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ANALYSIS OF FACTORS AFFECTING CIRCULAR MIGRATION OF MIGRANT WORKERS IN KUTA SELATAN DISTRICT

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Abstract. Non-permanent population mobility, also known as circular mobility, generally refers to the movement of people from one area to another without the intention of settling at the destination. The aim of this study is to analyze the simultaneous and partial effects of employment status, wages, education level, and work stress on the circular migration patterns of migrant workers in Kuta Selatan District. The subjects of this study are employment status, wages, education level, work stress, and migration patterns in Kuta Selatan District. The data analysis technique used in this study is binary logistic regression. The results of the study indicate that: 1) Employment status, wages, education level, and work stress have a simultaneous effect on the circular migration patterns of migrant workers in Kuta Selatan District. 2) Partially, wages and work stress have a positive and significant effect on the circular migration patterns of migrant workers in Kuta Selatan District. 3) Employment status significantly affects the circular migration patterns of migrant workers in Kuta Selatan District. 4) Education level does not affect the circular migration patterns of migrant workers in Kuta Selatan District.

Keywords: Circular Mobility, Employment Status, Wages, Education Level, and Work Stress."

INTRODUCTION

Population is one of the key factors in determining the success of development in a region. A large and quality population can increase productivity and have a positive impact on community welfare. Population issues have become a major concern for the government and demographic experts in Indonesia (Sunaryanto, 2012). One aspect of population that affects the number and structure of the population is population movement or mobility.

Regional development inequality is a common phenomenon in the economic activities of a region. This inequality has an impact on the welfare of people in various regions. As a result, regional development inequality also affects the formulation of development policies by the Regional Government (Fajri, 2016). If left unchecked, this inequality will hamper the economic development of a country. This inequality causes a region not to develop optimally, resulting in low labor absorption and unfulfilled living needs of the population, especially in underdeveloped areas. This problem is a factor that encourages residents to move to other areas that are considered more promising, known as population migration. Brown and Sanders (1981) stated that "migration is the result of individual or household satisfaction or dissatisfaction with their place of residence. If satisfaction in a new place is quite different from needs or expectations, then individuals will consider looking for a new location" (Suartha & Yasa, 2017).

The phenomenon of migration is very prominent in many developing countries, including in various regions of Indonesia. In Indonesia, many workers from rural areas migrate to urban areas. The decision to migrate is influenced by various factors. In addition to factors in the area of origin, perceptions of the destination area of migration also play an important role. Changes in socio-economic conditions for the better are the main hopes of migrants, because the common

reason for migration is economic factors. Humans carry out mobility with the aim of improving their quality of life, including in meeting food needs and other secondary needs. In other words, a person will move to get a job and a greater income than they can get in their home area.

Population mobility is the movement of people across borders within a certain period of time. Permanent population mobility is characterized by the intention to settle in the destination area, while non-permanent population mobility is not accompanied by the intention to settle. Non-permanent mobility is divided into two types: daily or commuter mobility, and mobility of residents who stay overnight or circular mobility in the destination area. Commuting mobility involves traveling from the area of origin to the destination area within six hours or more, returning to the area of origin on the same day. While staying overnight is the movement from the area of origin to the destination area for a period of more than one day but less than six months (Ida Bagus Mantra, 2000).

Population mobility in a region is influenced by push and pull factors in the region (push-pull factors). Unsupportive socio-economic conditions in the area of origin make someone feel the need to move to another place that can meet their needs. In other words, there is a difference in the utility value of the region (place utility) between the area of origin and the destination area. The destination area must offer a higher utility value than the area of origin in order to encourage population mobility. According to Ravenstein (Ida Bagus Mantra, 2003), a negative view shows that outmigration of the young and educated workforce from rural areas or certain areas to cities or other areas tends to have a negative impact on the areas left behind. This migration can disrupt and slow down the process of regional development, as well as cause problems of labor shortages that are important for development and disrupt regional economic growth.

