

The Impact of the Growth of the Tourism Workforce Against Aspects of Accommodations and Macroeconomic Aspects In Indonesia in the Period 2000 – 2016

Farida Elmi and Rosalendo Eddy Nugroho

Lecturer at The Postgraduate Master Of Management Remains Mercu Buana Jakarta

Corresponding Author: Farida Elmi

Abstract Long-term research objectives to create a professional landscape model of labor/HR professionals in the tourism industry and recommend policies HR professionals in the tourism industry business in the Bangka islands through competitive and sustainable foreign tourist visits from the aspect of accommodation, hotel rooms, beds, water, water routes and increase the level of welfare of the people of Bangka Island in particular and national economic growth in general. The purpose of this study was to analyze the effect of accommodation ratios, ratios, aircraft air route ratios, hotel room, bed ratios, human resources/tourism, labor and economic growth rates on Bangka Island on the ratio of foreign tourist visits from 2000-2016. Type of quantitative research with causal method, so that more representative sampling technique is done by purposive sampling, analysis of multiple linear regression data. The stages of library research and secondary data studies, the results of the study are models and policy recommendations for the tourism industry and projections of the economic growth of the Bangka and national islands in general for 2018-2025 seen from several tourism sectors. The results of the study were in the form of models, policy recommendations and blueprints for Bangka Island tourism services, regional tourism offices and the Ministry of Tourism.

Keywords Foreigner: Tourism, Occupation Room Hotels, Beds, Tourism Worker, Flights.

Date of Submission: 03-08-2019

Date of acceptance: 19-08-2019

I. Introduction

1.1. Background Problems :Nowadays, tourism activity increasingly key role in the global economy, in fact, for more than half of the last century, tourism has become a source of economic growth and employment. This has given the tourism became the largest industry in the world and one of the fastest-growing sector with more than one-third of the total value of trade in services in the world and contribute trillions of dollars annually against the global economy (Meihami and Karami, 2014).

The development of the tourism sector are able to encourage and accelerate the growth of the national economy i.e. creating *demand* both consumption and investment, which will ultimately trigger the production of goods and services. In the activity of tourism, tourists or tourists will do the shopping and consumption of *travelling*, so that directly cause the market demand for goods and services. Further, the demand for tourism indirectly also increasing permintaan capital goods and raw materials to produce goods and services that are required for tourists (Santi dkk, 2013). From table 1 (the number of tourist visits and spending 2009 -2014), based on the data of the Central Bureau of Statistics (BPS) seem to occur approximately 49.3 percent increase within the last ten years to become as much as 9.43 million House in 2014 or average about 9.84 percent per year. In the year 2015, scumulativeecara (January – July) 2015, total visits wisman reach 5.47 million visits or rising 2.69 percent compared to visit House on the same ode Pixie previous years which amounted to 5.33 million visits.

From the table also appears that the increase in the number of tourists visit also followed by the growing number of shopping or consumption expenditure wisman about 18.89 percent during the period to 1,183 2009-2014 u.s. dollar. In addition, according to the data of the Ministry of tourism and the Creative Economy, the tourism industry is able to provide employment of about 192,210 million people or around 8.46 percent of total jobs available in 2012.

Table1.0. The number of visitors and average spending of foreign tourists and 2009-2014

Wilayah Asal	2009	2010	2011	2012	2013	2014
Asia Pasifik	4 917	5 527 342	6 050 406	6 376	6 943	7 475
Amerika	083	255 465	293 306	166	413	049
Eropa	1 028	1 048 543	1 110 871	1 174	1 285	1 337
Lainnya (Timur Tengah dan Afrika)	405	171 594	195 148	079	097	553
Jumlah/Total	140 572	171 594	195 148	181 692	230 046	261 589
	6 323			8 044	8 802	9 435
Jumlah/Total	730	7 002 944	7 649 731	462	129	411
Pengeluaran Rata-Rata (US\$)	995.93	1,085.75	1,118.26	1,133.81	1,142.24	1,183.43

Source: Data BPS (2016)

