

# The Analysis of Change Profession of Society In Round about Region of Industry Perceived From the Effective of Insight from District of Karawang, West Java, Indonesia (Study in Village Of Sirnabaya, Subdistrict Of East Of Telukjambe)

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**Abstract-** *In the Village of Sirnabaya, Subdistrict of East of Telukjambe, District of Karawang there are many construction industries as the land of agriculture is marginal. Hence, agriculture activity is very less. The paper aims to find out the effect of insight from District of Karawang in anticipation to arrange or change profession problem. The method of this research is qualitative descriptive, gathering data technique like observation and structure of the interview. The result of this research to know that the effectiveness of tactics and technical insight that facilitation to arrange or change profession problem there are into Peraturan Daerah Nomor 1 Tahun 2011 that followed with Peraturan Bupati Nomor 8 Tahun 2016 is in 2017 the District of Karawang can job as much as 29.440 peoples from 30.534 peoples in all of the industry in District of Karawang.*

**Keywords:** change profession, corporation, industry

## Background

Indonesia is still called as an agrarian country. Agriculture is a condition where the profession of the most population in a country is mostly farming.

Karawang district is one of the districts in West Java Province with an area of 173,730 hectares. 98,615 hectares of the total area is rice field farm with 1.4 million tons of rice production. This production is the highest production in West Java so that the Karawang District is referred to as a rice barn area.

To anticipate the conversion of agricultural land into another area, The Karawang district government has attempted the existence of LP2B (Sustainable Food Agriculture Land) covering an area of 89,400 hectares of 98,615 hectares of rice fields. But until now LP2B does not yet have a legal perda as it is in the process of completion. The stipulation of Perda LP2B is directed at protecting agricultural land remaining from the investor's target. In addition to the stipulation of Perda LP2B, the Karawang District Government must also revitalize agriculture and rural areas to contribute to poverty alleviation.

In 1989 Karawang District was designated as an industrial area, where 19,000 hectares of land were allocated to the industrial sector with a total of 8,900 units. The area of land allocated to the industry is spread in the industrial and industrial zones of Karawang District

The pace of industrial development in Karawang District has caused the conversion of agricultural land to reach 150 hectares per year. The land that was originally used to produce rice turned into residential settlements, factories/industries, business centers and other infrastructure. But with the presence of industry in Karawang district, The

Karawang District Government is able to contribute Rp. 18 trillion of year to the West Java Provincial Government. In addition, the Karawang District has the highest UMR (Regional Minimum Wage) in West Java Province, which is Rp. 3,919,291.19

The presence of industry in Karawang District will have an impact on changes in the attitudinal behavioral pattern of the people, where agricultural land will be reduced and lost or diminished the livelihoods of farming communities in the area. The lack of government protection of farmers from the pressures of industrial development which requires locations for industrial activities can certainly force land conversion from agriculture to industry.

Industrial presence in the region is not rare for them to consider as an alternative to improve their welfare. However, the reality in the field shows that they have to compete with migrants from outside the region who, in terms of skills, are far better than the local community. As a result, few of them were accepted in the company, which turned to unavoidable conflicts between companies and migrants with the jealousy of the local residents.

Based on the data on the Department of Manpower and Transmigration Karawang District, the number of unemployed people in Karawang District was 114,004 people in 2016. Ironically, 8,900 industrial units in Karawang District cannot overcome the number of unemployed people in Karawang District.

According to Shabrina & Winarsih (2016) the competitiveness in economics and industrial has demand to adaptation and improve skill also knowledge.

Sirnabaya is one of the villages in the East Telukjambe Subdistrict where most of its agricultural land is marginal for agricultural activities so that in Sirnabaya there are many Industrial Estates located within the Industrial Allocation Area. Most of the people of Sirnabaya Village switch their livelihood from the agricultural sector to the industrial sector, but there are also those who still survive as farmers. In dealing with these conditions, the Karawang District Regional Government, especially the Department of Manpower and Transmigration, should facilitate and take tactical and technical steps and solutions to how these problems can be resolved by not harming either party.

The loss of people's livelihoods as a result of the conversion of agricultural land to the industry has narrowed the agricultural land and the increasing number of workforce in the industrial area either directly or indirectly will force them to look for other employment alternatives or there are also those who change their livelihoods as a trader, open boarding houses, food stalls and other micro and small businesses that are serviceable.

An agreement between the Regional Government of Karawang District through the Department of Manpower and Transmigration and the industry manager that the industry manager provides an opportunity for apprentices to 5,000 job seekers from the Karawang District. If the apprentice is able to demonstrate the quality of their work, the industry will appoint as a permanent employee. The apprenticeship program for job seekers from Karawang District is one of the solutions from the local government to reduce unemployment.