Non-permanent population mobility, also known as circular mobility, generally refers to the movement of people from one area to another without the intention of settling at the destination. According to Zelinsky (1971), circular mobility is characterized by short-term movements that are repeated or carried out regularly, without the intention of changing residence even though the mobility lasts for a long time. Circular mobility includes various patterns such as periodic, seasonal, and long-term mobility, but in this discussion it does not include daily mobility patterns.

Table 1. Risen Migrants by Regency/City Based on Gender

Regency	Man	Woman	Total
Jembrana	4,799	4,893	9,692
Tabanan	4,268	6,738	11,006
Badung	10,876	15,140	26,016
Gianyar	5,374	9,184	14,558
The city of Klungkung	2,155	3,534	5,689
Bangli	2,187	3,253	5,440
Karangasem	6,299	6,431	12,730
Buleleng	11,539	9,481	21,020
Denpasar	18,494	21,884	40,378

Source: Central Statistics Agency of Bali Province, 2020

The data in Table 1.1 shows that the number of migrants in each Regency/City is still disparate, this is due to differences in regional development and employment. Based on gender, it can be seen that the number of migrants is dominated by women. Denpasar City is the highest migration destination, followed by Badung Regency. However, Badung Regency with the second

highest number of migrants, in 2020 experienced very significant economic changes due to Covid-19.

Table 1. Population by Regency/City in Bali Province Results of 2020 Population Census (In Thousands of People)

Regency/City of Bali Province	Domicile Does Not Match KK (thousand people)	Domicile According to Family Card (thousand people)	Total (thousand people)
Jembrana	7.79	309.27	317.06
Tabanan	27.9	433.73	461.63
Badung	108.33	439.86	548.19
Gianyar	80.54	434.81	515.34
The city of Klungkung	26.09	180.84	206.93
Bangli	27.49	231.23	258.72
Karangasem	55.31	437.09	492.40
Buleleng	39.34	752.47	791.81
Denpasar	156.93	568.38	725.31

Source: Central Statistics Agency of Bali Province 2023

Based on Table 1.2, it is known that the largest population in Bali Province is spread across Buleleng Regency. However, the number of residents who do not live according to their family card or in other words, who are mobile to other areas is the largest in Denpasar City, which is 156.93 thousand people, followed by Badung Regency with 108.33 thousand people. Although Badung Regency is in second place with a population that does not match their domicile, Badung Regency has more natural beauty than other regencies and makes it a center of tourism in Bali. The development of the tourism industry in Bali offers job opportunities not only for workers from Bali but also for workers from outside Bali (Purnami & Sudibia, 2023). The high interest of these migrant workers to work in Badung Regency, apart from being a tourism center, is also because of its potential, which is considered capable of providing economic and business opportunities for immigrant communities (migrant workers) in particular. Based on SUSPAS 2015, residents who migrated circularly to Badung Regency had the dominant reason for work needs, which was 45,055 people, followed by reasons to join the family such as taking their husband or wife to work and taking their children to school as many as 24,437 people. This study was conducted in South Kuta District which has the highest population growth rate of 3.31 percent (Badung Regency in Figures, 2023).

People migrate to South Kuta for several main reasons. First, South Kuta is known as an area with many job opportunities, especially in the tourism, hospitality, and service sectors. Many people move here to find better jobs and improve their standard of living. In addition, South Kuta has better facilities compared to other areas, such as adequate shopping centers, schools, hospitals, and other public facilities, thus improving the quality of life of its residents. As one of the most popular tourist destinations in Bali, South Kuta offers many business and job opportunities in the tourism sector, which attracts many people from other areas to settle there.

The availability of quality educational institutions is also an attraction for families who want to provide the best education for their children. Security and stability in South Kuta are important factors for many people in choosing a new place to live. A more modern environment and easy access to various public services, as well as a more dynamic and diverse life, attract young people and professionals who are looking for a new atmosphere and wider social networking opportunities. All these factors collectively make South Kuta an attractive destination for migrants seeking a better life and more opportunities (Sarmita & Simamora, 2018).

