of quantitys or statistics. The population used in this work is in 5 provinces in the Sumbagsel Area (Jambi, South Sumatra, Bengkulu, Lampung and Bangka Belitung Islands. The sample used in this work is the province in Sumbagsel Area. In this case, the author uses the sample of the last 5 years, namely 2019-2023. The investment value variable does not significantly affect the employment in Sumbagsel for the period 2019-2023. The variable of Micro Industry Business Unit does not significantly affect the employment in Sumbagsel for the period 2019-2023. Small Industry Business Unit variables do not have a significant effect on employment in Sumbagsel for the period 2019-2023. Investment value variables, micro-industrial business units, and small industrial business units have a significant effect on employment in Sumbagsel for the period 2019-2023. Islamic economic perspective on employment in the perspective of Islamic Economics has a broader dimension than the conventional economic approach.

Keywords

Investment Value; Micro-Industrial Enterprises; Small Industrial Enterprises; Employment

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1. INTRODUCTION

National and regional development can not be separated from the growth of employment that can be a benchmark for the success of a development (Kiswandi et al., 2023). The broad concept of development as a multifaceted process encompasses significant shifts in social structure, unemployment, inequality, poverty alleviation, and the rate of economic growth acceleration (Putri et al., 2022). In economic development, there are three main objectives, namely increasing the availability and expansion of the distribution of various necessities of life, increasing living standards that include

income, providing employment, improving the quality of education, increasing attention to cultural and human values, and expanding economic and social choices (Nuradhawati & Kristian, 2022). In order to keep up with the increasing quantity of young people joining the workforce, employment must rise. High unemployment will result from an imbalance between job creation and labor force growth (Harahap et al., 2023). Then, as unemployment rises, resources and the potential of the current workforce will be wasted, adding to the burden on society, which is a significant cause of poverty and fuels social unrest. In the long run, this will also impede economic development (Ali et al., 2020).

Absorption of Labor is the acceptance of the perpetrators of Labor to perform tasks as they should or the existence of a situation that describes the availability of workers or jobs to be filled by job seekers, with the skills and abilities possessed, it is expected that later the young population will be absorbed in the labor market (Faizah et al., 2025). But as the Times developed and entered the era of free trade, it turned out that what was expected did not correspond to reality. The imbalance between demand and supply of labor in this case the supply is greater than demand certainly raises the problem of unemployment (Pratiwi & Indrajaya, 2019).

Work and labor in Islam is an obligation for people who are able to achieve success and even have their own glory that has been written in the Qur'an (Saleh, 2022). There is no easy path to success because to achieve it takes struggle and effort. Hard work as a form of business and the higher the effort, the higher the reward will be received. Therefore, in Islam, it encourages its people who are in the workforce to improve their self-quality through education, skill training and also improving their self-quality from the moral side (Azwina et al., 2023).

Employment issues remain an unresolved challenge (Sukendro et al., 2024). Considering this problem becomes very important because it is closely related to unemployment both directly and indirectly. Employment issues inherently show that the likelihood of poverty, crime, and other socioeconomic issues in society will rise in proportion to the unemployment rate (Indradewa & Natha, 2015). This is because there is an imbalance between the large quantity of workers and the still-limited quantity of available employment. There must be enough jobs to accommodate the growing labor force. In practice, however, employment is not always available. The labor force will grow as a result of population growth, and in this situation, skilled human resources are the primary asset needed by the labor force to secure respectable employment (Febriansah & Prapanca, 2019). On the other hand, individuals who are unable to compete will be eliminated and experience unemployment. Therefore, the task of various sectors is expected to absorb the workforce to overcome this problem (Solihatun, 2024).

