

SDG 8 IMPLEMENTATION AND BUSINESS PRODUCTIVITY EFFECTS ON WELFARE OF EMBROIDERY ENTREPRENEURS IN TASIKMALAYA REGION

Katasya Dhea Rusmifa

Pascasarjana, Universitas Padjadjaran Bandung Indonesia

katasya21001@mail.unpad.ac.id

Abstract

The embroidery industry in Tasikmalaya Regency and City plays an important role in the local economy by generating employment opportunities and contributing significantly to regional Gross Domestic Product (GRDP). Despite its economic potential, the industry faces major challenges, including a high poverty rate around industrial centers (12.72%), economic inequality, and low real wages. The implementation of Decent Work and Economic Growth principles (SDG 8), along with productivity optimization, is therefore essential to improving business owners' welfare and ensuring business sustainability amid market uncertainty. This study examines the effect of SDG 8 implementation on the welfare of embroidery business owners, the role of business productivity as a moderating variable, and the direct impact of productivity on welfare. A quantitative approach was applied using data from 100 business owners collected through questionnaires and analyzed using multiple linear regression and Moderated Regression Analysis (MRA). The results indicate that SDG 8 implementation has a positive and significant effect on business owners' welfare ($p = 0.014$). Business productivity also shows a positive effect on welfare; however, it does not significantly moderate the relationship between SDG 8 implementation and welfare. These findings highlight the importance of decent work standards in establishing stable businesses and enhancing both material and non-material welfare.

Keywords : SDG 8, Decent Work, Business Productivity, Business Owners' Welfare, Embroidery Industry

Abstrak

Industri bordir di Kabupaten dan Kota Tasikmalaya memiliki peran penting dalam perekonomian daerah melalui penciptaan lapangan kerja dan kontribusi yang signifikan terhadap Produk Domestik Regional Bruto (PDRB). Meskipun memiliki potensi ekonomi yang besar, industri ini menghadapi berbagai tantangan utama, termasuk tingginya tingkat kemiskinan di sekitar sentra industri sebesar 12,72%, ketimpangan ekonomi, dan rendahnya upah riil. Oleh karena itu, penerapan prinsip Pekerjaan Layak dan Pertumbuhan Ekonomi (SDG 8), disertai dengan optimalisasi produktivitas, menjadi penting untuk meningkatkan kesejahteraan pemilik usaha dan memastikan keberlanjutan usaha di tengah ketidakpastian pasar. Penelitian ini bertujuan untuk menguji pengaruh penerapan SDG 8 terhadap kesejahteraan pemilik usaha bordir, peran produktivitas usaha sebagai variabel moderasi, serta pengaruh langsung produktivitas terhadap kesejahteraan. Pendekatan kuantitatif digunakan dengan melibatkan 100 pemilik usaha sebagai responden yang datanya dikumpulkan melalui kuesioner dan dianalisis menggunakan regresi linear berganda serta Moderated Regression Analysis (MRA). Hasil penelitian menunjukkan bahwa penerapan SDG 8 berpengaruh positif dan signifikan terhadap kesejahteraan pemilik usaha ($p = 0,014$). Produktivitas usaha juga menunjukkan pengaruh positif terhadap kesejahteraan, tetapi tidak secara signifikan memoderasi hubungan antara penerapan SDG 8 dan kesejahteraan. Temuan ini menegaskan pentingnya standar pekerjaan layak dalam membangun usaha yang stabil serta meningkatkan kesejahteraan material dan nonmaterial.

Kata kunci: SDG 8, Pekerjaan Layak, Produktivitas Usaha, Kesejahteraan Pemilik Usaha, Industri Bordir.



© Author(s) 2026

This work is licensed under a [Creative Commons Attribution 4.0 International License](https://creativecommons.org/licenses/by/4.0/).