1.2. A Review Of The Literature

According to the Tourism Object Meihami and Karami (2014) can be defined as tourism travel between origin and destination area with the motivation to stay a while, recreation, Commerce, culture and entertainment. Cultural tourism (*cultural tourism*) is the form most familiar to tourists. While, according to the World Tourism Organization, tourism is an activity of a person travelling to and living in a place outside of her everyday environment within a period of not more than one year for leisure, business and others. As for Pendif in Baruddin (2011) stated that tourism is comprised of activities such as cultural tourism, health tourism, culinary tourism, religious tourism, educational tourism, business tourism, tourism industry, tourism Convention, politics, tourism social tours, sightseeing tour pilgrim, honeymoon, sightseeing tours, nature reserve tourism research, tourism, marine reserves, and adventure tourism. In his dissertation Santi Singagerda (2014) States of nature run its activities, tourism can be seen from two sides, that is the side of the supply and the demand side. Both sides of the demand or supply side is the scope of tourism economic activities that mutually interact with each other. Seen from the tourism offer is a business that provides goods or services for the fulfillment of the needs of the tourist activities and the Organization of tourism, while tourism demand based on recommendations from the World Tourism Organization by the United Nation Statistical Commission of the year 1993 (UNWTO Tourism Highlights, 2009) noted that tourism is composed of 3 types namely: (1) *domestic tourism*, namely the inhabitants of a country who travel within the territory of the country where they lived (2) *inbound tourism*, i.e. foreign residents who travel to a country. (3) *outbound tourism*, i.e. residents who travel abroad. As for these three types of such activities were later would create a demand, and the need for goods/services that will be consumed during travel.

1.3. Formulation of the Problem

The rapid growth of the tourism industry is a fantastic economic phenomenon along with the increasing development of infrastructure in Indonesia, so that it has an impact on visits by foreign tourists. The magnitude of visits by foreign tourists in Indonesia is influenced by various things including accommodation, airplanes, air routes, tourism labor, hotel rooms, beds and national economic growth.

Based on the above problems, the research questions that will be solved in this study are:

1. What are the effects of Accommodation, Airplanes, Air Routes, Foreign Travelers, Length of Stay Hotels, Number of Passenger Travel, Hotel Rooms, Beds and National Economic Growth for Tourism Workers in Indonesia in the period 2000 - 2016?
2. What factors have the most influence on Tourism Workers in Indonesia on Accommodation, Airplanes, Air Routes, Hotel Rooms, Length of Stay Hotels, Aircraft Amounts, Beds and National Economic Growth in the period 2000 - 2016?

1.4. Research Objectives

Based on the background and formulation of the problem above, the objectives to be achieved in this study are:

1. Analyzing the influence of Accommodation, Airplanes, Air Routes, Foreign Tourist Visits, Hotel Rooms, Beds and National Economic Growth for Tourism Workers in Indonesia in the period 2000-2016.
2. Analyzing the most influential factors for Tourism Workers in Indonesia towards Accommodation, Airplanes, Air Routes, Hotel Rooms, Beds, Number of Aircraft Passengers, Length of Stay Hotels, Foreign Tourist Visits and National Economic Growth in the period 2000 - 2016 .

II. Theoretical Thinking Frameworks

The above thoughts can be explained

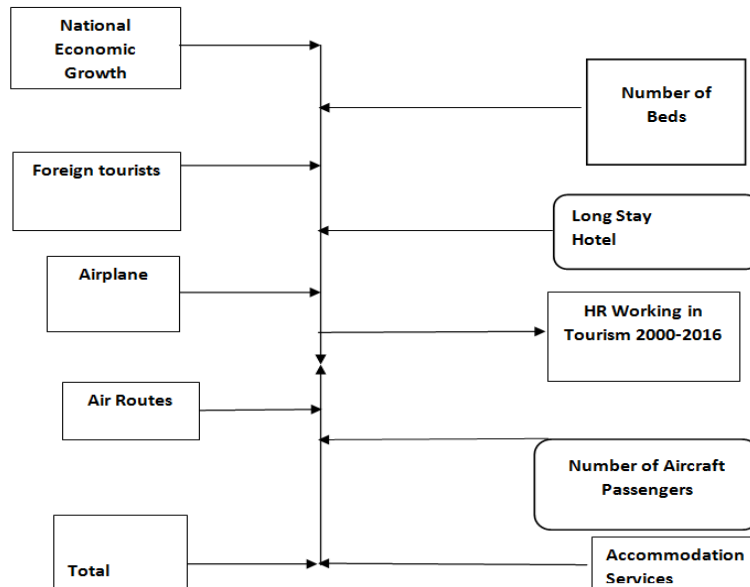


Figure 1.0. Theoretical thinking frameworks

Source: Data processed (2018). From the framework of the theoretical thinking, the position of this research on previous research was as a new study by combining various variables aimed at indicating that all of these variables are Factors affecting the working workforce of the tourism sector in Indonesia in the period 2000-2016.