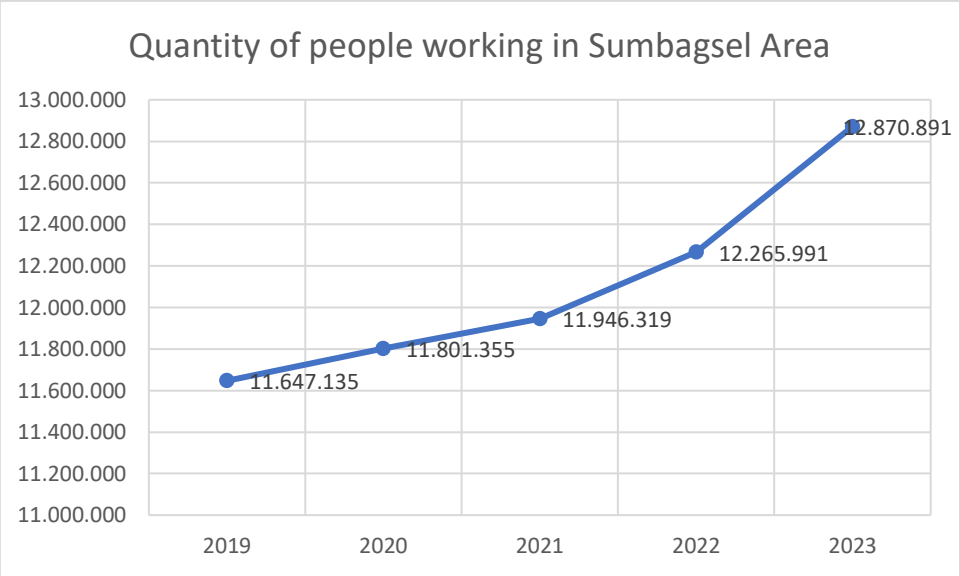


Figure 1. Employment in the Sumbagsel Area (5 provinces) in 2019-2023

Source: Central Bureau Of Statistics, Data Processed

Considering Figure 1, it can be seen that there have been fluctuations every year starting in 2019, the quantity of working people reached 11,647,135 people, this quantity may reflect the initial conditions before significant changes occur, such as the impact of a pandemic or rised investment in this region. In 2020, there was an rise to 11,801,355 inhabitants, this rise is likely to be influenced by the Sumbagsel Area having many informal sectors or micro businesses that continue to operate despite restrictions due to the pandemic. In 2021, the working population rised to 11,946.319 souls, this year reflects a gradual recovery. This can be interpreted as an effort to recover and adapt the economy to the pandemic situation. In 2022, it showed a significant rise, reaching the figure of 12,265,991 inhabitants. The overall economic recovery began to recover, supported by rised public consumption and normalization of business activity. Then in 2023, there was a surge in the quantity of working people reaching 12,870,891 people. Indicates a better stabilization in the labor sector.

The development of increasingly modern times also raises demands for higher life needs, every individual who has reached his turn or age limit actively pushes himself to find and get a job (Riyadi, 2022). Individuals of working age (15 years) who are employed or unemployed but do not have a job are considered to be part of the labor force. Meanwhile, the population that is not in the labor force is the population that is in education (still in school), taking care of the household or doing other activities other than personal activities (Adriyanto et al., 2020). Therefore, the availability of employment becomes a necessity that must be met in order to accommodate the existing workforce. The quantity of current industry is one solution to overcome the problem of employment (Siregar, 2020).

Another factor that is an indicator of employment is the rate of population growth, labor force and investment growth rate (Sholekah, 2021). Efforts to rise employment for the population can be done by building labor-intensive industries, industrial development will not be separated by the name of investment, BE IT investment from within the country (PMDN) or investment from abroad (PMA) (Simanjuntak, 2023).

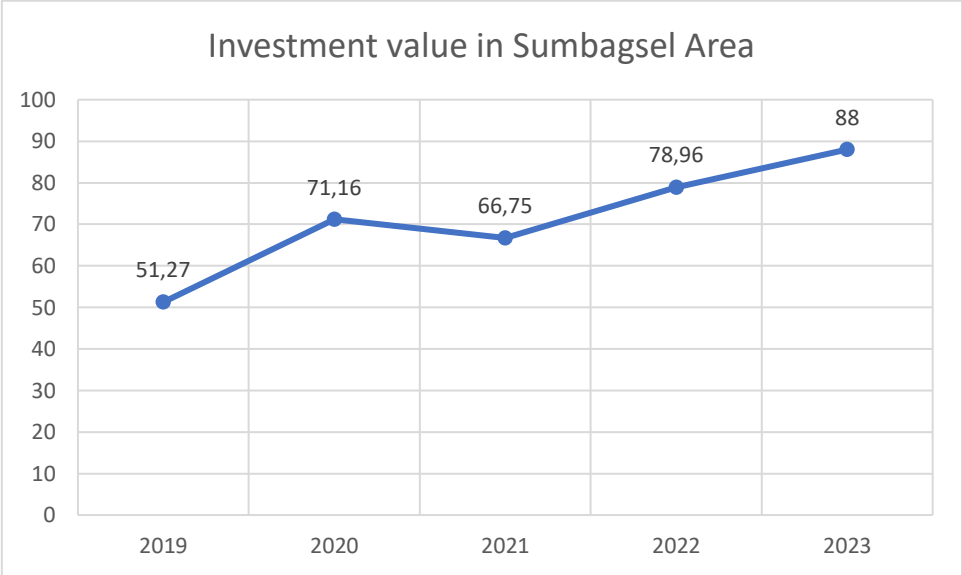


Figure 2. Investment Value OfAreaa Sumbagsel In 2019-2023

Source: Central Bureau of Statistics, data processed

The Figure Ofinvestments in the Sumbagsel region varies, as Figure 2 illustrates. For example, in 2019 investment was recorded at 51.27 trillion Rupiah, which is the starting point for investment growth in Sumbagsel. In 2019 with a relatively lower amount of investment compared to subsequent years. In 2020, investment rised significantly to 71.16 trillion Rupiah. This rise indicates that there are efforts or programs to rise investment, despite global economic challenges (such as the COVID-19 pandemic), which may affect investment policy. Although in 2020 investment rised, in 2021 there was a slight decrease to 66.75 trillion Rupiah. This decline may be the result of economic uncertainty due to the ongoing pandemic, although there is a gradual recovery. In 2022, investment again rised to 78.96 trillion Rupiah. In 2022, the post-pandemic economic recovery and policies that support the growth of strategic sectors may also encourage an rise in investment this year. In 2023, investment reached the highest figure in the last five years, namely 88 trillion Rupiah. This significant rise could be due to a variety of factors, including economic stability, improved infrastructure, and policies that attract domestic and foreign investment. The investment gap in the Sumbagsel Area is mainly caused by the unevenness of infrastructure, natural resource potential, and differences in regional policies. The Data in the figure

reflects a shift from pre-pandemic stability, the impact of the economic slowdown due to the pandemic, to recovery and innovation to date.

