



Impact of Oil Palm Plantation Development on Socio-Economy Employees at PT Menteng Kencana Mas (Case Study of Bahaur Estate)

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Abstract. This study aims to determine the impact of oil palm plantation development on the socio-economy of employees at PT Menteng Kencana Mas Bahaur Estate. Whether the development of oil palm plantations has a good effect on socio-economic conditions or even has no impact. Socio-economic, in this case, is income, health, environmental conditions, and housing. This research is qualitative. The data used in this study are primary data, data collection techniques with observation, interview, and documentation methods, and data analysis in this study is descriptive qualitative using an inductive mindset that departs from empirical facts or principles. Then, the findings are studied and analyzed so that conclusions and generalizations can be made with evidence of their implementation. Then, review all the collected data. The subject of this study is PT Menteng Kencana Mas employees, with ten employees working there. The study results show that the development of oil palm plantations positively impacts the socio-economic status of employees or the workforce at PT Menteng Kencana Mas, including income, health, environmental conditions, and housing. The results of interviews with informants stated that the plantation pays attention to health and housing conditions by providing assistance and accessible health care. In terms of income, it is very influential, as those who previously worked on the plantation had an unsettled income that became permanent income.

Keywords: Oil Palm, Plantation Impact, Socio-Economic, Bahaur Estate.

1 Introduction

Oil palm (*Elaeis guineensis*) is a globally significant commercial crop cultivated primarily for its vegetable oil. This study focuses on the unique context of oil palm cultivation in the tropical areas of Africa, Asia, and Latin America, where it plays a crucial role in international trade. The widespread use of palm oil and its derivatives in various consumer products, including food, cosmetics, pharmaceuticals, household hand sanitizers, and biodiesel, underscores its economic importance [2].

According to the Coordinating Ministry for Economic Affairs of the Republic of Indonesia, palm oil is one of the plantation commodities that has a strategic role in

developing the Indonesian economy. As the world's largest palm oil producer, Indonesia's palm oil industry has absorbed 16 million workers both directly and indirectly. Oil palm plantation activities can provide high-added value in the economic sector by providing higher income to workers when compared to other types of plantation crops. The greater the development of oil palm plantations, the more pronounced the impact will be on the workforce working in the plantation sector. Arifin, Bustanul, Indonesian Agricultural Spectrum [3] [4] [5].

Oil palm plantation activities in rural areas create a multiplier effect, especially in employment and business opportunities. The development of oil palm plantations has had a chain economic impact. The plantation subsector contributes to growth in rural areas to reduce economic inequality between regions [6]. Changes that occur due to the establishment of palm oil companies will have positive impacts or, conversely, will cause negative things that will be detrimental to the surrounding community [7].

PT Menteng Kencana Mas (MKM) is a wholly-owned subsidiary of Sawit Sumbermas Sarana (SSMS), which was acquired in 2015. MKM was established on November 15, 2005, and operates an oil palm plantation covering an area of 1,582.48 hectares with 682 employees. Bahaur Estate has two Divisions: Division 1, consisting of two Afdeling Bravo and Carlie, and Division 2, consisting of 1 Afdeling, namely Afdeling Alfa. Especially at Afdeling Alfa, the number of employees is now 221, with an area of 674.22 hectares (Sawit Sumbermas Sarana, 2023). The following is a map of the location of the Oil Palm Plantation of PT Menteng Kencana Mas Bahaur Estate and Bahaur Village Settlement.

