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## THE IMPACT OF MICRO AND SMALL INDUSTRIES, INFLATION, AND OPEN UNEMPLOYMENT ON ECONOMIC GROWTH IN GRESIK REGENCY (2021-2023)

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Gresik Regency

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### ABSTRACTS

This study aims to analyze the effect of micro and small industries, inflation, and open unemployment on economic growth in Gresik Regency. Economic growth is an important indicator in measuring the success of regional development, so understanding the factors that influence it is very important for the formulation of appropriate policies. This type of research is quantitative research with an explanatory approach. The data used is secondary data in the form of annual data from 2021 to 2023 obtained from the Gresik Regency Statistics Agency. The analysis methods used are descriptive statistics, multiple linear regression, coefficient of determination, classical assumption test and hypothesis testing. The results showed that the growth of micro and small industries was found to have a positive, but statistically insignificant effect on economic growth. Meanwhile, inflation and open unemployment have a negative significant effect on economic growth in Gresik Regency. These findings indicate the importance of developing the micro and small industry sector as well as controlling inflation and unemployment to support sustainable economic growth in Gresik Regency.

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## A. INTRODUCTION

Indonesia is in the process of development and has been growing at a fast pace. Economic growth can be interpreted as an increase in income standards and the goods and services produced by a company increase by community activities (Munandar, 2022). A country's economic development can be assessed by changes in real gross domestic product, indicating whether it is rising or falling. The following is data on economic development in Indonesia from 2021 to 2023 according to Gross Domestic Product or what is known as GDP (Gross Domestic Product):

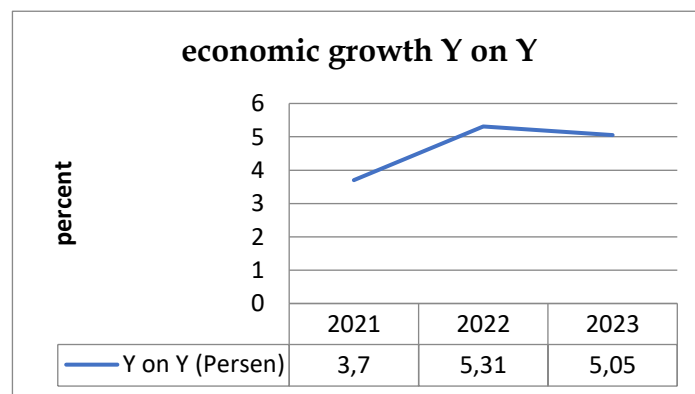


Figure 1. Indonesia's Economic Growth in 2021–2023

Figure 1 it shows that the Indonesia rising economic growth until 5.31 percent in 2022 which was lower than in comparison to 2021 of 3.7 percent. In 2023, however, the country's economic growth decreased to 5.05 percent (year on year) and thus below the level of the preceding year. Economic development is implemented based on the public policies that have been formed by taking into account the benefit of all the interests of society in the economic, social, political, and institutional, in the private or non-private sector, which aims to deliver a better life once (Kusumawati et al., 2021). It does based on Islamic economy which does not see people with any distinction of religion, race, gender and nations. Islamic economics is an economic system based on the principles of sharia or Islamic law. The principles of Islamic economics, which form the foundation of the Islamic economic system, are based on five universal values: tauhid (monotheism), 'adl (justice), nubuwah (prophethood), khilafah (governance), and ma'ad (outcome). In Islamic economics, emphasis is placed on balancing profit with social responsibility. Islam encourages economic development as a means to raise human welfare, as it is mentioned in the Holy Qur'an surah Al-Quraisy (1-4) as follows:

لَا إِلَهَ إِلَّا هُوَ قَرِيشٌ الْفِهِمْ رَحْلَةَ الشَّيْءِ وَالصِّيفِ فَلْيَعْبُدُوا رَبَّ هَذَا الْبَيْتِ الَّذِي أَطْعَمَهُمْ مِنْ جُوعٍ  
هَؤُلَاءِ مِنْهُمْ مَنْ خَوْفٌ

“Because of the custom of the Quraysh, which was to trade in winter and summer (in order to make a good profit), they worshipped the Lord who preserved the Ka'bah, who had provided them with food that relieved their hunger and who

had guarded them from fear.”(Qs. Quraysh/ 106: 1-4)(Ministry of Religion of The Republic Indonesia, 2023).

