

The Implementation of Online Labor Market Information System to Fulfill Job Opportunities in Developing Countries

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Abstract—The problem of developing countries in employment concerns on the small number of job opportunities, the high number of unemployment, low ability of labor, low wage rates, and social security. The purpose of this research is to implement an online labor market information system. With a system that is expected to provide information about work for job seekers. The study uses 6 (six) indicators based on the Van Meter and Van Horn models such as policy standards and objectives, resources, communication between organizations and strengthening activities, characteristics of implementing agencies, socio-economic and political conditions, and implementer dispositions. The research approach is a descriptive qualitative research method to observe the phenomena experienced by participants or actors and to gain an understanding of the implementation of online market information system. The findings of the study are that the obstacles are found from several indicators like policy standards and objectives, resources, socio-economic and political conditions, and implementer dispositions. The writers conclude that the implementation of online market information system hasn't been effective if it is connected to the indicators. It needs strong commitment from the implementer to understand and to monitor the implementation of online market information system.

Keywords: *employment, online labor market, information systems*

I. INTRODUCTION

Through Law Number 41 of 2004, the government introduced the concept of Productive Waqf. In this concept, various schemes that encourage waqf assets to be productive value are offered so that they can support them economically and assist in improving society welfare. The application of this waqf concept happens in Cirebon City through stakeholders, like the Office of Ministry of Religious Affairs Cirebon City, Indonesian Waqf Board of Cirebon City, ATR/BPN Cirebon City and other related institutions that determine the success of this concept [1].

The results of the study show that the participation of family planning program among males is still low. The major causes of the phenomena include limited information received by the community about the importance of male family planning program, lack number of human resources or related

parties getting involve with the community to provide insight and knowledge about the programs [2].

The research finding shows that the goal of the additional income policy to civil servants has not appropriately been achieved at the standard of the policy objectives such as the still low awareness of discipline and stagnant work performance. Furthermore, the process of distributing the income to civil servants is also often overdue [3].

The problems in the employment always grow and develop either in developed or developing countries. It can be seen from the existence of departments concerning on the employment in every cabinet. However, each country has a variety of problems that bring up various alternative solutions and policies carried out by the government. Generally, developed countries concentrate on labor issues related to the high labor costs, the increase of unemployment due to mechanization (the use of machines and robots), and illegal labor. Meanwhile, in developing countries, labor issues are generally related to small employment opportunities, high unemployment, low labor capacity, low wage rates, and no social security.

The complexity in employment problems needs a comprehensive solution. The employment problem is not an individual problem that can be solved by individual approach but it is a social problem. The problem in employment starts from the main problem such as fulfilling the life need to improve social welfare. Fulfilling the basic needs like goods, food, clothing, shelter, education, health, and security is as the main root as well as supporting factor of the problem in the employment. Limited job opportunities cause the members of society to be jobless and it influence their ability to meet their daily needs. The effort to engage in entrepreneurship is hindered due to the lack of capital and adequate skill. The involvement of women and children to the employment world cannot be separated because they struggle to fulfill their life needs and their families and to improve their social welfare.

The total number of the labor force in Indonesia in 2014 is 121.872.931 people (taken from Sakernas data in August 2014). Most of the labors are graduates of Elementary School/didn't pass Elementary School/didn't study. The total number of the labor is 55.649.637 people (45,66%). The graduates of Senior High School are 26,58%, Junior High

School are 17,98%, Scholar are 7,19%, and Diploma are 2,58%. Based on the labor force, those who worked are 114.628.026 people (94,06%) and the level of education is 47,07% for the graduates of Elementary School/didn't pass Elementary School/didn't study, 25,39% for the graduates of Senior High School, 17,75% for the graduates of Junior High School, 7,21% for the graduates of Higher Education, and 2,58% for the graduates of Diploma. The total number of the labor force who didn't work (jobless) is 7.244.905 people (5,94%). The number of unemployment people is dominated by the graduates of Senior High School. There are 1.962.786 people or 27,09%.

Based on the Sakernas data in August 2015, the labor force increased 0.42% to 122,380,021 people. From that data, 114,819,199 people or 93.82% worked and 560,822 people 6,18% didn't work. The most dominant unemployment people come from graduates of Senior High School. There are 2.280.029 people or 30,16%.