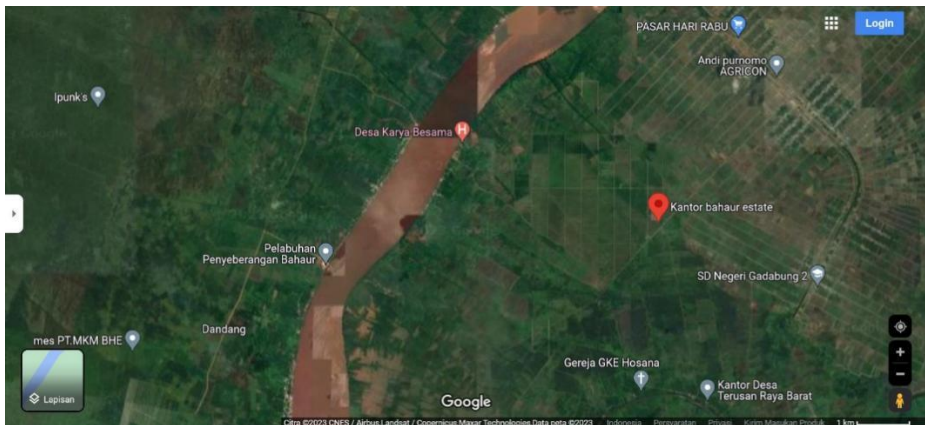


Fig. 1. Location Map of PT. Menteng Kencana Mas

With the entry of palm oil companies in Bahaur, Pandih Batu District, some employees began to switch professions as workers at PT Menteng Kencana Mas (MKM) Bahaur Estate. Many employees depend on their families' economies and oil palm plantation companies to improve their socio-economic conditions [8].

Based on the background described above, the author is interested in researching "The Impact of Oil Palm Plantation Development on the Socio-Economic of Employees at PT Menteng Kencana Mas (Case Study of Bahadur Estate)." This research is expected to provide information to workers about the Impact of Oil Palm Plantation

Development on the Socio-Economic Situation of Employees at PT Menteng Kencana Mas Bahaur Estate. It is also input material for future researchers with the same focus on the impact of oil palm plantation development on the socio-economic status of employees at PT Menteng Kencana Mas Bahaur Estate.

2 Literature Review

Companies that carry out their business activities help accommodate the interests of the community and can also strengthen the relationship between the community and the company [9]. This means mutually beneficial cooperation for both parties. Oil palm plantation companies' impact on society is social and economic.

States that social impact is a form of consequence or influence that occurs due to the existence of something. The influence in question is the effect on society, either because an event affects society or other things in society [10]. It is hoped that the economic aspects will provide more benefits than the losses resulting from the establishment of a company [11].

Oil palm plantation activities in rural areas create a multiplier effect, especially in employment and business opportunities. The development of oil palm plantations has had a chain economic impact. The plantation subsector contributes to growth in rural areas to reduce economic inequality between regions [6]. Changes that occur due to the establishment of palm oil companies will have positive impacts or, conversely, will cause negative things that will be detrimental to the surrounding community (Apriyanti, 2020).

Research shows that the presence of palm oil companies in Blankahan Village has many positive social and economic impacts. The positive effect on social conditions can be seen in the development of public facilities, education, health, and social institutions in community institutions. The positive impact on economic conditions can be seen in the increasingly open opportunities for work/business with the existence of PT. United Kingdom Indonesia Plantations, so that it can help the government in reducing the unemployment rate in Blankahan Village [7].

The research results explain that the Corporate Social Responsibility (CSR) Program is a form of responsibility carried out by companies to conduct their business while positively impacting society and the environment and contributing to a sustainable economy. CSR from oil palm plantation companies brings changes to society's social conditions by increasing the level of education and health of the community and making it easier for people to seek treatment. The existence of CSR from oil palm plantation companies also changes the community's economic conditions, namely increasing income and reducing financial losses to the community, for example, preventing fires [12].

Apart from that, the research results show that palm oil companies have a positive impact on communities that live close to them. The establishment of a company opens up jobs, improves living standards, and opens up business opportunities. The company

provides a lot of assistance to people who live close to it, for example, financial assistance to orphans, school repair assistance, and road repair assistance. People who live far from the company do not experience much positive influence [13].

The presence of the oil palm plantation company PT. Palm Oil Kaltim Lestari in Sabintulung Village has had an impact on the income of the surrounding community compared to before the existence of oil palm plantation companies. If we look at it from an economic perspective, after the existence of oil palm plantation companies, there has been an increase in income. The existence of an oil palm company will undoubtedly open up jobs and business opportunities, both directly and indirectly, because it can improve the community's economic situation. Many people in oil palm work as farmers, and some have migrated out of the area to look for work. However, after the existence of oil palm companies, many people who had previously migrated returned to their hometowns to work in oil palm companies [14].

3 Methods

3.1 Place and Time of Research

The research was conducted at PT. Menteng Kencana Mas, Bahaur Estate, Pulang Pisau district, Central Kalimantan Province. Observations will begin on May 2, 2023, and continue until November 2023.

3.2 Research Flow

When researchers make observations, several things attract their attention, such as the social culture of employees that has occurred so far by changing the mindset to make human resources more advanced.