Jobs are one of the main factors that are the reason for migration (Putra & Mustika, 2024). Inadequate economy in the area of origin is one of the main motivations for someone to carry out population mobility, in the hope of finding better jobs and income in the destination area to meet their needs (Kasto, 2002). According to Ali and Bryce (2006), the low quality of life in rural areas encourages someone to migrate, in the hope that their quality of life will improve in the destination area. With the opportunity to earn a higher income, many individuals and families feel compelled to migrate to South Kuta (Dewi & Marhaeni, 2016).

A person's income is influenced by various factors, one of which is employment status (Putri and Djinar, 2013). The type of work undertaken plays an important role in determining a person's income level. Employment status is generally divided into two main categories: formal and informal (Rahayu and Tisnawati, 2014). Formal employment is usually associated with a more regular organizational structure, with official employment contracts and social security such as health insurance and pensions.

Formal sector employment tends to offer greater stability and opportunities for career development. Examples of formal employment include positions in companies, government, and educational institutions. In contrast, informal employment often lacks a clear structure or formal employment contract. It typically includes small businesses, trade, and freelance work. While the informal sector can offer greater flexibility, workers in it often face income instability and lack of access to social security. This distinction between formal and informal employment has direct implications for an individual’s income level and well-being. Formal employment generally provides higher and more stable incomes than informal employment. In addition, workers in the formal sector typically have better access to training and skills development opportunities, which can improve their future career prospects.

People migrate to South Kuta because of the employment status factor which is the main attraction. In South Kuta, there are many formal employment opportunities in various sectors such as tourism, hospitality, and services. These sectors offer stability and higher income compared to informal jobs they may have in their hometowns. Formal jobs in South Kuta often come with official employment contracts, social security such as health insurance and pensions, and various other benefits that provide security and comfort for workers.

In addition, these formal jobs also offer opportunities for career development and skill enhancement through training and professional development programs, which are very attractive to migrants seeking long-term financial security and well-being. The presence of large companies, luxury hotels, renowned restaurants, and a thriving tourism industry in South Kuta creates many stable and promising jobs. The tourism industry, which is the backbone of South Kuta's economy, requires a large and diverse workforce, ranging from operational to managerial workers, which opens up opportunities for various levels of skills and experience.

Migrants coming to South Kuta hope to upgrade their employment status from informal to formal, which in turn improves their and their families’ quality of life. They are attracted by the prospect of higher income, better working conditions, and more complete facilities and infrastructure in South Kuta. In addition, the more modern and dynamic environment in South

Kuta provides opportunities for workers to interact and build extensive professional networks. This not only improves their career prospects but also provides an opportunity to grow personally and professionally in a supportive and opportunity-filled environment. Overall, the combination of abundant formal employment opportunities, social security, career stability, and a supportive environment make South Kuta a prime destination for migrants seeking improved employment status and a better life (Sari, et al., 2024).

Wages are compensation received by workers or employees in return for services or labor provided to the company. The amount of wages is determined by several factors, including company policies, government regulations, labor market conditions, skills and work experience, and the dynamics of labor supply and demand. Wages are the main factor considered by migrants in deciding to undertake circular mobility, in addition to economic growth factors. They tend not to migrate if wages in their area of origin are higher or equal to those in their destination area (Nur, Z & Pudjihardjo, 2021). People migrate to South Kuta mainly because of the higher wages compared to their area of origin.

In South Kuta, there are many job opportunities that offer better compensation, especially in sectors such as tourism, hospitality, and services. These higher wage levels are a big draw for migrants seeking improved financial well-being. In addition, the higher wages in South Kuta also reflect the high demand for labor and more competitive labor market conditions. Many companies in the area offer more attractive salaries to attract and retain qualified workers. Supportive company policies, coupled with government regulations that ensure minimum wage standards, make South Kuta an attractive place for job seekers. For many migrants, higher wages mean the opportunity to improve the quality of life for themselves and their families, including better access to education, health services, and other facilities.

A person's level of education has a significant impact on their job prospects, earning potential, and ability to contribute to society. Higher education is often associated with better job opportunities, higher incomes, and greater social awareness. In addition, education plays a vital role in a country's economic and social development, by increasing innovation capacity, productivity, and socio-economic sustainability. People migrate to South Kuta due to their level of education.

