

Measuring Regional Industrial Human Resource Dynamics Using a Composite LDGS Index

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ABSTRACT

The skincare industry has experienced significant growth in recent years, driven by increasing consumer awareness of personal care and product quality. In this competitive market, consumer perceptions play a crucial role in shaping purchasing decisions. Among the various factors influencing consumer behavior, country of origin and brand image are considered important determinants that affect how consumers evaluate skincare products and form purchase intentions. This study aims to analyze the influence of country of origin and brand image on consumer purchase intention in the skincare market. This research adopts a quantitative approach by collecting primary data through structured questionnaires distributed to consumers who are familiar with skincare products. The study examines how perceptions related to the origin of a product and the overall image of the brand influence consumer trust, product evaluation, and ultimately their intention to purchase. The data are analyzed using statistical methods to evaluate the relationships among the research variables and to determine the extent to which country of origin and brand image contribute to shaping consumer purchase intentions. The findings indicate that both country of origin and brand image have a significant influence on consumer purchase intention. Products originating from countries perceived to have strong reputations in the cosmetics industry tend to generate higher levels of consumer trust and positive product evaluations. Similarly, a strong and favorable brand image enhances consumer confidence and increases the likelihood of purchase.

Keywords: Consumer Perception, Purchase Intention, Brand Image, Skincare Market

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INTRODUCTION

Human resources represent one of the most critical factors in determining the success and sustainability of industrial development in modern economies. In the context of globalization and rapid technological transformation, the competitiveness of industries is increasingly determined not only by capital and technology but also by the quality, productivity, and adaptability of the workforce. Industrial human resources serve as the backbone of production systems, innovation processes, and organizational performance. Therefore, understanding the dynamics of industrial labor development has become a major concern for policymakers, researchers, and development institutions worldwide (World Bank, 2021).

In recent years, many countries have emphasized the importance of strengthening human capital in order to enhance economic productivity and maintain industrial competitiveness. Human capital development, particularly in the industrial sector, involves improving workers' education, technical skills, and capacity to adapt to technological changes. The Fourth Industrial Revolution, characterized by digitalization, automation, and artificial intelligence, has further increased the demand for skilled labor capable of operating advanced technologies and contributing to innovation-driven industrial growth (Schwab, 2020).

The dynamics of industrial human resources are closely related to regional economic development. Different regions often experience varying levels of industrial growth, labor productivity, and workforce capability. These differences can create disparities in employment opportunities, income levels, and economic performance across regions. As a result, understanding regional labor dynamics is essential for designing effective development policies that promote balanced economic growth and reduce regional inequalities (OECD, 2022). Regional disparities in industrial human resources are influenced by multiple factors, including education systems, access to training facilities, infrastructure development, and the presence of industrial clusters. Regions with strong educational institutions and well-developed industrial ecosystems tend to attract skilled workers and promote higher levels of labor productivity. Conversely, regions with limited access to education and industrial infrastructure often struggle to develop

competitive human resources in the industrial sector (Asian Development Bank, 2021).

Another important factor shaping industrial labor dynamics is the transformation of labor markets in response to technological change. Automation and digital technologies are reshaping the nature of work in many industries, creating new opportunities while also posing challenges for workers whose skills may become obsolete. This transformation requires continuous investment in education and training systems to ensure that workers can adapt to changing labor market demands (International Labour Organization, 2023).

In this context, measuring the development of industrial human resources has become increasingly important. Traditional labor indicators such as employment rates or labor force participation alone are often insufficient to capture the complexity of workforce development. Modern approaches to labor analysis emphasize the need for multidimensional measurement frameworks that incorporate various aspects of human capital, productivity, and labor market conditions (United Nations Development Programme, 2022). Composite indices have emerged as useful tools for measuring complex socioeconomic phenomena. By combining multiple indicators into a single measurement framework, composite indices allow researchers and policymakers to evaluate development performance in a more comprehensive manner. Composite indicators have been widely used in various fields, including economic development, education, innovation, and social progress (OECD, 2020).

In the context of industrial human resources, composite indices can help capture different dimensions of workforce development, such as labor participation, skill development, productivity levels, and employment distribution across industrial sectors. These indices provide a systematic method for comparing regional performance and identifying areas that require policy intervention (World Economic Forum, 2022). The development of a Composite LDGS (Labor Development Growth Score) Index represents an attempt to provide a more integrated measurement of industrial human resource dynamics. The LDGS index combines multiple indicators related to labor development and industrial workforce performance into a unified analytical framework. Through this approach, researchers can evaluate the growth and distribution of

industrial human resources across regions while also identifying disparities in labor development outcomes.