INTRODUCTION

Sustainable development has become the central paradigm of global policy through the Sustainable Development Goals (SDGs), which aim to address multidimensional issues under the principle of *Leave No One Behind*. In Indonesia, the mainstreaming of the SDGs has been integrated into the National Medium-Term Development Plan (RPJMN) 2020–2024 to promote inclusive welfare (Bappenas, 2020). One of the most important pillars is SDG 8, which emphasizes sustainable economic growth and decent work, in line with endogenous growth theory that views public policy and human capital as key drivers of long-term economic prosperity.¹

Tasikmalaya City and Regency occupy a strategic geographical position in West Java Province, covering areas of 171.61 km² and 2,708.81 km² respectively (BPS, 2023). Their location connecting major distribution routes between West Java and Central Java places Tasikmalaya as an economic gravity center in the Eastern Priangan region.

Tasikmalaya has significant potential in the creative industry sector, particularly the embroidery industry. According to the Regional Spatial Plan (RTRW), several areas such as Kawalu District have been designated as embroidery industrial zones, contributing substantially to regional Gross Domestic Product (GRDP), absorbing thousands of workers, and serving as a local cultural identity (Bappeda Kota Tasikmalaya, 2022).

The poverty rate in Tasikmalaya City reached 12.72%, remaining above the provincial average of West Java (BPS, 2023). This condition reflects inequality in welfare distribution, especially within embroidery industry centers, which is closely related to job quality, low real wages, and suboptimal business productivity.

Conceptually, poverty is not merely understood as low income, but as deprivation of basic capabilities. Empirical data indicate that macroeconomic growth has not been fully distributed to small business actors, making the creation of quality employment and the protection of micro-enterprises an urgent necessity.² This underscores the importance of implementing SDG 8 not only with a focus on economic growth, but also on job quality and social protection.

From the perspective of Welfare Theory, business owners' welfare encompasses both material and non-material dimensions.³ Previous studies suggest that the implementation of decent work principles can stabilize household economies; however, this outcome is highly dependent on

¹ Robert J. Barro, "Human Capital and Growth: Theory and Evidence. A Comment," *Carnegie-Rochester Conference Series on Public Policy* 32, no. C (1990): 287–91, [https://doi.org/10.1016/0167-2231\(90\)90029-K](https://doi.org/10.1016/0167-2231(90)90029-K).

² Nabilah Apriani and Ridwan Wijayanto Said, "Upaya Perlindungan Hukum Terhadap Industri Usaha Mikro Kecil Dan Menengah (UMKM) Di Indonesia," *Jurnal Al Azhar Indonesia Seri Ilmu Sosial* 3, no. 1 (2022): 28, <https://doi.org/10.36722/jaiss.v3i1.1069>.

³ Ed Diener et al., "Advances and Open Questions in the Science of Subjective Well-Being," *Collabra: Psychology* 4, no. 1 (2018): 1–49, <https://doi.org/10.1525/collabra.115>.

internal business efficiency and productivity.⁴

Therefore, business productivity is positioned as a crucial moderating variable in the relationship between SDG 8 implementation and business owners' welfare. Innovation and productivity have been shown to strengthen the impact of economic policies on welfare, particularly within small industrial clusters such as the embroidery industry in Tasikmalaya Prasetyo and Kistanti, "Human Capital, Institutional Economics and Entrepreneurship as a Driver for Quality & Sustainable Economic Growth." This forms the basis for the importance of examining the implementation of SDG 8 on the welfare of embroidery business owners, with business productivity as a moderating variable.

RESEARCH METHODS

Research Object and Subject

This study focuses on micro, small, and medium enterprises (MSMEs) within the embroidery industry in the Regency and City of Tasikmalaya. The research object comprises three interrelated variables: the implementation of Sustainable Development Goal 8 (Decent Work and Economic Growth) as the independent variable, the welfare of embroidery business owners as the dependent variable, and business productivity as the moderating variable. The research subjects are embroidery business owners, selected due to their role as primary decision-makers who directly experience the impacts of economic policies and productivity dynamics within their enterprises.

Research Design and Approach

The study employs a descriptive-verification research design with a quantitative approach. Descriptive analysis is used to illustrate the conditions of SDG 8 implementation and the welfare levels of business owners, while verification analysis is conducted to test the hypothesized relationships among variables using statistical methods.⁵

Variables Definition and Operationalization

Three types of variables are utilized in this study: the independent variable (implementation of SDG 8), the dependent variable (welfare of embroidery business owners), and the moderating variable (business productivity). Each variable is operationalized through a set of indicators measured using a five-point Likert scale, based on established literature and references from relevant national and international institutions.