III. Research Methods

The research method used in this research is causal method which aims to test the influence of manpower working in Indonesia sector in period 2000-2016 against accommodation, airplane, air route, tourist visit Overseas, Hotel room, bed, old Hotel stay, number of aircraft slash and national economic growth. The technique used to obtain a representative sample is purposive sampling. The data used in this research is secondary data. Secondary Data obtained from the Central Statistics agency, Bank Indonesia and KOMPAS daily.

IV. Analysis Method

The analytical methods in this study used multiple regression analysis methods and test deviations against classical assumptions that include multicollinearity tests, autochollineration tests, and heterokedastisity tests.

V. Multiple Regression Analysis

In analyzing the factors that affect the labour force working in the tourism sector in Indonesia in the period 2000-2016, used models:

$$LgSDM = \alpha + \beta_1 LgPDB + \beta_2 LgWM + \beta_3 LgKH + \beta_4 LgAK + \beta_5 LgTT + \beta_6 LgPT + \beta_7 LgRU + \beta_8 LgLM + \beta_9 LgPP$$

Where:

Human resources = tourism sector employment

GDP = National economic growth

KH = number of Hotel rooms

WM = foreign tourists

TT = number of beds

PT = number of airplanes

AK = Accommodation Service

RU = number of air routes

LM = length of Hotel stay

PP = Number of passenger planes

α = constant

Lg = Logarithmic functions

$\beta_1, \beta_2, \beta_3, \beta_4, \beta_5, \beta_6, \beta_7, \beta_8, \beta_9$: coefficients

National economic growth, bed, Hotel stay, number of airplanes, number of passengers, accommodation service, number of Hotel rooms, number of air routes and foreign tourists are made free variables that are partially or together allegedly affects the tourism workforce in Indonesia in the period 2000 – 2016.

VI. Research and discussion results

6.1. Simultaneous testing (F) [Model conformance]

Based on the table ANOVA or F test obtained the value F count of 234.576 with probability 0.000. Because of the probability of smaller than 0.05, it can be concluded that the Cofisien regression accommodation (AK), foreign tourists visit (WM), Airplane (PT), Air route (RU), aircraft passenger (PP), Hotel Room (KH), bed (TT), old Hotel Stay (LM) and National Economic Growth (GDP) or the ninth variable independent or free simultaneously affect the manpower tourism (SDM) in Indonesia in the period 2000-2016. This also means that the value of coefficient of determination of R2 is not equal to zero or significant. For more detail can be found in table 1.0 below:

Table 1.0 simultaneous signification test (ANOVA)

Model	F	Sig.
	234,576	,000 ^a

a. Predictors: (Constant), WM, TT, KH, AK, KH,PT, PDB,LM,PP

b. Dependent Variable: SDM

Source: Data Processed (2018)

6.2. Coefficient of Determination

The outdoor display of the SPSS model summary shows a Square R2 magnitude of 0.997. This means that tourism manpower in Indonesia in the period 2000 – 2016 is 99.7% can be explained by variations of nine independent or free variables i.e. accommodation (AK), foreign visitor visits (WM), Airplane (PT), Air route (RU), Aircraft passenger (PP), Hotel Room (KH), bed (TT), Hotel stay (LM) and National Economic Growth (GDP).

While the rest (100%-99.7% = 0.3%) Described by other causes beyond the model, the Standard Error of Estimate [SEE] of 0.01641, the smaller the SEE value will make the regression model more precise in predicting dependent or dependent variables, for more details can be seen in the Table 2.0 below:

Table 2.0. Coefficient of determination.