3.3 Research Methods and Procedures

The method used is a qualitative method [15]. Here are the general steps in a qualitative research procedure:

- 1) Identification of Problems: identify the problem, then you will know the problem that occurs at PT Menteng Kancang Mas
- 2) Restricting the Problems: limit the scope of research to the impact of oil palm plantations on certain aspects, such as economic impacts or employee health impacts.
- 3) Determining Research Focus: the research focuses on the well-being of employees or the impact of oil palm plantation development
- 4) Data Collection: researchers conduct observations, interviews, and documentation. The data collection techniques used are adapted to the research objectives and relevant contexts. Therefore, it is essential to refer to more specific sources or pertinent literature to obtain more detailed guidance.

3.4 Data and Data Sources

The data collected is in the form of primary data and secondary data as follows:

- 1) Primary Data
Primary data is a data source that provides data to data collectors. Primary data was obtained from interviews distributed to employees of PT Menteng Kencana Mas.
- 2) Secondary Data
Secondary data are sources that do not directly provide data for data collection. Researchers obtained secondary data by visiting PT Menteng Kencana Mas, Bahaur Estate, to get related data on the number of employees, length of service, and PT Menteng Kencana Mas profile

3.5 Data Collection Techniques and Procedures

Data collection is carried out in three stages, namely:

- 1) Observation
Data collection techniques include directly observing conditions in the field, such as environmental conditions, infrastructure, and the activities of employees working at PT Menteng Kencana Mas.
- 2) Interview
The unstructured interview method involves collecting data by asking respondents or conducting questions and answers to obtain more in-depth information about something known to respondents. This interview was used to determine the Impact of Oil Palm Plantation Development on the socioeconomic employees at PT Menteng Kencana Mas. The grid can be seen in Table 1.

Table 1. Interview Guide for PT MKM Employees.

No	Indicator	Question in Interview
1	Economic	a. What is your monthly income?
		b. In a day, how many hours do you work?
		c. Are they any additional wages if I pass the predetermined working hours?
2	Social	a. How is your relationship with your coworkers?
		b. What is your daily transportation to work?
		c. How many families do you cover?
3	Enviromental Conditions	a. How is your relationship with your coworkers?
		b. What is your daily transportation to work?
		c. How many families do you cover?
4	Education	a. Does an employee's education level influence workplace performance?
		b. Are there any facilities from the company that are provided for your child's school transportation?
		c. Does your recent education level affect your employment opportunities and economic well-being?

- | | | |
|---|--------------|--|
| 5 | Health | a. Do employees get health benefits and other welfare?
b. Is there any socialization from the company to deal with work accidents?
c. Does the company provide any health services |
| 6 | Housing Area | a. What is the current condition of your housing? Is it adequate?
b. What is the condition of the infrastructure around housing, such as roads, electricity, and clean water?
c. Is your residential neighborhood safe and comfortable to live in? |
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3) Documentation

The documentation method is a way to obtain data or information about various aspects of research by examining written reports as both numbers and information

3.6 Data Analysis Procedures

The researcher collected data by interviewing employees and then making observations to verify the results of the interviews. Finally, the data was used as supporting data in the form of documents at PT MKM.

3.7 Checking Data Validity

Researchers determined the data's validity by including quotes from various authors and authors obtained from journals, books, and websites on the internet to be used as research reinforcement. As a comparison, primary and secondary data sources are used, where the data is obtained from the object of research, which is an employee of PT Menteng Kencana Mas Bahaur Estate who comes from Bahaur village.

1) Data Collection Technique

Regarding data collection, researchers came to the place with a permit letter from the campus to conduct research at PT Menteng Kencana Mas Bahaur Estate. Then, interviews and observations will be conducted with workers working at PT MKM who are willing to be interviewed to obtain the necessary data.

2) Data Reduction

Activities carried out in this data reduction include:

- a) Collect data and information from documents, interviews, and results.
- b) I also looked for things considered significant from each aspect of the research findings.

3) Presentation of Data

Activities at this stage include:

- a) Make a summary descriptively and systematically so that the central theme is well-known.
- b) Provide the meaning of each summary by paying attention to the suitability of the research focus. However, it has been done and considered inadequate, so research is carried back to the field to obtain the data needed and by the research flow.

4) Conclusions or Verification

At this stage, a review of the conclusions that have been drawn with specific theoretical comparison data, conducting a member check process or rechecking process, starting from the implementation of pre-surveys (orientation), interviews, observations, and documents, and making general conclusions to be reported as a result of research that researchers have conducted.