Indonesia is predicted to get a Demographic Bonus in 2020-2030. Demographic Bonus is a condition where the population of productive age (15-65 years old) is bigger than the young age (under 14 years old) or elderly (over 65 years old). The government must have a development strategy that is able to create proper and sustainable jobs. The ability of labors must also be increased through training to maximize their potential and ability. Employment needs to be opened to accommodate the working age population in the 2020-2030 period. Job opening can be done through investment, labor-intensive industries, agriculture, creative industries and small, micro and medium industries. Online labor market information system will be able to accelerate services to people who want to know the conditions of the labor market and an overview of labor market conditions in the online labor market information system can provide an input to the government in determining policies to overcome unemployment.

Dinsosnakertrans of Brebes Regency has not fully used the online labor market information system. The employment service through the online labor market information system has several technical and non-technical problems in the Dinsosnakertrans of Brebes Regency. The technical problem is like the ministry server got trouble with the internet due to limited access. Non-technical problems are like limited information about job vacancies and lack of understanding of the public and companies about how the online labor market information system works. Based on Sakernas 2014 and 2015, the most dominant labors are the graduates of Elementary School. The total number of labors almost reaches 50%. Their low ability to use the information technology becomes an obstacle in the implementation of the online labor market information system.

The online labor market information system is expected to provide an information to job seekers, job vacancies and labors placement. However, when it is viewed from 2014 and 2015 data, there is still a gap between unemployment people and those who registered as job seekers to Dinsosnakertrans. In 2014, based on the Sakernas data, the number of unemployment people is 80,420 people and those who registered as job seekers are 12.314 people. In 2015, Sakernas

data showed that there are 53.261 people who didn't work and 12.386 of them are registered as job seekers. This condition showed that there is still a problem in the implementation of the online labor market information system. Duplicate data can happen because Dinsosnakertrans of Brebes Regency still used manual system at that period.

II. RESEARCH METHODS

The research method used to know the implementation of the online labor market information system in Dinsosnakertrans of Brebes Regency is descriptive qualitative method. Through this qualitative research, the researcher hopes to observe the phenomena experienced by the participants of actors in the implementation of the online labor market information system accurately. This research is descriptive research that uses data in the form of words and pictures gained from transcript of interviews, field notes, pictures, videos, personal documents, official documents, memos and other documents [4].

Data is the process of organizing data sequences, organizing them into a pattern, category and one basic description. Data analysis is intended to find out what is behind all the data, group them, summarize them into a compact and easy group to understand, and find common patterns that arise from the data. Data analysis in qualitative research has begun since the data collection. The technique that will be used in this research is an interactive data analysis technique as proposed by Miles and Huberman that consists of three stages; 1) data reduction, 2) data presentation, and 3) drawing conclusions.

III. RESULTS AND DISCUSSION

This study examines the delay model that is influenced by information alternatives, time pressure, self-control, and stock out. It also examines consumer response after delay occurred. The focus of this research is on the internal and external aspects, with individual as the analysis unit. The respondents of this research are 165 consumers in Generation Z. This research uses several product categories, such as laptop, hand phone, and fashion (with types of famous branded jeans, bag, shoes, and t-shirt) [5].

These discoveries provide useful insights for policy makers, accounting professional bodies and higher education to formulate policies exposing students and social groups on the importance of incentives and prospects of the accounting profession. It is hoped that the initiatives will produce many accountants and thus expedites the countries' aspiration of becoming full-developed nations in due time [6].

The crucial factors are the differences in interest among the regional government and companies and the weak of regional head leadership in embracing companies to implement CSR. Efforts that must be done to optimize the implementation of CSR policies are to build collaborative governance among the regional government and companies [7].

The implementation of policies, according to Van Meter and Van Horn, requires the policy standards, where the implementation of the online labor market information system has existed in the form of Government Regulation and

Permenaker. The Standard Operating Procedure (SOP) has also fulfilled in the context of implementing policies. But, the absence of regulations at the Regency makes implementing officers choose manual system as alternative service. The regulation in the Regency level can be a basis to submit the budget for the activities related to the online labor market information system.