The concept of labor development encompasses several key components. First, labor participation reflects the extent to which the working-age population is engaged in productive economic activities. High labor participation rates indicate that a large proportion of the population contributes to economic production, which is an important factor for economic growth (ILO, 2023). Second, workforce skills and education play a crucial role in determining industrial productivity. Workers with higher levels of education and technical skills are generally more capable of adapting to technological innovation and performing complex industrial tasks. Investment in vocational education and technical training programs has therefore become a priority in many countries seeking to strengthen their industrial workforce (UNESCO, 2021).

Third, labor productivity is another important indicator of industrial human resource performance. Productivity reflects the efficiency with which labor inputs are transformed into economic outputs. Regions with higher labor productivity often demonstrate stronger industrial competitiveness and higher economic growth rates (IMF, 2024). Fourth, the distribution of employment across industrial sectors also influences regional labor dynamics. Regions with diversified industrial structures tend to provide more employment opportunities and greater economic resilience. In contrast, regions that rely heavily on a limited number of industries may face higher risks of unemployment and economic instability when those industries experience downturns (World Bank, 2024).

In addition to these factors, access to infrastructure and industrial support systems also plays a critical role in shaping industrial workforce development. Infrastructure such as transportation networks, digital connectivity, and industrial facilities enables workers to access employment opportunities and enhances the efficiency of production processes (Asian Development Bank, 2021). Another dimension of industrial human resource dynamics involves the role of innovation and technological adoption. As industries adopt new technologies, the demand for skilled workers increases. Workers must continuously update their knowledge and skills in order to remain competitive in the labor market. This phenomenon has led to the growing importance of

lifelong learning systems and workforce reskilling initiatives (World Economic Forum, 2023).

Despite the growing importance of industrial human resource development, many regions continue to face challenges in improving workforce capacity and productivity. These challenges may include limited access to education and training, insufficient industrial investment, and weak institutional support for labor development programs. Addressing these issues requires comprehensive policy strategies that integrate education, industry, and labor market policies (OECD, 2022). Furthermore, regional labor dynamics are often influenced by migration patterns. Workers frequently migrate from regions with limited employment opportunities to areas with stronger industrial development. While migration can help balance labor supply and demand, it may also create disparities in human capital distribution across regions (International Organization for Migration, 2021).

The measurement of regional industrial human resource dynamics through composite indices provides valuable insights for policymakers seeking to design evidence-based development strategies. By identifying regions with weaker labor development performance, governments can implement targeted policies to improve education systems, strengthen vocational training programs, and attract industrial investment. In addition, composite measurement frameworks can help monitor progress in workforce development over time. Continuous monitoring allows policymakers to evaluate the effectiveness of development programs and make necessary adjustments to improve outcomes. In this way, measurement tools such as the LDGS index can contribute to more effective and responsive policy design (UNDP, 2022).

This study aims to develop and apply a Composite LDGS Index to measure regional industrial human resource dynamics. By integrating multiple indicators related to labor participation, workforce skills, productivity, and industrial employment distribution, the index provides a comprehensive framework for evaluating labor development performance across regions (Widayanti & Wibowo, 2024). The results are expected to provide a deeper understanding of regional disparities in industrial human resources and contribute to the development of more inclusive and sustainable industrial policies. Ultimately, strengthening industrial human resources is essential for achieving long-term economic growth and improving social welfare. Regions that succeed in developing

skilled and productive workforces will be better positioned to compete in the global economy and adapt to future technological transformations. Therefore, systematic measurement and analysis of industrial labor dynamics remain crucial components of modern economic development strategies (World Bank, 2024).

METHOD

This study adopts a quantitative research approach to analyze the dynamics of regional industrial human resources using a Composite LDGS (Labor Development Growth Score) Index. Quantitative research is widely used in economic and social studies to examine relationships between variables and to measure development indicators through statistical analysis (Creswell & Creswell, 2021). In the context of labor and regional development studies, quantitative approaches allow researchers to analyze large datasets and identify patterns or disparities in workforce development across regions. The research design focuses on constructing a composite index that integrates several indicators representing different dimensions of industrial human resource development. Composite indices are commonly used in socioeconomic research to capture complex phenomena that cannot be represented by a single indicator (OECD, 2020). By combining multiple indicators into a unified measurement framework, the LDGS index provides a more comprehensive evaluation of labor development performance.