Small-scale and non-formal manufacturing industries can be used as a foundation for local governments in terms of Labor absorption because production activities in small industries and non-formal industries tend to be more done by human labor instead of machine power (Jaya et al., 2021).

The fact that the population is growing annually indicates that human resources will have a bigger impact on the economy, yet it is difficult to maximize their potential (Cen, 2022). For the population of working age to be absorbed into the workforce, the population growth must be balanced by an rise in employment (Lidiya Rima Ranti et al., 2024).

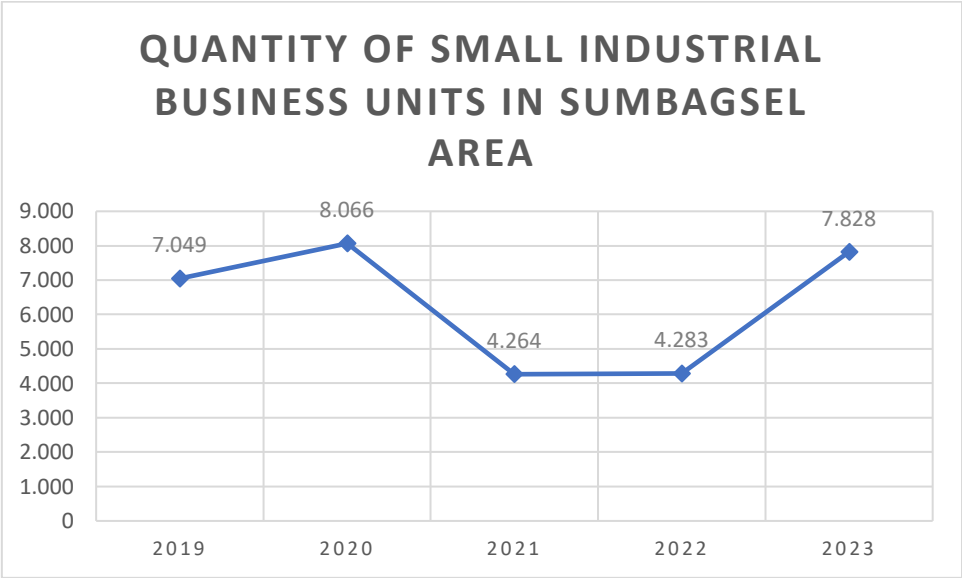


Figure 3. Quantity of small industrial business units in Sumbagsel area in 2019-2023

Source: Central Bureau Of Statistics

The data from the quantity of small industrial company units varies annually, as seen in Figure 3. In 2019, there were 7,049 units. In this year it becomes the starting point before significant changes occur in the following years. In 2020 the quantity of small industrial business units rised sharply to 8,066 units, the highest quantity during this period. The factor is that there is an rise in economic activity or a boost from government policies to support MSMEs, even though the COVID-19 pandemic began to hit this year. In 2021, there was a drastic decrease to reach 4,264 units, causing factors due to the ongoing COVID-19 pandemic that may have a major impact on the sustainability of small businesses, such as restrictions on mobility, a decrease in people's purchasing power, and a decrease in access to capital for small business actors. In 2022 there was a slight recovery seen with the quantity of business units rising to 4,283 units, a supporting factor due to the slow start of economic recovery, although the rise is still

very small. This may be due to the process of adaptation of small businesses to post-pandemic conditions. Then in 2023 the quantity of small business units jumped to 7,828 units, a stronger economic recovery after the pandemic, plus government support or more proactive policies towards small industries, such as stimulus programs, financing, or training for small business actors.

In Islamic economics, Islam views work as worship, in which each individual is obliged to earn a lawful living. Employment opportunities should be made available fairly to all people without discrimination, supported by policies that encourage economic empowerment and independence (Soemitra et al., 2022). If the concept of the Qur'an is used as a reference in the economy, then the economy will run better and directed. At first the fulfillment of basic needs and efforts improving the welfare of human life is the task the individual himself, namely by work. Islam teaches people to work or business, and avoid activities searching for wealth. Human the need for wealth as a means of life as Allah SWT commands. Organized it is in Q.S At-Taubah (9) verse 105. It has been narrated that encourage to work, because by working they can meet the needs of his life, and more than that Allah SWT will give the appropriate reward with practice and work.

This work is based on several previous studies as conducted by (Bayu Windayana & Darsana, 2020) that says that investment singnifikan effect on absorption labor. Studies carried out by (Sihotang, 2020) claimed that the quantity of company units significantly and favorably affects employment. Prior studies carried conducted by (Wahyuni et al., 2024) The work's outcomes demonstrated that investments had a favorable and substantial impact on labor absorption.

Given the foregoing context, the outcomes of earlier research on the relationship between investment value and the quantity of micro-industrial business units show varying conclusions. Numerous factors may have a direct or indirect impact on these variables' influence. Using the variable quantity of small industrial business units, which is suspected of having an indirect influence, this work attempts to reexamine the gap between the Figure Ofinvestment and the quantity of micro-industrial company units to employment. In order to determine whether the link between these variables yields the same outcomes when applied in a different context with prior work, as well as to get the uniqueness of the results that can be obtained, research is also being conducted. As stated above, the purpose of this work is to examine, from an Islamic economics perspective, the impact of investment value, the quantity of micro-industrial business units, and the quantity of small industrial company units on employment in the Sumbagsel area from 2019 to 2023.

