

# Determinants of Labor Mobility with Spatial Approach System Literature Review (SLR) Method in Boyolali City, Indonesia

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## ABSTRACT

The study includes the largest peer-reviewed database or labor economics. Sources of review literature are taken from the popular Google, namely Scopus, Emerald, and ScienceDirect. The PRISMA 2023 system for systematic review followed to the authors. 35 journals from the author's journals include in the collection. An interesting result is that the likelihood of side jobs, self-employment, and education level influence job shifts from the agricultural sector to other sectors. Authors with review literature are currently focused on Boyolali district, Central Java, Indonesia. In Boyolali district, Central Java, Indonesia, this is related to the reduction in labor from agricultural workers to other jobs. The author highlights in Boyolali district, Central Java, Indonesia, due to the influence of the pandemic era on more workers moving from agriculture to other sectors. Finally, Due to the level of training, business acumen, and the risk of an epidemic, it is evidence that work moves from the farm industry to other sectors. Due to the level of training, business acumen, and the risk of an epidemic, it is evidence that work moves from the farm industry to other sectors. This study uses a literature review on the movement of labor from the agricultural sector to other sectors through some data from central agencies and statistics, especially in Indonesia. The first systematic review of an increasingly relevant topic in the Boyolali district where the scope of work shifts has been a major point of expansion to other sectors.

## KEYWORDS

effects; labor mobility; Systematic Literature Review

## INTRODUCTION

Data from bps.go.id, the population of Indonesia in 2020 is around 270 million people. The distribution of the population by sex is around 136 million males and around 133 million females population. In 2019 the emergence of Covid-19 made human activities adapt for their survival. In 2017 the number of working urban workforce was around 182 six hundred people, open reactions were 8,367 people, rural workers who worked in 2017 were 322 hundred people, and open reactions were 10,848 people. In 2018 185 urban workers were working, in 2019 there were 196 people, in 2020 there were 196 people, this tends to increase the number of people working. Open unemployment in 2018 was 6,989 people, in 2019 there were 6,787 people, in 2020 there were 10,317 people, in rural areas in 2018 there were 348 hundred, in 2019 there were 338,316 people. Open unemployment in 2019 was 4,776 people, in 2019 there were 10,457 people, and in 2020 there were 20,333 people.

Greer & Kirk (2022) Career transition has grown in importance as a component of career growth and as a crucial component of Human resources development, or HRD, research and practice in the fresh labor market & licensed landscape. In this study, the sorts of support used across various career shifts and people who might give such support to women going hired are explored. Examine the four classes of social support: instrumental, emotional, & rating. Examine the four groups of social support: instrumental, emotional, and appraisal how they play a part in the five different career transitions that can occur: the transition from school to the workplace, the transition to career change, the move to a career changer, the move to entrepreneurship, & their transition to retirement. Examine how a concept of living far applies, which is linked to semantics, customary, as well as subjective well-being during work and is evolving as a result, contributes to the concept of human growth (González-Díaz et al., 2021). This article was developed with an analytical and synthetic descriptive approach, reconstructing the concept of Good Living through economic, ontological, and epistemological theoretical comparisons and their dimensional axes. Examin poor nations, there is just a little of fragmented study into the link among health insurance and economic formalization (Le et al., 2019).

The current thorough research provides a visual representation of the real effects that would result from separating unlawful, undocumented, unpermitted, as well as unskilled migrant workers and from further slowing the massive flux of migration from CLMV parts in the world. The authors claim that this is the initial article ever added to the current body of knowledge on the macro-level variables that affect the free movement of professional workers regulations in CLMV states. The authors say that this is the initial review ever contributed to the body of knowledge on the macro-level factors affecting the latitude of skilled labor migration law in CLMV countries (Daovisan et al., 2022). As the data range relies upon increasing facts from institutions, jobs, & education, measuring talents presents challenges. The major frameworks explored have provided a categorization and illustration of the cutting-edge skills from specific viewpoints that are also thought to have certain limitations. As a whole, even so, it will come that the results can help provide a theoretical framework for evaluating abilities in Erasmus and credit score mobility programs in the EHEA. The resulting framework provides a logical foundation for capabilities appraisal that is anticipated to be important for many stakeholders and allows for the determination of how mobility rules can help improve the performance of abilities inside the EHEA (Garcia-Esteban & Jahnke, 2020). Provides the first opportunity to look back on a period of twenty study into a fairly fresh area, emphasizing the key gaps in knowledge & themes while establishing future directions research. This article increases understanding of SIEs , assisting SIE researchers & IHRM practitioners in disseminating crucial information about SIEs' problems globally, & hopefully, fueling new studies in this area (Brewster et al., 2021).

