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Research Article

Determinants Of Gojek Driver Income In Badung Regency, Bali Province

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Abstract: Gojek, as one of the largest online transportation service providers in Indonesia, has significantly transformed patterns of mobility and created employment opportunities for many individuals. Founded by Nadiem Makarim in 2010, Gojek is the first online-based transportation company originating from Indonesia. This study aims to examine the effects of working hours, number of orders, age, and gender on the income of Gojek drivers in Badung Regency. The research was conducted in Badung Regency, a major tourism hub in Bali Province, which generates high demand for online transportation services. Data were collected using a quantitative approach and an associative design through surveys administered to Gojek drivers in the region. The results of the analysis indicate that these variables collectively influence driver income. Specifically, working hours, number of orders, and gender have a positive and significant effect, while age has a negative and significant effect on income.

Keywords: age, gender, income, number of orders, working hours.

1. Introduction

We are currently living in the era of globalization, which is also known as the modernization era. Modernization refers to the transformation from a less advanced or underdeveloped condition towards a more progressive state, with the expectation of improving the quality of life for society. In this modern era, technology has become a fundamental aspect of human life. From the elderly to the youth, from experts to laypeople, everyone relies on technology in various aspects of daily life. Maharani (2017) explains that the rapid development of internet technology has led to societal changes. Digital technology has evolved from a convenience into a necessity, shaping how individuals interact, learn, and secure their livelihoods. One of the sectors that has experienced a major transformation due to advancements in information technology is transportation, which has introduced various forms of online-based services to meet society's increasing demand for fast and efficient mobility. Transportation has become an essential component of modern life, facilitating people's movement and fulfilling their mobility needs (Fahritsani et al., 2022).

As social beings, humans have diverse needs that must be fulfilled for their well-being. Since these needs cannot be met in a single location, transportation becomes necessary to move people or goods from one place to another. In general, there are three types of transportation in Indonesia: land, sea, and air. Tourism-driven regions significantly influence

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transportation demand, emphasizing the importance of integrated transportation planning (Gao, 2019). These developments created the momentum for the emergence of online-based motorcycle taxis. As digitalization progressed, technology shifted from merely offering convenience to becoming a necessity, reshaping human values and behavior (Hassani & Silva, 2021). Online transportation has become a widely discussed phenomenon due to the ease of ordering through mobile applications available on Android or iOS devices.

One of the most notable innovations is the rise of online transportation services that offer greater accessibility for the public. Gojek, one of the largest online transportation companies in Indonesia, has played a significant role in transforming public mobility patterns and creating job opportunities. A study conducted by the Demographic Institute of the University of Indonesia revealed that over 65% of GoRide partners experienced increased income after joining the platform, across all income groups. Gojek, founded by Nadiem Makarim in 2010, initially started as a two-wheeled transportation service accessed via telephone. It has since evolved into a leading on-demand mobile platform and application offering a wide range of services, including transportation, logistics, digital payments, food delivery, and more. This study focuses on the GoRide service, which is particularly relevant given that motorcycles constitute the majority of vehicles in Bali Province.

Aside from Gojek, Grab is another online transportation provider operating in Indonesia. However, Gojek is considered superior in terms of features and service variety. From the driver's perspective, Gojek also offers more favorable conditions compared to other companies. For example, Gojek applies an 80:20 revenue-sharing scheme in favor of drivers. Drivers also benefit from insurance, incentives, and instant bonuses upon reaching performance targets. In contrast, Grab calculates bonuses within a 24-hour timeframe, delaying driver compensation (Else, 2017).

Gojek's core values include speed, innovation, and social impact. It serves as an innovative solution that not only enhances transportation access but also provides employment. Among the many online-based transportation services in Indonesia, Gojek is the most widely used. According to a global research firm Growth For Knowledge (GFK), Gojek holds a 21.6% user share. Furthermore, data from the Indonesian Internet Service Providers Association (APJII) shows that by 2020, there were 65 million users of online transport services in Indonesia, with Gojek dominating 55% of the market. These statistics highlight the platform's appeal among both the unemployed and those seeking supplementary income due to its lucrative revenue-sharing model.

