



Systematic Literature Review (SLR): Analyzing the Important Role of Population and Human Resource Development

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ARTICLE INFO

Article history:

Received Dec 29, 2023
Revised Jan 14, 2024
Accepted Feb 13, 2024

Keywords:

Development;
Human Resources;
Population.

ABSTRACT

The beginning of the New Order era which then became a national program with the issuance of various strategic policies such as family planning program and establishing an institution that specifically handles population control and family planning and then gained momentum in the 90s which succeeded in reducing the population growth rate to 1.44%. The solutions provided to address population problems and human resource development in Indonesia above include: 1) Increasing the workforce, expanding markets, improving health, increasing productivity of the poor, increasing employment power, reducing non-working days and increasing output. 2) Requires having high competence in terms of planning, implementing plans, organizing, leadership, supervising or controlling development, so that good institutional management is required. 3) Providing management of capital accumulation, exploring natural resources, building social, economic and political organizations for the implementation of economic activities. 4) Improve abilities and skills, human resources through education so that they have high competitive value. 5) Improve communication between implementors, stakeholders, cross-sector partners and the community.

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1. INTRODUCTION

The problem of population growth is a global problem. The problem of imbalance between population growth and the availability of food, employment, and housing, which is a problem of human welfare, is not only a problem that befalls Indonesia but is also a problem experienced by countries in the world. Population issues, especially the rate of population growth, are issues that have long existed and are worldwide, namely since the emergence of Malthus's theory (18th century), which states that population growth is much faster than food supply. As a result, at some point, there will be a large difference between population size and the availability of living necessities (food).

Preventive factors that can reduce these differences are preventive checks and positive checks. One of the preventive factors is birth control. According to the Government Journal researched by Eko Hadi, in Indonesia, birth control is known as family planning (KB) (Conway, 2015; Harahap, 2019; Hasriyanti, et al, 2020). This theory was then developed by experts in connection with other problems in the social, cultural, economic, and political fields (Sramita & Simamora, 2029; Todaro, P., & S., 2011).

In subsequent developments, it was realized that the increase in population had a very broad impact on all human life needs and the carrying capacity of the environment. To meet human needs and the carrying capacity of the environment, humans learn and collect various ways and tools through the development of science and technology (Malayu, 2000). This is where the first link between the rate of population growth and the quality of human resources is seen. To overcome the gap between population and the availability of all human needs requires human resources who have mastery and are able to produce new science and technology (Alhudhori, 2017; Baeti, 2013; Jasasila, 2020). However, a question arises as a problem formulation, namely, what is the situation of population and human resource development in Indonesia, especially in developing countries that produce quality human resources with high population growth and limited resources? The aim of the research is to find out how population and human resource development in Indonesia are seen from a theoretical and practical perspective and what the solutions are.

This then shows the second relationship (reciprocal relationship) between population growth and the quality of human resources, where high population growth will be an obstacle to improving the quality of human resources associated with limited resources to provide access to educational facilities and infrastructure.

Systematic review is a research method that reviews a particular topic and emphasizes a single question that has been systematically identified, assessed, selected, and concluded according to predetermined criteria based on evidence from quality research that is relevant to the research question. Systematic review is a research method that is systematic in identifying literature, explicit in the statement of objectives, materials, and methods, and developed in research methodology and conclusions.

When conducting a systematic literature review regarding the important role of population and human resource development, several gaps or findings may emerge based on research that has been conducted previously. Here are some examples of gaps that can be found (1) Ambiguity in Measurement of Resident Roles: There may be ambiguity in the literature regarding how to measure or assess the importance of resident roles. This can cause difficulties in comparing different research results and formulating consistent policy recommendations. (2) Gaps in Integrating Gender Perspectives: Some studies may not adequately explore the role of residents by considering gender aspects. This can result in gaps in understanding the impact of human resource development on men and women differently. (3) Lack of Focus on Mental Health Aspects: There may be a tendency towards a lack of focus on mental health aspects of the population in the literature. While human resource development is often related to physical aspects, mental well-being is also important and can be overlooked. (4) Lack of Recent Research on Current Global Challenges: Some literature reviews may not include current research that reflects current global challenges and trends in human resource development, such as the impact of the fourth industrial revolution or the global health crisis. (5) Gaps in Scope of Study: Some studies may limit their scope to certain aspects of human resource development, such as education or job skills, without considering other elements that are also important. (6) Regional or Ethnic Inequalities: Studies may not cover regional or ethnic inequalities in human resource roles and development. This can lead to gaps in understanding of how the role and development of human resources vary across contexts. (7) Difficulty in Analyzing Long-Term Impact: Some literature may have difficulty analyzing the long-term impact of the role of population in human resource development. This can cause limitations in planning sustainable long-term policies.