In the context of carrying out the facilitation function, the Regional Government of Karawang District should take strategic steps to cope with various kinds of social impacts arising from the policies that have been taken, for example by giving permission to operate the industry in a particular location of the area. Of the many problems that arise from the issuance of location permits for the company or industrial operations, it is a matter of transferring community livelihoods, which in reality is not as easy as theorized.

The last but not least, the context of management by government impact for development an area, included good governance organization, management of human and natural resources, and collaboration all actors are local people, private and public sector its bring to problem solve an area (Zaenuri et al, 2015). In addition, the several factors support of the effectiveness in administrative affairs to creates people has leadership character to get achieve goals an area (Zuhriyati & Rahmawati, 2014).

### **Purpose**

The purpose of this study is to find out and analyze the effectiveness of the Karawang District Regional Government Policy in facilitating solving problems of livelihood transfer.

### **Literature Review**

#### **Agriculture**

Indonesia is an agricultural country. It is a situation where the population of the country is mostly farming. For agrarian countries, residents who work as farmers and the agricultural sector are contributors in providing a very important role for their communities. In Indonesia, the population more become a farmer as compared to other professions. This is because a lot of lands is used by residents to farm.

Though, The local Participation needed in management of natural resources included agriculture sector needs to increase of income and social welfare an area (Purnomo, 2017).

#### **Industry**

Kuwartojo in Setyawati (2002) , industries are classified according to scale namely:

1. Large industry is a company that has 100 or more employees.
2. Medium industry is a company that has 20-99 employees.
3. Small industry is a company that has 5-19 employees.
4. Home industry is a company that has 1-4 employees.

#### **Livelihood**

Livelihoods are the main job used to fulfill daily needs. Indirectly what we are doing is to buy food ingredients and meet other daily needs.

#### **Livelihood transfer**

Livelihood transfer in Karawang District, is determined by the lower level of land productivity caused by excessive use of artificial fertilizers, pesticides and chemicals that are not environmentally friendly, the greater

capital and ability of farmers in cultivating land, the smaller the arable land, the less attractive the farming profession among young generation. In addition to the broader and higher degree of education, it will increasingly encourage them to choose livelihoods outside the agricultural sector, the non-agricultural sector such as the industrial sector and service sector.

The desire to transfer livelihoods is very understandable, considering that besides the income from the agricultural sector (narrow land) it is no longer reliable to meet household needs, also because of the considerable risk, especially if crop failure occurs, both due to plant pests, flooding and other natural disasters that they cannot predict. Meanwhile, they see people who work in the industrial sector will receive regular income every month and will continue to increase every year according to the UMR set by the regional government.

In contrast, the increased of income an area within the utilization of natural resources of area more favorable towards standard of livelihood an area (Haeril & Purnomo, 2019).

### **Method**

#### **Research Design**

This research uses qualitative research design with descriptive analysis method. According to Sugiyono (2008), qualitative research methods are research methods used to examine natural object conditions, where researchers are key instruments, data collection techniques are combined, inductive data analysis and qualitative research results emphasize more meaning than generalization.

#### **Research Data Source**

The data source of this study was obtained from primary data and secondary data. The total of informants as primary data sources in this study are 15 people. Secondary data sources were obtained from literature studies related to this study.

#### **Data Collection Technique**

Data collection techniques in this study were carried out by observation, semi-structured interviews, and structured interviews.

#### **Data Analysis Techniques**

Data analysis techniques were carried out with an inventory of the people of Desa Sirnabaya who had switched their livelihoods, where switching and had not switched their livelihoods; collecting data related to the transfer of livelihoods in Sirnabaya Village and conducting tactical and technical policy analysis of the Karawang District Government.

#### **Location and Research Schedule**

The study was conducted in April - November 2018 in Sirnabaya Village, Telukjambe Timur District, Karawang, West Java.

### **RESEARCH RESULTS AND DISCUSSION**

#### **Research Result**

The Effectiveness of tactical policies of the Karawang District Government In Facilitating Solving Livelihoods Problems contained in Regional Regulation Number 1 of 2011 concerning Managing Labor the effectiveness of the technical policy contained in Regent Regulation Number 8 of 2016 condrning Expansion of Job Opportunities.