4 Results and Discussions

4.1 Observation Results

This study was conducted on PT Menteng Kencana Mas Bahaur Estate. Ten employees were sampled in this study, which was carried out in November 2023. The research subjects were four office employees and six field employees. The data obtained is based on observations, interviews, and documentation.

Before conducting the interview process, the researcher had prepared structured questions about the development of oil palm plantations on the socio-economic of employees at PT Menteng Kencana Mas Bahaur Estate. The researcher interviewed employees working at PT Menteng Kencana Mas, a total of 10 people sampled in this study. This study shows that the impact of the development of Oil Palm Plantations on the socio-economic status of employees at PT Menteng Kencana Mas Bahaur Estate consists of economic, social, and environmental conditions, as well as education, health, and housing. Interview guidelines have been listed in Chapter III, and from the interviews that have been conducted, the interview results can be obtained as follows:

- a. Results of Interview with PT Menteng Kencana Mas First Employees (Initial Respondent H)
 - 1) Economy and Income
Respondent H has a fixed income, and if he passes working hours, he does not get a premium because he is already a permanent employee.
 - 2) Social
Respondent H has a good working relationship.
 - 3) Environmental Conditions
Respondent H is comfortable working at PT MKM because it is clean and waste-free. This is also closely related to cooperation, which is carried out once a week.
 - 4) Education
Respondent H argued that the last level of education affects performance.
 - 5) Health
MI respondents get health benefits through BPJS Health and BPJS employment. Another company facility is that it provides polybuns if you want to receive treatment.
 - 6) Housing Area

Respondent H said that the facilities provided by the company are adequate, while the facilities in question are Housing Area, electricity, and clean water.

- b. Results of Interview with PT Menteng Kencana Mas Second Employees (Initial Respondent MI)
 - 1) Economy and Income
Respondents MI get more wages if there are overtime activities. These wages are called premiums.
 - 2) Social
Respondents MI have a good relationship with colleagues, and the transportation that MI respondents use is klotok.
 - 3) Environmental Conditions
Respondents MI do community service once a week.
 - 4) Education
Respondents MI argued that education affects job opportunities, performance, and economic well-being.
 - 5) Health
Respondents MI get health benefits through BPJS Health and BPJS employment. Another company facility is that it provides polybuns if you want to receive treatment.
 - 6) Housing Area
Respondents MI feel comfortable and suitable living in the housing area provided by employees.
- c. Results of Interview with PT Menteng Kencana Mas Third Employees (Initial Respondent T)
 - 1) Economy and Income
Respondent T works for 7 hours and has a fixed salary.
 - 2) Social
Respondent T had a good relationship with his co-workers.
 - 3) Environmental Conditions
Respondent T lived in an environment that was clean and free from the garbage.
 - 4) Education
Respondent T has a child who is still in school, and when leaving and returning home, the company provides a particular car to transport school children.
 - 5) Health
Respondent T is a QHSE who conducts socialization to handle employee work accidents.
 - 6) Housing Area
Respondent T thinks that the existing roads in the plantation will be dusty when summer arrives.
- d. Results of Interview with PT Menteng Kencana Mas Fourth Employees (Initial Respondent I)
 - 1) Economy and Income

Respondent I has a higher fixed salary than other employees because I am a monthly employee.

2) Social

Respondent: I live in the Housing Area, which is close to the office, so it is only a short walk to work.

3) Environmental Conditions

Respondent: I felt comfortable living in the housing area because of the clean environment from the garbage.

4) Education

Respondent: I argued that the last level of education affects the job position.

5) Health

Respondent: I received welfare facilities, namely BPJS Health and BPJS Employment.

6) Housing Area

Respondent: I have 24-hour electricity facilities, and security members carry out security.

e. Results of Interview with PT Menteng Kencana Mas Fifth Employees (Initial Respondent SN)

1) Economy and Income

Respondent SN is a PHT employee and works seven hours a day.

2) Social

Respondents SN have family dependents of four people.

3) Environmental Conditions

Respondents SN feel comfortable working on this plantation.

4) Education

Respondent SN said that a person's level of education affects a person's job opportunities because what has been learned in each school department will be used when working.

5) Health

Respondent SN gets health facilities from the company.

