



Factors Affecting The Policy of Labor Placement in Cirebon City

Hery Nariyah¹, Soleh Suryadi², Thomas Bustomi³, Denok Sunarsi⁴

^{1,2,3}Doctoral Program in Social Sciences, Pasundan University, Bandung, West Java,
Indonesia

⁴Doctoral Program in Management of Science, Postgraduate Program, Pasundan
University, Bandung, West Java, Indonesia

*e-mail: soleh.suryadi@unpas.ac.id²

thomas.bustomi@unpas.ac.id³

ABSTRACT

This research aimed to analyze and find out the extend to which the implementation of the employment placement policy performed by Regional Office of Manpower of Cirebon City and find out the factors affecting the employment placement policy effectively; This research used qualitative descriptive method in which the data sources in this research were obtained through direct observation by the researcher and guided interview with the implementing officers or apparatus carrying out the policy in Regional Office of Manpower of Cirebon City. The findings showed that the implementation of the employment placement policy in Cirebon City had not performed effectively. The factors which needed to be considered in the employment placement were: (1) Education: Public had not had the competence and the education quality was still in low level, (2) Occupational knowledge; Labors must still complete a series of Academic Achievement tests, (3) Occupational skill; Labors were still not ready with the skills needed by companies, (4) Work experience; Labors still needed to be given the Orientation Program and Human Resources Development Program by Regional Office of Manpower. The factors affecting the implementation of the employment placement policy; from the five theoretical concepts of Rondonelli and Chabeer Cheema's opinion used in analyzing this research, they could also be seen that they could test the implementation of the employment placement policy, namely: (1) Environmental conditions that public had not completely had adequate skills, (2) Employment relationship among organizations; Good coordination was needed between Regional Office of Manpower and D.KISS related to valid data regarding the number of labors, (3) Availability of Resources; Funds available in APBD of Cirebon City for Regional Office of Manpower had not reflected the existence of budget leading to specific activities for the employment placement, (4) Characteristics of implementing agencies; It had not depicted the overall activities of Regional Office of Manpower especially the job introductory officer and labor distributor were not clear organizationally, (5) Performance and impact; Regional Office of Manpower had not fully had the authority in the employment placement, only limited to recommending labors with various dimensions. It turned out that the result was that Regional Office of Manpower of Cirebon City had not been effective in its implementations, so it affected the minimum or only few labors who had registered with labor users in companies or agencies that needed them. Based on the results of the discussion that had been stated, it could be said that the novelty of this research was it could found the weaknesses of Rondonelli and Chabeer Cheema's theory used to analyze the implementation of the policy, namely: (1) Clarity of Regulation; there had been no Regional Regulation regulating Manpower, (2) Local wisdom, it had not considered the local culture, (3) Strategy; there had been no strategy, so it needed to be combined with a SWOT analysis formulating a strategy by considering strengths, weaknesses, threats, and opportunities

Keywords: Policy, Placement, Labor

INTRODUCTION

Currently, Unemployment is still a major problem in development. Especially in Indonesia, the problem of unemployment is a classic problem that has not been resolved for a long time. In 2013, the number of national unemployment increased compared to the previous year. In general, unemployment and poverty rates in Indonesia are still high. The percentage is still above the provincial and central average. Then the percentage of poverty and unemployment rates in the provinces and the center is relatively low on average.

The purpose of the research the author formulated was to determine the implementation of workforce placement in the city of Cirebon including education, work knowledge, work skills and work experience and to identify and describe factors of environmental conditions, relationships between organizations, available resources and characteristics as well as performance and impacts. affect the implementation of labor placement policies in the city of Cirebon.

Factors Influencing the Implementation of Manpower Placement Policy in Cirebon City.

The problem of this research the authors formulate as follows:

- a. How is the implementation of workforce placement which includes education, work knowledge, work skills and work experience?
- b. What is the description of environmental conditions, inter-organizational relationships, available resources and characteristics as well as performance and impacts that affect the implementation of the Manpower Placement Policy in Cirebon City?