This research focuses on analyzing the important role of the population in human resource development through a systematic literature review method. A systematic literature review can provide a more comprehensive understanding of these findings and help determine directions for further research to fill existing knowledge gaps.

The systematic literature review approach has the advantage of obtaining valid and applicable findings from several previous research sources on a specific phenomenon.

2. RESEARCH METHOD

This research uses a systematic literature review (SLR) approach with a causal relationship model, from which the data source comes from indexed journal literature that has an ISSN (International Standard Serial Number) electronically, which has been published via the internet with the code E-ISSN. Data collection was carried out through internet surfing through Google Scholar and Harzing's Publish or Perish. The research data population is journals with a focus on population, development, and human resources in Indonesia. There are 15 indexed journals from various publishers or journal publishers. According to Kitchenham in the *Al Maal Journal* by Luluk, "Systematic Literature Review (SLR) is defined as the process of identifying, assessing, and interpreting all available research evidence with the aim of providing answers to specific research questions" (Kitchenham, 2007; Triandini, Jayanatha, Indrawan, Putra, & Iswara, 2019). This literature review has been conducted as a systematic literature review based on the original guidelines proposed by Kitchenham.

In step 1, the systematic literature review (SLR) is carried out in three stages: planning, implementing, and reporting the literature review. In the first step, the requirements for the systematic review are identified. Then, a systematic review of human resource problems in Indonesia was identified and reviewed. The review protocol was designed to guide the conduct of the review and reduce the possibility of researcher bias.

In Step 2, it defines the research question, search strategy, study selection process with inclusion and exclusion criteria, quality assessment, and finally the data extraction and synthesis process. The third step is reporting by writing down the research results based on the literature that has gone through the first and second steps, then discussing them in the research results and concluding.

Research Question (Research Question) Research questions were created to keep the systematic literature review being carried out focused. Research questions are prepared with the help of population, intervention, comparison, outcomes, and context criteria, abbreviated as PICOC. Table 3 shows the PICOC structure of the research questions about Systematic Literature Review: Analyzing the Important Role of Population and Human Resource Development.

Table 1. Summary of PICOC Population and Human Resource Development

Population	Human resources in Indonesia
Intervention	Human resources have inappropriate competencies; low quality of human resources, leading to reduced productivity and income; human resource facilities are relatively low; lack of balance in the birth and death rates of human resources
Comparison	n/a
Outcomes	Achieving quality improvement, increasing the Regional Minimum Wage against unemployment, increasing the Human Development Index will increase work productivity thereby increasing income.
Context	Collaboration with institutions, government, society

Research question which was built in this research as shown in table below this:

Tabel 2. Research Question On Literatur Review

IDE	Research Question	Motivation
RQ1	Which journal is the most significant journal of the population and human resource development in Indonesia?	Identify the most significant journals in the field of population and human resource development in Indonesia.

RQ2	Who are the most active and influential researchers in population and human resource development in Indonesia?	Identify the most active and influential researchers in population and human resource development in Indonesia.
RQ3	What are the research topics and trends chosen by researchers on population and human resource development in Indonesia?	Identify research topics and trends on population and human resource development in Indonesia.
RQ4	What methods are most often used for population research and human resource development in Indonesia?	Identify the best methods in population research and human resource development in Indonesia.
RQ5	What methods perform best when used for population and human resource development in Indonesia?	Identify the best method in population and human resource development in Indonesia.
RQ6	What methods are proposed for population and human resource development in Indonesia?	Identify proposed methods for population and human resource development in Indonesia.
RQ7	What kind of framework is proposed for population and human resource development in Indonesia?	Identify the most frequently used frameworks for population and human resource development in Indonesia.