The surah explains that the concept of welfare is measured through the Islamic value system, the strength of the real economic sector, the distribution and fulfillment of basic needs, as well as social security and public order.

In an effort to achieve higher equity, a country's economic development must be carried out throughout Indonesia, not only focusing on the center, but also covering other regions so that the impact of development can be felt by all levels of society. One of them is East Java Province. The following is data on economic growth in East Java:

Table 1. Economic Growth of East Java Province

| Year | Quarter I | Quarter II | Quarter III | Quarter IV |
|------|-----------|------------|-------------|------------|
| 2021 | -0.44     | 7.05       | 3.25        | 4.59       |
| 2022 | 5.2       | 5.47       | 5.58        | 4.76       |
| 2023 | 4.95      | 5.24       | 4.86        | 4.96       |

Source: East Java Provincial Office of Communication and Information

Based table 1. indicate that economic growth East Java has been fluctuated in 2021, East Java province recorded growth of 5.2% in the first quarter and 5.74% in the second quarter, fell to 3.23% in the third quarter, but rose again to 4.76% in the fourth quarter. In 2022, East Java province recorded growth of 5.2% in the first quarter and 5.74% in the second quarter, but then fell to 4.76% in the third and fourth quarters (East Java Provincial Office of Communication and Information, 2024).

The development of the provincial region must pay attention to the potential of the region so that it is in line with the development of the surrounding districts/cities. One example is Gresik Regency. Gresik Regency is known as the center of industry in East Java, both large and small industries such as processing industries supported by the household industry, including the songkok industry, bag industry, and apparel industry. This is one of the main drivers of economic growth in Gresik Regency. In addition to the industrial sector, Gresik Regency also has agriculture, mining, fisheries, and forestry sectors (Ristanti, 2022). The following is data on economic growth in Gresik Regency:

Table 2. Economic Growth of Gresik Regency

| Year | GRDP (million) | Y on Y (%) |
|------|----------------|------------|
| 2021 | 144656069.9    | 3.79       |
| 2022 | 63907912.34    | 7.38       |
| 2023 | 176071089.9    | 4.62       |

Source: Gresik Regency Office of Statistics Indonesia

Based on Table 2, the economic growth of Gresik Regency in 2021 was recorded at 3.79 percent. In 2022 there was a significant increase in growth, reaching 7.38 percent, and in 2023, the economic growth of Gresik Regency again showed a decline, reaching 4.62 percent.

One important metric to assess the development of a region is its economic growth rate. One of the strategies that can be taken to encourage economic growth in Gresik Regency is through the development of the Micro and Small Industry sector. According to Sukirno Sadono in the economic theory of development, the greater the contribution of the industrial sector to the economic development of a country, the more advanced the country is (Sukirno, 2011). Based on data from the Central Bureau of Statistics, the number of micro and small industries in Gresik Regency has increased significantly from 2021 to 2023. In 2021, the number of micro and small industries was recorded at 14,913 business units, then increased to 19,351 units in 2022. The most significant increase occurred in 2023, which amounted to 107.73 percent compared to the previous year, so that the number of micro and small industries reached 40,198 units (Gresik Regency Office of Statistics Indonesia, 2023). This growth shows positive dynamics in the small industry sector which has great potential in driving regional economic growth. This is in line with the results of Hendry Cahyono's research which shows that the growth of micro, small and manufacturing industries affects economic growth (Cahyono, 2023). On the other hand, the results of Herlambang Hendra Gunawan's research show that the growth of Micro, Small and Medium Enterprises (MSMEs) has no significant impact on economic development in Central Sulawesi Province (Gunawan, 2022).

In addition, the number of open unemployment is another important element that needs to be considered. The classical theory of Adam Smith states that any increase in economic growth is expected to absorb labor so as to reduce the number of unemployed (Dyanasari, 2021). This is in line with research conducted by Linda Tri Amanat Sari and Ladi Wajuba Perдини Fisabilillah which shows that unemployment has a significant impact on economic development (Sari and Fisabilillah, 2021), but research conducted by Raja Arif Munandar shows that the level of unemployment has no effect on economic growth (Munandar, 2022). Open unemployment is a situation where people are not working at all and trying to find work (Darmawan & Mifrahi, 2022). A high unemployment rate can have various negative impacts, both socially and economically, such as a decrease in productivity, an increase in inequality, and an impediment to economic growth. In Gresik Regency, unemployment shows an inconsistent pattern, increasing from 5.40% in 2021 to 7.84% in 2022, and then decreasing to 6.82% in 2023 (Gresik Regency Office of Statistics Indonesia, 2021).