South Kuta offers many better educational opportunities compared to their home areas, including access to quality educational institutions, professional training, and skills development programs. These opportunities allow individuals to improve their qualifications, which in turn opens up better job opportunities and higher incomes. In addition, South Kuta has an environment that supports academic and professional growth, with many seminars, workshops, and professional networks that can help individuals develop their skills and knowledge. For many migrants, the opportunity to get a better education and take advantage of the educational resources available in South Kuta is a strong reason to move to this area.

Higher levels of education also provide a broader social awareness, allowing individuals to participate more actively in society and contribute to economic and social development. Good education increases the capacity for innovation, productivity, and socio-economic sustainability, all of which contribute to the attractiveness of South Kuta as a migration destination. Overall, the level of education is a major driver of migration to South Kuta, with the expectation that improved qualifications and access to better educational opportunities will bring long-term benefits to individuals and their families (Dwiyanti, et al., 2024)

Job stress is a condition that arises when the demands and mental pressures of a person at work exceed the individual's ability to cope and will have an impact on his or her health (Irham Fahmi, 2016:214). This can be caused by various factors, including excessive workload, tight

deadlines, lack of support from coworkers or superiors, and unclear roles and responsibilities. Prolonged job stress not only affects performance and productivity, but can also have a negative impact on physical and mental health, such as causing fatigue, sleep disturbances, anxiety, and depression (Safitri & Gilang, 2020). Many individuals feel that the work environment in their home area is too stressful and does not support a healthy work-life balance.

South Kuta is known for its more relaxed atmosphere and environment that supports a balance between work and personal life. Many companies in the area implement more flexible work policies and support employee well-being, including mental health programs and recreational activities. This helps reduce work stress levels and increases job satisfaction. In addition, access to recreational facilities, beaches and tourist attractions in South Kuta allows workers to enjoy their free time better, which contributes to reduced stress. The opportunity to live in a place with beautiful natural scenery and a supportive community is also a significant factor for those looking to reduce work stress.

Migration to South Kuta due to work stress is also driven by the hope of a better quality of life. Many people believe that by moving to an area that offers more opportunities for relaxation and mental well-being, they can improve their productivity and overall happiness. Overall, a more supportive environment, company policies that care about employee well-being, and access to a variety of recreational facilities make South Kuta a popular destination for those looking to reduce work stress and achieve a better life balance.

South Kuta District is a rapidly developing area. There are many job opportunities, adequate hospital facilities, and educational facilities that are a special attraction for people who want to migrate. The large number of migrants entering South Kuta District is because there are many large industrial companies that can absorb workers who are one of the pillars of economic activity in South Kuta, so that many residents seek a better life in the migration destination, especially for economic purposes.

RESEARCH METHODS

This study uses a quantitative design with an associative form. Quantitative research methods can be interpreted as research methods based on the philosophy of positivism, used to research certain populations or samples, data collection using research instruments, statistical data analysis, with the aim of testing the established hypothesis. The approach used in this study is an associative approach. This study examines the influence of employment status, wages, education level, work stress on the circular migration pattern of migrant workers.

The population in this study were residents of districts/cities in Bali Province who carried out circular mobility to South Kuta District. The number of non-South Kuta District residents in South Kuta District was searched using the proportion of equality.the proportion of the non-South Kuta District population is 34,968 people.

This study uses Binary Logistic Regression analysis technique assisted by SPSS 21 program. The choice of this analysis technique is due to the research variables, namely the dependent variable is a qualitative variable that is dichotomous. In contrast, all independent variables are quantitative variables in the form of ratio data. Determination of statistical significance justification for each tested variable is based on the probability value a = 0.05.

Because the analysis tool used is the Binary Logistic Regression model, the coefficient of determination (R2) value cannot be used to detect model suitability (goodness of fit). Goodness of fit for this model can be seen based on the percentage of correct prediction value.(Gujarati, 1998 in Rustariyuni, 2013). Binary Logistic Regression analysis will look for the best-fit model, thus several scenarios will be carried out to obtain the best model.