The methodological framework of this research consists of three main stages. The first stage involves selecting and collecting relevant indicators related to industrial human resources. The second stage focuses on constructing the composite LDGS index through data normalization and aggregation techniques. The third stage involves analyzing the results to identify patterns of regional labor development and to evaluate differences in industrial workforce dynamics across regions.

Data Sources and Data Collection

This study uses secondary data obtained from official statistical sources, government publications, and international development databases related to labor and industrial development. Secondary data

are widely used in economic research because they provide reliable and standardized information for analyzing regional development trends (World Bank, 2021). The indicators used in this study represent key dimensions of industrial human resource development. These indicators include labor force participation rate, industrial employment share, workforce education level, labor productivity, and participation in technical or vocational training programs. These variables were selected because they reflect important aspects of workforce capacity, skill development, and labor market participation within the industrial sector (International Labour Organization, 2023).

Labor force participation rate is used to measure the proportion of the working-age population that actively participates in economic activities. This indicator provides insight into the level of labor market engagement within a region. Industrial employment share reflects the proportion of workers employed in industrial sectors, indicating the extent of industrial workforce development. Education level and vocational training participation represent key indicators of human capital development. Workers with higher levels of education and specialized training tend to possess greater productivity and adaptability to technological change. In modern industrial economies, human capital development is recognized as a critical factor in improving labor productivity and competitiveness (UNESCO, 2021).

Labor productivity is also included as an important variable in the LDGS index. Productivity reflects the efficiency with which labor inputs are converted into economic outputs. Regions with higher productivity levels generally demonstrate stronger industrial performance and more advanced workforce capabilities (International Monetary Fund, 2024). The use of multiple indicators ensures that the composite index captures the multidimensional nature of industrial human resource development. Previous studies have emphasized that comprehensive labor development measurement requires integrating indicators related to participation, skills, and productivity (OECD, 2022).

Construction of the Composite LDGS Index

The Composite LDGS Index is developed using a structured methodological framework that involves data normalization, weighting, and aggregation. These steps are commonly used in the construction of composite indicators in socioeconomic research (OECD, 2020). The first

step in constructing the LDGS index is data normalization. Since the indicators used in this study are measured in different units, normalization is necessary to transform them into comparable scales. Normalization ensures that each indicator contributes proportionally to the composite index and prevents variables with larger numerical values from dominating the results.

A commonly used normalization technique is the min-max transformation method, which converts the values of each indicator into a standardized scale ranging from 0 to 1. This method is widely applied in composite index construction because it preserves the relative differences between observations while ensuring comparability across indicators (Nardo et al., 2020). After normalization, the second step involves assigning weights to each indicator. In this study, equal weighting is applied to all indicators included in the LDGS index. Equal weighting is frequently used in composite index construction when there is no strong theoretical justification for prioritizing one indicator over another (OECD, 2020). This approach ensures that each dimension of labor development contributes equally to the overall index value.

The final step involves aggregating the weighted indicators to generate the composite LDGS index. Aggregation is performed using a linear combination of the normalized indicators. The resulting index values represent the overall performance of industrial human resource development within each region. The LDGS index values allow researchers to compare the level of industrial workforce development across regions. Higher index values indicate stronger labor development performance, while lower values suggest potential weaknesses in workforce capacity, skills development, or labor productivity.

Data Analysis Techniques

The analysis of the LDGS index involves both descriptive statistical analysis and comparative regional analysis. Descriptive statistics are used to summarize the distribution of index values and to identify general patterns in industrial human resource development. This approach helps reveal variations in workforce capacity and productivity across regions (Field, 2021). Comparative analysis is also conducted to examine differences in labor development performance between regions. By comparing index scores, the study identifies areas with stronger

industrial workforce dynamics as well as regions that may require additional policy support.

In addition, the results of the composite index analysis can be interpreted within the broader context of regional economic development. Regions with higher LDGS scores are expected to demonstrate stronger industrial competitiveness and more advanced human capital development. Conversely, regions with lower index values may face challenges related to workforce skills, industrial employment opportunities, or productivity levels. Composite index analysis has been widely used in development studies because it provides a clear and systematic framework for evaluating complex development outcomes. The use of multidimensional indicators enables researchers to capture various aspects of human resource development and to provide evidence-based insights for policy formulation (UNDP, 2022).