Another factor that affects economic growth is inflation. Inflation is the phenomenon of general price increases that take place generally and continuously within a certain period of time (Saefulloh et al., 2023). Keynes' theory explains the relationship between inflation and economic growth where when inflation is high, economic growth decreases (Meiriza et al., 2024). In Gresik Regency, inflation fluctuated over the years 1.4% in 2021, decreased to 1.2% in 2022, and rose again to 1.81% in 2023 (Gresik Regency Office of Statistics Indonesia, 2021). When inflation is high, it can undermine an individual's ability to purchase goods, lead to higher living costs, and cause economic uncertainty that discourages investment. This statement is in accordance with research conducted by Amir Salim and Fadilla which states that inflation affects economic growth in Indonesia (Salim and

Fadilla, 2021). However, research conducted by Mira Hastin shows that inflation has no effect on economic growth (Hastin, 2022). Likewise, the results of research conducted by Muhammad Ala'uddin show that inflation has no effect on the economy (Ala'uddin, 2020).

Analysis of the economic conditions of Gresik Regency shows that the development of micro and small enterprises, inflation, and the open unemployment rate contribute to changes in economic growth. Therefore, further research is needed to determine the extent to which these three factors affect the economic growth of Gresik Regency. Based on this context, the purpose of this study is to examine how micro and small business growth, inflation, and the unemployment rate affect the economy of Gresik Regency.

### Hypothesis Development

H1: The economic growth of Gresik Regency is influenced by micro and small industries.

H2: inflation has a partial effect on economic growth in Gresik Regency.

H3: open unemployment has a partial effect on economic growth in Gresik Regency.

H4: the growth of micro and small industries, inflation, and open unemployment simultaneously affect economic growth in Gresik Regency.

## B. METHOD

A quantitative method with an explanatory perspective is applied in this research. Explanatory research is a method aimed at explaining the relationship and influence among the variables being studied (Sugiyono, 2018). The main reason why the researcher used explanatory research methods to test the hypothesis was to explain the impact between the independent and dependent variables in the hypothesis. Explanatory research was conducted to identify the impact of micro and small industry, inflation, and open unemployment rates on economic growth in Gresik Regency.

The research data was obtained secondarily from official publications released by the Central Statistics Agency of Gresik Regency, with a sample size of 36 data points distributed evenly each month during the period from 2021 to 2023. The data covers the economic growth of Gresik Regency, the growth of micro and small industries, inflation, and the open unemployment rate. This amount of data is considered sufficient for multiple regression analysis because it meets the minimum number of observations recommended in quantitative research, namely at least 10 times the number of independent variables. With three independent variables analyzed, the available data is sufficient to produce stable and reliable parameter estimates while minimizing the risk of bias in the analysis results.

The Study location is focused at the Gresik regency office of statistics indonesia in Gresik Regency, with the implementation period from November 2024 to July 2025. Data for this analysis come from secondary sources, specifically official publications by the Gresik Regency Office of Statistics Indonesia from 2021 to 2023, with a sample consisting of 36 monthly time series data. Sampling was conducted using a saturated sampling method due to the limited but

representative amount of data. To ensure the reliability and validity of the data analyzed, documentation was used as the method of data collection. The study utilized various analysis techniques such as descriptive statistics, classical assumption tests, and both t-test and F-test procedures.

## C. RESULT AND DISCUSSION

### Descriptive Statistic Test

Table 3. Descriptive statistic test

|                          | N  | Minimum | Maximum | Mean   | Std. Deviation |
|--------------------------|----|---------|---------|--------|----------------|
| Micro and small industry | 36 | 0.15    | 0.45    | 0.2261 | 0.09012        |
| Inflation                | 36 | 0.10    | 0.19    | 0.1220 | 0.02737        |
| Open unemployment        | 36 | 0.51    | 0.67    | 0.6288 | 0.04948        |
| Economic growth          | 36 | 0.02    | 0.63    | 0.4336 | 0.18152        |
| Valid N (listwise)       | 36 |         |         |        |                |

Source: Secondary data processed with SPSS 22

From Table 3, it is evident that there are 36 data entries used in this study. Table 3 explains that there are 36 samples in this study. The descriptive statistics show that micro and small industries have a minimum value of 0.15 and a maximum value of 0.45, with a mean of 0.2261 and a standard deviation of 0.09012. As presented in the table, inflation ranges between 0.10 and 0.19, with an average value of 0.1220 and a standard deviation of 0.02737. The open unemployment rate varies from a minimum of 0.51 to a maximum of 0.67, recording a mean of 0.6288 and a standard deviation of 0.04948. Furthermore, the economic growth variable has an average value of 0.4336, a minimum of 0.02, a maximum of 0.63, and a standard deviation of 0.18152.