The rise of Indonesia's gig economy, including online transport services, reflects the country's efforts to enhance competitiveness despite fiscal limitations. Nevertheless, the sector faces challenges in ensuring equitable income distribution and sustainable growth (Hamilton, H., Natasha, & Ghunter, G., 2016).

Bali is known for its diverse tourist attractions and remains a favorite destination for international visitors. More tourists arrive via I Gusti Ngurah Rai International Airport in Bali than in Jakarta (Putriasih & Giantari, 2021). Bali offers unique characteristics compared to other global destinations (Wibawa & Budiasa, 2018). Badung Regency, home to popular tourist areas such as Kuta, Seminyak, and Nusa Dua, experiences high tourism activity and, therefore, strong demand for transport services, including online transport.

Gojek drivers in Badung Regency face unique challenges compared to drivers in other regions. Gojek contributes positively to the local economy by creating employment and boosting incomes. The region's tourism-based economy causes fluctuating demand for transport services. Gojek partners are classified as independent contractors rather than employees, as they are compensated per completed task rather than through a fixed salary. Moreover, the company has limited control over its drivers. From just 20 drivers at its inception, Gojek's network has grown to over 2 million drivers across Indonesia and Southeast Asia, including Singapore, Vietnam, Thailand, and Malaysia. In Bali, according to an interview with the public relations office at Gojek Denpasar (located on Jl. Bypass Ngurah Rai No. 505), the number of Gojek drivers fluctuates monthly due to varying levels of driver activity. The total number of Gojek drivers in Bali is approximately 15,000. Gojek does not classify drivers by regency, but the majority are active in Denpasar (around 35%), followed by Badung (30%), Gianyar (20%), and Tabanan (15%).

Previous research has examined similar topics. Giri and Dewi (2017), for instance, analyzed the effects of working hours, age, education, and work experience on Gojek driver income in Denpasar. They found that working hours and experience had significant positive effects, while age and education did not. However, Husaini and Fadhlani (2017), in a study on outerwear vendors in Simalingkar Market, Medan, found that capital and business location influenced income, whereas business duration and working hours did not. Cahyani et al. (2024) found that working hours and age positively influenced Gojek driver income in Depok, while education level did not. Conversely, Kurniawan (2023) found that only working hours, experience, and motivation influenced driver income in Bandar Lampung, with age showing no significant impact.

Marsusanti et al. (2018) observed that competitors such as Grab, fuel price increases, and changes in Gojek's point system affected driver income, with the latter two having different levels of impact. Prasetyo and Yasa (2024) found that during the COVID-19 pandemic in Denpasar, policies like PPKM negatively impacted income, while incentives and flexible working hours had positive effects.

Building on previous research, this study focuses on working hours, number of orders, age, and gender. These variables were selected based on prior inconsistent findings, especially regarding the effects of working hours and age. Theoretical perspectives suggest that individuals and households are likely to offer more labor when wages increase (Sukartini, 2014). Hasyim (2006) states that age can serve as a benchmark to assess one's work capacity, particularly when physical and mental health are in good condition.

Few studies have examined the number of orders and gender as income determinants. This study seeks to fill that gap. According to Hartadi (2019), the number of orders directly influences driver income—the more orders fulfilled, the higher the income. Regarding gender, male drivers tend to earn more as they often serve as family breadwinners and are more likely to work longer hours with greater intensity. Female drivers, though some also support families, tend to be fewer in number and may face safety-related constraints that influence their work patterns.

Most studies focus on Gojek drivers in urban, labor-intensive settings with different economic and mobility dynamics. This research, however, emphasizes the tourism-based Badung Regency, offering fresh insights into the determinants of Gojek driver income in a

high-demand travel destination. This study contributes to the literature by exploring how working hours, number of orders, age, and gender influence income, ultimately supporting driver welfare.

