

The Effect of Economic Growth and Interregional Income Disparity on Community Welfare in North Sumatra Province

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Abstract

The regional development process is directed at increasing economic growth and optimal equality. An indicator that can be used to see the success of a region is increasing economic growth. Therefore, the government always sets growth rate targets in its planning and development goals. Apart from high growth, regional development must also be able to reduce levels of poverty and income inequality. Each region or area basically experiences different economic growth from one region to another. Community welfare is the goal of development. Community welfare can be seen from increasing economic growth and equal distribution of income. Despite welfare, the population of North Sumatra Province increases every year, but the increase tends to be low and steady the occurrence of income disparities between regions. This study aims to gain knowledge and explain how much impact the variables of economic growth and income disparity have on the level of community welfare in the province of North Sumatra for the period 2015-2022. The research method applied is quantitative research with multiple linear regression used as the data analysis method. The results of this study indicate that economic expansion has a significant impact on community welfare, but also has a negative relationship. In North Sumatra Province, income disparity has a significant and positively correlated effect on the degree of community welfare from 2015 to 2022.

Keywords: Economic Growth, Income Disparity, Community Welfare

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INTRODUCTION

Economic growth requires a deliberate effort to increase long-term real income per capita, which is then accompanied by an improvement in the institutional framework (Harahap et al., 2023). The main goal of development is to improve people's welfare, which can be measured by increased economic growth and equitable income distribution (Imsar, 2018). Indonesia's geographical condition in the form of an archipelago is a challenge in achieving equitable development throughout the region. The regional autonomy policy aims to increase development by encouraging economic growth and improving people's welfare (Putra et al., 2021). This policy allows local governments to manage regional resources efficiently and provide public goods that

facilitate economic activities (Raviyanti et al., 2017). Development in the regional scope, apart from increasing GRDP and the rate of regional economic growth, also needs to pay attention to human development (Safira et al., 2021). According to Santika (Haya et al., 2022) the level of human development can affect the population's ability to manage various resources to encourage economic growth. The measure of human development development uses a composite indicator, namely the HDI, which is composed of a health index, an education index, and a decent standard of living index (Maulana et al., 2023). Table 1 shows the HDI of North Sumatra Province and its growth in the period 2015-2022.

Table 1. Development Index of North Sumatra Province 2015 - 2022

Year	Economic Growth	Disparities	IPM
2015	5,10	0,53	69,51
2016	5,18	0,55	70,00
2017	5,12	0,57	70,57
2018	5,18	0,57	71,18
2019	5,22	0,58	71,74
2020	-1,07	0,56	71,77
2021	2,61	0,56	72,00
2022	4,73	0,59	72,71

Data source: BPS, 2023

Based on Table 1, it can be seen that North Sumatra Province is one of the regions that has succeeded in increasing HDI. However, HDI growth still fluctuates during the period 2015 - 2022, the average HDI growth tends to be low or still below 1%, therefore the North Sumatra Provincial government still needs to develop the quality of human capital both in terms of health, education, and community income on an ongoing basis so that HDI growth increases every year. The main goal of economic development in a region is the welfare of the community. Welfare can be reflected in increased economic growth and equitable income distribution among various regions (Aneldus & Henry, 2018). North Sumatra Province (Sumut) as part of the region in Indonesia also has the same goal of improving the welfare of its people. The welfare of the people in the districts and cities in North Sumatra Province in 2015-2022 has increased significantly, however, the growth of HDI is relatively low or still below 1%, this is because inequality in human development between regions is still an unresolved problem. According to Yuliani (Aksami & Jember, 2019) inequality in the level of human development is influenced by variables such as education, economic growth, government spending, as well as inequality arising from differences in natural resources and demographic conditions in various regions. This variability creates a pattern of developed and underdeveloped regions (Tungga Daging & Marhaeni, 2019).

Human development inequality is also influenced by income disparity (Sudarmana & Sudiartha, 2020). Income disparity can lead to inequality in various aspects of life. Many problems arise as a result of welfare disparities. The existence of income gaps between community groups can create economic inequality (Utami & Indrajaya, 2019). Underprivileged groups may experience financial difficulties in meeting basic needs such as food, shelter, and education (Pratiwi, 2021). In research (Aditia & Dewi, 2018) social welfare is positively and significantly influenced by Economic Growth. People's income increases along with economic growth, so their ability to meet their needs increases. This indicates an increase in welfare in terms of community income. Meanwhile, research (Windayani & Budhi, 2017) states that the Human Development Index (HDI) is influenced by an increase in economic growth, which means that the HDI will increase proportionally to the rate of economic growth. According to (Wau, 2022), community welfare is significantly and negatively affected by economic inequality.