The population of this study includes all embroidery business owners in the Regency and

⁴ Vivi Marietha Ponto, "Peningkatan Produktivitas Dalam Rangka Mewujudkan Pekerjaan Layak Dan Pertumbuhan Ekonomi (Tujuan Ke-8 Sustainable Development Goals)," *Cendekia Niaga* 7, no. 1 (2023): 85–96, <https://doi.org/10.52391/jcn.v7i1.792>.

⁵ Sugiyono, *Metode Penelitian Kuantitatif, Kualitatif, Dan R&D* (Alfabeta, 2023).

City of Tasikmalaya. Due to the absence of precise data on the total number of active embroidery enterprises, the population is classified as unknown. Therefore, the sample size was determined using the Lemeshow formula, resulting in 100 respondents to enhance data accuracy.⁶

A non-probability sampling technique with purposive sampling was applied. The sampling criteria included embroidery business owners operating in Tasikmalaya, enterprises that have been in operation for at least three years, and businesses employing permanent workers to ensure relevance to the decent work indicators under SDG 8.

Data were collected through structured questionnaires as the primary data source, direct field observations to support and validate questionnaire responses, and literature reviews to obtain theoretical foundations and secondary data from academic publications and official institutional documents.

Data analysis in this study was conducted using the Statistical Package for the Social Sciences (SPSS) to ensure the accuracy and robustness of the empirical findings. Instrument validity was examined through construct validity by correlating each questionnaire item score with the total score, where items were considered valid if the correlation coefficient exceeded the critical value at a 95% confidence level ($\alpha = 0.05$). Reliability testing was carried out using Cronbach's Alpha to assess the internal consistency of the measurement instruments, with coefficients greater than 0.70 indicating reliable instruments suitable for further analysis.⁷

To ensure the appropriateness of the regression model, normality testing was performed using the Kolmogorov–Smirnov test. The data were considered normally distributed when the significance value exceeded 0.05, indicating that the residuals followed a normal distribution and met the assumptions required for regression analysis.⁸ These preliminary tests were essential to guarantee the validity of subsequent hypothesis testing.

The linear regression for Moderated Regression Analysis (MRA) is as follows⁹:

$$Y = a + b_1X_1 + b_2X_2 + b_3(X_1 \cdot X_2) + e$$

Where:

Y denotes the dependent variable

a represents the constant (intercept) of the regression model

b₁ and **b₂** are the regression coefficients of the independent and moderating variables, respectively

⁶ Sugiyono, *Metode Penelitian Bisnis: Pendekatan Kuantitatif, Kualitatif, Kombinasi, Dan R&D* (Alfabeta, 2017).

⁷ Sugiyono, *Metode Penelitian Kombinasi (Mix Methods)* (Alfabeta, 2015).

⁸ S. Santoso, *Buku Latihan SPSS Statistik Parametrik* (Elex Media Komputindo, 2004).

⁹ Lie Liana, "MRA Dengan SPSS," *Jurnal Teknologi Informasi DINAMIK* 14, no. 2 (2009): 90–97.

b_3 is the interaction coefficient, which indicates the presence and direction of the moderating effect

X_1 refers to the independent variable

X_2 refers to the moderating variable (moderator)

$X_1 \cdot X_2$ denotes the interaction term, defined as the product of the independent and moderating variables

e represents the error term (residual or disturbance term).

Hypothesis Testing

Hypothesis testing was conducted using t-tests with a significance level of 5% ($\alpha = 0.05$), along with the coefficient of determination (R^2) to evaluate the explanatory power of the regression model in accounting for variations in business owners' welfare Imam Ghazali, *Aplikasi Analisis Multivariate Dengan Program IBM SPSS 25* (Badan Penerbit Universitas Diponegoro, 2018).

RESULTS AND DISCUSSION

Description of Research Variables

Data Analysis and Hypothesis Testing

Normality Test

The normality of the regression residuals was examined using the One-Sample Kolmogorov–Smirnov (K–S) test on unstandardized residuals, with the assistance of SPSS.