The understanding of the policy objectives of the online labor market information system is still low. If information of labors is well informed, the Dinsosnakertrans will be able to provide an information of the labor market in Brebes Regency. This can be an input in determining policies related to employment, education and the investment in Brebes Regency.

The number of implementing officers in Dinsosnakertrans has not met the needs. The current process is handled by implementing officers who also carry out tasks related to routine activities in the Dinsosnakertrans. According to Van Meter and Van Horn, Human Resources is one of the things that determines the implementation of policy. The online labor market information system has several processes that need to be carried out with an adequate number of human resources. The lack of human resources can make the processes of the online labor market information system not run as it is, while the online labor market information system is a unit in which the processes are interrelated with one another. If one process does not work, the online labor market information system Policy cannot be implemented.

Equipment's related to the implementation of the online labor market information system are located at the Dinsosnakertrans and some of them are at the Ministry of Manpower. The centralized online labor market information system complies with regulations stating that the system must be integrated nationally. The infrastructures in Dinsosnakertrans still do not meet online service standards and sometimes when the main server is under maintenance, the system cannot be accessed. The policy on the online labor market information system comes from Central but the Ministry gave less attention toward infrastructure that meets the standards.

Dinsosnakertrans of Brebes Regency does not have adequate budget in the implementation of the online labor market information system. The deconcentrating budget provided by Central Java Province is actually a stimulant budget so that the Government of Brebes Regency, in this case the Dinsosnakertrans, can propose a budget for the implementation of the online labor market information system in Brebes Regency.

Communication among the organizations has been done by Dinsosnakertrans to implement the online labor market information system, but the communication with the companies regarding job vacancy information is done passively. The implementing officers have good communication in carrying out their task to give labors placement services but there is still an obstacle in the implementation of the online labor market information system because there are only two implementing officers and they must also divide their task related to routine activities. The socialization for both the public and officials has

been done to smooth the implementation of the online labor market information system.

The online labor market information system using the application based on the internet needs implementing officers that have competency in information and technology. Dinsosnakertrans has only one official who has that competency so that the implementation of the online labor market information system cannot run well. The understanding of test and competency on the online labor market information system can be fulfilled by Dinsosnakertrans but because of limited implementing officers, they choose manual system for the service and report. The response of implementing officers in Dinsosnakertrans supports the implementation of the online labor market information system but they need smooth and stable server to run their task.

Job seekers prioritize making AK/I cards that will be used to apply for jobs than they know that there is online labor market information system in Dinsosnakertrans. The online labor market information system is not effective to inform job vacancies. Many companies sent the letters to the Dinsosnakertrans to inform job vacancies. From the result of observation, the information is displayed in the information board.

Van Meter and Van Horn stated that there are three kinds of response to the policy such as: supporting, neutral, and rejecting. According to the writers, the head of Dinsosnakertrans supports the policy. The efforts done by the head of Dinsosnakertrans indicated to support the implementation of the online labor market information system. The condition in Dinsosnakertrans showed that the head of Dinsosnakertrans has understood labors placement service but cannot provide the budget to implement the online labor market information system. The intensity of the implementer's disposition is done as an effort to provide employment services, but the implementer has not shown any direction in relation to the online labor market information system.

IV. CONCLUSION

The implementation of the online labor market information system in the Dinsosnakertrans of Brebes Regency in the period of 2014-2015 has not been done effectively. Based on the indicators from Van Meter and Van Horn models, the output of the implementation of the online labor market information system in Brebes Regency showed negative output with the obstacles in its implementation, so the output of the online labor market information system has not been reached.

Some obstacles are: a. The absence of supporting regulation on the online labor market information system in the Regency level; b. Inadequate officials; c. Inadequate equipment; d. The funding of the online labor market information system has not used the Regional Government Budget of Brebes Regency; e. The socio-economic conditions of job seekers do not demand an online system and there are many job vacancies outside of Java. The cultural society is religious so it hinders the spread of labor; f. The lack of implementer disposition.

The efforts done have not been able to overcome the obstacles that exist in the implementation of the online labor

market information system in the Dinsosnakertrans of Brebes Regency. The efforts focus on increasing the number of implementing officers, but it cannot overcome other obstacles.

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