The opinion voiced that inequality in income distribution will harm economic growth, and this ultimately causes the welfare of the local community to decline. Meanwhile, in research

(Wiguna & Budhi, 2019) community welfare is positively and significantly affected by economic growth; The reason is, that North Sumatra's economic growth is actively fluctuating and decreasing in several industries because of this decline, it affects labor productivity which ultimately affects income so that it affects people's welfare. therefore this study seeks to determine The Effect of Economic Growth and Interregional Income Disparity on Community Welfare in North Sumatra Province during the 2015-2022 period, while the formulation of the problem in this study is that economic growth has a significant effect on the degree of community welfare in North Sumatra Province in 2015 - 2022. How economic growth has no significant effect on the degree of community welfare in North Sumatra Province in 2015-2022. How income disparity has a significant effect on the degree of community welfare in North Sumatra Province in 2015-2022. And how income disparity does not have a significant effect on the degree of community welfare in North Sumatra Province in 2015-2022.

LITERATURE REVIEW

Community Welfare

Welfare is vital for a society to exhibit a state of well-being. Many factors, including the quality of life of the population, levels of happiness, health, and economic stability can be used to measure this well-being (Wiriana & Kartika, 2018). Grand Welfare Theory, also known as the Welfare State, according to Bentham (Sayifullah, 2021), suggests that the government must ensure the greatest possible happiness or welfare for its people. 'Utility' is the expression Bentham used to define happiness or welfare. Bentham stated that everything that increases happiness is good and everything that causes suffering is bad, based on his utilitarian principle (Nuraini, 2017). According to the United Nations Development Program (UNDP), welfare is the capacity to increase choices in life, including involvement in public decision-making processes (Lamanele et al., 2024). From the view of BAPPENAS, welfare refers to a situation in which individuals or groups can exercise their basic rights to maintain and improve their existence. Meanwhile, according to (Muhtarom, 2017) in the economic realm, welfare is associated with material aspects and includes services that achieve various community needs. Welfare is often considered an indicator of significant economic growth.

Community welfare is influenced by various complex and interrelated factors. The following are some of the factors that affect community welfare. Economy: Employment opportunities, decent wages, and stable economic growth provide income to the community (RL Nababan & Hayati, 2019). Social assistance and social protection programs also play a role in reducing economic disparities. Infrastructure: Good infrastructure, such as transportation networks, clean water, sanitation, and electricity, build a safer and more comfortable atmosphere for people. Social Justice: Fairness in the distribution of resources and opportunities is an important factor. Social and economic inequalities can hinder the overall well-being of a society. (Aminah, 2017).

Economic Growth and Development

Economic Growth and Development is a major concern in the realm of macroeconomics over a long period. Often, people misunderstand the concepts of economic growth and economic development, even though they both talk about economic progress, the meaning is very different (Hadrian & Indrajaya, 2022). Economic growth is the process by which an economy experiences an increase in real gross national product or real national income. Therefore, when real output increases, the economy is considered to be growing or expanding. An alternative method of characterizing economic growth is to consider the increase in output per capita. Real output per person indicates an increase in living standards which is reflected in economic growth (Priyono, 2016). Meanwhile, according to Safira (Febrianto, 2017), the definition of economic growth is the progress of a country in producing goods and services. The economic health of a country can be measured through the volume of goods and services produced, both for consumption and

production. The amount of production of these services is the focus in calculating GDP. If economic growth is well-developed, then the economic challenges that exist in the country can be overcome (Kiak, 2020). Meanwhile, development has a broader meaning, including efforts to improve a more equitable distribution of income and reduce poverty, to create prosperity for all people.