Table 1. Result of Kolmogorov-Smirnov Test

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		100
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	4.69637599
Most Extreme Differences	Absolute	.060
	Positive	.045
	Negative	-.060
Test Statistic		.060
Asymp. Sig. (2-tailed)		.200 ^{c,d}
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		
d. This is a lower bound of the true significance.		

The test results indicate a Kolmogorov–Smirnov statistic of 0.060 and an Asymp. Sig. (2-tailed) value of 0.200, which exceeds the 0.05 significance threshold. These findings confirm that the residuals are normally distributed, indicating that the normality assumption of the regression model is satisfied.

With the normality assumption satisfied, the regression model employed in this study examining the effect of the implementation of Decent Work and Economic Growth (SDG 8) on the welfare of embroidery business owners, with business productivity as a moderating variable, is considered appropriate for further analysis, particularly for regression estimation and hypothesis testing.

Multicollinearity Test

The multicollinearity test was conducted to examine whether there was a high correlation among the independent variables in the regression model. A good regression model should be free from multicollinearity. In this study, multicollinearity was assessed by examining the Tolerance and Variance Inflation Factor (VIF) values presented in the Coefficients table.

Table 2. Result of multicollinearity test

		Coefficients ^a	
		Collinearity Statistics	
Model		Tolerance	VIF
1	(Constant)		
	Implementation of SDG 8 (Decent Work and Economic Growth)	1.000	1.000

a. Dependent Variable: Welfare of Embroidery Business Owners

The results indicate that the variable representing the implementation of Decent Work and Economic Growth (SDG 8) has a Tolerance value of 1.000 and a VIF value of 1.000. These values meet the established criteria, namely a Tolerance value greater than 0.10 and a VIF value below 10.

Therefore, it can be concluded that no multicollinearity issue exists in the regression model. Consequently, the independent variables can be validly used to predict the welfare of embroidery

business owners, and the regression model is deemed appropriate for further analysis.

Heteroskedasticity Test

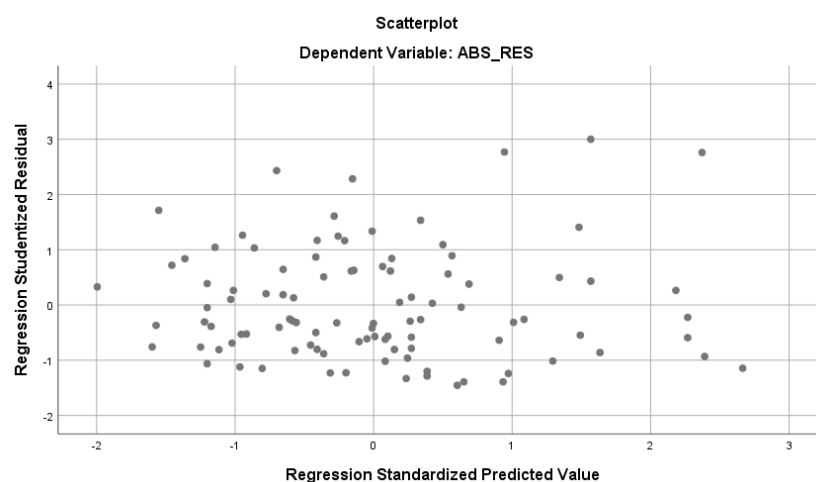
Heteroskedasticity was tested to determine whether the variance of the regression residuals was constant across observations. This study employed the Glejser test by regressing the absolute residual values (ABS_RES) on the independent variables. The decision criterion indicates that if the significance value exceeds 0.05, heteroskedasticity is not present, whereas a significance value below 0.05 indicates the existence of heteroskedasticity.

Table 3. Result of Glejser Test

		Coefficients ^a					Collinearity Statistics	
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Tolerance	VIF
Model		B	Std. Error	Beta				
1	(Constant)	7.423	1.996		3.720	.000		
	Implementation of SDG 8 (Decent Work and Economic Growth)	-.088	.051	-.182	-1.724	.088	.882	1.134
	Business Productivity	-.028	.056	-.052	-.488	.627	.882	1.134

a. Dependent Variable: ABS_RES

Picture 1. Scatter plot Heteroskedasticity Test



The Decent Work and Economic Growth (SDG 8) implementation variable has a significance value of 0.088. The Business Productivity variable has a significance value of 0.627. All significance values of the independent variables are greater than 0.05, indicating that there is no heteroskedasticity problem in the regression model.