Based on the description above, this researcher aims to analyze the effect of investment value, the quantity of micro-industrial business units and the quantity of small industrial business units on employment in the Sumbagsel Area in the perspective of Islamic Economics.

2. METHODS

Quantitative data is the sort of data used in this investigation. Data that may be directly measured and computed in relation to information or explanation presented as statistics or figures is known as quantitative data (Ramadhani & Bina, 2021). The focus of quantitative research is on objective phenomena that are investigated quantitatively. Quantitative research design can be made as objective as possible by employing controlled experiments, statistical processing, quantitys, and structure. Secondary data were employed in this investigation. Secondary data is information that researchers can access indirectly, such as numerical data or information that can be computed. A literature work, which involves searching and reading books, official publications, articles, and earlier journals pertaining to the topic of inquiry, is the other technique utilized to gather data for this work.

A province in the Sumbagsel region serves as the work's population. Five provinces in the Sumbagsel region were chosen as samples for this work based on the sample selection criteria. These provinces are Jambi, South Sumatra, Bengkulu, Lampung, and Bangka Belitung Islands. In this instance, the author utilizes the 2019–2023 sample, which spans the last five years. From the perspective of the data source, secondary sources were used to acquire the data for this work. Secondary data is information gathered or managed through a documentation work, such as an examination of official, institutional, or personal papers or references that are pertinent to the research issues at hand. The Manpower Office, the Central Bureau of Statistics, and other sources provided all of the secondary variable data.

The operational definition of a variable, which is a comprehensive set of guidelines on what should be observed when measuring or testing a variable in perfection testing, must be described before moving on to the testing phase.

Table 1. Definition Of Operational Variable

Variable Research	Operational Definition	Indicators	Formula
Investment Value (X1)	Investment is an activity to add value to use with the aim of increasing production, increasing profits in the MSME sector (Hertadiani & Lestari, 2021).	Total investment amount	Investment Value = Fixed Capital + Working Capital
Quantity Of Micro-Business Units (X2)	Typically based on the quantity of employees, asset value, and revenue or turnover levels, micro-industry is the business category in the industrial	The overall quantity of microindustrial business units, their growth, and the quantity of personnel that the	$JIM = \Sigma IM_i$

	sector with the lowest scale in the business world classification (Parida et al., 2021).	microindustrial sector has absorbed.	
Quantity Of Small Business Units (X3)	A small industry is one with five to nineteen employees. The workforce is characterized by comparatively low capital and either comes from the immediate neighborhood or maintains a sibling tie (Nee et al., 1994).	how many small industrial business units there are overall, how many small industrial business units are growing, and how many people are being absorbed by small industries.	$JIK = \Sigma IK_i$
Employment (Y)	Employment refers to numerous work-related issues that have already been resolved as a result of numerous employee growth. The pen-sitting economy is absorbed and spread across various sectors (Yogaswasara & Mahadewi, 2023).	Labor force participation rate, Employment Opportunity rate and job creation ratio.	$TPTK = \frac{\text{TK terserap}}{\text{AK}} \times 100\%$

In analyzing the problem (data) the author will use the Panel Data regression method. Data panel (pool) which is a combination of time series data with cross section data. Therefore, the panel data has a combination of characteristics, namely data consisting of several objects and covering some time (Sari & Ardian, 2019). Ordinary Least Square (OLS), often known as the estimation method of tiny squares, is typically used to estimate parameters in regression analysis with cross-sectional data.

Panel data regression has the following benefits: First, by permitting individual-specific variables, the panel data may explicitly account for individual heterogeneity. Second, panel data can be used to test and create more intricate behavior models because of its capacity to regulate heterogeneity. Third, the panel data approach is appropriate for application as a work of dynamic adjustment since it is based on the observation of recurring cross sections (time series). Fourth, a large quantity of observations implies more varied and useful data, a decreasing collinearity (multicol) between the data, and a higher degree of freedom (degree of freedom/df), all of which contribute to more effective estimation quantitys. Fifth, sophisticated behavioral models can be studied using panel data. Sixth, bias that could be produced by combining individual data can be reduced by using panel data (Agustin, 2016).

The panel data regression model is another name for regression that uses panel data. Eviews 10, a data analysis tool, is used in this work to gather data with the aid of Microsoft Excel. The following is the fundamental Dara panel regression equation:

$$Y_{it} = \alpha + \beta_1 X_{1it} + \beta_2 X_{2it} + \beta_3 X_{3it} + \epsilon_{it}$$

Three methods, including Fixed Effect Model, Random Effect Model, and Pooled Least Square, can be used to determine the regression model estimation method utilizing panel data. The Chow and Hausman tests will be used to determine which panel data regression estimation model is best. Following that, the multicollinearity, autocorrelation, normality, and heteroscedasticity tests are conducted as part of the classical assumption test, which is a statistical condition that must be fulfilled in regression analysis based on ordinary least square (OLS). The hoptesis test comes next, which includes the coefficient of determination test, the F test, which is a simultaneous test, and the T test, which is a partial test.