Economic growth is often understood as an increase in per capita income and gross domestic product. To promote growth in gross domestic product, investment must exceed the amount needed to replace obsolete capital. Therefore, savings and investment rates must affect the process of economic growth (Chandra et al., 2017). (Laloan & Kapantow, 2018) identified three major variables that affect a country's economic growth. Among them is the capital increase, which includes all new investments made in housing, tangible assets, funds, and labor. An increase in the number of people will lead to an eventual increase in the labor force. Technological development involves the introduction of new or improved methods of performing tasks.

Income Distribution Inequality

Thee Kian Wie asserts, citing Devi, (2018), that the issue of income distribution inequality from an economic point of view includes the categories. Inequality in income distribution among groups of income recipients (income size distribution). Income disparities between urban and rural areas (urban-rural income disparities) need to be considered. Disparities in income distribution between regions (regional income disparities). Basri (Harahap et al., 2023) asserts that the distribution of national income shows how evenly the wealth of a nation's progress is spread throughout its society. For example, in the context of Indonesia, Sakamoto (Imsar, 2018) states that there are considerable income differences, this can be seen from the distribution of income between provinces and between districts and cities. Aspects that are believed to be the main causes of income differences among these regions include natural resource ownership, infrastructure accessibility, and the quality of human resources (Putra et al., 2021). Fleisher (Raviyanti et al., 2017) also identified that aspects such as investment in infrastructure, human capital, and physical capital play an important role in determining disparities between regions. Inequality in economic growth between different regions and inequality in natural resources are the main factors that cause inequality in income distribution between regions. Large gaps in income allocation are a major concern for developing countries such as Indonesia. Unevenness in income distribution triggers income inequality (Safira et al., 2021). The regional inequality index developed by Jeffrey G. Williamson is one indicator that is often used and is considered quite representative to measure the degree of inequality or income gap between regions (Haya et al., 2022).

According to Simon Kuznet's research, there is an inverted U-shaped pattern in the relationship between regional differences (Aneldus & Henry, 2018). This pattern shows that when economic growth occurs in the early stages of development, income distribution worsens; however, after development reaches a certain limit, income distribution becomes better. Neoclassical theory explains that in the early stages of development, the distribution of production factors such as capital and labor can be uneven, leading to capital accumulation and concentration of skilled labor in certain areas, so the development gap usually widens. However, with continued development, and improvements in infrastructure and communication infrastructure, labor and capital allocation will become more evenly distributed. As a result, the regional development gap will reduce over time. According to Haya (Aksami & Jember, 2019), the success of a country's economic development is measured by the concurrent decline in economic growth and income inequality. Only a small percentage of people have high incomes, while most have poor wages, this phenomenon is known as income inequality. While economic growth and income distribution are two crucial aspects of development, experience shows that there is often a trade-off between the two, where an emphasis on equity tends to hamper economic growth.

The Relationship between Interregional Income Disparity and Community Welfare

Inter-regional development disparities are a common phenomenon in the economic development of a region, caused by variations in natural resource content and demographic characteristics. These differences affect the ability of each region to drive the development process, which in turn has an impact on the level of community welfare in various regions. Alesina and Rodric (Tungga Dangin & Marhaeni, 2019) state that disparities in income allocation can be detrimental to economic growth and reduce community welfare. According to (Sudarmana & Sudiarta, 2020) a negative correlation in South Sulawesi between the human development index and income distribution.

Relationship between Economic Growth and Interregional Income Disparity

Kuznet states that the relationship between inequality and growth is like an inverted U pattern, meaning that although initially there is a positive relationship between the two, over time there is a negative correlation. Therefore, inequality tends to increase in the early stages of growth until it reaches a certain level, at which point it begins to decline (Utami & Indrajaaya, 2019). According to research (Pratiwi, 2021), government spending to promote economic growth can help close the development gap between regions; in other words, equity can be achieved by progressively increasing economic growth in each region. According to Karl Mark (Aditia & Dewi, 2018), at the beginning of the growth process, the demand for labor increases, which then increases wages. This increase has the potential to increase the risk of capital against labor, so in the end, the demand for labor can fall back. The result is the emergence of unemployment and income inequality. Therefore, it can be concluded that economic progress initially tends to reduce poverty and income inequality, but at a later stage it may have the opposite effect.