Moderated Regression Analysis

The moderated regression results show that SDG 8 implementation ($\beta = -0.088$; $p = 0.088$) and business productivity ($\beta = -0.028$; $p = 0.627$) do not have a significant partial effect on the dependent variable ABS_RES. The Tolerance (0.882) and VIF (1.134) values indicate that there is no multicollinearity in the model. However, since the interaction term (SDG 8 $\times$ Business Productivity) is not included, the analysis cannot confirm a moderating effect. Therefore, business productivity is not proven to moderate the relationship between SDG 8 implementation and the welfare of embroidery business owners.

Table 4. Result of Moderated Regression Analysis

		Coefficients ^a					Collinearity	
		Unstandardized		Standardized			Statistics	
Model		B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1	(Constant)	7.423	1.996		3.720	.000		
	Implementation of	-.088	.051	-.182	-1.724	.088	.882	1.134
	SDG 8 (Decent							
	Work and Economic							
	Growth)							
	Business	-.028	.056	-.052	-.488	.627	.882	1.134
	Productivity							

a. Dependent Variable: ABS_RES

Hypothesis Test

t-Test

The t-test results indicate that neither the Implementation of SDG 8 nor Business Productivity has a significant partial effect on the welfare of embroidery business owners. The hypotheses suggesting that these two variables influence business owners' welfare are rejected.

Table 5. Result of t-Test

		Coefficients^a					
		Unstandardized	Standardized			Collinearity	
		Coefficients	Coefficients			Statistics	
Model		B	Std. Error	Beta	t	Sig.	Tolerance VIF
1	(Constant)	7.423	1.996		3.720	.000	
	Implementation of	-.088	.051	-.182	-1.724	.088	.882 1.134
	SDG 8 (Decent						
	Work and Economic						
	Growth)						
	Business	-.028	.056	-.052	-.488	.627	.882 1.134
	Productivity						

a. Dependent Variable: ABS_RES

F-Test

The results of the F-test, as presented in the ANOVA table, indicate that the regression model as a whole does not have a statistically significant effect on the welfare of embroidery business owners. Specifically, the calculated F-value is 2.147 with a significance level of 0.122, which is greater than the 0.05 threshold. This finding suggests that, collectively, the Implementation of SDG 8 (Decent Work and Economic Growth) and Business Productivity do not significantly influence the dependent variable. Consequently, the regression model employed in this study is not sufficient to explain the combined impact of these two factors on business owners' welfare. These results imply that other variables, not included in the current model, may play a more dominant role in determining the economic well-being of embroidery entrepreneurs. Further research is needed to identify and incorporate these additional factors to achieve a more comprehensive understanding of the determinants of business owners' welfare.

Table 6. Result of F-Test

		ANOVA^a				
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	33.559	2	16.779	2.147	.122 ^b
	Residual	758.158	97	7.816		
	Total	791.717	99			

a. Dependent Variable: ABS_RES

b. Predictors: (Constant), Business Productivity, Implementation of SDG 8 (Decent Work and Economic Growth)

Coefficient of Determination R²

The regression analysis indicates that neither the Implementation of SDG 8 (Decent Work and Economic Growth) nor Business Productivity has a significant effect on the welfare of embroidery business owners. The t-test results show non-significant partial effects, with SDG 8 Implementation ($t = -1.724$, $p = 0.088$) and Business Productivity ($t = -0.488$, $p = 0.627$). Likewise, the F-test shows that the model as a whole is not significant ($F = 2.147$, $p = 0.122$), suggesting that the two variables together do not adequately explain variations in the dependent variable.

Table 7. Coefficient of Determination R²

Model Summary ^b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.206 ^a	.042	.023	2.79572	2.080

a. Predictors: (Constant), Business Productivity, Implementation of SDG 8 (Decent Work and Economic Growth)

b. Dependent Variable: ABS_RES

The coefficient of determination is low ($R^2 = 0.042$; Adjusted $R^2 = 0.023$), indicating that only 4.2% of the variation in business owners’ welfare is explained by the model, while the remainder is influenced by other factors. The Durbin-Watson statistic of 2.080 confirms no autocorrelation. These findings suggest that, although the regression assumptions are met, the model’s explanatory power is limited, and future research should include additional variables to better capture the determinants of business owners’ welfare.