3. FINDINGS AND DISCUSSION

3.1 Test Model Specifications

There are three methods for choosing the optimal model in the data panel: the Random Effect Model (REM), Fixed Effect Model (FEM), and Common Effect Model (CEM). The CHOW, Hausman, and Lange multiplier (LM) tests were used to identify the optimal model for this panel data estimation. The test results of the best model that was found are as follows:

1) Chow Test

Chow test was conducted to determine the best model between Common Effect Model (CEM) and Fixed Effect Model (FEM). Here are the results of the chow Test:

Table 2. Chow Test Results

Redundant Fixed Effects Tests
Equation: Untitled
Test cross-section fixed effects

Effects Test	Statistic	d.f.	Prob.
Cross-section F	142.363626	(4,17)	0.0000
Cross-section Chi-square	88.522044	4	0.0000

Source: Eviews 12 (data processed, 2025)

The chi-square test cross-section with probability Figure Of0.0000 < 0.05, according to the test outcomes shown in Table 1. Thus, it may be said that the Fixed Effect Model (FEM) is the best model selected.

2) Hausman Test

To choose between the Fixed Effect Model (FEM) and the Random Effect Model (REM), the Hausman test was used. The Hausman test outcomes are as follows:

Table 3. Hausman Test Results

Correlated Random Effects - Hausman Test
Equation: Untitled
Test cross-section random effects

Test Summary	Chi-Sq. Statistic	Chi-Sq. d.f.	Prob.
Cross-section random	238.321469	3	0.0000

Source: Eviews 12 (data processed, 2025)

The Hausman test cross-section fixed with probability Figure Of0.0000 < 0.05, according to Table 2 of the test outcomes. Thus, it may be said that the Fixed Effect Model (FEM) is the best model selected.

3.2 Classical Assumption Test

The viability of the regression model used in this investigation was assessed using the classical assumption test. Since the FEM model was selected, a traditional assumption test ought to be conducted. The traditional assumption test is heteroscedasticity and multicollinearity (Basuki & Yuliadi, 2014).

1) Multicollinearity Test

Multicollinearity testing is done to find out whether there is a correlation between the independent variables in the regression model. With the provision that there is a relatively high simple correlation between one or more of the independent variables that is equal to $\geqslant$ 0.85. If the correlation coefficient is < 0.85, it means that multicollinearity does not occur. Multicollinearity test results using simple correlation will be attached as follows:

Table 4. Multicollinearity Test Results

	X1	**X2**	**X3**
X1	1.000000	0.533378	0.380337
X2	0.533378	1.000000	0.886613
X3	0.380337	0.886613	1.000000

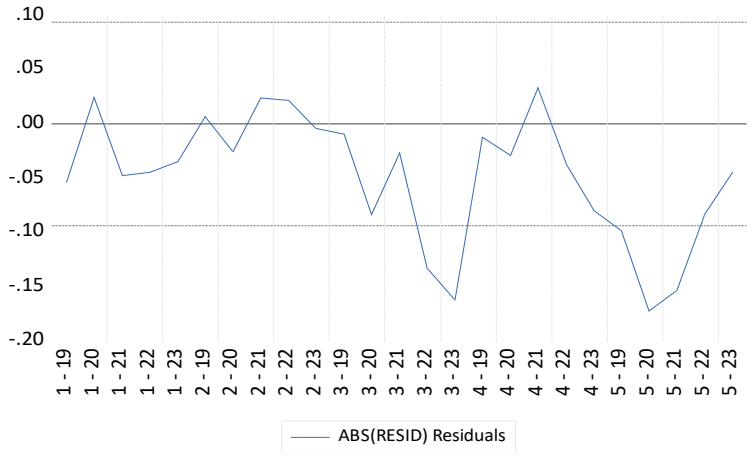
Source: Eviews 12 (data processed, 2025)

The correlation values for X1 and X2 were 0.533378 < 0.85, 0.380337 < 0.85 for X1 and X3, and 0.886613 for X2 and X3. We can conclude that the multicolinearity test is either free of muticolinearity or passes it.

2) Heteroscedasticity Test

When panel data more closely resembles cross section data than time series, the heteroscedasticity test is typically performed. The purpose of the heteroscedasticity test is to determine whether or not there is variance inequality in the regression model. If the residual of one observation is fixed, this is known as homoscedasticity; if the variance varies, this is known as heteroscedasticity or heteroskedaticity does not occur. The following attachment contains the outcomes of the simple correlation heteroscedasticity test:

Figure 4. Heteroscedasticity Test Results



Source: Eviews 12 (data processed, 2025)

It is evident from the residual graph (in blue) that the residual variance is the same since it does not cross the 500 and -500 lines. As a result, neither the heteroscedasicity test nor any of its symptoms exist.

3.3 Panel Data Regression Test Results

According to tests conducted, the Fixed Effect Model (FEM) is the most effective model utilized in studies on the impact of investment value, the quantity of micro, and small industrial business units on employment in the Sumbagsel region between 2019 and 2023 from an Islamic economics perspective. The equation's results are:

ABS(RESID) = 1.38 - 0.05*X1 - 0.13 *X2 + 0.08*X3

The following is the explanation:

1) The employment variable (Y) will rise by 138% in the absence of the investment value variable (X1), Micro Industrial Business Unit (X2), and Small Industrial Business Unit (X3), according to the constant Figure Of1.38.
2) Variable FDR (X1) has a beta coefficient of -0.05; if all other variables remain constant and variable X1 has grown by 1%, variable employment (Y) will fall by 5%. Conversely, variable Y will have rised by 5% if variable XI has decreased by 1% and all other variables remain constant.
3) The Micro Industrial Business Unit variable (X2) has a beta coefficient of -0.13. If all other variables remain constant and variable X2 rises by 1%, variable employment (Y) will fall by 13%. Conversely, variable Y will have rised by 13% if variable X2 has decreased by 1% and all other variables remain constant.
4) The Small Industrial Business Unit variable (X3) has a beta coefficient of 0.08; if all other variables remain constant and variable X3 rises by 1%, variable employment (Y) will grow by 8%. And vice

versa, if the values of other variables are constant and variable X2 has decreased by 1%, then variable Y will have decreased by 8%.