METHODS

The research method used is descriptive qualitative method. Bogdan and Taylor in Moleong (2009: 4) say that qualitative methodology is a research procedure that produces descriptive data in the form of written or spoken words from people and observed behavior. The research strategy in the qualitative approach that the author uses is a case study strategy. Stake, (1995), in John W. Creswell, suggests that: "The case study strategy in qualitative research is where the researcher investigates carefully a program, event, activity, process or group of individuals. Cases are limited by time and activity, and the researcher collects complete information using various data collection procedures based on the allotted time.

The steps of the case study research that the author did are as follows: Research preparation, Determining what is known, Determining the research design, Collecting information and data through interviews, Collecting data through observation, Formulating and interpreting data, Compiling research reports (Hancock and Algozzine: 2006) Data collection techniques are as follows: Observation (observation), in depth interview (in-depth interview) and documentation study.

The aspects of the study in this research are: Implementation of employment policies. Aspects of this study were analyzed using the theory of policy implementation proposed by Rondinelli and Shabbir Cheema (1983). The data in this study consisted of: Primary data, namely data obtained directly from data sources or from first hand and secondary data, namely data obtained and written sources relevant to the problems studied.

In this study, the author uses qualitative data analysis techniques by analyzing in depth descriptive data in the form of oral and written information from informants, as well as facts and symptoms from observations. According to Miles and Huberman (1992:16), explaining that qualitative data analysis consists of three streams of activities that occur simultaneously, namely: data reduction, data presentation and verification and drawing conclusions.

In order to obtain valid (valid/accurate) data, the authors test the validity (validity/accuracy) of the data. Moleong (2009:327) mentions 10 validity testing techniques. Of the ten validity testing techniques, the authors tested the validity of the research data with triangulation techniques.

According to Moleong (2009: 330), triangulation is a technique of checking the validity of data that utilizes something other than the data for checking purposes or as a comparison against the data. The triangulation technique used in this research is an examination technique that utilizes the use of sources such as interviews, library research and archives.

The research location is the Cirebon City Manpower Office. The research objects that become informants and key informants include: the Head of the Manpower Office of Cirebon City as a key informant and key informant, several stakeholders and related agencies such as the cultural, youth and sports services as supporting informants and the general public who are indicated to be unemployed as supporting informants.

RESULTS

Cirebon City is one of the cities in the eastern part of West Java Province. The city's population is 301,720 people, consisting of 151,273 men and 150,447 women (2012 population census). Cirebon city is a very strategic city because it is located at the intersection of traffic flow between the provinces of West Java and Central Java. This condition makes Cirebon City experience dynamic development from year to year, especially in the fields of economy, trade and services.

In this regard, Sastrohadiwiryono (2002: 162) the placement of workers is a process of dividing tasks and jobs to workers who pass the selection to be carried out in accordance with the predetermined scope and are able to take responsibility for all risks and possibilities that occur on tasks and work. authority and responsibility. The definition above shows that the placement of employees is done after the employee has passed the selection. This does not only apply to new employees but also to the placement of old employees, either promotions or job transfers or demotions. It is said so because just like new employees, old employees also need to be recruited internally, selected and placed, also undergo an introduction program before they are assigned to new positions and do new jobs.

DISCUSSION

This section will describe the discussion of Factors affecting the policy of labor placement in Cirebon as explained in the previous chapter, namely; Cirebon City Overview, Implementation of Workforce Placement in Cirebon City, Influencing Factors in the Implementation of Manpower Placement Policy, Recommendations Adaptation of Rondinelli and Cheema Decentralization Policy Implementation model.

1. Cirebon City Overview

Cirebon City is one of the cities in the eastern part of West Java Province. The city's population is 301,720 people, consisting of 151,273 men and 150,447 women (2012 population census). Cirebon city is a very strategic city because it is located at the intersection of traffic flow between the provinces of West Java and Central Java. This condition makes Cirebon City experience dynamic development from year to year, especially in the fields of economy, trade and services.

2. Implementation of Workforce Placement in Cirebon City

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The Manpower Office requires that in order to get a Yellow card, one must have the latest high school diploma and additional skills such as courses or trainings so that companies looking for

prospective workers who meet the required criteria are immediately placed. So it can be concluded that the required education is high school level or equivalent.