From table 2. above, the method for predicting population weaknesses and human resource development in Indonesia is to answer questions in RQ4 to RQ7. Then determine which ones are significant and which ones are not. RQ4 to RQ7 are the main questions in this research, while the other questions, namely RQ1 to RQ3, are used to help evaluate the research context.

2.1 Study Selection

Inclusion and exclusion criteria were used to select primary studies. These criteria are shown in Table 3.

Table 3 Inclusion and Exclusion

No.	Criteria	Information
1.	inclusion criteria	<ul style="list-style-type: none"> a. Studies in academic, population, and human resource development using large-scale data sets. b. Studies that discuss and compare population and human resource development in Indonesia. c. For studies that have conference and journal references, only the ISSN-indexed journal version will be included. d. For duplicate publications of the same study, only the most complete and most recent will be included.
2.	Exclusion Criteria	<ul style="list-style-type: none"> a. Studies without strong validation. b. Studies that only discuss population and human resource development in Indonesia. c. Studies are not written in languages other than Indonesian and English.

Data Extraction

The selected main studies were extracted and then collected data that contributed to answering the questions related to this research. The data extraction form was designed to collect data from the primary study necessary to answer the research questions. Properties are identified through research questions and analyses that researchers conduct. Four properties were used to answer the research questions shown in Table 6. Data extraction was carried out interactively.

Table 4. Data Extraction Properties Mapped to Research Questions

No.	Properti	Research Question
1.	Identification and publication	RQ1, RQ2
2.	Trend and Topic Research.	RQ3
3.	Population methods and human resource development in Indonesia.	RQ4, RQ5, RQ6
4.	Population and human resource development framework in Indonesia.	RQ7

2.2 Study Quality Assessment and Data Synthesis

Assessment of study quality can be used to guide the interpretation of synthesis findings and to determine the strength of the conclusions outlined. The goal of data synthesis is to gather evidence from selected studies to answer the research question. A piece of evidence may have little evidentiary strength, but the aggregation of many of them can make a stronger point. The data extracted in this review includes quantitative and qualitative data. Various strategies are used to synthesize the extracted data relating to different types of research questions. In general, the narrative synthesis method is used. The data are tabulated in a manner consistent with the questions. Several visualization tools, including bar charts, pie charts, and tables, are also used to improve the presentation of distribution methods for predicting population weakness and human resource development in Indonesia.

3. RESULTS AND DISCUSSIONS

3.1 Significant Journal Publications

In this Systematic Literature Review (SLR), there are 15 journals that analyze population and human resource development in Indonesia. Every year, there are journals that discuss Indonesia; in fact, in 2021, several journals with qualitative and quantitative approaches will discuss population and human resource development in Indonesia.

Table 5. Significant Journal Publications

No.	Publisher	Categori and Year
1.	Jurnal Riset Ilmu Ekonomi dan Bisnis (JRIBB)	E-ISSN 2798-639X, 2023
2.	Jurnal Edueco	E-ISSN : 2621-7511, 2022
3.	Jurnal Ekonomi Pembangunan	ISSN 2068 – 7565, 2022
4.	Prosiding The 1st National Conference on Applied Business, Education, & Technology (NCABET)	E-ISSN 2808-4616, 2021
5.	Jurnal Ilmiah Ekonomi dan Bisnis (Eksis)	E-ISSN 2580-6882, 2021
6.	Jurnal Ekonomi, Sosial & Humaniora (Intelektiva)	E-ISSN 2686 5661, 2021
7.	Jurnal Ilmiah Ekonomi dan Bisnis (Eksis)	E-ISSN 2580-6882, 2020
8.	Jurnal Pendidikan Ilmu Pengetahuan Sosial dan Ilmu-Ilmu Sosial (ENTITA)	E-ISSN 2716-1226, 2020
9.	Jurnal Media Komunikasi Geografi (MKG)	E-ISSN 2580-0183, 2020
10.	Jurnal Administrasi dan Kebijakan Publik (JAKP)	E-ISSN 2657-0092, 2019
11.	Jurnal MODERAT	E-ISSN: 2622-691X, 2019
12.	Jurnal of Economics and Business (EKONOMIS)	E-ISSN 2597-8829, 2018
13.	Jurnal Pemerintahan STIP-AN	ISSN. 1693-072X, 2018
14.	Jurnal Professional (FIS UNIVED)	E-ISSN 2722-371X, 2018
15.	Jurnal Preventia	E-ISSN: 2528-3006, 2019