### Classical Assumption Test

#### 1. Autocorellation test

Table 4. Autocorellation test

| Model | R                  | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
|-------|--------------------|----------|-------------------|----------------------------|---------------|
| 1     | 0.999 <sup>a</sup> | 0.999    | 0.999             | 0.00654                    | 1.756         |

Source: Secondary data processed with SPSS 22

The Durbin-Watson value presented in Table 4 is 1.756, which indicates no autocorrelation, as it falls within the threshold of -2 to +2.

#### 2. Heteroscedasticity test

Table 5. Heteroscedasticity test

| Model | Unstandarized Coefficients | Standardized Coefficients | T | Sig. |
|-------|----------------------------|---------------------------|---|------|
|       | B                          | Std. Beta                 |   |      |

|                          | Error |      |        |        |      |
|--------------------------|-------|------|--------|--------|------|
| (Constant)               | .277  | .151 |        | 1.508  | .141 |
| Micro and small industry | -.175 | .121 | -7.179 | -1.446 | .158 |
| Inflation                | .002  | .004 | .286   | 0.497  | .623 |
| Open unemployment        | -.025 | .017 | -6.717 | -1.469 | .152 |

a. Dependent Variable: ABS\_RES

Source: Secondary data processed with SPSS 22

According to the heteroscedasticity test results presented in Table 5, the significance value for the micro and small industry variable (X<sub>1</sub>) is 0.158, which exceeds the 0.05 threshold, indicating the absence of heteroscedasticity in this variable. Similarly, the inflation variable (X<sub>2</sub>) has a significance value of 0.623, also above 0.05, suggesting no heteroscedasticity issues. Furthermore, the significance value for the open unemployment rate variable (X<sub>3</sub>) is 0.152, which is greater than 0.05, leading to the conclusion that there is no indication of heteroscedasticity in this variable either.

### 3. Normality Test

Table 6. Normality test  
**One-Sample Kolmogorov-Smirnov Test**

|                                  |                | Unstandardized Residual |
|----------------------------------|----------------|-------------------------|
| N                                |                | 36                      |
| Normal Parameters <sup>a,b</sup> | Mean           | .0000000                |
|                                  | Std. Deviation | .00625316               |
|                                  |                |                         |
| Most Extreme Differences         | Absolute       | .103                    |
|                                  | Positive       | .103                    |
|                                  | Negative       | -.101                   |
| Test Statistic                   |                | .103                    |
| Asymp. Sig. (2-tailed)           |                | .200 <sup>c</sup>       |

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

Source: Secondary data processed with SPSS 22

Based on the Kolmogorov-Smirnov test results presented in Table 6, an Asymp. Sig. (2-tailed) value above 0.05 suggests a normal data distribution. In this research, the value recorded is 0.200, confirming that the regression model follows a normal distribution.

### Coefficient of determination

Table 7. Coefficient of determination

| Model | R                  | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|--------------------|----------|-------------------|----------------------------|
| 1     | 0.999 <sup>a</sup> | 0.999    | 0.999             | 0.00654                    |

Source: Secondary data processed with SPSS 22

The SPSS model summary reveals an adjusted R Square of 0.999, indicating that 99.9% of the variance in economic growth in Gresik Regency is explained by the independent variables (micro and small industries, inflation, and open unemployment), with only 0.1% attributed to other unexamined variables.

#### Multiple regression analysis

Table 8. Multiple regression analysis

| Model                    | Coefficients <sup>a</sup>   |            | Standardized Coefficients |  | T        | Sig. |
|--------------------------|-----------------------------|------------|---------------------------|--|----------|------|
|                          | Unstandardized Coefficients | Std. Error | Beta                      |  |          |      |
| 1 (Constant)             | 5.175                       | .391       |                           |  | 13.233   | .000 |
| Micro and small industry | .268                        | .311       | .133                      |  | .862     | .395 |
| Inflation                | -13.66                      | .123       | -2.061                    |  | -111.175 | .000 |
| open unemployment        | -4.984                      | .526       | -1.358                    |  | -9.481   | .000 |

a. Dependent Variable: Economic growth

Source: Secondary data processed with SPSS 22

From the data presented in the table, it can be concluded that all independent variables impact the dependent variable. The formed regression equation is:

$$Y = \alpha + b_1X_1 + b_2X_2 + b_3X_3 + e$$

$$Y = 5,175 + 0,268 X_1 - 13,668 X_2 - 4,984 X_3 + e$$

Interpretation:

- The constant of 5.175 explains that if the growth of micro and small industries ( $X_1$ ), inflation ( $X_2$ ), and the open unemployment rate ( $X_3$ ) are 0, then economic growth in Gresik Regency is 5.175.
- This regression result shows that if micro and small industry growth ( $X_1$ ) increases by 1%, economic growth in Gresik Regency is expected to rise by 0.268%, provided that the inflation variable ( $X_2$ ) is held constant, and the open unemployment rate ( $X_3$ ) are constant. The positive coefficient indicates that the relationship between micro and small industry growth and economic growth in Gresik Regency is directly proportional.
- The coefficient of -13.668 for inflation ( $X_2$ ) suggests that a 1 percent increase in inflation results in a 13.668 percent decrease in the region's economic growth, assuming the micro and small industry variable ( $X_1$ ) and the open unemployment rate ( $X_3$ ) are constant.

- d. A negative regression coefficient of -4.984 for the open unemployment rate ( $X_3$ ) means that an increase in this variable by 1 percent would lower economic growth by 4.984 percent in Gresik Regency, assuming that the micro and small industry variable ( $X_1$ ) and inflation ( $X_2$ ) are constant.

#### Partial regression coefficient test (t test)

Table 9. t test

##### Coefficients<sup>a</sup>

| Model                    | Unstandardized Coefficients |            | Standardized Coefficients | T        | Sig. |
|--------------------------|-----------------------------|------------|---------------------------|----------|------|
|                          | B                           | Std. Error | Beta                      |          |      |
| (Constant)               | 5.175                       | .391       |                           | 13.233   | .000 |
| Micro and small industry | .268                        | .311       | .133                      | .862     | .395 |
| Inflation                | -13.668                     | .123       | -2.061                    | -111.175 | .000 |
| Open unemployment        | -4.984                      | .526       | -1.358                    | -9.481   | .000 |

a. Dependent Variable: Economic growth

Source: Secondary data processed with SPSS 22

- The micro and small industry growth variable ( $X_1$ ) obtained sig. > 0.05 amounting to 0.395 then  $H_0$  is accepted and  $H_a$  is rejected, which means that the growth of micro and small industries partially does not have a significant effect on economic growth in Gresik Regency (Y).
- With a p-value of 0.000, which is less than 0.05, the inflation variable ( $X_2$ ) leads to the rejection of the null hypothesis ( $H_0$ ) and acceptance of the alternative hypothesis ( $H_a$ ), meaning that inflation significantly influences economic growth (Y) in Gresik Regency.
- The sig. value for the open unemployment rate ( $X_3$ ) is 0.000, which is below 0.05. As a result,  $H_0$  is rejected, and  $H_a$  is accepted, confirming that open unemployment significantly influences economic growth when tested partially.

#### Simultaneous test (f test)

Table 10. f test

| Model      | Sum of Squares | Df | Mean Square | F         | Sig.              |
|------------|----------------|----|-------------|-----------|-------------------|
| Regression | 1.152          | 3  | .384        | 8,977.625 | .000 <sup>b</sup> |
| Residual   | .001           | 32 | .000        |           |                   |
| Total      | 1.153          | 35 |             |           |                   |

a. Dependent Variable: Economic growth

b. Predictors: (Constant), Open unemployment, Inflation, Micro and small industry

Source: Secondary data processed with SPSS 22

The table indicates a significance value of 0.000, which is less than 0.05. This means that the independent variables—micro and small industry growth

(X<sub>1</sub>), inflation (X<sub>2</sub>), and open unemployment (X<sub>3</sub>)—have a simultaneous effect on the dependent variable, economic growth in Gresik Regency (Y).