Model	R	R Square	Durbin-Watson
	0,998 ^a	0,997	2,118

A. Predictors: (Constant), WM, TT, KH, AK, KH, PT, GDP, LM, PP

B. Variable Dependent: SDM

Source: Data processed (2018)

6.3. Multiple Regression Equations

To interpret the parameter coefficient independent variables can use unstandarized coefficients or standarized coefficients. Of the nine independent or free variables entered in the model.

For more detail can be found in table 3 below:

Model	Unstandardized Coefficients	t	Signifikan { $\alpha < 0,05$ }
	B		
(Constant)	5,337	3,364	0,012 => Signifikan
AK	-0,016	-1,693	0,134 => Tidak
PT	1,388	3,459	0,010 => Signifikan
RU	0,008	0,521	0,619 => Tidak
KH	-0,023	-2,311	0,054 => Tidak
TT	-0,025	-0,401	0,700 => Tidak
WM	-0,308	-0,888	0,404 => Tidak
PP	0,029	2,749	0,029 => Signifikan
LM	-0,273	-3,049	0,019 => Signifikan
PDB	0,048	0,437	0,675 => Tidak

Dependend Variabel : SDM

Source: Data processed (2019)

1. Constant coefficient of positive and significant value stated that assuming the absence of variable accommodation (AK), Airplane (PT), Air route (RU), foreign tourists (WM), Hotel Room (KH), aircraft passenger (PP), length of stay (LM), Bed (TT) and National economic growth (GDP) then tourism Manpower (SDM) in Indonesia in the period 2000-2016 increased 5.337 units.
2. The number of regression coefficient of air route (RU) is positive and not significantly influential, stating that assuming the absence of other independent variables, then when the number of air routes (RU) has increased, the manpower Tourism (SDM) in Indonesia in the period 2000-2016 increased 0.008 units
3. Regression coefficient number of Hotel rooms (KH) is negative and insignificant, assuming the absence of other independent variables, then if the number of Hotel rooms (KH) has increased then the tourism workforce (SDM) in Indonesia Period 2000-2016 decreased by 0.023 units.
4. Number of regression coefficient of bed (TT) negative value and not significantly influential, that assuming the absence of other independent variables, then when the number of beds (TT) has increased, the tourism worker in Indonesia in the period 2000-2016 decreased 0.025 units.
5. Regression coefficient of foreign tourists (WM) is of negative value and insignificant, stating that assuming the absence of other independent variables, when foreign tourists (WM) has increased the manpower Tourism (SDM) in Indonesia in the period 2000-2016 decreased by 0.308 units.
6. The regression coefficient of national economic growth (GDP), positive and insignificant value, stated that assuming other independent variables, then if national economic growth (GDP) has increased, energy Tourism work (SDM) in Indonesia in the period 2000-2016 increased by 0.048 units.
7. Regression coefficient number of accommodation (AK) negative value and not significantly influential, stating that assuming the absence of other independent variables, then if the number of accommodation (AK) has increased, then labor Tourism (SDM) in Indonesia in the period 2000-2016 decreased by 0.016 units.
8. Number of regression coefficient of bed (TT) negative value and not significantly influential, stating that assuming the absence of other independent variables, the number of beds (TT) If the increase, the labor Tourism (SDM) in Indonesia in the period 2000-2016 decreased by 0.025 units.
9. The regression coefficient of passenger flight number (PP) is positively and significantly influential, stating that assuming the absence of other independent variables, the number of passengers in the aircraft (PP) if increased, the power Tourism work (SDM) in Indonesia in the period 2000-2016 increased by 0.029 units.
10. Regression coefficient long stay at the Hotel (LM) is negative and significantly influential, stating that assuming the absence of other independent variables, the Hotel stay (LM) will be increased if the employment Tourism (SDM) in Indonesia in the period 2000-2016 decreased by 0.273 units. So it can be concluded that the variable of tourism workers (SDM) in Indonesia in the period 2000-2016 is influenced by the number of aircraft (PT), number of passenger aircraft (PP), long stay at the Hotel (LM) so that thus the equation of regression as follows:

$$HR \log = 5.337 + 1.388 \text{ Log PT} + 0.029 \text{ Log PP} - 0.273 \text{ LM Log (2)}$$

6.4. Multicholinerity Test

Aiming to test a high or perfect correlation between independent variables in a regression model, if inter-independent variables occur in perfect multicholinerity, then the independent variable regression coefficient cannot be determined and the value Standard error becomes infinite. If the multicholinerity between variables is high independent, then the independent variable regression coefficient can be specified but has a high standard error value meaning the value of the regression coefficient cannot be estimated appropriately.