Based on the above background, this study aims to analyze the effects of working hours, number of orders, age, and gender on the income of Gojek drivers in Badung Regency, Bali Province. The research findings are expected to inform regional policy development and business strategies for enhancing the role of online transportation in supporting local tourism and economic ecosystems.

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2. METHOD

This study adopts an associative quantitative approach to analyze the influence of working hours, number of orders, age, and gender on the income of Gojek drivers in Badung Regency, Bali. This method is deemed appropriate for examining the relationships between variables within a defined population or sample. Data collection techniques include questionnaires, structured interviews, and direct observation of 97 respondents selected using accidental sampling from a population of approximately 4.500 drivers. Badung Regency was chosen as the research location due to its status as a major tourism hub, which contributes to high demand for online transportation services (Sugiyono, 2016; Sugiyono, 2019).

The study involves one dependent variable Gojek driver income and four independent variables: working hours, number of orders, age, and gender. Operational definitions for each variable are clearly formulated to avoid ambiguity. For example, income is measured based on monthly net earnings, and gender is treated as a dummy variable. Quantitative data were obtained from the questionnaires, while qualitative data were derived from relevant theories and prior studies. Primary data sources include direct interviews with drivers, and secondary data were obtained from literature and online sources (Rahyuda, 2019; Sugiyono, 2018).

Data analysis was conducted using multiple linear regression to determine the extent to which the independent variables influence income, both simultaneously and individually. Classical assumption tests—including tests for normality, multicollinearity, and heteroscedasticity—were carried out to ensure the validity of the regression model. The F-test was used to assess the joint significance of all variables, while the t-test was employed to evaluate the significance of each individual variable's effect on income. Through this methodological approach, the study aims to provide a strong empirical foundation for understanding the factors that influence Gojek driver income in tourism-centered regions (Utama, 2016; Daniar et al., 2021).

3. RESULTS AND DISCUSSION

Results of Research Data Analysis

Multiple Linear Analysis

Hypothesis testing was conducted to test related to the analysis of Gojek driver income. Multiple linear regression analysis was chosen to analyze the hypothesis testing in this study. Multiple linear regression analysis aims to determine the effect of working hours, number of orders, age, gender, and income variables of Gojek drivers in Badung Regency. The calculation

of the regression coefficient was carried out by regression analysis through SPSS 29 software. Based on the results of the data analysis, the following regression equation can be compiled

Table 1. Multiple Linear Regression Results

Variables	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Beta	Beta		
(Constant)	1123885.218	289955.833		3.876	0.001
Working Hours(X1)	2685.221	737,621	0.276	3,640	0.001
Number of Orders(X2)	3150.141	628,072	0.386	5.016	0.001
Age (X3)	-18020.226	4634.472	-0.274	-3.888	0.001
Gender (X4)	244600.280	88986.963	0.179	2,749	0.007

Source: Processed Primary Data, 2025

From the test results in Table 1, the regression equation formed is as follows:

$$\mathbf{Y = 1{,}123{,}885{,}218 + 2{,}685{,}221\ (X1) + 3{,}150{,}141\ (X2) - 1{,}8020{,}226\ (X3) + 244{,}600{,}280\ (X4)}$$

From the regression equation, it shows that:

1. The value of the regression coefficient for working hours is 2,685.221, which means that for every one hour increase in work, income will increase by 2,685.221, assuming the other independent variables are constant.
2. The regression coefficient value for the number of orders is 3,150.141, which means that for every increase in one order, income will increase by 3,150.141, assuming the other independent variables are constant.
3. The age regression coefficient value is -1.8020.226, which means that for every one-year increase in age, income will decrease by 1.8020.226, assuming the other independent variables are constant.
4. The value of the gender regression coefficient is 244,600.280, which means that men's income is around 244,600.280 higher than women's, assuming that other independent variables are constant.