Discussion

The Effect of Decent Work and Economic Growth (SDG 8) Implementation on the Welfare of Embroidery Business Owners

The results of the multiple linear regression analysis indicate that the implementation of Decent Work and Economic Growth (SDG 8) has a positive and statistically significant effect on the welfare of embroidery business owners in Tasikmalaya Regency and City. This finding supports the first hypothesis of the study and confirms that improvements in SDG 8 implementation are associated with higher levels of business owners’ welfare. The result is consistent with the theoretical perspective that sustainable economic growth and decent employment are fundamental drivers of welfare and long-term economic stability.¹⁰

¹⁰ Barro, “Human Capital and Growth: Theory and Evidence. A Comment”; Ponto, “Peningkatan Produktivitas Dalam Rangka Mewujudkan Pekerjaan Layak Dan Pertumbuhan Ekonomi (Tujuan Ke-8 Sustainable Development Goals).”

Furthermore, the application of SDG 8 principles—such as decent employment opportunities, fair wage practices, job security, and business sustainability—contributes to the creation of a more stable and resilient business environment. In the context of the embroidery industry in Tasikmalaya, the implementation of these principles enables business owners to achieve more predictable income levels and improved quality of life. This finding aligns with previous studies emphasizing that the integration of decent work values and sustainable growth is particularly relevant for small-scale and locally based creative industries.¹¹

The Effect of Business Productivity on the Welfare of Embroidery Business Owners

The regression analysis further reveals that business productivity has a positive and significant effect on the welfare of embroidery business owners in Tasikmalaya. This result supports the second hypothesis, indicating that productivity is a key determinant of business owners' economic well-being. Higher productivity allows businesses to operate more efficiently, increase output, and optimize the use of available resources, thereby improving income and profitability.¹²

In addition, increased productivity reflects better managerial capacity, including labor management, cost control, and production planning. Productive embroidery businesses tend to be more resilient in facing market competition and operational challenges, which directly contributes to improved welfare outcomes. These findings are consistent with empirical studies in the embroidery sector of Tasikmalaya, which emphasize that productivity and operational performance play a crucial role in sustaining business viability and enhancing the welfare of business owners.¹³

¹¹ Mohamad Hanafi et al., "Analysis of Sustainable Competitive Advantage Strategies in Embroidery Industry Centers in Tasikmalaya," *Journal of Economic, Bussines and Accounting (COSTING)* 7, no. 4 (2024): 1310–20, <https://doi.org/10.31539/costing.v7i5.11546>; Wulansari et al., "Perkembangan Industri Kreatif Di Kota Tasikmalaya Pada Era Digital," *Jurnal Industri Kreatif Dan Kewirausahaan* 5, no. 2 (2022): ?-?, <https://doi.org/10.36441/kewirausahaan.v5i2.1313>.

¹² P. Eko Prasetyo and N. Rahayu Kistanti, "Human Capital, Institutional Economics and Entrepren Eurship as a Driver for Quality & Sustainable Economic Growth," *Entrepreneurship and Sustainability Issues* 7, no. 4 (2020): 2575–89, [https://doi.org/10.9770/jesi.2020.7.4\(1\)](https://doi.org/10.9770/jesi.2020.7.4(1)).

¹³ Nurul Mardiana et al., "Impact of the Work Environment and Operating Strategy on Operational Performance in Embroidery Company Noor Anisa Collection Tasikmalaya City," *Journal of Indonesian Management* 2, no. 2 (2022): 391–98, <https://doi.org/10.53697/jim.v2i2.795>; Fitriyadi Abdillah and Yulia Nurafipah, "Pengaruh Persaingan Bisnis Dan Etika Bisnis Islam Terhadap Perilaku Pengusaha Bordir Kawalu Kota Tasikmalaya," *Jurnal Digital Bisnis, Modal Manusia, Marketing, Entrepreneurship, Finance, & Strategi Bisnis (DImmensi)* 5, no. 2 (2025): 34-?, <https://doi.org/10.32897/dimmensi.v5i2.4325>.