3.2 Most Active and Influential Researchers

From the selected primary studies, researchers who have contributed very well and are very active in the field of population research and human resource development in Indonesia can be identified. Table 7 shows the most active and influential researchers in the field of population and human resource development in Indonesia. And the most influential is Westi Riani, who has done the most research on population and human resource development in Indonesia. Research on population and human resource development in Indonesia is a significant research topic in the field of human resource management, as detailed in Table 6. Analysis of selected primary studies reveals that research on population and human resource development in Indonesia focuses on five topics, namely: a) Identify population problems and human resource development in Indonesia; b) Look for the biggest problems faced by the population and human resource development in Indonesia; c) Find the causes of population problems and human resource development in Indonesia; d) Choose solutions to address population problems and human resource development in Indonesia; e) Conclude the most complete and best-answered solution from all research on population and human resource development in Indonesia.

Table 6. Topics, Methods, Research Results

No.	researcher	Topic	Method	Result
1.	(Salsabil & Riani, 2023)	Influence of Economic Growth, Education Level, Health and Population Growth on Poverty Levels.	Quantitative with a descriptive approach	The level of health has an influence on the level of poverty where each As the age increases by 1 year, poverty decreases.
2.	(Darwin Damanik., 2022)	Influence of Population and Index Human Development Pematangsiantar City Economy	Quantitative with a descriptive approach	The government needs to control the population because have a negative (influence) to economic growth. Increase in HDI with training activities, quality education and health.
3.	(Hidayatullah, Mulyaningasih, & Suprpto, 2022)	Analysis of the Effect of Population Number, Level Unemployment and Educational Levels Against Poverty in Gresik Regency	Quantitative with linear regression analysis multiple	The government has created an important education program to compete for work and avoid poverty.
4.	(Aswanto, 2021)	The Influence of Education, Population and Age on the Number of Unemployed in Riau Province 2010-2020	Quantitative with linear regression analysis multiple	The government determines wage policies, including:a. Minimum wageb. Overtime payc. Wages for not coming to work due to absenced. Wages not coming to work due to other activities outside of worke. Wages for exercising the right to rest time
5.	(Ristika, Primandhana, & Wahed, 2021)	Analysis of the Influence of Population, Open Unemployment Rate And the Human Development Index on Poverty Levels in East Java Province	Quantitative with linear regression analysis multiple	The government is capable of deep innovation entrepreneurship and earn better income. With the MJC (Millennial Job Center) program providing opportunities for productive society, especially young people, to develop skills in the professional field.
6.	(Kiha, Seran, & Lau, 2021)	Influence of Population, Unemployment, and Poverty Regarding the Human Development Index (Ipm) in Belu Regency	Qualitative with deskriptif approach	The government is improving the health and education sectors as well as per capita income, so that the higher the quality of people will reduce the number of poor people.
7.	(Jasasila, 2020)	The Influence of Poverty Level and Population on the Index Human Development (IPM) Batang Hari Regency 2011 -2019	Quantitative with linear regression analysis Multiple	The government's role is to implement regional autonomy and fiscal decentralization policies, thereby spurring increased welfare society through economic growth.
8.	(Risidiana, 2020)	Analysis of the Influence of the Number of Female Population on the Index Human Development	Kuantitatif	The government increases the Human Development Index by improving the health sector, economic sector and education sector through the role of women.
9.	(Antara & Suryana, 2020)	The Influence of Population Density Level on the Index Human Development In Bal Province	Quantitative with linear regression analysis Multiple	The government carries out policies and implementation Equal distribution of services for education, health and the economy are factors that influence HDI achievement
10.	(Fatimah, 2019)	Institutional Capacity of the Department of Population Control, Family Planning, Women's Empowerment and Child Protection, Tasikmalaya City	Qualitative with deskriptif approach	Assist the Mayor in formulate and implement policies family planning field, women's empowerment and child protection. Fostering, coordinating, controlling, facilitating and implementing activity.
11.	(Uceng, Ali, Mustanir, &	Analysis of the Level of Community Participation	Qualitative with deskriptif	The government invites the public to participate in human resource