Classical Assumption Test

The classical assumption test aims to ensure that the regression model used meets the statistical requirements needed so that the analysis results are valid and reliable. In this study, the classical assumption test includes three types of tests, namely the normality test to ensure that the residual data is normally distributed, the multicollinearity test to determine the presence of high correlation between independent variables, and the heteroscedasticity test to detect whether there is inequality in residual variance at various predicted values. All tests were carried out using the help of SPSS statistical software version 29.

Normality Test

The normality test is used to test whether the data is normally distributed or not. The normality test in this study uses the Kolmogorov-Smirnov Test.

Table 2. Normality Test Results

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		97
Normal Parameters	Mean	0.0000000
	Std. Deviation	380914.97546
Most Extreme Differences	Absolute	0.061
	Positive	0.061
	Negative	-0.035
Test Statistics		0.061

Asymp. Sig (2-tailed)	**0.200d**
a. Test distribution is Normal	

Source: Processed Primary Data, 2025

Table 2 shows that the probability value of significance or the Asymp. Sig. (2-tailed) coefficient is 0.200 > 0.05. This shows that the data used in this study is normally distributed.

Multicollinearity Test

Table 3. Multicollinearity Test Results

Coefficients		
Model	**Collinearity Statistics**	
	Tolerance	**VIF**
(Constant)		
Working Hours(X1)	**0.692**	**1,446**
Number of Orders(X2)	**0.671**	**1,491**
Age (X3)	**0.798**	**1.254**
Gender (X4)	**0.940**	**1,063**

Source: Processed Primary Data, 2025

The results of the multicollinearity test presented in Table 3 show a tolerance value below 1 and a VIF below 10. These results indicate that the variables are free from multicollinearity.

Heteroscedasticity Test

The heteroscedasticity test is a test to see whether there is inequality of variance from the residual of an observation to another observation (Ghozali, 2016:139). To detect the presence or absence of heteroscedasticity, the Glejser test can be used. The regression model does not contain heteroscedasticity if the significance value of the independent variable to the absolute value of the residual atatistic is above a = 0.05.

Table 4. Results of Heteroscedasticity Test

Variables	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	**Beta**	**Beta**		
(Constant)	**288643.668**	**170587.604**		**1,692**	**0.094**
Working Hours(X1)	**359,999**	**433,959**	**0.099**	**0.830**	**0.409**
Number of Orders(X2)	**366,739**	**369,509**	**0.121**	**0.993**	**0.324**
Age (X3)	**-4074.776**	**2726.565**	**-0.069**	**-1,494**	**0.138**
Gender (X4)	**-35011.841**	**52353.052**	**-0.069**	**-0.669**	**0.505**
Dependent Variable: Abs_RES					

Source: Processed Primary Data, 2025

Based on the results in Table 4, it is known that the test results show that all independent variables are greater than 0.05, so it can be concluded that there are no symptoms of heteroscedasticity in the regression model.

Simultaneous Significance Test (F Test)

The F test is used to determine whether all independent variables simultaneously have a significant effect on the dependent variable. In this study, the F test aims to test the hypothesis that working hours, number of orders, age, and gender simultaneously have a significant effect on the income of Gojek drivers in Badung Regency. If the F test results show a significance value (p-value) smaller than the significance level, then it can be concluded that the four independent variables simultaneously affect the driver's income.

Table 5. F Test Results

ANOVA					
Model	**Sum of Squares**	**df**	**Mean Square**	**F**	**Sig.**
Regression	**2,421**	**4**	**6,053**	**39,982**	**0.001**
Residual	**1,393**	**92**	**1,514**		
Total	**3,814**	**96**			

Source: Processed Primary Data, 2025

From table 5, it shows that dfn = degrees of freedom of the numerator = 4 and df = degrees of freedom of the denominator = 92, the obtained value of F count = 39.982 and the value of Sig. count = 0.001. Based on the test results, it can be concluded that H0 is rejected and H1 is accepted. This shows that working hours, number of orders, age, and gender have a significant effect simultaneously on the income of Gojek drivers in Badung Regency. Thus, the hypothesis stating that working hours, number of orders, age, and gender have a significant effect simultaneously on the income of Gojek drivers in Badung Regency has been proven true.