The results nations but not have (Heil, 2020) where salaries, unequal income distribution, mobility, and reallocation comprise the primary employment factors examined as well as growth and volatility (unemployment). Studies demonstrate that finances have a significant impact on both the quantity and quality regarding jobs: (1) jobs market characteristics, such as employment protection laws, collaborate with finances to affect labor the results; (2) development finance aids in creating jobs in non-OECD countries but does not have the same impact in developed nations. (Rad et al., 2022) SLR writers discuss the advantages, difficulties, and crucial success aspects for all source of performance core technology separately before discussing the overall implications. In order to look at the performance of the supply chain in Industry 4.0 , we included our findings into the framework and came to identify likely avenues for study (Barros et al., 2021) to evaluate

the literature's contribution to the investigation of safety stock challenges under risk and uncertainty in the acquisition procedure, with a focus on dimensional concerns (determination of safety inventory levels): The primary method of synthesis used to find, assess, and evaluate the best corresponding author for high-quality research papers is known as a systematic literature review (SLR). Everyone undertook systematic literature reviews (SLR) on pertinent journals from 1995 to 2019 including 193 chosen papers. The chosen articles have been organized into four main types: safety stock management, position, allocation, or placement, and safety stock dimensions.

Silva-Laya et al., (2020) argues that the poor are stratified in educational modalities that are of inadequate standard & often, are ineffective in responding to their needs & interests. Social mobility is constrained and shows the unwanted role that in reproducing, education is important inequality. Cross-sectoral tactics and partnership are required to break the loop between urban poverty & schooling. between to establish favorable circumstances for education, social actors urban deprived families & boosting educational institutions fulfill the right to explore & learn education. The capacity of the urban underprivileged.

The author makes research limitations, namely regarding education, age, and work, using a Systematic Literature Review (SLR) method seen at [bps.go.id](https://bps.go.id) from 2017-2022. Job shifting is a phenomenon in the Boyolali area, so there may be variables that can influence job shifts in the Boyolali area, and not many have written about job transfers during a systematic review of the literature (SLR), conditions are the factors. Examining the explanation of the background of the problem, the authors identify the problem as follows: Based on the research above, the motivation of the authors to choose the object of writing for the Special Study in Boyolali, is due to the phenomenon of shifting workers. The author also wants to know whether or not it affects job transfers in Boyolali. Second, what factors are the circumstances that impact how workers migrate by the local community, and what influences the gap in educational attainment for people in villages and urban areas of labor mobility? The findings of our study offer tips for assist women in moving on to diverse jobs. We conclude with proposals for deeper research. Based on identifying these problems, the goals that the writer wants to achieve are as follows: The writer can find out the phenomenon of labor mobility so that he can find out what influences the job shift in Boyolali, the writer can find out what conditions are the factors movement of labor (labor mobility) that exists by the local community, and the author can find out what gaps in educational attainment for people in rural and urban areas affect labor movement (mobility labor). The benefits of this writing are as follows: Providing information to the public about labor mobility which is influenced by many factors, especially in the Boyolali area, providing information about labor mobility through a Systematic Literature Review (SLR) and Vosview as a writing variable filtering tool. Based on the background described above, the authors are interested in writing with the title: Determinants of Labor Mobility with Spatial Approach System Literature Review (SLR) Method in Boyolali City, Indonesia. his paper consists of the introduction, literature review, methods, result and discussion, and conclusion and recommendation. The theory of the sale of labor from farms region other industries & the balance economic estimates of the job market impact of labor migration. The literature on structural transformation assumes there are no obstacles in the way of labor cross-sector mobility, then characterizes the traits of tastes & technological advances that result in labor reallocations. As result of growth, agriculture shifted to non-agriculture (Herrendorf & Schoellman, 2018). Alvarez, (2020) most of the gap is explained by differences in the composition of the workforce. The evidence argues against the large short-term benefits of reallocating workers out of agriculture and supports Roy's recently