RESULTS AND DISCUSSION

Results of Analysis of Research Data

Descriptive Statistical Analysis Results

Table 3. Descriptive Statistical Analysis

	N	Minimum	Maximum	Mean	Std. Deviation
X1	100	.00	1.00	.7400	.44084
X2	100	1300000.00	20000000.00	3935700.00	3045562.59585
X3	100	9.00	18.00	13.7500	2.48785
X4	100	8.00	25.00	17.1700	5.08524
Y	100	.00	1.00	.6700	.47258
Valid N (listwise)	100				

Source: Appendix 3

Information :

X1 = Employment Status (Dummy)
X2 = Wages (Rupiah)
X3 = Education Level (Year)
X4 = Job Stress (Likert Scale)
Y = Circular Migration Pattern (Dummy)

Based on Table 3 presented, it can be interpreted as follows:

1) Employment status variable ($X1_i$) of the data has a minimum value of 0 which means that the respondent's employment status is informal, a maximum value of 1 which means that the respondent has formal employment status, an average value of 0.74, and a standard deviation value of 0.44084 which means that there is quite significant variation in employment status among individuals, indicating that although the majority of jobs have formal status, there is still a fairly large proportion of informal employment status.
2) The wage variable (X2) from the data has a minimum value of 1,300,000 rupiah, a maximum value of 20,000,000 rupiah, an average of 3,935,700 rupiah and a standard deviation of 3,045,562.6. The distribution of the data shows that the wages of the respondents are evenly distributed from low to high wages. This difference in wages is influenced by the type of work, quality of human resources, and level of education of the respondents.
3) The education level variable (X3) from the data has a minimum value of 9 years, a maximum value of 18 years, an average of 13.75 years, and a standard deviation of 2.49 years. The standard deviation in this variable reflects a fairly large variation in education levels, which can be influenced by economic factors and the individual's desire to continue education.
4) The work stress variable (X4) from the data has a minimum value of 8.0 on the Likert scale, a maximum value of 25 on the Likert scale, and an average of 17.17 on the Likert scale, and a standard deviation of 5.08524 on the Likert scale. With a standard deviation of 5.08524 on

the Likert scale, there is a significant variation in work stress, reflecting differences in the stress level situations of respondents.

5) The circular mobility pattern variable (Y) from the data has a minimum value of 0.0 which means that respondents do not carry out circular mobility, a maximum value of 1 which means that respondents carry out circular mobility, and an average of 0.67, and a standard deviation of 0.47258. A maximum value of 1 means that respondents carry out circular mobility using private and public vehicles.

Validity and Reliability Test

1) Validity Test

Table 4. Validity of Work Stress Variable (X1)

Item	Corrected Item-Total Correlation	rTable	Information
X4.1	0.926	0.1745	Valid
X4.2	0.933	0.1745	Valid
X4.3	0.923	0.1745	Valid
X4.4	0.928	0.1745	Valid
X4.5	0.903	0.1745	Valid

Source: Appendix 4

2) Reliability Test

Table 5. Reliability of Research Variables

No	Variables	Cronbah's Alpha	Information
1	Job Stress	0.956	Reliable

Source: Appendix 4

Goodness-of-Fit Testing

The test of model suitability (goones-of fit) using Hosmer and Lemeshow's is measured by the Chi-Square value. The hypothesis used is as follows.

Ho: the hypothesized model fits the data

H1: The hypothesized model does not fit the data.

If the significance value < 0.05 in Homer and Lemeshow's Test then Ho is rejected for its observation and the model is said to be unfit because it cannot predict its observation value. Conversely, if the significance value > 0.05 in Hosmer and Lemeshow's Test then H0 is accepted and the model is said to be in accordance with its observation data. The following is the Homer and Lemeshow's Test for model testing (goodness-of-fit)

Table 6. Hosmer and Lemeshow Test

Step	Chi-square	df	Sig.
1	6,352	8	.608

Source: Appendix 5

Based on the table, it is known that the Chi-square value is 6.352 with a significance value of 0.608 > 0.05, it can be concluded that the model is acceptable. This means that the data fits and there is no difference between the predicted classification and the observed classification so that the logistic regression model used can explain the data and can be used for further analysis.