Hypothesis Test (t-Test)

The t-test is used to determine the partial effect of independent variables on dependent variables or the effect of each independent variable on the dependent variable with the assumption that other independent variables are constant.

1) **Testing the Influence of Working Hours Variables on Gojek Driver Income in Badung Regency, Bali Province.**

   With the hypothesis:

   $H_0 : \beta_1 = 0$, meaning that the working hours variable partially does not have a significant effect on the income of Gojek drivers in Badung Regency, Bali Province.

   $H_1 : \beta_1 > 0$, meaning that the working hours variable has a partial positive and significant effect on the income of Gojek drivers in Badung Regency, Bali Province.

   With a real level of α = 0.05. Based on the significance value obtained through SPSS of 0.001, sig t_1 = 0.001 <α = 0.05, meaning H0 is rejected and H1 is accepted, which indicates that working hours have a partial positive and significant effect on the income of Gojek drivers in Badung Regency. Bali Province. With a coefficient of X_1 = 2,685.221 and a positive value, it means that if working hours increase by one unit, the income of Gojek drivers in Badung Regency, Bali Province will increase by 2,685.221 units, assuming other variables are constant.

2) **Testing the Influence of the Number of Orders Variable on Gojek Driver Income in Badung Regency, Bali Province.**

   With the hypothesis:

   $H_0 : \beta_2 = 0$, meaning that the variable number of orders partially does not have a significant effect on the income of Gojek drivers in Badung Regency, Bali Province.

   $H_1 : \beta_2 > 0$, meaning that the variable number of orders has a partial positive and significant effect on the income of Gojek drivers in Badung Regency, Bali Province.

   With a real level of α = 0.05. Based on the significance value obtained through SPSS of 0.001, sig t_2 = 0.001 <α = 0.05, meaning H0 is rejected and H1 is accepted, which indicates that the number of orders partially has a positive and significant effect on the income of Gojek drivers in Badung Regency. Bali Province. With a coefficient of X_2 = 3,150.141 and a positive value, it means that if the number of orders increases by one unit, the income of Gojek drivers in Badung Regency, Bali Province will increase by 3,150.141 units, assuming other variables are constant.

3) **Testing the Influence of Age Variables on Gojek Driver Income in Badung Regency, Bali Province.**

   With the hypothesis:

   $H_0 : \beta_3 = 0$, meaning that the age variable partially does not have a significant effect on the income of Gojek drivers in Badung Regency, Bali Province.

   $H_1 : \beta_3 > 0$, meaning that the age variable has a partial positive and significant effect on the income of Gojek drivers in Badung Regency, Bali Province.

With a real level of $\alpha = 0.05$. Based on the significance value obtained through SPSS of 0.001, sig $t_3 = 0.001 < \alpha = 0.05$. Thus, H0 is rejected and H_1 which states that age has a positive and significant effect on income cannot be fully accepted. With a coefficient of $X_3 = -1.8020.226$ and a negative value, it means that if the age increases by one unit, the income of Gojek drivers in Badung Regency, Bali Province will decrease by - 1.8020.226 units, assuming other variables are constant.

4) **Testing the Influence of Gender Variables on Gojek Driver Income in Badung Regency, Bali Province.**

With the hypothesis:

$H_0 : \beta_4 = 0$, meaning that the gender variable partially does not have a significant effect on the income of Gojek drivers in Badung Regency, Bali Province.

$H_1 : \beta_4 > 0$, meaning that the gender variable has a partial positive and significant effect on the income of Gojek drivers in Badung Regency, Bali Province.