A. Guided in table 4.0, the look of RU and KH have a CI value of 10 – 30 which means there is a mild multicollinearity. Then another variable has a CI value above 30 which shows the strong multicollinearity is AK, KH, SDM, PDM and PT.

B. Guided in table 4.0, seen RU, AK, KH, TT and GDP has the value of Tolerance above 0.10. Can be taken Kesmpulan no multicollinearity, while for Tolerance under 0.10 ie SDM (0.008) & PT (0.008). Can be taken Kesmpulan there is a mild multicollinearity. As for VIF; Independent variables; RU, AK, KH, TT and GDP under 10 so VIF with.

Table 4.0 Tolerance, VIF and CI Independent variables

12	Collinearity Statistics		Condition Index
	Tolerance	VIF	
(Constant)			1,000
RU	0,264	3,783	12,357
KH	0,659	1,518	20,852
TT	0,317	3,150	49,687
WM	0,008	125,192	89,907
PDB	0,371	0,249	158,642

AK	0,297	3,363	232,114
PT	0,008	130,808	1480,017
LM	0,068	124,432	110,34
PP	0,123	54,32	58,29

Source: Data Processed (2019)

6.5. Autocorrelation Test

The autocorrelation test aims to test whether in a linear regression model there is a correlation between the residual faults in the T period with errors in the T – 1 period (formerly). In case of correlation, there is an autocorrelation issue. Autocorrelation arises because of sequential observation at all times related to one another (Janie, 2012). This problem arises because the residual is not free from one observation to another observation. It is often found in data soundtrack time (time series) because the disruption in someone/individual/group tends to affect the disruption in the same individual/group in the next period. There are several ways that can be used to detect the presence of autocorrelation. One of the common ways to detect the presence of Autocorelation multiple linear regression is with the Durbin (DW) test. D-W test is one of the widely used tests to determine the presence of autocorrelation. Almost all statistical programs already provide the facility to calculate the D value (which describes the DW coefficient). The value D will be in the range of 0 to 4, see the following table:

Table. 5. The Durbin Watson test table for determining there is no autocorrelation

Reject H ₀ , Meaning there is positive autocorrelat ion	Cannot be decided	Not Rejecting H ₀ , Meaning there is no autocorrela tion	Cannot be decided	Decline H ₀ , Me aning there is negative Autocorrelati on.
---	----------------------	---	----------------------	---

0 d_L d_U 2 4 - d_u 4 - d_L 4

Source: Data processed (2017).

Table: A-5a (Gujarati, 2010) for □ n = 17 & k=7 diperolehdL= 0.451; dU = 2,537

4-dU < D < 4 - dL □ 1.463 < 2,118 > 40.451 □ 1,463 < 2,118 < 3,549

Based on the test result in Table 4.8. Multiple regression analysis equation obtained by the value of Durbin Watson (DW) is = 2.118. D means between 1.463 and 2.396 then the conclusion that the equation of multiple regression analysis of tourism workers in Indonesia in the period of 2000 – 2016 no decision or a doubtful area □ Ho; Means no autocorrelation.

6.6. Test Heteroskedastisity

The next classic assumption in regression models is homoskedastisity or has the same variant. There are two methods of detecting the presence of heteroskedastisity, which is by means of graphs and statistical methods. The graph method is usually done by looking at the plot graph between the predicted value of the dependent variable with the receipt. While the statistical method can be used to identify the presence of the problems of heteroskedastisity, some of these methods are Uji Park, test Glejser, Test Spearman, Goldfeld-Quandt test, Bruesch-Pagan-Godfrey test and White test. But what will be discussed in this section is just a method graphs and test Glejser.

A. Test Glejser

Results are visible in the 6.0 table. Clearly shows the entire variable, accommodation (AK), Airplane (PT), Air route (RU), tourism Worker (SDM), Hotel Room (KH), bed (TT) and National Economic Growth (GDP), have significance values that all in Over 0.01. Meaning there is no heteroskedastisity in this model, in other words all the variables of the independent contained in this model have the same or homogeneous variant spreads.