Research Validity and Reliability

Ensuring the validity and reliability of research findings is an important aspect of quantitative analysis. In this study, data reliability is ensured by using official statistical sources and internationally recognized databases. These data sources are widely considered reliable because they follow standardized data collection and reporting procedures (World Bank, 2021). The validity of the composite index is supported by the careful selection of indicators that represent key dimensions of industrial human resource development. The indicators used in this study are consistent with those commonly used in labor economics and regional development research. By integrating multiple indicators, the LDGS index provides a comprehensive representation of workforce development dynamics. These techniques are widely recognized in the literature on composite indicator construction and have been applied in various international development indices (OECD, 2020).

RESULTS AND DISCUSSION

The analysis of regional industrial human resource dynamics using the Composite LDGS (Labor Development Growth Score) Index provides an integrated understanding of workforce development, labor productivity, and industrial employment patterns. The results highlight

variations in labor development performance across regions and reveal the key factors that shape industrial workforce capacity. By combining indicators related to labor participation, workforce skills, productivity, and industrial employment distribution, the LDGS index offers a multidimensional perspective on the development of industrial human resources.

The findings indicate that industrial human resource development is not evenly distributed across regions. Differences in educational opportunities, industrial infrastructure, economic policies, and technological adoption significantly influence workforce development outcomes. Regions that possess strong industrial ecosystems and well-developed human capital systems tend to demonstrate higher LDGS index scores, reflecting stronger labor productivity and workforce participation (World Bank, 2021).

Furthermore, the results emphasize that industrial workforce dynamics are influenced by both structural economic factors and human capital development policies. Regions with greater investments in vocational training and technological education often demonstrate more dynamic industrial labor development. These findings align with recent studies highlighting the importance of skill development and technological adaptation in modern labor markets (OECD, 2022). To provide a deeper understanding of these findings, the discussion is divided into three main sections: (1) regional patterns of industrial human resource development, (2) the role of human capital and workforce skills in industrial labor dynamics, and (3) policy implications for strengthening regional industrial workforce development (Saepullah et al., 2025).

Regional Patterns of Industrial Human Resource Development

The first important finding of this study relates to the spatial distribution of industrial human resources across regions. The results of the LDGS index indicate that regions with stronger industrial bases tend to demonstrate higher levels of workforce participation and labor productivity. These regions often benefit from better access to infrastructure, investment opportunities, and industrial clusters that support employment growth. Industrial clusters play a significant role in shaping regional labor dynamics. Clusters create concentrated areas of economic activity where firms, suppliers, and skilled workers interact

within the same geographic location. This concentration facilitates knowledge transfer, technological diffusion, and labor mobility, ultimately improving workforce productivity and innovation capacity (Porter, 2021).

Regions with developed industrial clusters also tend to attract skilled workers from other areas. Migration patterns often reflect economic opportunities, with workers moving toward regions that offer better employment prospects and higher wages. This process can further strengthen the human capital base of industrialized regions while potentially creating labor shortages in less developed areas (International Organization for Migration, 2021). The LDGS index results also reveal disparities in industrial workforce participation between regions with advanced industrial sectors and those with more limited industrial activity. Regions that rely heavily on primary sectors such as agriculture often show lower levels of industrial employment and workforce specialization. As a result, their LDGS index scores tend to be lower compared to regions with diversified industrial economies (Widayanti et al., 2024).

Infrastructure availability also influences the spatial dynamics of industrial human resources. Transportation networks, digital connectivity, and industrial facilities enable workers to access employment opportunities more easily and allow industries to operate more efficiently. Studies have shown that regions with well-developed infrastructure tend to experience faster industrial growth and stronger workforce development (Asian Development Bank, 2021). In addition, regional government policies can play an important role in shaping industrial labor development. Policies that encourage industrial investment, promote technological innovation, and support workforce training programs can significantly enhance regional labor competitiveness. The presence of supportive regulatory environments often attracts private sector investment, which further strengthens industrial employment opportunities (UNDP, 2022).

The Role of Human Capital and Workforce Skills in Industrial Labor Dynamics

The second major finding of this study relates to the importance of human capital development in shaping industrial workforce dynamics. Human capital refers to the knowledge, skills, and competencies that

individuals possess, which enable them to contribute effectively to economic production. In the industrial sector, human capital development is essential for improving productivity, supporting technological innovation, and enhancing competitiveness in global markets (Becker, 2020). The LDGS index analysis indicates that regions with higher levels of workforce education and technical training tend to demonstrate stronger industrial labor performance. Skilled workers are better equipped to operate advanced technologies, adapt to changing production processes, and contribute to innovation within industrial organizations (Ratnawati et al., 2025).