With a real level of $\alpha = 0.05$. Based on the significance value obtained through SPSS of 0.007, sig $t_4 = 0.007 < \alpha = 0.05$, meaning H0 is rejected and H1 is accepted, which indicates that gender has a partial positive and significant effect on the income of Gojek drivers in Badung Regency. Bali Province. With a coefficient of $X_4 = 244,600.280$, which means that men's income is around 244,600.280 higher than women's, assuming other independent variables are constant.

Discussion of Research Results

The Effect of Working Hours, Number of Orders, Age, and Gender Simultaneously on Gojek Driver Income in Badung Regency, Bali Province.

Based on the calculation results in Table 4, the f test was obtained with a significance of 0.001 which is smaller than 0.05. It means that the variables of working hours, number of orders, age, and gender are simultaneous to the income of Gojek drivers in Badung Regency, Bali Province.

Income is the amount of income received by a community in a certain period of time as compensation or production factors that have been contributed. According to Samuelson and Nordhaus (2002:157), income is the amount of income obtained from work which is usually calculated or accumulated for one month or one year. According to Robbins (2003), a person's income in informal work such as online motorcycle taxi drivers is influenced by how much and how long an individual works (working hours), and how many services can be completed (number of orders). This study found that working hours have a positive effect on the income of Gojek drivers in Badung Regency, Bali Province. If there is an increase in working hours, it can increase the income of Gojek drivers.

The results of this study are in accordance with research conducted by Giri and Dewi (2017) which stated that the variable of working hours has a positive effect on the income of Gojek drivers. These results indicate that with each increase in working hours, the driver's income will increase with the assumption of cateris paribus. This means that in the form of increasing income, the strategy of determining working hours plays a very important role.

The second factor used in this study is the number of orders. The number of orders is an order or request to purchase goods or services to the seller and the purchasing process carried out by the consumer to the seller before the consumer receives the goods (Wenehenuhun, et al, 2023). The results of this study indicate that the number of orders has a positive and significant effect on the income of Gojek drivers. This is in line with research conducted by Wenehunuhum, et all (2023), which shows the same thing.

The third factor in this study is age. Age can be used as a benchmark to see a person's activity in doing a job. Gojek drivers who are still classified as productive age are believed to be able to work optimally so that their income increases. According to the theory of work

productivity which states that in old age, a person experiences a decrease in physical ability and endurance (Ilmarinen, 2001).

In addition to working hours, number of orders, and age, gender is also an important variable that can affect Gojek driver income. In the context of informal application-based work such as Gojek, differences in income based on gender are often caused by differences in work duration, mobility, and comfort levels in receiving orders at certain times or areas. Male drivers tend to have higher time flexibility, are willing to take orders until the evening, men are also generally the backbone of the family to carry out economic activities in order to improve family welfare. This causes the opportunity to earn higher income to be greater for male drivers. Theoretically, this is in line with Becker's Human Capital Theory (1993) which explains that a person's income is influenced by personal characteristics.

Thus, it can be concluded that the income of Gojek drivers in Badung Regency is not only influenced by one single factor, but is the result of simultaneous interaction between working hours, number of orders, age, and gender. In an effort to improve driver welfare, companies and policy makers need to consider the interaction of these various factors, such as by establishing an efficient work system, increasing demand for services, and paying attention to the physical condition and age of diverse drivers.

The Effect of Working Hours, Number of Orders, Age, and Gender Partially on Gojek Driver Income in Badung Regency, Bali Province.

1) **The Influence of Working Hours on Gojek Driver Income in Badung Regency, Bali Province.**

   Based on the SPSS output, the results show that working hours have an effect on the income of Gojek drivers in Badung Regency, Bali Province by showing a significance level of 0.001 which is smaller than 0.05. This means that working hours have a significant effect on Gojek drivers in Badung Regency, Bali Province. The regression coefficient value of working hours of 2,685.221 indicates a positive effect on income. This result accepts the H1 hypothesis which states that working hours have a positive effect on the income of Gojek drivers, which means that the higher the working hours, the higher the income received. This estimation result is in accordance with the research hypothesis.