proposed inter-sectoral sorting models. Using a calibrated sorting model explain wage disparity as it is now observed and as it declines as the economy shifts away from agriculture. Pulido & Świącki, (2019) demonstrated "that at the same time as self-choice is essential, there are also boundaries that substantially misallocate employees across sectors. getting rid of due to the reallocation of 35% of workers caused by these obstacles, the overall output would improve by 21%. Heterogeneous disaggregation of workers may If relative & absolute metrics were used, they might serve to explain this occurrence. advantages are in sync in agriculture, showing that the average output in agriculture rises with the share of employment from farming drops (Alvarez-cuadrado et al., 2019).

Siekierski et al., (2018) This study illustrates how the link of IAM & innovation varies among states. Each nation concerned with the affiliation get hold of a tremendous effect inside the courses and studies networks. The principal effect on international locations of beginning is the growth of enormously certified staff. At an alternative thought, good fate for the international locations a spot difficulty patent submitting, running situations, and attractive studies surroundings. To take back control of Take back control of Take back control of Take back control of exertions According to the market, either extra systematic union with reliance companies either a global perspective or a more focused effort at new various networking techniques and the creation of a resounding radical alternative to the story of world resistance to capitalism. The essay also asserts that on near examining the capitalization of the world itself is famous widespread potential Achilles' heels those efforts developments new (Lillie & Lucio, 2012). A few traditional career topics are nonetheless pretty famous nowadays (e.g. professional achievement as the number one trending topic), whereas different Over the past few years, new topics have developed. (e.g. professional achievement as the number one trending topic), whereas different subjects have emerged throughout the latest years (e.g. employability because the #three trending topic). Further a few topics that are closely linked to professional research along with unemployment and task search fairly became out now not to be a trending topic (Akkermans & Kubasch, 2017). The overview discusses the significance of ability improvement, the position of institutions which includes NSDA & PMKVJ, ability improvement as a need in the arrival changes in technology, a powerful step to empowering ladies inside the united states, & the desire to integrate skills improvement having a secondary degree. Exertions marketplace Reforms are necessary to triumph over demanding situations inclusive of a mismatch among idea & exercise, a low fine of competencies assimilated, the mismatch among call for & There is a skilled labor supply. Exertions pressure, low stage of in-residence schooling, low level of collaboration students at colleges & personnel because lack of incentives & lack of certified instructors (Cabral & Dhar, 2019).

The evaluation discovers that with the expanding impact from migrant creation people, variety of courses on the fitness & protection migrant workers has seen a rapid rising trend. Additionally, language limitations the most dominating safety threat factors that were present with the aid of on-website online migrant employees. This organized literature assessment also encapsulates what a migrant is employees & methods to reduce the risks to safety (Guan et al., 2022). Kravariti et al., (2022) authors determined that TM in H&T offers contextualized proof convincing with 5 key study subjects: TM practices; conceptualization of expertise & TM; TM causes & results; key TM stakeholders; & knowledge education & graduate careers. The assessment indicated that maximum research is qualitative, focusing on Europe and North the USA, and that ordinarily check hotels. The small amount of TM research in H&T together with the shortage of strong theoretical groundings display that the sphere is in the early ranges of the developing degree, but The