6) Housing Area

Respondent SN said the road passed smoothly, and electricity and clean water were provided.

f. Results of Interview with PT Menteng Kencana Mas Sixth Employees (Initial Respondent D)

1) Economy and Income

Respondent D's salary that the Respondent can get is Rp. 3,500,000.00 per month and works for 7 hours.

2) Social

Respondent D uses Kelotok to commute to work. Respondent D uses Kelotok to commute to work.

3) Environmental Conditions

Respondent D felt comfortable working on this plantation.

4) Education

Respondent D has a younger brother who is still in school, so the presence of a shuttle bus for school children helps facilitate the journey to school.

5) Health

Respondent D explained that the company provides health services in the form of poly bugs.

6) Housing Area

Respondent D said the road passed smoothly, and electricity and clean water were provided.

g. Results of Interview with PT Menteng Kencana Mas Seventh Employees (Initial Respondent AR)

1) Economy and Income

Respondents AR work as Afdeling Clerks and receive a fixed allowance.

2) Social

Respondent AR has five dependents who must work hard to support his family.

3) Environmental Conditions

Respondents AR's cooperation is an activity that must be carried out once a week to maintain a clean environment.

4) Education

Respondents AR with a person's education background affect social well-being.

5) Health

Respondent AR said that health services such as polybuns are near the estate office and not far from the workplace.

6) Housing Area

Respondent AR said that the access road is made of yellow soil and stone but becomes very dusty when the dry season arrives.

h. Results of Interview with PT Menteng Kencana Mas Eighth Employees (Initial Respondent S)

1) Economy and Income

Respondent S works as a harvester, so the working hours are uncertain if he follows the completion of work.

2) Social

Respondent S used a motorbike for daily transportation and had two dependents: children and wife.

3) Environmental Conditions

Respondent S's cooperation is an activity that must be carried out once a week to maintain a clean environment.

4) Education

S Respondent said that education is essential for working capital because, in the workplace, it requires an understanding of counting and reading.

5) Health

Respondent S for BPJS Health Respondent S does not know the amount of balance the Respondent has received.

6) Housing Area

Respondent S compared the access road that was passed easier than other factors.

- i. Results of Interview with PT Menteng Kencana Mas Ninth Employees (Initial Respondent OK)
 - 1) Economy and Income
Respondent: OK, get the overtime salary that can be calculated per hour and is worth Rp—55,000.00 per 3 hours.
 - 2) Social
Respondents are OK with good relationships with colleagues and the transportation used every day is motorcycles.
 - 3) Environmental Conditions
Respondents OK said Friday is clean once a week and aims to clean the surrounding environment.
 - 4) Education
Respondents are OK with having children participate in school shuttle buses.
 - 5) Health
Respondents said that they were okay with the socialization of handling work accidents, which the foreman conveyed.
 - 6) Housing Area
Respondents think that a comfortable environment affects health.
- j. Results of Interview with PT Menteng Kencana Mas Tenth Employees (Initial Respondent A)
 - 1) Economy and Income
Respondent A's salary for the position of Foreman 1 is relatively high but with great responsibility.
 - 2) Social
Respondent A has three dependents: two children and one wife. Family is one motivation for Respondents to work at PT Menteng Kencana Mas.
 - 3) Environmental Conditions
Respondent A coordinates employees to carry out community service.
 - 4) Education
Respondent A explained that a person's level of education affects job opportunities.
 - 5) Health
Respondent A explained that in the polybutene, there were Midwives and Midwives.
 - 6) Housing Area
Respondent A is a clean environment that is very comfortable to live in.

4.2 Research Discussion

Based on the results of observations and interviews at PT Menteng Kencana Mas Bahaur Estate, it can be analyzed as follows:

- 1) Economy

The condition of oil palm plantation development has a good impact on employee income. This can be seen from the absorption of labor carried out by plantations. The type of jobs created by the development of oil palm plantations is an increase in income from those who previously had uncertain or unsettled income to fixed income. Meanwhile, before working in oil palm plantations, they relied on their economy by migrating far away and earning uncertain income. At PT Menteng Kencana Mas itself has many types of work such as spray team (chemist), Kastrasi Team, Manual Goalkeeping Team, Harvest Team, Loading and Unloading Team, HPT Team (pests and diseases), ZPT Team (growth regulators), and General Team.