Coefficient of Determinization

Table 7. Determinization Coefficient

Step	-2 Log likelihood	Cox & Snell R Square	Nails R Square
1	38.860a	.585	.814

a. Estimation terminated at iteration number 7 because parameter estimates changed by less than .001.

Source: spss 2024, Appendix 5

It can be seen that the Nagelkerke R Square value is 0.814, which means that 81.4 percent of the variation in circular migration patterns in South Kuta District is influenced by variations in employment status, wages, education and work stress, while the remaining 18.6 percent is influenced by other variables outside the research model.

Simultaneous Regression Coefficient Significance Test

Table 8. Omnibus Tests of Model Coefficients

		Chi-square	Df	Sig.
Step 1	Step	87,976	4	.000
	Block	87,976	4	.000
	Model	87,976	4	.000

Source: Appendix 5

It can be seen that the value of X2 Calculation = 87.976 > X2 table = 9.488 then H0 is rejected and H1 is accepted. It can be concluded that the employment status, wages, education level, and work stress of respondents have a simultaneous and significant effect on the circular migration pattern in South Kuta District.

Significance of Partial Regression Coefficient

Table 9. CVariables in the Equation

		B	SE	Wald	Df	Sig.	Exp(B)
Step 1a	X1	-2,553	1.168	4,780	1	.029	.078
	X2	.000	.000	4,533	1	.033	1,000
	X3	-.009	.183	.003	1	.960	.991
	X4	.719	.159	20,490	1	.000	2,053
	Constant	-7.001	3.119	5,037	1	.025	.001

a. Variable(s) entered on step 1: X1, X2, X3, X4.

Source: Appendix 5

$g(X) = \text{in}\left(\frac{\pi(x)}{1-\pi(x)}\right) = \beta 0 + \beta_1 X1 + \beta 2X2 + \beta 3X3 + \beta 4X4 + \varepsilon 1$

$g(X) = \text{in}\left(\frac{\pi(x)}{1-\pi(x)}\right) = -7.001 - 2.553X1 + 0.00X2 - 0.009X3 + 0.719X4 + \varepsilon 1$

SE = (3,119) (1.168) (0.000) (0.183) (0.159))

Sigwald = (0.025) (0.029) (0.033) (0.960) (0.000))

Based on Table 9, the results of hypothesis testing using binary logistic analysis can be obtained as follows:

1) Employment status has a negative effect on circular migration patterns in South Kuta District. It is indicated by the β1 value of -2.553 and the results of the Wald test with a Sigwald value = 0.029 smaller than the level of significance = 0.05 which indicates that H0 is rejected and H1 is accepted, meaning that employment status has a negative and significant effect on circular migration patterns in South Kuta District.
2) Wages have a positive effect on circular migration patterns in South Kuta District. It is indicated by the β2 value of 0.000 and the results of the Wald test with a Sigwald value = 0.033 which is more kevil to the level of significance = 0.05 which shows that H0 is rejected and H1 is accepted, meaning that wages have a positive and significant effect on circular migration patterns in South Kuta District.
3) The level of education has a negative effect on the circular migration pattern in South Kuta District. It is indicated by the β2 value of -0.009 and the results of the Wald test with a Sigwald value = 0.960 which is greater than the level of significance = 0.05 which shows that H1 is rejected and H0 is accepted, meaning that the level of education does not affect the circular migration pattern in South Kuta District.
4) Work stress has a positive effect on circular migration patterns in South Kuta District. It is indicated by the β2 value of 0.719 and the results of the Wald test with a Sigwald value = 0.000 smaller than the level of significance = 0.05 which indicates that H0 is rejected and H1 is accepted, meaning that work stress has an effect on circular migration patterns in South Kuta District.

Results and Discussion

The Influence of Employment Status (X1), Wages (X2), Education Level (X3), and Work Stress (X4) Simultaneously on Circular Migration Patterns in South Kuta District.

Employment Status (X1), Wages (X2), Education Level (X3), and Job Stress (X4) Simultaneously have a significant effect on the circular migration pattern in South Kuta District. The results of the study showed that the value of X2 Calculation = 87.976 > X2 table = 9.488, so H0 is rejected and H1 is accepted. The results of this study indicate that these variables interact with each other and contribute to influencing the migration decisions of residents in South Kuta District.