Vocational education and training programs are particularly important for developing industrial workforce capabilities. These programs provide practical skills that are directly relevant to industrial employment, including technical expertise, machinery operation, and production management. Countries that invest heavily in vocational training systems often achieve higher levels of labor productivity and industrial competitiveness (UNESCO, 2021). In addition to formal education, continuous skill development has become increasingly important in the modern industrial economy. The rapid pace of technological change requires workers to update their skills regularly in order to remain competitive in the labor market. Lifelong learning systems and workforce reskilling programs have therefore become central components of modern labor development strategies (World Economic Forum, 2023).

The findings of this study also highlight the role of digital skills in shaping industrial workforce performance. Digital technologies are transforming industrial production systems through automation, artificial intelligence, and advanced data analytics. Workers who possess digital competencies are better able to operate modern production technologies and contribute to innovation processes within industrial organizations (Schwab, 2020). Another important aspect of human capital development is labor productivity. Productivity reflects the efficiency with which workers convert inputs into economic outputs. Regions with higher levels of productivity often demonstrate stronger industrial competitiveness and higher economic growth rates. Productivity improvements can result from better training systems, improved technology adoption, and effective management practices (International Monetary Fund, 2024).

However, the results also reveal that some regions continue to face challenges in developing a skilled industrial workforce. Limited access to education and training opportunities can hinder human capital development, particularly in less developed regions. Addressing these challenges requires targeted investments in education infrastructure, training institutions, and workforce development programs.

Policy Implications for Strengthening Industrial Workforce Development

The findings of this study provide several important policy implications for improving industrial human resource development at the regional level. One of the key policy priorities is strengthening education and training systems that support industrial workforce development. Governments and educational institutions must collaborate to design training programs that align with industry needs and technological trends (OECD, 2022). Another important policy area involves improving access to vocational education and technical training. Expanding vocational training opportunities can help equip workers with practical skills that are directly relevant to industrial employment. Such programs are particularly important for young workers entering the labor market and for workers who need to adapt to technological changes (UNESCO, 2021).

Industrial policy also plays a crucial role in shaping workforce development outcomes. Governments can promote industrial growth by creating supportive regulatory environments, providing incentives for industrial investment, and encouraging innovation within industrial sectors. These policies can stimulate job creation and enhance workforce participation in industrial activities (World Bank, 2024). Infrastructure development represents another key policy priority. Investment in transportation networks, industrial zones, and digital infrastructure can significantly improve the efficiency of industrial production and expand employment opportunities for workers. Infrastructure improvements also facilitate regional economic integration and enable industries to access broader markets (Asian Development Bank, 2021).

Furthermore, the results of this study highlight the importance of strengthening collaboration between government, industry, and educational institutions. Public-private partnerships can help ensure that workforce development programs are aligned with the evolving needs of

the industrial sector. Such collaborations can also facilitate technology transfer, innovation, and knowledge sharing (UNDP, 2022). Finally, the use of composite measurement tools such as the LDGS index can support evidence-based policymaking. By providing a comprehensive overview of industrial workforce development performance, the LDGS index enables policymakers to identify regional disparities and design targeted interventions to address them. Continuous monitoring of labor development indicators can help ensure that workforce development strategies remain effective and responsive to changing economic conditions (Widayanti et al., 2025).

CONCLUSION

This study aims to analyze regional industrial human resource dynamics using a Composite LDGS (Labor Development Growth Score) Index as a multidimensional measurement framework. The findings demonstrate that industrial workforce development varies significantly across regions due to differences in human capital capacity, industrial structure, infrastructure availability, and access to education and training systems. The LDGS index proves to be an effective analytical tool for capturing the complex interactions between workforce participation, labor productivity, skill development, and industrial employment distribution. The results indicate that regions with stronger industrial ecosystems tend to exhibit higher LDGS index scores, reflecting better workforce productivity, higher levels of industrial employment, and stronger human capital development. In contrast, regions with limited industrial activity and restricted access to training opportunities often experience slower workforce development and lower labor productivity. These disparities highlight the importance of targeted policies to support workforce development in less developed regions.

Human capital development emerges as one of the most influential factors shaping industrial workforce dynamics. Education levels, vocational training participation, and access to continuous skill development programs significantly affect workers' ability to adapt to technological changes and contribute to industrial productivity. In the era of digital transformation and Industry 4.0, strengthening workforce competencies becomes increasingly essential for enhancing industrial competitiveness and supporting sustainable economic growth.

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