strong growth shows an exponential boom in the hobby. The evaluation identified six roles, specifically, law, economic taxes, infrastructure, & incentives, steering & encouragement, & training & exertions deliver. The number one to try to carefully gather the scattered halal logistics literature. intensify the crucial function of presidency inside the logistics of halal business enterprise (Ab Talib et al., 2020). Hasan et al., (2018) voids in studies & procedures mentioned & instructions for more study have been suggested. The written word overview suggests that regardless of substantial variations within the socio-financial conditions throughout each developed nation and growing international locations, a normally affordable consensus exists on some full-size elements impeding productiveness. These are, specifically, the absence of substances, insufficient supervision, ability deficiency, loss inadequate drawings & specifications, lack of the necessary tools & equipment. although, effects of production, site services, method research, undertaking tradition, and effects elements, both physiological and psychological had been now never correctly included in the present literature. The study additionally observed that conventional creation initiatives have continued to be the major focus of these investigations, inexperienced creation projects had typically been disregarded. His examination reveals that intergenerational occupational mobility amongst younger ladies in India is ready the percentage of 71%, yet, comparatively, it is mostly downhill. The occupational mobility in urban regions is higher compared to the agricultural regions, although, There is less intergenerational job mobility up for some of the young SC/ST girls in comparison to young girls belongs to the caste group known as "Others". Furthermore, rising mobility inside the states that are poorer demographically and economically a we lot decrease than that of other states (Choudhary & Singh, 2018).

Small demographic variations recommend that capacity benefits of recent profession orientations aren't restrained to participants of precise businesses. The age and schooling individuals of in the circle of relatives were massive sufficient to suggest that huge population segments can also advantage from greater interventions to assist professional mobility and development. The gather the legitimacy of "proactive profession orientation" as a cohesive group including psychological mobility and boundaryless orientations (Kostal & Wiernik, 2017). Future research needs to retain to discover professional development in various financial/cultural contexts (Kostal & Wiernik, 2017). Career enablers & limitations were discovered to exist at each the institutional & character ranges. In this context, expert personnel has a hybrid professional attitude, needing conventional & greater contemporary professional elements, main to a reciprocal dating between the business enterprise and the person (Gander et al., 2019). The rapid development of the research in the recent years & distinctive technology carried out in the place of work inside the same length. It furthermore recognized important books, articles & journals within the region with a focus on the numerous author cooperation networks international locations. It also depicts how COVID-19 will affect the future of the work force. The text ultimately finished with destiny guidelines for the newly tendencies & in the wake of COVID-19, regional themes (Singh et al., 2022).

Garavan et al., (2012) enhancing the likelihood of the ecu competencies framework to sell comparison of credentials and consequently flexibility of efforts. Those tips will be intriguing to policymakers and practitioners worried about the use of the EQF and similar gadgets (Kariuki et al., 2022) located that immigrants have restricted obtaining public services thru facts verbal exchange generation-enabled systems even if the local administration has embraced governance, in its nascent stages. Affords a unique synthesis of the present studies & By highlighting the intricacy of GTM, age, & career literature of man or woman profession picks which might be influenced by the resource of inner &

contextual elements The essay highlights the value of flexibility, GTM that is gender inclusive and domestically relevant. The document is helpful for teachers whose attempting to find knowledge right right right into an expertise's choice-making process & specialists who manipulate know-how worldwide (Böhmer & Schinnenburg, 2016). Given the increase of e-trade for the duration of Logistics stemming from COVID-19 demand, together Considering the requirement for delivering meals & scientific crisis merchandise, how automation is positioned, optimization, keep structures, & danger control inside the shipping enterprise has become more significant. delivery corporations want to enhance their effectiveness in operations through the usage of innovative technologies and information technological know-how for informed choice-making (Kiani Mavi et al., 2022). The demand of skilled labor is increasing on a global level. whereas skilled labor is more plentiful, not all nations experience high wages, even though their structural transitions (from a range agriculture to business and eventually from industry to companies) follow the same course. Human capital notion, expert property principle, the idea of sport, intersectionality, social recognition precept, making sense, career shift, cultural identity -focused near are the eight theoretical processes that were utilized to investigate Qis work assessments. Following that, each theoretical lens' contributions and challenges were carefully examined. Generic, there's a yet any formal theoretical framework for QI research. As a first step in that regard, the paper suggests looking at the role of groups and market intermediaries, taking a strategic perspective on immigrant employees, Identity-capital play, hostimmigrant play, and business enterpriseorganization play be scenarios of those (Farashah & Blomquist, 2022).