Table. 6. Test table Glesjer for determination there is not heteroskedastisity.

Model Sig	
Model	Sig.
(Constant)	0,348
RU	0,177
KH	0,461
TT	0,915
WM	0,314
PDB	0,766

AK	0,911
PT	0,286
LM	0,185
PP	0,316

Dependent Variable:
AbsUI

Source: Data Processed (2019)

VII. Inferred

1. The number of aircraft (PT), the number of passenger aircraft (PP) and Hotel stay (LH) significantly affect the tourism workforce in Indonesia in the period 2000-2016.
2. The number of passenger aircraft (PP) and number of airplanes (PT) contributes positively and significantly, while the stay of Hotel (LH) contributes negatively and significantly to the number of tourism workers in Indonesia during the period 2000-2016.

7.2. Suggestions

7.2.1. Central Government Policy

The central government is expected to increase the number of transportation services to Bangka Island and increase the number of flight routes to Bangka islands as well as supervise the entire hotel in terms of service, safety and cleanliness.

7.2.2. Local Government Policy

Local governments are expected to increase the number of vocational secondary schools for tourism, giving counseling-all around the community, especially the area affected by the tourism site and recruiting human resources to Tourism with additional knowledge of tourism through regular coaching.

Bibliography

- [1]. Firdaus, M., 2011, econometrics Application for Data Panel and Time Series, first printing, IPB Press. Bogor.
- [2]. Griffiths, A., Wall, S., 2005, Applied Economics, 9-th Edition, Financial Time Prentice Hall, Pearson Education Limited, Essex, England.
- [3]. Gujarati, D., Zain, S., 2006, BASIC ECONOMETRIKA, sixth print, publisher Erlangga, Jakarta.
- [4]. Ghozali, priest, 2005. Application of Multivariate analysis with SPSS Program, the issuing body of Diponegoro University
- [5]. Juanda, B., Junaidi, 2012, econometrics Deret Time Theory & Application, First edition, IPB Press., Bogor.
- [6]. Kuncoro, Mudrajat. 1997. Development economics: Theory, Problems and Policies. UPP AMP YKPN Yogyakarta.
- [7]. Soebagiyo, 2005, analysis of unemployment rate and influencing factors in the province of Central Java, Economics Faculty of Diponegoro University.
- [8]. Sukirno, S., 2005, Macroeconomics, fourth edition, publisher Erlangga, Jakarta.
- [9]. Tasman, A., Aima, H., 2013, managerial economics with a mathematical approach, revised edition, publisher of the King Grafindo, Jakarta.
- [10]. Revelation, W.W., 2009, econometrics Analysis and statistics with EViews, Second edition, UPP STIM YKPN, Yogyakarta.
- [11]. Wijono, W. W., 2006, uncover the source of Indonesian economic growth in last Lima Tahun, Journal of Bank Indonesia Vol.14.No:4,2006.
- [12]. Andergassen, R. and Candela, G. 2009. Less Developed Countries, Tourism Investments and Local Economic Development. Working Paper No. 676, Department of Economics, University of Bologna.
- [13]. Ardiwidjaja, Roby., 2003. Sustainable Tourism Development in Indonesia. Worksheet in the discussion of the sustainable tourism study Panel. Jakarta, 23-28 August 2003. Retrieved at <https://www.academia.edu/5394651>
- [14]. Ariyanto. 2005. Tourism economics. Publisher Rineka Cipta. Jakarta
- [15]. Awirya, Anitawati & Setyodewanti. Opportunity to Develop Tourism Industry through Investment [PDF] in <http://www.freit.org/WorkingPapers/Papers/ForeignInvestment/FREIT416.pdf>
- [16]. Anonymous. 2009. Ontario Tourism Investment Attraction Research Study. February 2009. http://www.mtc.gov.on.ca/en/publications/Ontario_Tourism_Investment_Attraction.pdf
- [17]. Basuki, space. 2011. Opportunities and challenges of tourism development in Indonesia. Paper in "Socialization and conscious movement of tourism" organized by the Department of Culture and Tourism of West Sumatera Province, Solok, 12 October 2011
- [18]. The Barudin. 2011. The impact of trade liberalization and the improvement of tourism demand on macroeconomic and sectoral performance in Indonesia. Thesis Institute of Agriculture Bogor (IPB). Bogor.
- [19]. Bulin, Daniel. 2014. Tourism Industry Worldwide - Testing Some Correlation Between Essential Indicators. Global Economic Observer, 2014, vol. 2, issue 2, pages 56-65
- [20]. Du Plessis, P.G. 1997. The investment decision. 4th ed. Pretoria Van Schaik. hal. 359
- [21]. Garcia-Flores, F., Pérez-Cirera, V., Martin, P., Alanis, G. dan Guadarrama, L. 2008. Tourism, Trade and the Environment: Tourism and Coastal Development in the Mexican Portion of the Mesoamerican Reef. Fourth North American Symposium on Assessing the Environmental Effects of Trade, Commission for Environmental Cooperation, Montreal.
- [22]. Heriawan, Rusman. 2004. Role and Impact of Tourism on the Indonesian Economy: An Approach to the I-O and SAM Models. Dissertation. Doctoral from Bogor Agricultural University. Bogor.
- [23]. Hermawan, Budi. 2012. Analysis of the Contribution of Tourism Transactions to the Gross Domestic Product of the Tourism Sector. Media Tourism. Vol.7. No. 1. June 2012.
- [24]. Jamieson, Walter. 2001. Promotion of Investment in Tourism Infrastructure. Working Paper for Economic and Social Commission for Asia and the Pacific. New York. 2001