Prospective Workers register and will receive a yellow card as the identity of prospective workers who need work. Furthermore, the Department of Manpower also has the "Cirebon Lunga" Web, as a place of registration for companies that need job seekers to work for the company in question. Then the Manpower Office conducts a series of ability tests to see the abilities of a prospective worker and is carried out through interviews. From the results of an interview with the Head of the Manpower Office, Mr. Agus Sukmanjaya. "A prospective manpower is asked through an interview what he needs, what skills he has, what abilities he wants, it will be facilitated by the Manpower Office with the existing equipment and tutorials."

Then the job requirements needed in a company or organization will determine what kind of employee should occupy that position. The results of an interview with the Head of the Service, Mr. Agus Sukmanjaya., S.Sos: "Companies that open job vacancies must first fill out the "Cirebon Lunga" web then prospective workers can fill positions with the required requirements"

In a prospective workforce, intellectual abilities can be known through their academic achievements, the academic achievements referred to here are academic achievements that have been achieved by employees during the education level from elementary school to the last education, combined with academic achievements obtained based on the results the selection that has been made to the employee concerned, so that it can be expected to get input in placing the right employee in the right position as well (Yuniarsih, 2008;117). Likewise, the Department of Manpower certainly pays attention to this academic achievement, this is confirmed by Mr. Agus Sukmanjaya.,S.Sos. "Every time there is a vacancy and the company wants a manpower we need, we do an Academic Ability Test to strengthen the prospective workforce and are reliable in their fields, for example there is an Internship Program to Japan we conduct a series of tests, one of which is this academic achievement test"

3. Influencing Factors in the Implementation of Manpower Placement Policy

a. Environmental conditions (environmental conditions) in the placement of workers.

Politics in employment policy looks at the decisions of the implementers in implementing existing government policies and carrying out according to what is outlined. The Manpower Office has implemented the existing regulations but the condition of the people who do not fully have adequate skills, the Manpower Office approaches related companies to monitor existing job vacancies and then place them in accordance with the skills of the workers involved. have registered with the Department of Manpower who subsequently received a yellow card.

The Policy Making Process in Law Number 13 of 2003 concerning Manpower Article 31 states that "Every worker has the same rights and opportunities to choose, get or change jobs and earn income at home or abroad". Likewise, Article 32 states the following: 1) The placement of workers is carried out based on the principles of being open, free, objective, fair and equal without discrimination. 2) The placement of workers is directed at placing workers in positions that are in accordance with their expertise, skills, talents, interest and legal protection. 3). The placement of workers is carried out by taking into account the distribution of employment opportunities and the provision of workers in accordance with the needs of the national program national and regional.

4. Recommendations Adaptation of Rondinelli and Cheema Decentralization Policy Implementation model

a. Regulatory Transparency

This problem the author recommends the need for regulatory clarity to realize the successful implementation of the policy on manpower placement. The absence of clear regulations can be a factor inhibiting the success of the implementation of the main tasks and functions of the Manpower Office in order to maximize the implementation of the policy on manpower placement. It is no less important to note that the clarity of regulations in the form of

Perda or Perwali opens a wider public space in order to create order in work and people who need work become more aware of their roles and how to implement these regulations.

b. Revitalization of Local Wisdom

The definition of local wisdom in the dictionary of John M. Echols and Hssan Sadily is that in general local wisdom can be understood as local ideas that are wise, full of wisdom, of good value. Embedded and recognized by members of the community. According to Carolina Nyamai-kisia (2010), local wisdom is a source of knowledge that is dynamically organized, developed and passed on by certain populations who are integrated with their understanding of nature and the surrounding culture. Local wisdom can be the basis for policy making at various levels in life, resource management and development. In local wisdom, there is also local cultural wisdom, which is local knowledge that has been so integrated with belief systems, norms and culture and is expressed in tradition. Thus, local wisdom can be defined as a wealth of local culture that contains a life policy, a way of life that accommodates wisdom and life wisdom.