## RESEARCH METHODS

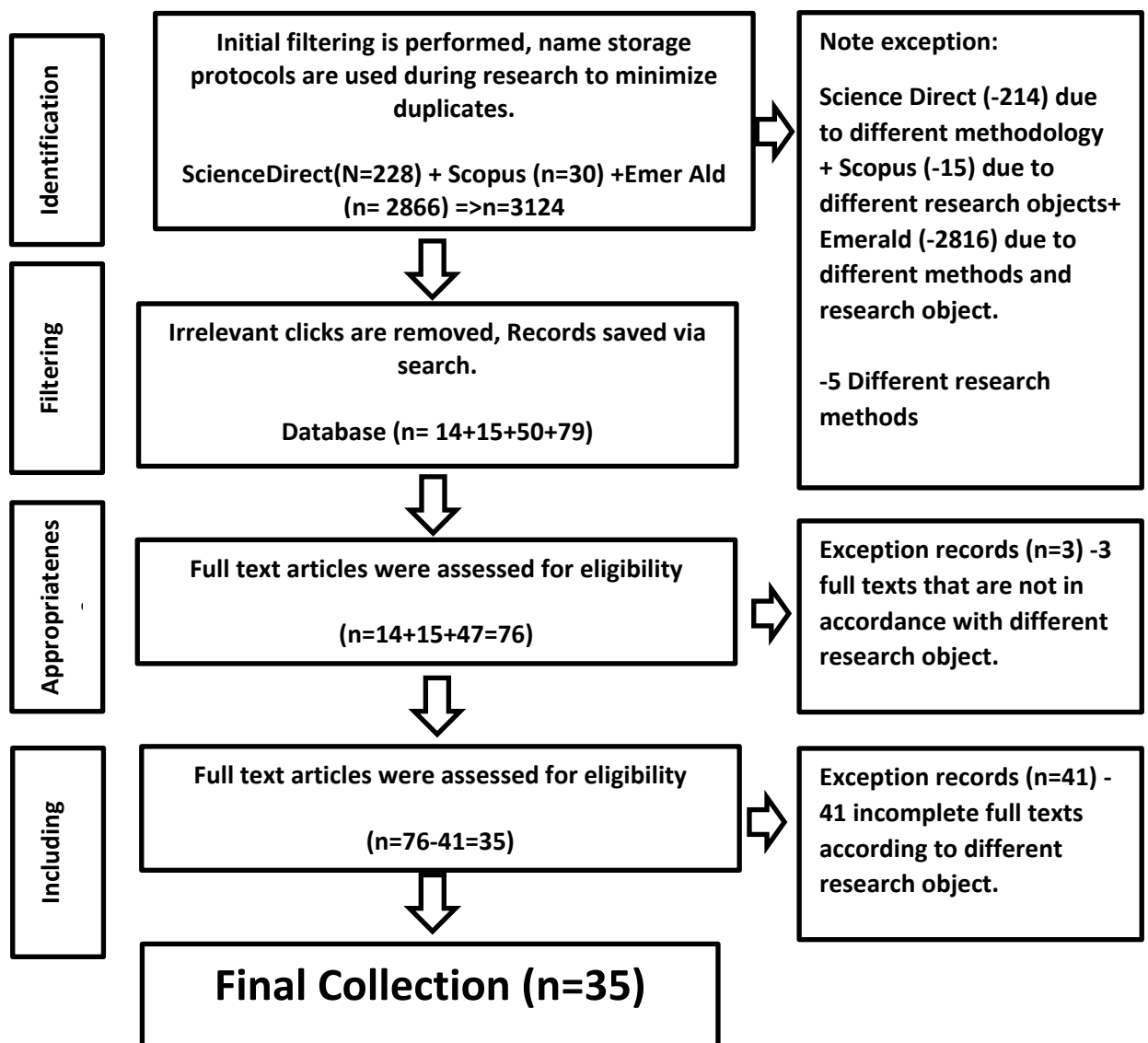
According to the rational-economic logic, persons who have made greater investments in their staff must experience this more frequently than people with fewer skills. It may also be considered that while making mobility decisions, the existing and anticipated conditions at the place for origin are taken into consideration, along with the estimated success prospects of the destination firm and destination region (Cadwallader, 1989; Windzio, 2004) in (Dütsch, 2017). Which demographic groupings have the highest levels of Which groups of individuals have a greater or lesser inclination to shift geographically has been objectively demonstrated. There are, however, very few results about what influences the efficacy of workplace spatial adjustments. This raises questions about the importance of person, corporate, and geographical factors in this setting as well as if, for instance, individuals who are more flexible are also more successful. This article looks at the factors that either help or impede effective geographic mobility in Germany on an individual, operational, and regional level Jerman (Struck, Olaf, Michael Grotheer, Chirstoph Kholer, 2007; Dütsch, 2018; Ganesch, 2022).