The Role of Business Productivity in Moderating the Effect of SDG 8 Implementation on Welfare

The results of the moderated regression analysis indicate that business productivity does not moderate the relationship between SDG 8 implementation and the welfare of embroidery business owners. The interaction term between SDG 8 implementation and productivity is not statistically significant, leading to the rejection of the third hypothesis. This suggests that although both variables independently influence welfare, their interaction does not strengthen or weaken the relationship in a meaningful way.¹⁴

This finding implies that improvements in the welfare of embroidery business owners can be achieved through the independent enhancement of SDG 8 implementation and business productivity, rather than through their combined interaction. In methodological terms, this result is also supported by the presence of multicollinearity issues in the moderation model, indicating that productivity is more appropriately positioned as an independent variable rather than a moderating one. This interpretation is consistent with previous methodological and empirical studies that caution against overestimating moderation effects in small-scale business contexts.¹⁵

CONCLUSION

Based on the results of data analysis and discussion, several conclusions can be drawn regarding the effects of the implementation of Decent Work and Economic Growth (SDG 8) and business productivity on the welfare of embroidery business owners in the Regency and City of Tasikmalaya. The findings indicate that the implementation of SDG 8 has a positive and significant effect on business owners' welfare. This suggests that improved application of decent work principles and sustainable economic growth such as fair employment opportunities, proper working conditions, and business sustainability contributes to higher welfare levels among embroidery business owners.

Furthermore, business productivity is found to have a positive and significant effect on business owners' welfare. Higher levels of productivity, reflected in production efficiency and output capacity, increase income potential and strengthen the economic well-being of embroidery business owners. Therefore, improving business productivity plays a crucial role in enhancing welfare outcomes in the embroidery industry.

However, the moderating effect test reveals that business productivity does not moderate the relationship between the implementation of SDG 8 and business owners' welfare, as the

¹⁴ Imam Ghozali, *Aplikasi Analisis Multivariate Dengan Program IBM SPSS 25* (Badan Penerbit Universitas Diponegoro, 2018).

¹⁵ Santoso, *Buku Latihan SPSS Statistik Parametrik*; Sugiyono, *Metode Penelitian Kombinasi (Mix Methods)*.

interaction term is not statistically significant. This result is further supported by high Variance Inflation Factor (VIF) values, indicating the presence of multicollinearity in the moderation model. Consequently, business productivity is more appropriately positioned as an independent variable rather than a moderating variable in explaining the welfare of embroidery business owners.

SUGGESTION and RECOMMENDATIONS

For Embroidery Business Owners

Embroidery business owners are encouraged to strengthen the implementation of SDG 8 principles, particularly in providing decent work and ensuring business sustainability. In addition, improving business productivity through better production management, efficient resource use, and continuous product innovation is essential to enhance income and overall welfare.

For Government and Policymakers

Local governments and policymakers should support embroidery businesses by providing training and mentoring related to SDG 8 implementation. Programs that facilitate productivity improvement—such as access to capital, production technology, and business management training—are also needed to improve the welfare of business owners.

For Future Research

Future studies should consider incorporating additional variables that may moderate or mediate the relationship between SDG 8 implementation and welfare, such as market access or managerial capacity. Expanding the research scope to other regions or creative industry sectors is also recommended to obtain more comprehensive findings.

THANK-YOU NOTE

The authors would like to express their sincere gratitude to all parties who contributed to the completion of this study entitled “*SDG 8 Implementation and Business Productivity Effects on Welfare of Embroidery Entrepreneurs in the Tasikmalaya Region.*” Special appreciation is extended to the embroidery entrepreneurs in Tasikmalaya who generously shared their time, experiences, and valuable insights. The authors also acknowledge the support of local institutions, research assistants, and colleagues who provided constructive feedback throughout the research process. This study would not have been possible without the encouragement and cooperation of all stakeholders committed to promoting decent work, economic growth, and sustainable development. Their contributions are highly appreciated and have significantly enriched this research.