#### **Research Discussion**

#### **The Effectiveness of the Karawang District Government Policy In Facilitating Solving Livelihoods Problems**

The policy of the Regional Government of Karawang District related to the transfer of community livelihoods contained in the Regional Regulation Number 1 of 2011 concerning Managing Labor as a tactical policy. It

was followed up by Regent Regulation Number 8 of 2016 concerning Expansion of Job Opportunities as a technical policy. The regent's regulation states that 60% of those working in the industry in Karawang District must be Karawang District residents. Thus far the proportion between the workforce of the Karawang District community and labor from outside the Karawang District is 37% of the Karawang District Community and 63% of the people from outside the Karawang District. With the issuance of Regent Regulation Number 8 of 2016 above, the industry must accommodate 60% of the workforce from the Karawang District Community.

Alternative solutions offered by the Karawang District Regional Government in relation to the transfer of livelihood are because job seekers do not have skills and attitude, so those prospective workers who are accepted as employees are given non-formal education, namely apprenticeship. In 2018 there are 5,000 workers who are apprentices in all industries in Karawang District.

Training provided by the Local Government of Karawang District through the Department of Manpower and Transmigration to community groups that will transfer livelihoods is Competency Based Training (PBK) consisting of computer science techniques, electrical engineering, welding techniques, lathe, office administration, automotive engineering, engineering information, apparel garment (sewing pattern making), electronics, manufacturing and beauty, PLC (computer assembly). In addition, there are also Entrepreneurship /Community-Based Training consisting of 10 packages, namely cooking / various foods, handicrafts (creative industries), apparel garments (sewing pattern making), makeup. Entrepreneurship /Community-Based Training sourced from the Regional Budget. For 2018, the APBD allocated for PBK has 27 packages out of 30 proposed packages. 1 training package consists of 16 people for 1 vocational school. 1 vocational sometimes consists of 2 packages. The APBD allocated for Entrepreneurship /Community-Based Training is an apparel garment consisting of 3 packages and 3 packages of beauty. Whereas from the APBN, out of 40 packages realized 34 packages.

To improve the Sirnabaya community, the Karawang District Regional Government's policy is not only a role of The Labor and Transmigration Offices, but also a role for other Offices, such as Cooperative Office, Small and Medium Enterprises, the Industry and Trade Office and the Social Office where each have programs.

The tactical and technical policies above are really effective in 2017 where put 29.440 employees from 30.534 people in all of Karawang companies. Of the 29.440 people, 84% are native Karawang District and the remaining 16% are from the outside of Karawang District. It shows that the tactical and technical policies of Karawang District Labor are really effective in facilitating solving Livelihoods Problems.

The productive age that is accepted to work in the industry in Karawang District is 18-20 years. Age over 20 years is no longer permitted to work in the industry, except for employees who have become permanent industrial employees whose numbers are set by the industry at 70%. The reason is that those who are recruited by the industry are in the direction of being production operators so that after the age of 20 the choice is to become a permanent employee or resign. Appointment of permanent employees is based on their needs, but this condition does not necessarily exist every year because the proportion is 70%. Thus the opportunity to be appointed as an employee remains very small.

The number of high school graduates in Karawang District is 28,200 people, who want to continue their

education to universities as much as 20%, 75% seek work without having the skills and knowledge so that the unemployment rate in Karawang District is high. This is a concern of the Manpower and Transmigration Office of Karawang District.

The availability of Vocational Training Centers of Karawang District at the Department of Manpower and Transmigration is still limited, so It cannot accommodate all high school graduates when training will be provided. Likewise, SMK (Vocational High School) graduates that not ready to use, because the curriculum in schools does not conform to the world of work. The Ministry of Education should conduct an initial review of the curriculum for Vocational Schools, where 70% of practice and 30% of the theory and industry in Karawang District should be encouraged to become foster parents so that they can provide equipment in the form of modern practice tools. Most practice tools in vocational schools are not yet modern, while equipment/machinery in the industry is modern, so practice tools in vocational schools are far behind.

Rallies are often held by Industrial Employees with a view to pressuring the industry raise wages. If there is a conflict between the company and employees, It is usually facilitated between the Trade Union and The Company, which consist of the stages of problem solving, namely Bipartite, Tripartite, Hearing with DPRD, Industrial Relations Court and the Supreme Court (Review in the Supreme Court is a final decision, so it must be run by the two disputing parties.

## CONCLUSION

1. The publication of Regent Regulation Number 8 of 2016 must accommodate 60% Karawang District workers.
2. The effectiveness of tactical and technical policies in 2017 put 29.440 people from 30.534 in all of Karawang District industries.
3. High school and vocational school graduates in Karawang District are the most basic problems.
4. Facilitation and mediation between employees and industries consist of the stages of problem solving, namely Bipartite, Tripartite, Hearing with DPRD, Industrial Relations Court and the Supreme Court.

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