Especially in Cirebon City, which is called the guardian city because of the presence of Sunan Gunung Jati in the history of the spread of Islam and the Islamic kingdom in Cirebon City, there are several local wisdoms that have the potential to become a driving factor and basis for policy making in the Cirebon City Government. The local wisdom includes the will of Sunan Gunung Jati: "Insun leave tajug and poor people" (I entrust the prayer room/mosque and the poor). This will as local wisdom contains two great meanings that can be a driving force for local government policy makers and implementers, with the aim of improving a decent life and welfare for local people.

First, insun entrusted tajug (I entrusted the prayer room/mosque). This will implies that the people of Cirebon City, must be a religious society, religious and obedient in carrying out their beliefs and religion. The most basic values and norms, fundamental for the people of Cirebon City to uphold religious values and norms and implement them in everyday life. This sentence has been implemented by the Cirebon city government in the form of regional regulations, including a regional regulation on the circulation of alcoholic beverages and a regional regulation on the obligation of madrasah diniyah schools for children who will enter junior high school.

Second, the Cirebon language is attached to the website of the Manpower Office, namely "Cirebon lunga" which is the original product of the Manpower Office which uses the Cirebon language. This must be stipulated in a regional regulation that strengthens local wisdom. On the Cirebon Lunga website, it can bring together job seekers and employers (organizations, companies) and can also update data that provides information about job vacancies or information about the number of vacancies that guarantee the skills and skills needed. So what is needed is a regional regulation that includes: First, every time there is a job vacancy or company that will open, you must fill out the "Cirebon Lunga" application for free or free of charge. Second, opening up space in companies for apprenticeships for job seekers. Third, policies that are positioned in favor of the wider community.

Based on this realistic concern, the author proposes an adaptation of the model for implementing the employment placement policy proposed by Rondinelli and Cheema by adding local wisdom and regulatory transparency factors.

CONCLUSION

This results of the research and discussion that have been described can be concluded as follows:

1. The implementation of the manpower placement policy by the Manpower Office of Cirebon City is still not optimal, marked by a problem that the data required from

the relevant agencies that provide data is still incomplete, for example the D KISS office, the Trade Office as well as related companies that require skilled workers according to their needs. . The product forms for implementing the employment placement policy are: trainings or workshops, settlement of industrial relations cases, licensing of skills education institutions, permits for foreign workers, recommending workers to get BPJS for employment, recommending making passports for job seekers abroad.

2. According to Rondinelli and Cheema, the factors that influence labor placement policies are environmental conditions, inter-organizational relationships, available resorts and characteristics of implementing agencies.

- a. Environmental Conditions

The environmental condition factor of the Manpower Office involves elements and political structures in the area, both formally and informally.

To absorb and aggregate the interests of the community regarding the placement of workers by the Manpower Office of the City of Cirebon, it has a weakness in the implementation of the first policy related to stakeholder involvement related to inter-organizational relations to compile KISS office data and data from the relevant statistical agencies registered. The second lies in the analysis of public policies in the process of placing the Cirebon City workforce because the main task of the Cirebon City manpower offices is only to recommend workers to be placed at both the local and national and international levels.

- b. Inter-Organizational Relationships

Cooperation has been carried out with BPS (Central Statistics Agency) D KISS (Information and Communication Service) as well as the population service, namely SIAK (Population Administration Information System), to find out data such as the number of residents in the form of the workforce aged 15-65 years, how many who are already working and those who are still in school as well as the agricultural trade office, namely to find out how many vacancies or business actors in the city of Cirebon. Thus, it can be concluded that inter-institutional interaction and coordination is very influential on the process of implementing manpower placement policies, well-established interaction and coordination with related organizations will determine the effectiveness of policy implementation.

- c. Availability of Resources (Available Resources)

In the APBN and the city APBD there is already a budget for manpower, only in the 2018 provincial APBD there is not yet one. If it is analyzed that the availability of a budget is very necessary in the placement of workers to provide training to the community, especially job seekers regarding the competencies needed by the company.

- d. Characteristics of Implementing Agencies

The Manpower Office of Cirebon City, implementing the policy of manpower placement involves several parties, namely. Information and Communication Service (D KISS), Population and Civil Registration Service, Cirebon City Government in the field of law and legislation, Immigration Service, kelurahan and sub-district, one-stop capital service office (DPM PTSP), Provincial Manpower Office, UPT labor inspector who oversees violations companies.

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