Relationship between Economic Growth and Community Welfare

Macroeconomic growth accompanied by improved income distribution will also have a significant impact on human development, where the benefits will mainly be felt by poorer communities (Wau, 2022). Increased economic development will result in increased income for the community. Due to higher incomes, people will be better able to fulfill their basic needs, indicating an improvement in welfare. An increase in people's income is occurring. According to the UNDP, human development progress in Indonesia was directly correlated with GDP (gross domestic product) growth until the end of 1990. GDP growth will increase people's access to improved health and education resources (Windayani & Budhi, 2017). The government's role in the economy can be through fiscal policy. Fiscal policy can be designed to direct a better distribution of income by changing regional revenues and expenditures. The role of fiscal policy through income distribution consists of efforts to increase people's real income and reduce higher incomes through regional spending. If this can be managed correctly and in a balanced manner across sectors, then income inequality can be reduced. Regional expenditure in education, health, and infrastructure is considered capable of improving community welfare and reducing income inequality between regions. The allocation of regional expenditure in these areas needs to be accompanied by an increase in efficiency in its utilization. Increased spending on education and health is one example of an important aspect of reducing inequality.

RESEARCH METHODS

This study uses an associative quantitative approach to investigate how inter-regional income differences and economic growth affect community welfare in North Sumatra Province. Time series data collection was obtained through a literature study. Researchers collected relevant secondary data from various sources such as journals, government publications, and statistical reports related to economic growth, inter-regional income disparities, and community welfare in North Sumatra Province. The data covers the period from 2015 to 2022. After the data was collected, the analysis was conducted using the multiple linear regression method. Within the

framework of this study, economic growth and inter-regional income disparity act as independent variables, while community welfare is the dependent variable. The data collected will undergo computerized processing and analysis using statistical software to produce output in the form of data processing results (Wiguna & Budhi, 2019). The methods applied in this study include Williamson Index Analysis and Regression Analysis. Williamson Index Analysis is utilized to measure the level of regional income differences in North Sumatra Province over a certain period. Then, path analysis will be used to analyze the relationship between economic growth, inter-regional income disparity, and community welfare. By using a quantitative approach, data collection through literature studies, and path analysis with SPSS linear regression. Hopefully, this research will open deeper insights into how economic growth and inter-regional income disparities affect community welfare in North Sumatra Province.

Data analysis technique

Income disparities between regions are measured using the Williamson Index analysis introduced by Jeffrey G. Williamson (Sjafrizal, 2008). Results of inequality analysis based on The Williamson index can be grouped into the category of areas with low levels of inequality with a Williamson Index value of < 0.3 , level of moderate inequality with a Williamson Index value between $0.3-0.7$ and a high level of inequality with Williamson Index value >0.7 (BAPENAS, 2013). This regional inequality index was formulated as follows (Arsyad, 2010). The next method uses path analysis (Path Analysis). Path analysis is an extension of multiple linear regression analysis, to estimate causal relationships between tiered variables based on theory (Utama, 2012). Analyze this used to determine direct relationships between exogenous variables to endogenous variables and indirect relationships through variables intervening.

RESULTS AND DISCUSSION

Economic growth and development are long-term macroeconomic issues. The phrases economic growth and economic development are often confused, although they refer to different aspects of economic progress. Economic growth refers to the expansion of the production of goods and services in a society's economic activities. On the other hand, development has a more comprehensive connotation, encompassing the reduction of income inequality and poverty, to improve the overall well-being of society. Economic growth refers to the expansion of per capita income and national product. To increase the national product, the level of investment must exceed the amount needed to offset capital depreciation. Therefore, the amount of savings and investment plays an important role in the mechanism of economic expansion. Based on Table 2, it can be observed that economic growth has experienced unstable changes. The largest economic growth value was in 2019 then decreased in 2020 and then increased again in 2021 and 2022. Meanwhile, income disparity faced a significant increase in 2015-2022. And HDI also faced a significant increase from 2015, namely 69.51% to 72.71% in 2022.

Table 2. Model Variable: well-being

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	47.416	2.167		17.426	.000
	economic growth	.354	.027	.412	4.689	.000
	income disparity	-41.792	4.129	-.746	-8.746	.000

a. *Dependent Variable:* well-being

The significance level of 5% has been used in the test to evaluate the model built with the regression equation. The explanation for the results is as follows:

$$Y = 47.416 + 0.354X_1 - 41.792X_2 + e$$

Taking into account the equations applied earlier, together with the overview of the table provided earlier, we can draw a conclusion that can be outlined as follows:

1. With an α value of 47.416, the test states that if economic growth (X_1) and income disparity (X_2) have a value of zero, welfare (Y) will be at 47.416.
2. The coefficient of the economic growth variable is +0.354, which indicates that every one-unit increase in the variable will cause a decrease in community welfare by 0.354.
3. The coefficient of the income disparity variable is -41.792, which indicates that each one-unit increase in this variable is associated with an increase in community welfare of 41.792.