- [25]. Jim Phillips dan Jamie Faulkner. 2013. Tourism Investment and Finance. Accessing Sustainable Funding and Social Impact Capital. International Institute for Tourism Studies (Unpublished)
- [26]. Martin, Eugenio. 2008. Towards sustainable tourism investment. Report on The DESTINATIONS Project by WWF Mediterranean Programme, Italia
- [27]. Marx, J., Mpofu, R. & Van de Venter, G. 2003. Investment Management. Pretoria: Van Schaik. hal. 254
- [28]. Meihami, Bahram dan Karami, Jasim. 2014. Review Some Effects of the Investment in the Tourism Sector (Evidence of the Qhorveh City). International Letters of Natural Sciences Vol. 25 (2014) pp 39-46
- [29]. Nadiasa, Maya dan Norken. 2010. Analisis Investasi Pengembangan Potensi Pariwisata pada Pembangunan Waduk Jhem di Kabupaten Bangli. Jurnal Ilmiah Teknik Sipil Vol. 14, No. 2, Juli 2010
- [30]. Peric, J., Mujacevic, E. dan Simunic, Mislav. 2011. International financial institution investments in tourism and hospitality. Journal of International Business and Cultural Studies. Vol.4, January 2011. pp 1-17
- [31]. Phillips, Jim dan Faulkner, Jarmie. Tourism Investment and Finance, Accessing Sustainable Funding and Social Impact Capital. Sustainable Tourism: International Cooperation for Development
- [32]. Pratiwi, Fajar. 2005. Faktor-faktor yang Mempengaruhi Investasi Swasta Domestik di Provinsi Jawa Barat 1975-2003. Tesis S2. Program Pascasarjana UGM. Yogyakarta. (tidak dipublikasikan)
- [33]. Rios-Morales, R., Dragan Gamberger, Ian Jenkins dan Tom Smuc. 2011. Modelling Investment in the Tourism Industry Using the World Bank's Good Governance Indicators. Journal of Modeling in Management, Vol. 6 No. 3, 2011.
- [34]. Nadiasa, Maya and Norken. 2010. Investment Analysis on Development of Tourism Potential in the Construction of Jhem Reservoir in Bangli Regency. Civil Engineering Scientific Journal Vol. 14, No. 2, July 2010.
- [35]. Peric, J., Mujacevic, E. dan Simunic, Mislav. 2011. International financial institution investments in tourism and hospitality. Journal of International Business and Cultural Studies. Vol.4, January 2011. pp 1-17
- [36]. Phillips, Jim dan Faulkner, Jarmie. Tourism Investment and Finance, Accessing Sustainable Funding and Social Impact Capital. Sustainable Tourism: International Cooperation for Development
- [37]. Pratiwi, Fajar. 2005. Faktor-faktor yang Mempengaruhi Investasi Swasta Domestik di Provinsi Jawa Barat 1975-2003. Tesis S2. Program Pascasarjana UGM. Yogyakarta. (tidak dipublikasikan)
- [38]. Rios-Morales, R., Dragan Gamberger, Ian Jenkins dan Tom Smuc. 2011. Modelling Investment in the Tourism Industry Using the World Bank's Good Governance Indicators. Journal of Modeling in Management, Vol. 6 No. 3, 2011
- [39]. Samimi, A.J., Sadeghi, Somayeh dan Sadeghi, Soraya. 2013. The Relationship between Foreign Direct Investment and Tourism Development: Evidence from Developing Countries. Institutions and Economics. Vol. 5, No. 2, July 2013, pp. 59-68