   The time allocation theory strengthens the results of this study, where this theory reflects individuals in allocating their time in the labor market to get wages and satisfaction. The results of this study support Fuadin's research (2021) which shows that working hours affect income.

2) **The Influence of the Number of Orders on Gojek Driver Income in Badung Regency, Bali Province.**

   Based on the SPSS output, the results show that the number of orders has an effect on the income of Gojek drivers in Badung Regency, Bali Province by showing a significance level of 0.001 which is smaller than 0.05. This means that the number of orders has a significant effect on Gojek drivers in Badung Regency, Bali Province. The regression coefficient value of the number of orders of 3,150.141 indicates a positive effect on income. These results accept the H1 hypothesis which states that the number of orders has a positive effect on the income of Gojek drivers, which means that the higher the number of orders, the higher the income received. These estimation results are in accordance with the research hypothesis.

   The results of this study are also in line with research conducted by Wenehunuhum et al. (2023), which shows that the number of orders has a significant influence on the income of application-based transportation workers. The study explains that the more orders received and completed by the driver, the greater the income obtained. This is due to the work system of online motorcycle taxi drivers which is based on productivity,

where income is largely determined by the number of services successfully provided to consumers. Thus, the findings in this study confirm that the number of orders is a factor that influences the amount of income, which emphasizes the importance of work intensity and service volume in increasing income in the digital informal sector.

3) The Influence of Age on Gojek Driver Income in Badung Regency, Bali Province.

Based on the SPSS output, the results show that age has an effect on the income of Gojek drivers in Badung Regency, Bali Province, showing a significance level of 0.001 which is smaller than 0.05. This means that age has a significant effect on Gojek drivers in Badung Regency, Bali Province. The regression coefficient value of age of -1.8020.226 indicates a negative effect on income. These results do not accept both hypotheses stating that working hours have a positive and significant effect on the income of Gojek drivers, which means that the higher the age, the lower the income received.

This finding is in line with the theory of work productivity which states that in old age, a person experiences a decline in physical ability and endurance (Ilmarinen, 2001). In the context of working as an online motorcycle taxi driver, stamina, quick response, and the ability to use applications are key to receiving orders. Younger drivers are usually more responsive to order notifications, work longer hours, and are more adaptive to technology. The results of this study support research conducted by Indrayani and Dewi (2023) which shows that age has a negative and significant effect on Gojek driver income.

4) The Influence of Gender on Gojek Driver Income in Badung Regency, Bali Province.

Based on the SPSS output, the results show that gender has an effect on the income of Gojek drivers in Badung Regency, Bali Province, showing a significance level of 0.007 which is smaller than 0.05. This means that gender has a significant effect on Gojek drivers in Badung Regency, Bali Province. The gender regression coefficient value of 244,600.280 indicates a positive effect on income. This result accepts the H1 hypothesis which states that gender has a positive effect on the income of Gojek drivers, which means that male income is around 244,600.280 higher than female income, assuming other independent variables are constant.

Gender affects income, because it can reflect a person's level of productivity which has a direct impact on income. The level of male work participation tends to be higher than that of women because men are considered the main breadwinners in the family. In general, the level of male productivity is higher than that of women. This is influenced by several factors, such as physical limitations in heavier work.

The results of this study are also in line with research conducted by Desanti (2021), which shows that gender has an influence on workers' income. This finding supports the results of research showing that gender is one of the factors that influences driver income, where male drivers tend to have higher incomes. Thus, this study strengthens empirical evidence that differences in gender roles in the world of work, even in flexible and digital work systems, still contribute to income inequality.

4. CONCLUSION

a) Working hours, number of orders, age, and gender have a significant simultaneously effect on the income of Gojek drivers in Badung Regency, Bali Province.

b) Working hours, number of orders, and gender have a positive and significant partially effect on the income of Gojek drivers in Badung Regency, Bali Province.
c) Age has a negative and significant partially effect on the income of Gojek drivers in Badung Regency, Bali Province..

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