3.4 Hypothesis Test Results

1) Partial test results (t-statistic Test)

The T-Statistic or persial test in this work was conducted in order to determine the influence or not of the partially independent variable, meaning that it stands alone is not tied to other variables in the work. The decision or conclusion of this test can be seen from the Figure Ofthe Prob on the basis of the decision there is a significant effect if the Prob is less than 0.05. The following partial T test results using the application Eviews 12 :

Table 5. T Test Results

Variable	Coefficient	Std. Error	t-Statistic	Prob
C	1.380119	0.395136	3.492767	0.0022
X1	-0.051452	0.034377	-1.496669	0.1494
X2	-0.127236	0.071666	-1.775396	0.0903
X3	0.078288	0.053502	1.463288	0.1582

Source: Eviews 12 (data processed, 2025)

The independent variable's partial impact on the dependent variable is as follows:

a. Ha is declined and Ho is approved, indicating that the investment value variable has no effect on employment in Sumbagsel. The t test outcomes for the investment value variable (XI) showed a computed t Figure Of1.496669 < t Table is 2.06866 and the Figure OfGIS is 0.1494 > 0.05.
b. The variable of Micro Industrial Business Unit (X2) did not affect employment in Sumbagsel, as indicated by the t test results, which showed a calculated t Figure Of1.775396 < t Table is 2.06866 and the Figure OfGIS 0.0903 > 0.05. Ha is declined and Ho is approved.
c. Based on the calculated t Figure Of1.463288 < t Table of 2.06866 and the GIS Figure Of0.1582 > 0.05, the T test results for small industrial business unit variables (X3) showed that there is no relationship between the variables and employment in Sumbagsel. Therefore, the rejection of ha and the acceptance of Ho.

2) Simultaneous Test Results (F Test)

A probability of 5% or 0.05 is used to ascertain the significance or the impact of jointly independent variables on the dependent variable. The f test is used to test the effect of independent variables (investment value, micro-industrial business units, and small industrial business units) on the dependent variable (employment) in Sumbagsel.

Table 6. F Test Results

R-squared	0.354195
Adjusted R-squared	0.261938
S.E. of regression	0.093663
Sum squared resid	0.184229
Log likelihood	25.90716
F-statistic	3.839191
Prob(F-statistic)	0.024543

Source: Eviews 12 (data processed, 2025)

When the GIS value is 0.024543 < 0.05 and the F value count of 3.839191 > F table is 3.072467, Ha is approved and Ho is declined, indicating that employment in Sumbagsel is influenced by the variable values of investment, micro industrial business units, and small industrial business units.

3) Coefficient Of Determination (R2)

The degree to which the independent variable (X) influences the dependent variable (Y) is ascertained using the determinant coefficient. The percentage change in the dependent variable (Y) brought about by the independent variable (X) is higher if the R2 value is higher. On the other hand, a smaller R2 indicates a smaller percentage change in the dependent variable (Y) brought about by the independent variable (X).

A Figure Of26.1938%, or 0.261938, for the adjusted R square. According to the coefficient of determination, the independent variables of investment value, micro-industrial business units, and small industrial business units can account for 26.1938% of the variation in employment in Sumatra. Other variables not included in this research model account for the remaining 73.8062 % (100-value adjusted R Square).

3.5 Discussion of research results and analysis

1) The effect of investment value on employment in Sumbagsel

The investment value variable (X1) has a coefficient Figure Of-0.051452 with a negative coefficient direction, according to the panel data regression test results. Given that the probability value indicates that the significant level of 0.1494 > 0.05, it can be said that the investment value in this work has a negative coefficient direction and has no bearing on employment in Sumbagsel. The regression coefficient on the variable Figure Ofinvestment is equal to -0.051452, which indicates that a 1% rise in the variable Figure Ofinvestment would result in a 0.000359% decrease in variable employment.

The employment of people in a region is influenced by both foreign and domestic investment. A balanced quantity of employment must be available to the current workforce in order to build a more prosperous society. The analysis's outcomes demonstrated that the growth of investment in the

Sumbagsel region varied. The outcomes demonstrated that employment is not much impacted by investment. That is, rised investment does not rise employment. This is because the amount of investment not only focuses on increasing the quantity of workers, but also on other factors such as being used for product innovation and also innovation in marketing, and also the purchase of more sophisticated production tools such as the use of machinery, because by adding the quantity of workers will affect the amount of the burden of large salary costs.

This work is in line with research from (Liana et al., 2020) which asserts that investment has no impact on employment. This is due to the fact that entrepreneurs use their investments to purchase capital goods, such as machinery, to assist the production process and make it more efficient and effective. This might be referred to as low labor absorption because it indicates that very little labor was employed in the production process. However, this finding does not align with existing research (Bayu Windayana & Darsana, 2020) that says that investment singnifikan effect on absorption labor.