2	Nirmawati, 2019)	in Human Resource Development In Cemba Village, Enrekang District, Enrekang Regency	approach	development so that they have skills and knowledge and are able to improve their quality to manage existing potential independently
12.	(Rahayu, 2018)	Analysis of the Influence of the Human Development Index, GDP Per Capita, and the Number of Unemployed on the Number of Poor People in Jambi Province	Quantitative with linear regression analysis Multiple	The government increased the Human Development Index so that the number of poverty decreased.
13.	(Sutedjo, 2018)	Controlling the Rate of Population Growth to Improve the Quality of Human Resources in Order Realizing Community Welfare (Examination of Strategic Issues and Policies in the Field of Population Control)	Quantitative with linear regression analysis Multiple	The government programs family planning and control of population growth in villages at both central and regional levels.
14.	(Rante, Lorita, & Saputra, 2018)	Analysis of Control Policy Implementation Population Growth in Bengkulu Province	Qualitative with descriptive approach	The government implements a population control program with communication through print media, resources through ASN, disposition by improving quality, bureaucratic structure with cooperation between institutions and organizations.
15.	(Ainy, Nurrochmah, & Katmawanti, 2019)	The Relationship Between Fertility, Mortality, and Migration Rate Population growth	Quantitative with surveys	The government is improving health programs and services to control births and deaths so that they are more balanced. As well as increasing regional attractiveness and expanding employment opportunities as a control effort migration.

In the first topic, namely identifying population problems and human resource development in Indonesia, Westi Riani (2023) highlights Poverty and Economic Growth and Education Level; Elidawaty Purba (2022) discusses Economic Growth and Human Development and Population Index; Sri Muljaningsih (2022) reviews poverty, population and unemployment and education; Aswanto (2021) researched Education Level, Population, Regional Minimum Wage, Number of Unemployed; Mohammad Wahed (2021) and Emilia Khristina Kiha (2021) and Jasasila (2020) discussed the Poverty Level, Population, Open Unemployment Rate, Human Development Index; Faraniena Yunaeni Risdiana (2020) researched the Female Population, HDI, East Java; I Gede Made Yudi Antara (2020) highlighted Population Density, Human Development Index, Mapping; Astri Siti Fatimah (2019) reviews institutional capacity, human resources; Andi Uceng (2019) talks about Community Participation, Human Resource Development; Yunie Rahayu (2018) discusses the number of poor people, human development index (HDI), GDP per capita, and the number of unemployed; Eko Hadi Sutedjo (2018) stated about control, policy, population growth rate; Evi Lorita (2018) stated regarding the implementation of policies, KKBPK programs (population, family planning and family development) and population control; Siti Nurrochmah (2019) talks about Fertility, Mortality, Migration, Population Growth Rate.