2) Social

Based on the author's research, PT Menteng Kencana Mas employees have good relationships or relationships with other colleagues, creating a comfortable and safe work environment. So, based on the results of the author's interviews with employees about social, communication is essential to support work to create a comfortable, safe, and peaceful work environment and facilitate work coordination. The average means of transportation employees use is motorbikes; some also use klotoks. Motorbikes are used by employees who pass through land access roads because they are faster and more efficient. Those who use Kolotok are employees whose access roads are water because if you choose a land access road, the travel time required to get to work takes a long time. If you use Kolotok, the distance traveled becomes fast. Some family dependents are the backbone of the family, so they decided to support the family by working at PT Menteng Kencana Mas Bahaur Estate.

3) Environmental Conditions

Based on the results of research researched by the author, employees of PT Menteng Kencana Mas environmental conditions employees feel comfortable, and a waste-free environment has been implemented because the company also provides a special place for garbage and special officers to transport waste, which is carried out every morning. Employees living in the Housing Area also cooperate, which is usually carried out every Friday afternoon.

4) Education

Based on the results of the research conducted by the author, it is clear that the last level of education of employees dramatically affects performance in the workplace. Also, the previous level of education affects job opportunities and the economic well-being of employees. Why education is so influential because, in oil palm plantations, at least skills are needed to be able to write, read, and count. For the last education, it also dramatically influences job opportunities and welfare because there is an opportunity for office employees such as clerks or admins to become permanent employees called PHT (permanent daily worker). Provincial MSEs pay PHT employees themselves, and then benefits are obtained through fixed premiums, BPJS Health, BPJS Employment, and other benefits such as retirement or old age guarantee. So, this can add to the economic welfare of employees. For employees who have children who are still in school, the company provides a shuttle bus for school children to make it easier for them to access school.

5) Health

Oil palm plantation employees, both those who work in plantations and family members who work in plantations, have felt the development of oil palm plantations. For health problems, a program is carried out with a strategy to improve the level and quality of employee health. Implementing this strategy can be done by providing free health services carried out by the plantation every month. This was taken from the results of interviews conducted by researchers, in which several informants gave the statement.

Based on the author's interview results with PT Menteng Kencana Mas Bahaur Estate employees, employees have felt the health factor. This is because the plantation development of PT Menteng Kencana Mas routinely brings in health personnel to check the health condition of employees.

6) Housing Area

Based on the author's research results, infrastructure factors significantly affect the comfort of employees working on the plantation. The results of the research obtained from the interviews are that employees who live in the Housing Area provided by the company have enjoyed facilities such as houses or semi-permanent barracks (concrete) and wooden Housing Areas that are still suitable for living and sturdy, clean water can be used at any time, the electricity flow is on, but it is different for each Housing Area staff who have the status of staff and monthly then get the right to electricity for 24 hours, for non-staff and PHL or PHT employees for electricity flow is still limited, namely turning on at 17:00 WIB and turning off at 06:00 WIB. With a good and not muddy Housing Area road, the Housing Area road or the access road from yellow soil is mixed with stones so that if it rains, the road can still be passed and not slippery. When the author asked if the employees at PT Menteng Kencana Mas were comfortable living in the housing area provided by the company, the average answer was that it was comfortable to live in and unwind when taking a break from work.

7) Impact Negative

The negative impact of the development of oil palm plantations is that when researchers make observations in the field where employees work, researchers find a problem, namely that one of the plantation employees has been poisoned. This happened when employees worked as sprayers carrying out work activities without wearing masks. This happened due to the negligence of employees who worked without masks and the company, which did not pay attention to each employee who worked and did not ensure that employees before work had used complete PPE. Then, for other impacts, such as the discovery of wild boar pests in the plantation, which made employees uncomfortable at work because they felt afraid, the company has carried out control in the past, but it has not been effective.

5 Conclusions

Based on the results of qualitative research with observation techniques, interviews, and documentation on the impact of oil palm plantation development on the socio-economy of employees at PT Menteng Kencana Mas Bahaur Estate, it can be concluded that the development of oil palm plantations has a good impact on the socio-economic of employees or the workforce at PT Menteng Kencana Mas in this case income, health,

environmental conditions, and housing area. As the results of interviews with respondents stated, the plantation pays attention to the condition of the Health and Housing Area by providing assistance and free health; in terms of income, it is very influential where those who previously worked on the plantation had an income that was not sedentary to become a permanent income

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