Occupational status reflects one's position in the workforce and is closely related to economic stability. Individuals with good employment status tend to have higher financial security, so they are less motivated to move. Conversely, those in unstable jobs may feel compelled to engage in circular migration in search of better opportunities. According to Bourdieu (1984), social structures and individual status within these structures influence social mobility, including migration decisions.

The wages received by a person directly affect the migration decision. High wages increase purchasing power and create motivation to settle, while low wages can encourage individuals to seek locations that offer better compensation. According to Todaro (1969), the economic migration theory explains that individuals migrate to maximize economic benefits, where wages are a key factor in migration decisions.

Education level plays an important role in improving the quality of human resources. Individuals with higher education have more job opportunities and better access to information. According to Becker (1964), human capital theory states that investment in education increases

individual skills and productivity, which can affect migration patterns. With good education, individuals tend to have better choices of locations to work and settle.

High work stress can reduce job satisfaction and quality of life, so individuals may seek ways to reduce stress, including through migration. Health and well-being theory suggests that poor working conditions can have negative impacts on mental and physical health. According to Kahn and Byosiere (1992), prolonged stress can trigger individuals to seek a better environment, including moving.

The results of this study are in line with previous research by Sari and Widiastuti (2021) which stated that employment status and higher education levels have a significant influence on population mobility in tourism areas. The results of the study showed that individuals with better education have better access to better jobs, which in turn has a positive impact on their migration patterns. This emphasizes the importance of education in improving the economic and social stability of the population.

In addition, research by Nugroho and Astuti (2022) highlighted that high levels of stress at work contribute to individuals' decisions to migrate to other areas in search of better living conditions. These findings reinforce the understanding that poor working conditions and stress levels play an important role in migration patterns, in line with the results of research in South Kuta. Therefore, efforts to improve the quality of work, education, and stress management are essential to reduce the level of unproductive migration in this area.

The Influence of Employment Status (X1) on Circular Migration Patterns in South Kuta District.

Employment status has a negative effect on the circular migration pattern in South Kuta District. It is indicated by the β1 value of -2.553 and the Wald test results with a Sigwald value = 0.029 which is smaller than the level of significance = 0.05 which indicates that H0 is rejected and H1 is accepted, meaning that employment status has a negative and significant effect on the circular migration pattern in South Kuta District.

In theory, the concept of social mobility explains that individuals will move to improve their social and economic status. In this context, inadequate jobs are a driver for individuals to return to their home areas or seek other places that offer better opportunities.

This finding is in line with the research of Prabowo and Setiawan (2020), which found that unstable employment status is negatively related to migration decisions. They showed that individuals with stable jobs move less, because they enjoy higher financial and social security. In addition, this study also shows that economic factors play an important role in migration decisions, where individuals seek to maximize welfare.

In addition, research by Astuti and Nugroho (2021) supports this argument by showing that job instability has a significant negative effect on individual migration decisions. Their study results show that the worse the employment status, the more likely individuals are to move. Thus, these two studies emphasize the importance of employment conditions in determining migration patterns, so that improving employment status can be an important strategy in reducing the level of unproductive migration in South Kuta District. This highlights the need for policies that support better job creation and improving the quality of jobs in the area.

The Influence of Wages (X2) on Circular Migration Patterns in South Kuta District.

Wages have a positive effect on circular migration patterns in South Kuta District. It is indicated by the β2 value of 0.000 and the results of the Wald test with a Sigwald value = 0.033 which is more kevil to the level of significance = 0.05 which shows that H0 is rejected and H1 is accepted, meaning that wages have a positive and significant effect on circular migration patterns in South Kuta District.

Wages are a key factor in migration decisions, as they are directly related to the economic attractiveness of an area. In theory, according to the economic migration model proposed by Todaro (1969), individuals migrate to maximize their earning potential. Higher wages in an area not only increase the economic attractiveness, but also create incentives for individuals to move to locations that offer better financial rewards. In this context, the positive and significant effect of wages on the circular migration pattern indicates that the higher the wages offered, the more likely individuals are to migrate to South Kuta, either to find new jobs or to increase income.