- [40]. Santi, F., Oktarina, Budimandan Kustiari. 2013. Tourism Investment, Supply and Demand in Indonesia: Impact and Factor Analysis. The First International Conference on Law, Business and Government 2013. UBI, Indonesia.
- [41]. Santi, F., Oktarina, Budimandan Kustiari. 2014. Analysis Determinants of Investment, Demand, and Supply Indonesian Tourism. IOSR Journal of Economics and Finance (IOSR-JEF). Volume 4, Issue 3. (May-Jun.2014), PP16-27
- [42]. Saayman, M. 2002. Hospitality, leisure and tourism management. Potchefstroom: Institute for Tourism and Leisure Studies. pp.509
- [43]. Snyman dan Hons. 2007. A Foreign Direct Investment Model for Tourism Property Acquisition. Thesis for Doctor of Philosophy at Potchefstroom Campus at North-West University. November 2007
- [44]. Selvanathan, S., Selvanathan, E.A. and Viswanathan, B. 2012. Causality between Foreign Direct Investment and Tourism: Empirical Evidence from India. Tourism Analysis, 17(1): 91-98.
- [45]. Subadra, I Nengah. 2007. Bali Tourism Watch: Ekowisata sebagai Wahana Pelestarian Alam. <https://subadra.wordpress.com/>
- [46]. Suryati, Maria Ni Made. 2000 "Effect of Investment on Absorption of Workforce in Bali Province". S1 Thesis. Faculty of Economics, Udayana University. Denpasar. (not published)
- [47]. Tang, S., Selvanathan, E.A. and Selvanathan, S. 2007. The Relationship between Foreign Direct Investment and Tourism: Empirical Evidence from China. Tourism Economics, 13(1): 25-39
- [48]. Tiainen, Petri. 2013. Driving Factors of Tourism Investment Decisions and Lapland's Attractiveness in Tourism Investments. Thesis at Laurea University of Applied Sciences, November 2013
- [49]. Virgil Nicula, Simona Spanu, Roxana Elena Neagu. 2013. Economics and Finance. Procedia. 6(2013)530-541.
- [50]. Wessendorp, Paul. 2010. Promoting Foreign Investment in Tourism. Report on Investment Advisory Series, Seria A, Number 5. UNCTAD. New York & Geneva. 2010
- [51]. World Economic Forum. 2015. The Travel and Tourism Competitiveness. Report 2015. Geneva, Switzerland Yoeti, OA. 1996. Pemasaran Pariwisata. Bandung (ID): Angkasa Offset
- [52]. Yousuf, Aamirdan Roshan Lal. The Impact of Asean on Tourism. International Journal of Networking & Parallel Computing, September, 2013, Vol.2, No.3, pp.38-44.
- [53]. Zhan, James. 2010. Promoting Foreign Investment in Tourism. Investment Advisory Series Seria A, number 5, UNCTAD, New York, 2010.
- [54]. Zhang, H., Chong, K. and Ap, J. 1999. An analysis of tourism policy development in modern China. Tourism Management, 20(4):471-485.

Farida Elmi. "The Impact of the Growth of the Tourism Workforce Against Aspects of Accommodations and Macroeconomic Aspects In Indonesia in the Period 2000 – 2016 ". IOSR Journal of Business and Management (IOSR-JBM), Vol. 21, No. 8, 2019, pp. -.17-24