Also in and between states, there's a variety regional differences. Due to unity, there stay considerable differences between regions in the economy throughout the federal state of Germany. Individual work options are impacted by the regional economic & structural conditions, which can also be a driving force behing migration. The study, which uses an economic-regional approach, looks at the spatiall employment market behavior of full-time of full-time workers who are required to pay into social security while taking into account personal, organizational, and geographic factors. Jobs are moved between the North, South, & East German macro-regions as a measure of workplace mobility. Regional spatial planning is done at the level that involves regional structural indicator (INKAR) on top of the employer-related data on workers (LIAB) via the; Employment Analysis Institute & quot; for this purpose. It has been determined with analysis utilizing a model of binary logistic regression that individual attributes like age and education have a significant impact

on transregional migration. Regarding geographic characteristics, it is evident that when local unemployment rates rise, the propensity for younger workers to leave also rises. Together, the findings show that there isn't just one method by which people leave structurally underdeveloped places. However, the region has issues with age-based migratory trends. Areas with fundamental poverty suffering due to the direct and lasting effects of the flight of young workers (Ganesch, 2018).

According to Mafruhah et al., 2017 migration is influenced by factors that affect the place of origin, such as diminished life support systems, fewer employment opportunities, democratic, religious, and troubling human rights, reduced opportunities for education, employment, or marriage, and natural disasters (Hugo 1993; Hugo 1998; Hugo 2008; Massey 1999)

### Type of Source



**Figure 1.** Prisma Flowchart  
Source: Data Processing 2023





**Table 1.** Population Elderly 15 years and Over Who labored at Some Stage in Past Week According to Foremost Employment Status and Gender in Boyolali Regency (Soul)

| Main Employment Repute  | Male   | Female | Amount |
|---|--------|--------|--------|
|   | 2017   | 2017   | 2017   |
| Strive Yourself   | 47593  | 43485  | 91078  |
| Trying To Be Assisted by Using Non-Permanent Workers/Unpaid Workers | 71496  | 26649  | 98145  |
| Seeking To Be Assisted Through Everlasting Employees/Paid Employees | 7445   | 3798   | 11243  |
| Laborer/Employee/Employee   | 91395  | 81281  | 172676 |
| Free Worker   | 45481  | 8593   | 54074  |
| Family/unpaid worker  | 21868  | 55600  | 77468  |
| Amount  | 285278 | 219406 | 504684 |

Source: Boyolali, 2022 (Access Time: November 21, 2022, 1:26 pm).