The results of this study are in line with research by Sari and Widiastuti (2020), which found that high wages in the tourism sector attract workers from other areas and contribute to increased population mobility.This study shows that higher wages in the tourism sector have a significant positive effect on labor migration decisions. The results of the analysis show that individuals tend to move to areas with better financial rewards, supporting the argument that wages are a major driving factor in migration. Nugroho & Astuti's (2021) study examined the relationship between economic factors, including wages, and circular migration patterns in tourist areas. The results showed that higher wages increased workers' motivation to migrate to areas that offered better opportunities, thus confirming that wages had a positive effect on migration patterns.

The Influence of Education Level (X3) on Circular Migration Patterns in South Kuta District.

The level of education has a negative effect on the circular migration pattern in South Kuta District. It is indicated by the β2 value of -0.009 and the results of the Wald test with a Sigwald value = 0.960 greater than the level of significance = 0.05 which indicates that H1 is rejected and H0 is accepted, meaning that the level of education does not affect the circular migration pattern in South Kuta District.These findings indicate that educational factors may not be enough to motivate individuals to migrate, especially in specific local contexts.

In theory, education level should have a positive impact on population mobility, as more educated individuals tend to have more job opportunities and better access to information. However, in the context of South Kuta District, the results of this study indicate that higher education does not always lead to circular migration. According to Susanto and Pratiwi (2021), although education can open up opportunities, not all individuals with higher education migrate, especially in areas with limited employment opportunities. This may indicate a gap between the education obtained and the available job opportunities.

Research by Rahman and Dewi (2022) also supports this finding, stating that there are other factors that are more influential in migration decisions than education level. They found that although educated individuals have better knowledge of job opportunities, it does not necessarily mean that they are more likely to migrate, especially if local economic conditions are not supportive. Thus, it can be concluded that education level does not have a significant influence on circular migration patterns in South Kuta District, indicating the need for a more comprehensive approach to understanding migration dynamics, including other economic and social factors that may contribute to population migration decisions.

The Influence of Work Stress (X4) on Circular Migration Patterns in South Kuta District.

Job stress has a positive effect on circular migration patterns in South Kuta District. It is indicated by the β2 value of 0.719 and the results of the Wald test with a Sigwald value = 0.000 smaller than the level of significance = 0.05 which indicates that H0 is rejected and H1 is accepted, meaning that job stress has an effect on circular migration patterns in South Kuta District.This study shows that individuals who experience high levels of work stress are more likely to

undertake circular migration in an effort to seek better working conditions or a more supportive environment.

In theory, work stress can be interpreted as tension or pressure experienced by individuals due to excessive work demands. According to Lazarus and Folkman (1984), stress can influence an individual's decision to move, especially when the current work environment is felt to be unsupportive of their well-being. In the context of South Kuta District, individuals who experience high work stress may feel forced to look for a new location that offers a better work atmosphere and better mental health. Research by Setiawan and Jaya (2020) shows that prolonged work stress can encourage individuals to migrate in search of a better quality of life.

Besides that,research by Susilo and Hartono (2021) also supports this argument, stating that work stress contributes to individual migration decisions. They found that individuals in inadequate working conditions tend to be more at risk of migrating in search of a better working environment. Thus, the results of this study confirm that work stress has a positive effect on circular migration patterns in South Kuta District, indicating that mental health factors and good working conditions are very important to consider in human resource development policies in the area.

CONCLUSION

Based on the results of the discussion that has been outlined, several conclusions can be drawn as follows:

1) The results of the study show that employment status, wages, education level and work stress have a simultaneous influence on the circular migration pattern of migrant workers in South Kuta District.
2) The results of the study partially show that wages and work stress have a positive and significant effect on the circular migration pattern of migrant workers in South Kuta District.
3) The employment status variable has a negative and significant effect on the circular migration pattern of migrant workers in South Kuta District.
4) Education level does not affect the circular migration pattern of migrant workers in South Kuta District.

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