### **Analysis/Discussion**

1. The effect of micro and small industry growth on economic growth in Gresik Regency.

The research findings show that the significance value of the micro and small industry growth variable (X<sub>1</sub>) is 0.395, which is greater than 0.05. This implies that micro and small industry growth does not have a significant positive impact on economic growth in Gresik Regency (Y). A positive coefficient indicates that the relationship between IMK growth and economic growth in Gresik Regency is directly proportional. Several factors may cause this impact to be insignificant. First, due to limited capital, technology, and human resources, micro and small industries usually have a smaller scale of production. Compared to the large industrial, manufacturing, and mining sectors, which are the leading sectors in Gresik Regency, the contribution of micro and small industry to the total regional output is relatively small.

Additionally, micro and small industry face challenges in making a significant contribution because they primarily serve local markets with limited absorption capacity. Furthermore, the productivity of micro and small industry remains low due to the use of simple technology and low levels of innovation. Therefore, although micro and small industry growth could theoretically benefit the economy, the influence of structural factors such as business scale, market access, innovation levels, and the dominance of large industrial sectors in Gresik Regency is statistically insignificant.

The findings of this study are in line with research conducted by Herlambang Hendra Gunawan who found that partially the development of MSMEs is not significant to economic growth in Central Sulawesi Province (Gunawan, 2022)

2. The effect of inflation on economic growth in Gresik Regency

With a significance level of  $0.007 < 0.05$ , the inflation variable is proven to have a statistically significant effect on economic growth in Gresik Regency. As inflation rises, it directly lowers purchasing power by making goods and services more expensive for consumers, so that household consumption decreases. On the other hand, inflation also causes production costs to increase due to rising prices of raw materials and other inputs. This condition makes economic activity slow down and ultimately affects economic growth in Gresik Regency.

The results of this study are in line with research conducted by Asnah Tul Ramadani, Junaidi, and Zulfa Eliza in 2020 suggesting that there is a significant effect of inflation on economic development in Indonesia (Asnah Tul Ramadani et al., 2020)

3. The Effect of the Open Unemployment Rate on Economic Growth

The findings reveal that the open unemployment rate (X<sub>3</sub>) significantly influences economic growth in Gresik Regency, with a significance level of 0.007, which is less than 0.05. The negative regression coefficient suggests an

inverse relationship, meaning that higher open unemployment is associated with lower economic growth.

This happens because low unemployment typically drives economic growth through higher consumer spending. When more individuals are employed, household income increases, boosting purchasing power and stimulating demand for goods and services, which in turn supports economic expansion. On the other hand, a high unemployment rate slows down economic growth due to reduced income levels, weaker purchasing power, and declining consumption, ultimately lowering overall productivity.

The results of this study are in line with research conducted by Indira Innaya Shelisa in 2024 which suggests that the unemployment rate has a significant effect on the economy (Shelisa, 2024).

4. The effect of micro and small industry growth, inflation, and the open unemployment rate on economic growth in Gresik Regency.

In testing the hypothesis simultaneously using the F test, it shows that the variables of micro and small industry growth, inflation, and the open unemployment rate simultaneously have a significant effect on economic growth in Gresik Regency. This is indicated by the sig value.  $0.000 < 0.05$ , it is concluded that there is a simultaneous influence of the independent variables of micro, small and medium industry growth ( $X_1$ ), inflation ( $X_2$ ), and the level of open unemployment ( $X_3$ ) on the dependent variable economic growth in Gresik Regency ( $Y$ ).

#### **D. CONCLUSION**

Referring to the research findings and discussion concerning the influence of micro and small industry growth, inflation, and open unemployment on economic growth in Gresik Regency for the 2021–2023 period, the following can be concluded:

1. The growth of micro and small industries has a positive and insignificant effect on economic growth in Gresik Regency for the 2021–2023 period.
2. Inflation has a significant negative effect on economic growth in Gresik Regency for the 2021–2023 period.
3. The open unemployment has a significant negative effect on economic growth in Gresik Regency for the 2021–2023 period.
4. The growth of micro and small industries, inflation and the open unemployment rate simultaneously affect economic growth in Gresik Regency for the 2021–2023 period.

Based on the results of the research that has been conducted, the author offers the following suggestions:

1. The government must be able to maintain a stable inflation rate that is neither too high or too low, as inflation is one of the factors that affects economic growth, which in turn affects activities in society, based on the results of this study.
2. Job creation is one of the government's priorities in order to absorb the workforce, thereby generating economic growth from per capita income generated by the workforce as a result of job creation.

3. Job creation should be a priority for the government to ensure labor absorption, thereby driving economic growth through increased per capita income resulting from the creation of new job opportunities.
4. For future researchers, this thesis can serve as a reference for conducting research and preparing theses.

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