Employment, which is shown by the vast quantity of people working, is the quantity of jobs that have been filled (Silalahi et al., 2023). The working population is assimilated and dispersed throughout the economy. Because of the demand, the working population will be absorbed. The amount of labor absorbed in a field of endeavor will change if these elements change. Because there is less money available as capital to operate the business, declining investment levels have an effect on the reduction of employment. As a result, the quantity of unemployed people is rising (Husnul et al., 2022).

2) The effect of the quantity of micro-industrial business units on employment in Sumbagsel

The Micro Industrial Business Unit (X2) variable has a coefficient Figure Of-0.127236 with a negative coefficient direction, according to the outcomes of the panel data regression test. The research of micro-industrial business units has a negative coefficient direction and is not significant to employment in Sumbagsel, according to the probability value, which indicates that the Figure Ofthe significant level of 0.2594 > 0.05. The regression coefficient for the variable Micro-Industrial Business Unit is equal to -0.127236. This indicates that a 1% rise in the variable would result in a -0.127236 drop in the variable employment.

The quantity of business units in the microindustrial sector does not affect the employment of microindustrial sector workers in the Sumbagsel region because the more business units that exist does not affect the rise in the needs of employers for Labor to carry out production where when the quantity of business units in the small microindustrial sector rises, the need for employers. This is due to the tendency not to rise the workforce absorbed by the micro-industrial sector due to factors such as declining consumer purchasing power conditions, so that the amount of goods produced does not rise or even stagnate, which can affect employment conditions along with economic conditions in the Sumbagsel region.

The work's outcomes are consistent with previous research (Tasyim et al., 2021) that claims that employment is not entirely influenced by the quantity of SME business units. However, this work is not in line with research conducted by (Sihotang, 2020) said that the quantity of business units has a positive and significant effect on the employment of the MSME sector in Indonesia. The results showed that individually the variable quantity of business units has a positive and significant effect on the employment of the MSME sector in Indonesia. This means that if the quantity of business units rises, the employment of the MSME sector will also rise.

This work clarifies that the quantity of employees in a region will not be impacted by the expansion of business units in a production sector. The quantity of labor is negatively impacted by the quantity of business units. In other words, the quantity of employees required by the specific business unit will not necessarily rise as the quantity of business units rises. The MSME sector's employment in Indonesia will be impacted by the growing quantity of business units, the increasing export value will have a marginally negative effect on the MSME sector's employment, and the country's growing economic growth will have an effect on the MSME sector's employment growth (Munthe et al., 2023).

3) The influence of small industrial business units on employment in Sumbagsel

The small industrial business unit variable (X3) received a coefficient Figure Of0.078288 with a positive coefficient direction based on the panel data regression test outcomes. Given the probability value and the significant level of 0.0903 > 0.05, it can be said that the employment in Sumbagsel is not significantly impacted by the work of small industrial business units, which has a positive direction coefficient. The small industrial business unit variable's regression coefficient is equal to 0.078288, indicating that a 1% rise in the small industrial business unit variable would result in a 0.78288% drop in variable employment.

Employment in the Sumbagsel region is not substantially impacted by the quantity of small industrial business units. The employment of the small industrial sector in the Sumbagsel region is unaffected by the quantity of business units because employers' needs for workers to carry out production do not necessarily rise as the quantity of business units in the small industrial sector rises. This is considered appropriate because not all industrial sector businesses require a lot of labor in running their business, related to the need for large capital to pay the salary burden. Therefore, currently small industrial sector businesses are switching to online businesses that have minimal manpower, so this will certainly affect the decline in labor needs. And related to low education also affects from small industrial business owners to more menayring a more competent workforce.

This work is in line with research (Akhmad Syaifuddin Fahlevi, 2016) that says the quantity of small industrial business units are not significantly affect the power absorbed work. But this is not in line with previous research conducted by (Wahyuni et al., 2024) obtaining the results of the work

showed that investments positively and significantly affect the absorption of Labor.

Small industry is an industrial activity carried out in the homes of people whose work is their own family members who are not bound by working hours and places (Alex Ganda Subrata & Damanik, 2019). Small industry can also be interpreted as a productive business outside the agricultural business, whether it is the main or side livelihood (Lailya, 2020). Given that most of the workers in the industrial sector small have the skills and education levels are still relatively low, it takes the form of coaching education and skills training. For example, knowledge in the form of good management, use of appropriate technology and also dissemination of information about the marketing of good production results inside and outside the country. Government organizations like the Department of Industry and Trade, the Department of Cooperatives, and the Department of Small and Medium Enterprises can offer this construction (Nur'azkiya et al., 2020).

4) The effect of investment value, quantity of micro industrial business units, and quantity of small industrial business units on employment in Sumbagsel

As can be seen from the statistical calculations of the F test results, the four independent variables are all simultaneously (together) influenced by the variable Figure Ofinvestment, micro-industrial business units, and small industrial business units. The column Prob (F-statistic) obtained Niai Fhitung of 3.839191 greater than the F Figure Ofthe table is 3.072467, and the significance value is 0.024543 smaller than 0.05. This indicates that the HA is approved and the Ho is declined.