It can be seen in table 1 that population active in the past week, 15 years and over, on it work status and gender in Boyolali Regency (Soul) can be seen here free workers go up the same as non-paid workers.

b) Location factor

**Table. 2**  
Distance to the Regency Capital and Regional Altitude by District in Boyolali Regency

| Subdistrict          | Distance to the Regency Capital and Regional Altitude by District in Boyolali Regency |       |       |       |                          |         |         |         |
|----------------------|---|-------|-------|-------|--------------------------|---------|---------|---------|
|                      | Distance to the District Capital  |       |       |       | Altitude Above Sea Level |         |         |         |
|                      | 2017  | 2018  | 2019  | 2020  | 2017                     | 2018    | 2019    | 2020    |
| Selo                 | 21.00   | 21.00 | 21.00 | 21.00 | 1564.00                  | 1564.00 | 1564.00 | 1564.00 |
| Ampel                | 12.00   | 12.00 | 12.00 | 12.00 | 699.00                   | 699.00  | 699.00  | 699.00  |
| Cepogo               | 11.00   | 11.00 | 11.00 | 11.00 | 909.00                   | 909.00  | 909.00  | 909.00  |
| Musuk                | 6.00  | 6.00  | 6.00  | 6.00  | 632.00                   | 632.00  | 632.00  | 532.00  |
| Boyolali             | 2.00  | 2.00  | 2.00  | 2.00  | 461.00                   | 461.00  | 461.00  | 461.00  |
| Mojosongo            | 2.00  | 2.00  | 2.00  | 2.00  | 345.00                   | 345.00  | 345.00  | 345.00  |
| Teras                | 5.00  | 5.00  | 5.00  | 5.00  | 227.00                   | 227.00  | 227.00  | 227.00  |
| Sawit                | 15.00   | 15.00 | 15.00 | 15.00 | 173.00                   | 173.00  | 173.00  | 173.00  |
| Banyudono            | 10.00   | 10.00 | 10.00 | 10.00 | 185.00                   | 185.00  | 185.00  | 185.00  |
| Tamansari            | -   | -     | -     | 12.00 | -                        | -       | -       | -       |
| Gladagsari           | -   | -     | -     | 12.00 | -                        | -       | -       | -       |
| Wonosamodro          | -   | -     | -     | 40.00 | -                        | -       | -       | -       |
| Sambi                | 17.00   | 17.00 | 17.00 | 17.00 | 184.00                   | 184.00  | 184.00  | 184.00  |
| Ngenplak             | 22.00   | 22.00 | 22.00 | 22.00 | 107.00                   | 107.00  | 107.00  | 107.00  |
| Nogosari             | 32.00   | 32.00 | 32.00 | 32.00 | 152.00                   | 152.00  | 152.00  | 152.00  |
| Simo                 | 24.00   | 24.00 | 24.00 | 24.00 | 195.00                   | 195.00  | 195.00  | 195.00  |
| Karanggede           | 32.00   | 32.00 | 32.00 | 32.00 | 295.00                   | 295.00  | 295.00  | 295.00  |
| Klego                | 35.00   | 35.00 | 35.00 | 35.00 | 261.00                   | 261.00  | 261.00  | 261.00  |
| Andong               | 40.00   | 40.00 | 40.00 | 40.00 | 154.00                   | 154.00  | 154.00  | 154.00  |
| Kemusu               | 48.00   | 48.00 | 48.00 | 48.00 | 103.00                   | 103.00  | 103.00  | 103.00  |
| Wonosegoro           | 36.00   | 36.00 | 36.00 | 36.00 | 177.00                   | 177.00  | 177.00  | 177.00  |
| Juwangi              | 70.00   | 70.00 | 70.00 | 70.00 | 66.00                    | 66.00   | 66.00   | 66.00   |
| Subdistrict Boyolali | -   | -     | -     | -     | 430.06                   | 430.06  | 430.06  | 430.06  |

Source: Boyolali, 2022 (Access Time: November 21, 2022, 1:38 pm).

It can be seen in table 2 that population active in the past week, 15 years and over, on it work status and gender in Boyolali Regency (Soul) can be seen here free workers go up the same as unpaid workers.