The Effect of Economic Growth on Welfare

The T-test was used to test the regression of the variables in this study, and the results show that the calculated T value for economic growth is 4,689. This shows that the value is statistically significant, as it exceeds the critical T table value of 1.697 with a relevance level of 0.000 which is much smaller than 0.05. Therefore, it can be said that individual welfare is significantly and positively affected by economic expansion. At the macroeconomic level, the allocation of income gains resulting from economic growth will significantly affect human development and economic growth. In particular, when the gains from economic growth are mostly directed to the poor, it will have a greater impact on human development. Increased economic growth will increase individual income, which will improve the welfare of society as people's ability to meet their needs increases. According to UNDP, human development in Indonesia was mainly influenced by economic growth or Gross Domestic Product (GDP) until the late 1990s. Increased GDP growth will provide incentives for individuals to pursue better educational opportunities and access better health facilities.

According to Mirza, (2012) increasingly increasing economic growth then the higher the growth of per capita output and increases people's purchasing power. People's purchasing power will increase and improve welfare due to purchasing power society is one indicator composites in HDI are called indicators income. Economic growth has an effect does not have a positive and significant effect on the welfare of society. Sign Positive means that there is an increase in the rate of economic growth will be accompanied by an increase in community welfare in the province in Indonesia (Sulistiawati, 2012). According to Nurrohman (2010) As for the causal relationship that occurs between economic growth by absorption labor, the Granger test results show that the relationship between the two is one direction in which energy absorption work influences economic growth. Ramirez's, (1998) research states that there is a positive relationship between the growth economy and with human development index as a measure of societal welfare. Denni (2012) in research entitled Effect of Poverty, Economic Growth and capital expenditure on the development index people from Central Java district show the result is that economic growth has an effect positive and significant towards HDI as a measure of social welfare. Growth will increase the income population and so on standard of living, ultimately ensuring the prosperity of society, and improving the level of health, harmony as well and sustainable prosperity that will result can sustained economic growth. Community welfare is expected will be realized if economic growth continues to increase will create employment opportunities so that they can absorb more workers at a higher wage rate (Dwirainaningsih, 2017).

In research Wijayanti and Darsana, (2015) stated that there is a positive relationship and significance between economic growth variables and the welfare of the community in the district city of Bali Province. Islam (2004) concluded high economic growth in the country Indonesia in the 1970s and 1980s can be followed by increased absorption labor force (decreased unemployment) and reduced existing poverty. Different from the country of Ethiopia, where

growth the moderate ones of the 1990s did not deliver significant influence on the reduction of poverty and is not accompanied by existence absorption of new workers among unemployment. Todar, (2009) defines Economic development as a process multidimensional that includes changes in structure, attitude to life, and institutions. Apart from that, it is also economic development includes increasing economic growth, reducing of uneven distribution income, and eradicating poverty, for the sake of producing economic progress that is truly beneficial and through a process that efficient. Sukirno, (2006) means that Economic development is the economy followed by changes in other aspects which includes a series of efforts in an economy to develop activities economy so that there is more infrastructure available, the company is growing, The level of education and technology is getting higher is increasing as an implication of This development is expected to provide job opportunities will increase, the level of income increases and the prosperity of society increases tall. This means economic development is a process that causes the income per capita of society to experience a prolonged increase. According to Arsyad, (2010), regional economic development is a process by which local government and society manage every resource existing and form an intermediate pattern of local government with the private sector to create a new job opportunity.

The Effect of Disparity on Welfare

As development progresses, there will be an increase in the demand for labor. The increase in labor demand will then lead to an increase in the wage rate, which in turn has the effect of increasing the capital risk for labor, resulting in a decrease in labor demand. As a result, unemployment and economic inequality arise. It can be concluded that economic development can initially reduce the problems of poverty and income distribution gaps. However, as development progresses, the situation reverses. Regression analysis of several variables used in this study shows that Disparity has a calculated T value of -8.746, which exceeds the critical T table value of 1.697 at the 0.05 level of relevance. Hence, the conclusion is drawn that income disparity has a negative significant influence on community welfare. (Wiriana & Kartika, 2018).