This is consistent with earlier studies carried out by (Hasanah, 2021) The work's outcomes demonstrated a strong and positive correlation between employment and investment value. Since the capital invested enables the expansion of firms and the rise in production capacity, an rise in investment tends to result in additional jobs in the industrial sector. The outcomes of this investigation are similarly consistent with studies carried out by (Rizal & Mustapita, 2024) According to the outcomes of the test, there is a substantial positive association between employment and the quantity of SMEs, that between employment and investment, and that between employment and the minimum wage. The labor force is not the workforce; the workforce is the labor force. The working class, job seekers, and the unemployed make up the labor force. School groups, household care groups, and other groups or income earners make up the non-labor force group. Generally speaking, productivity characteristics have an impact on labor provision. The ratio of quantitys (output) to total resources (inputs) consumed in a given amount of time is called productivity.

Basically, the industry reflects an economic activity of producer households, which means that every existing industry will certainly carry out the production process of both goods and services. So to carry out these production activities, it is necessary to have production input factors, which include capital or investment and labor. The same is true of rising. The amount of labor absorbed rises in tandem

with the quantity of business units in a given location. Therefore, even though some of the variables in this work have no effect, they all have an impact on how labor is implemented.

5) Employment In The Perspective Of Islamic Economics

In reference to the issue of employment, Allah SWT has advised the growth of business and employment prospects in Surat At-Taubah verse 105 of the Qur'an.

وَقُلِ اعْمَلُوْا فَسَيَرَى اللّٰهُ عَمَلَكُمْ وَرَسُوْلُهٗ وَالْمُؤْمِنُوْنَۗ وَسَتُرَدُّوْنَ اِلٰى عٰلِمِ الْغَيْبِ وَالشَّهَادَةِ فَيُنَبِّئُكُمْ بِمَا كُنْتُمْ تَعْمَلُوْنَ

It means: "work, and Allah and His Messenger and the believers will see your work, and you will be returned to the knower of the unseen and The seen, and he will inform you of what you used to do".

This verse implies that Allah (SWT) commands people to work and do things, not to idle their hands and be lazy. To be zealous in doing good deeds as much as possible and also ordered his servants to work and expand their business. Because by working it is expected to change the standard of living for the better, hence the need for expansion of employment, with increasing employment so as to enhance the absorption of Labor.

Islam gives a perspective on employment, there are at least four principles to glorify the rights of workers, including the wage system.

a. The Freedom Of Man

Islamic teachings that are focused on the social piety activities of the Prophet SallAllahu'alaihi wa ssalam, who adamantly said that he opposed slavery in order to create a society that is just and tolerant. For whatever reason, slavery is not acceptable in Islam.

b. The Principle Of Human Dignity

Islam elevates all people to a high and dignified status, regardless of their line of work. This is due to the fact that Islam values Muslims who strive for their lives. Al-Jumuah / 62: 10 of the Qur'an contains revelations from Allah SWT.

This verse is reinforced by the hadith narrated by Imam Al-Bayhaqi:" not one of you eats a food better than eating from his own sweat." From the proposition, it can be understood that Islam greatly glorifies the human Figure Ofevery human being. In addition, it is implied in the postulates that Islam encourages humanity to abandon all forms of stereotypes over various human professions or occupations. The human tendency is to respect people who have jobs that make a lot of money, as well as to belittle people with low professions. But the fate of every human being is different according to the scenario of Allah SWT. The condescension of others for looking at their work is strongly opposed in Islam.

c. Justice and Anti-discrimination

Islam does not recognize the class or caste system in society, so it also applies in viewing the world

of employment. In the system of slavery, a worker or slave is seen as a second class below his employer. This is opposed by Islam because the teachings of Islam guarantee that everyone who works has an equal side with others, including superiors or leaders.

4. CONCLUSION

This work sought to examine, from an Islamic economics perspective, the impact of investment value, the quantity of micro-industrial company units, and the quantity of small business units on employment in Sumbagsel from 2019 to 2023. The work's outcomes indicate that, for the 2019–2023 timeframe, employment in Sumbagsel is not substantially impacted by the investment value variable. Because employment fell in tandem with a surge in open market operations. For the years 2019–2023, Sumbagsel employment is not substantially impacted by the Micro Industry Business Unit variable. This indicates a decline in labor absorption if there is an rise. For the years 2019–2023, employment in Sumbagsel is not significantly impacted by Small Industry Business Unit factors. This indicates a decline in labor absorption if there is an rise. Employment in Sumbagsel from 2019 to 2023 is significantly impacted by investment value variables, micro-industrial business units, and small industrial business units. It is considered significant because of the strong association between micro-industrial business units and small industrial business units in terms of investment value.

Islamic economic perspective on employment in the perspective of Islamic Economics has a broader dimension than the conventional economic approach. Islamic economics focuses not only on efficiency and economic growth, but also on aspects of Justice, Social Welfare, and blessings in work. To rise employment opportunities can be done with rise investment to form a new business unit or by developing existing businesses, it is very helpful in an rise in employment. Local governments are also expected to consider investment factors given to small and medium-sized entrepreneurs. This can be done by providing facilities to small entrepreneurs and medium in the process of increasing capital both from banking institutions and other government agencies. The existence of this facility will be able to stimulate small and medium-sized entrepreneurs to add capital so that the production process can be done to the maximum. And further research support is needed from various parties by using other variables that affect employment of small and medium industries in Sumbagsel.

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