This research provides human resource solutions that have high competence in terms of planning, implementing plans, organizing, leading, supervising, or controlling development, so that good institutional management is needed. Elidawaty Purba (2022), in his research, provides solutions for managing capital accumulation, exploring natural resources, and building social, economic, and political organizations for implementing

economic activities. Aswanto (2021), in his research, provides solutions to improve abilities and skills in human resources through education so that they have high competitive value. I Gede Made Yudi Antara (2020) in his research provides a solution with equal distribution of facilities for residents to access their needs, such as employment opportunities for income, education, and health for human development. Sri Muljaningsih (2022), in his research, provides a solution for realizing quality human resources (HR) with education, from children to training and adult employment. Evi Lorita (2018), in her research, provides a solution to improve communication between implementors, stakeholders, cross-sector working partners, and the community so as not to hinder the implementation of policies to control population growth.

The fifth topic, namely the most complete and best-answered solution from all research on population problems and human resource development in Indonesia, is: Westi Riani (2023) said that there is a need for more workers, expanding markets, improving health, increasing productivity among the poor, increasing employment power, reducing non-working days, and increasing output. Astri Siti Fatimah (2019) in her research provides human resource solutions that have high competence in terms of planning, implementing plans, organizing, leadership, supervising, or controlling development, so that good institutional management is needed. Elidawaty Purba (2022), in his research, provides solutions for managing capital accumulation, exploring natural resources, and building social, economic, and political organizations for implementing economic activities. Aswanto (2021), in his research, provides solutions to improve abilities and skills in human resources through education so that they have high competitive value. Gede Made Yudi Antara (2020) in his research provides a solution with equal distribution of facilities for residents to access their needs, such as employment opportunities for income, education, and health for human development.

These findings are also supported by previous research conducted by Risma (2022), which states that humans who are residents of an area are an important part of building human resources. Because it is humans who run the wheels of an organization or institution. However, to produce quality human resources, it is necessary to actively participate in training according to their field of expertise so that they can continue to improve optimal results and continue to be able to carry out innovations that make a big contribution to the organization where they work.

4. CONCLUSION

The results of a systematic literature review of all research contained in journals that have been published from 2018 to 2023 state that population and human resource development in Indonesia began to receive government attention at the beginning of the New Order era, which then became a national program with the issuance of various strategic policies such as a family planning program and establishing an institution that specifically handles population control and family planning, and then gained momentum in the 1990s, which succeeded in reducing the population growth rate to 1.44%. The causes of the low population and development of human resources in Indonesia are: 1) The dense population is caused by the problem of large population numbers and growth, giving rise to sprawl, low quality of population, increasing population, social problems, and high unemployment, as well as labor force problems. 2) The dense population is caused by the problem of lack of food availability. 3) Population density is caused by the problems of falling fertility rates, mortality, and maternal mortality rates, as well as infant mortality.

Research that uses the systematic literature review method to analyze the role of the population in human resource development can make a significant contribution. Research can make contributions in terms of: 1. Comprehensive Knowledge Synthesis: By involving systematic literature review methods, research can synthesize knowledge from various sources in a comprehensive way. This helps understand the various

perspectives, theories, and empirical findings that already exist, making it possible to construct a more complete and in-depth picture of the role of the population in human capital development. 2. Identify Research Gaps: Through systematic analysis of literature, research can identify knowledge gaps in existing literature. It can help highlight areas where further research is needed, guide researchers to determine relevant research directions, and advance understanding of the role of population in human capital development. 3. Consistent Methodological Standards: The systematic literature review method helps establish consistent methodological standards in data collection and analysis. This can increase the validity and reliability of research, so that the results can be relied upon to form the basis of policy or practical guidance. 4. Study of Development over Time: By systematically analyzing the literature, research can provide an understanding of the development of concepts and research related to the role of population in human resource development over time. It can help track the evolution of thinking, paradigm shifts, and significant discoveries. 5. Multidisciplinary Approach: By involving literature from various scientific disciplines, this research can present a multidimensional view of the role of population in human resource development. This approach can open up space for the integration of concepts and methodologies from various fields, enriching overall understanding. 6. Contribution to Policy and Practice: The results of this research can make a direct contribution to the development of policy and practice at the government, organizational, or community level.

The findings can be used to design more effective and sustainable human resource development programs. By combining these elements, research using systematic literature review methods can make a substantial contribution to our understanding of the role of the population in human resource development and encourage the development of knowledge in this area.

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