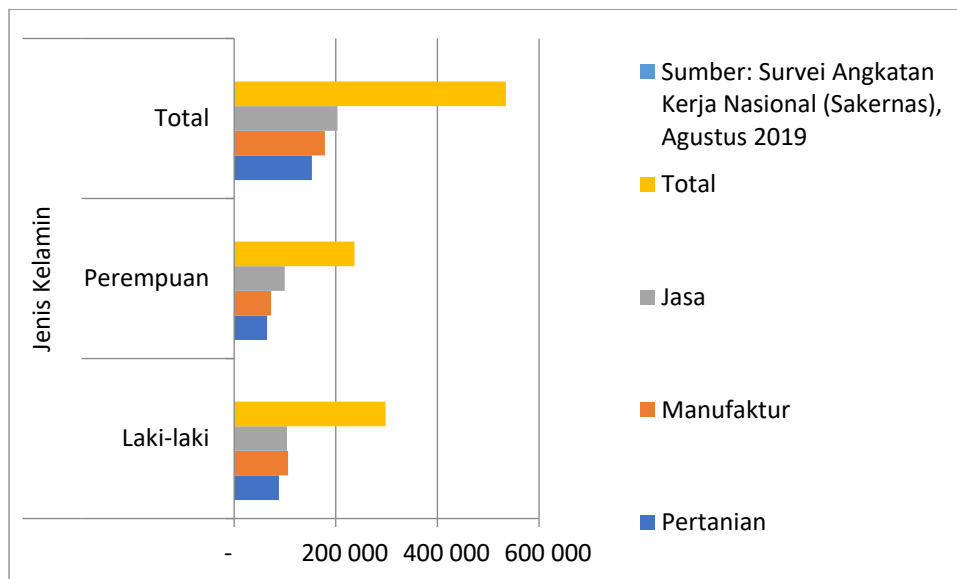
- c) Mobility of Labor to Switch Professions to Others based on Pure Enrollment Rate (APM) According to Education Level in Boyolali Regency.

**Table 3.** Net Enrollment Rate (APM) by Education Level in Boyolali District

| Net Enrollment fee (APM) by Way of Training Degree in Boyolali District. |       |                    |       |                   |       |
|--|-------|--------------------|-------|-------------------|-------|
| Senior High School   |       | Junior High School |       | Elementary School |       |
| 2017   | 58.17 | 2017               | 78.52 | 2017              | 95.69 |
| 2018   | 55.99 | 2018               | 81.70 | 2018              | 98.42 |
| 2019   | 55.83 | 2019               | 81.25 | 2019              | 98.68 |
| 2020   | 56.36 | 2020               | 81.64 | 2020              | 98.58 |
| 2021   | 56.20 | 2021               | 82.21 | 2021              | 98.63 |

Source: Boyolali, 2022 (Access Time: November 21, 2022, 1:37 pm).

It can be seen in table 3 that a person's education affects work. Where elementary, junior high and high school education always shows an increase in the percentage above. This means that mobility in Boyolali Education will affect labor mobility in the following year.



**Figure 3.** Labor Mobility in Boyolali

Source: BPS.go.id, 2019

Can be seen in the Figure 3 that labor mobility in 2019 has increased in fields, especially in the manufacturing sector compared to services and agriculture, at least working in the agricultural sector.

## CONCLUSION

As pointed out in this paper, recent developments in the highly competitive Labor Transfer Effects provide evidence that the Labor movement is essential to boost the economy and ensure its viability. Adoption and implementation of the Labor Displacement Effect by the author in Boyolali district. The world is preparing to welcome the Industrial Revolution where technology and innovation, and now technology is available. In the economic landscape, the growth of job shifts is due to geographic, age, and educational factors. Many job shifts in Boyolali with smart cutting-edge technology can create and sustain a competitive strategy and set the stage for long-term growth and the effect of labor shifting from the sector. During the COVID-19 pandemic, the current emergence opens opportunities for a new generation of entrepreneurs by leading the next industrial revolution and finding new ways of doing business by leveraging the latest technology. Future writers need to discuss ways to overcome challenges which are the effects of labor shifts from the agricultural sector to other sectors with no reduction in labor in one of the sectors.

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