BIBLIOGRAPHY

- Abdillah, Fitriyadi, and Yulia Nurafipah. "Pengaruh Persaingan Bisnis Dan Etika Bisnis Islam Terhadap Perilaku Pengusaha Bordir Kawalu Kota Tasikmalaya." *Jurnal Digital Bisnis, Modal Manusia, Marketing, Entrepreneurship, Finance, & Strategi Bisnis (DImmensi)* 5, no. 2 (2025): 34-?. <https://doi.org/10.32897/dimmensi.v5i2.4325>.
- Apriani, Nabilah, and Ridwan Wijayanto Said. "Upaya Perlindungan Hukum Terhadap Industri Usaha Mikro Kecil Dan Menengah (UMKM) Di Indonesia." *Jurnal Al Azhar Indonesia Seri Ilmu Sosial* 3, no. 1 (2022): 28. <https://doi.org/10.36722/jaiss.v3i1.1069>.
- Barro, Robert J. "Human Capital and Growth: Theory and Evidence. A Comment." *Carnegie-Rochester Conference Series on Public Policy* 32, no. C (1990): 287–91. [https://doi.org/10.1016/0167-2231\(90\)90029-K](https://doi.org/10.1016/0167-2231(90)90029-K).
- Diener, Ed, Richard E. Lucas, and Shigehiro Oishi. "Advances and Open Questions in the Science of Subjective Well-Being." *Collabra: Psychology* 4, no. 1 (2018): 1–49. <https://doi.org/10.1525/collabra.115>.
- Ghozali, Imam. *Aplikasi Analisis Multivariate Dengan Program IBM SPSS 25*. Badan Penerbit Universitas Diponegoro, 2018.
- Hanafi, Mohamad, Azizah Fauziyah, and Mira Nurfitriya. "Analysis of Sustainable Competitive Advantage Strategies in Embroidery Industry Centers in Tasikmalaya." *Journal of Economic, Bussines and Accounting (COSTING)* 7, no. 4 (2024): 1310–20. <https://doi.org/10.31539/costing.v7i5.11546>.
- Liana, Lie. "MRA Dengan SPSS." *Jurnal Teknologi Informasi DINAMIK* 14, no. 2 (2009): 90–97.
- Mardiana, Nurul, Suci Putri Lestari, and Barin Barlian. "Impact of the Work Environment and Operating Strategy on Operational Performance in Embroidery Company Noor Anisa Collection Tasikmalaya City." *Journal of Indonesian Management* 2, no. 2 (2022): 391–98. <https://doi.org/10.53697/jim.v2i2.795>.
- Ponto, Vivi Marietha. "Peningkatan Produktivitas Dalam Rangka Mewujudkan Pekerjaan Layak Dan Pertumbuhan Ekonomi (Tujuan Ke-8 Sustainable Development Goals)." *Cendekia Niaga* 7, no. 1 (2023): 85–96. <https://doi.org/10.52391/jcn.v7i1.792>.
- Prasetyo, P. Eko, and N. Rahayu Kistanti. "Human Capital, Institutional Economics and Entrepreneurship as a Driver for Quality & Sustainable Economic Growth." *Entrepreneurship and Sustainability Issues* 7, no. 4 (2020): 2575–89. [https://doi.org/10.9770/jesi.2020.7.4\(1\)](https://doi.org/10.9770/jesi.2020.7.4(1)).
- Santoso, S. *Buku Latihan SPSS Statistik Parametrik*. Elex Media Komputindo, 2004.
- Sugiyono. *Metode Penelitian Bisnis: Pendekatan Kuantitatif, Kualitatif, Kombinasi, Dan R&D*. Alfabeta, 2017.
- Sugiyono. *Metode Penelitian Kombinasi (Mix Methods)*. Alfabeta, 2015.
- Sugiyono. *Metode Penelitian Kuantitatif, Kualitatif, Dan R&D*. Alfabeta, 2023.
- Wulansari, Devina Fauziyah, Taofik Hidayat, Suci Ramasiah, Adi Prehanto, and Asep Nuryadin. "Perkembangan Industri Kreatif Di Kota Tasikmalaya Pada Era Digital." *Jurnal Industri Kreatif Dan Kewirausahaan* 5, no. 2 (2022): ?-?. <https://doi.org/10.36441/kewirausahaan.v5i2.1313>.