Table 3. Model Anova

ANOVA ^a						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	23.211	2	13.671	53.972	.000 ^b
	Residual	5.162	29	.157		
	Total	28.373	31			

a. Dependent Variable: well-being

b. Predictors: (Constant), income disparity, economic growth

This test is important to ascertain whether the combined effect of the independent factors used in this study affects the dependent variable. The F value obtained from data analysis using SPSS version 26.0 software is 53.972. With a significance value of 0.000 (lower than 0.05), this result is much greater than the F table value set at 3.33. Community welfare is influenced by all dependent variables included in this study together, by the findings of the analysis (Sayifullah, 2021).

Table 4. Model Adjusted R Square

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.827 ^a	.752	.730	.43817

a. Predictors: (Constant), income disparity, economic growth

The importance of testing the coefficient of determination lies in its ability to prove and observe how much the independent variable under study affects the dependent variable that has been determined (Nuraini, 2017). This evaluation is done through the adjusted R Square value. The coefficient of determination test data listed in the table shows that R Square has a value of 0.752, which means that the independent variable contributes 75.2% to the dependent variable. It is possible that other independent variables not taken into account in this study have an impact on the remaining 24.8%. Income disparity is the existence of differences in income received or generated by society, resulting in unequal distribution of national income among society. This gap is caused by differences in natural resource content in each region (Yasa and Arka, 2015). The theory of inequality in income distribution can be said to have started with the emergence of the famous hypothesis, namely the inverted U hypothesis by Simon Kuznet in 1955, which argued that when development begins, income distribution will become more unequal, but after reaching a certain level of development, income distribution will become more equal. Several ways can be used as indicators to measure the equality of income distribution, one of which is the Gini ratio index or Gini ratio. Disparity in income distribution has a negative correlation with community welfare. The existence of income inequality between regions will certainly encourage underdeveloped regions to try to improve their quality of life so that they are not far behind the surrounding areas so that people can achieve prosperity in life.\

Community welfare can be seen from increasing economic growth and equal distribution of income (Arsyad, 2010:11). Welfare according to the Bali Province Central Statistics Agency (2007) is a condition where all the physical and spiritual needs of the household can be met according to the level of living. The concept of welfare cannot be separated from the quality of life of the community, where welfare is measured through several other indicators such as health, education, and socio-economics (Widyastuti, 2012). To see the success of development and welfare of society, UNDP has published an indicator, namely the Human Development Index (HDI) to measure the success of development and welfare of a country. HDI describes three measurement indices, namely the Life Expectancy Index, Knowledge Index, and Income Index (Jember and Yogi, 2011). Human capital formation is a process of acquiring and increasing the number of people who have the skills, education, and experience that determine the development of a country. The Human Development Index (HDI) calculation method consists of the level of health as measured by life expectancy at birth, the level of education as measured by the literacy rate, and the average length of schooling and standard of living as measured by the adjusted level of per capita expenditure.

CONCLUSION

Strong and stable economic growth has a good and big impact on people's welfare. This means that when a country's economy is doing well, many people will feel better financially and their lives will be better overall. However, if there is a large gap in income between regions, this can be detrimental to the overall well-being of society. So, the government needs to address these disparities so that everyone can benefit from economic growth. The regional government in development policy prioritizes equality in aspects of income distribution and infrastructure allocation and investment in each region individually. The government in its program besides pursuing high rates of economic growth, is also hoped that they will be able to implement it more intensively in efforts to equalize income distribution and development man. The development of growth centers must take into account the superior potential of each region. It is hoped that the distribution of economic growth centers will reduce disparities in income distribution Through investment, of course, it will create jobs which will ultimately improve people's welfare. In this case, the regional government of Bali Province must prepare its human resources according to needs and improve the quality of its human resources. By improving the quality of education and health, quality human resources will be produced. Quality human resources can also have a multiplier effect on a country's development, especially development in the economic sector.

Improving the quality of human resources also has an impact on productivity levels and the level of income received.

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