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## **Ijsbar Copyright form Empowerment of Foreign Manpower and Indonesian Manpower Through Developing Foreign Companies in Indonesia**

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### **Abstract**

Efforts to empower those classified as powerless to be powerful, must pay attention to factors of education, scientific competence, and technical skills. All of these are the main resources in improving labor welfare. The causes of the powerlessness can be grouped into two things, namely socio-cultural and political factors and public policy factors. The purpose of this study is: comparing employment opportunities in foreign companies based on national origin; know job opportunities in foreign companies based on mastery of bagasa; explain job opportunities in foreign companies based on skills; analyze job opportunities in foreign companies based on the transfer of knowledge; analyze job opportunities in foreign companies based on scientific competence. The approach used in this research is descriptive, correlational analytic, and developmental. The research sample was 233 workers spread over 11 foreign companies. The data in this study are primary data and secondary data. Data collected through interviews, observations, documentation and FGD. The results showed that the correlation between mastery of foreign languages with national origin was .816 \*\* meaning that the relationship between mastery of foreign languages with national origin was very close. The correlation between worker skills and country of origin is -.472 \*\*, meaning that the relationship between skill workers and country of origin is very close. The correlation between worker skills and foreign language mastery is -.410 \*\*, meaning that the relationship between worker skills and foreign language mastery is very close.

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The correlation between workers' skills with the transfer of knowledge and transfer of jobs is .310 \*\*, meaning that the relationship between the skills of workers and the transfer of knowledge and transfer of jobs is very close. The correlation between worker skills and scientific competence is -.162 \*, meaning that the relationship between worker skills and scientific competence is quite close.

**Keywords:** country of origin; language acquisition; skill work; transfer of knowledge competence.

## **1. Introduction**

### **1.1. Background**

Efforts to empower those who are classified as powerless to be powerful, must pay attention to educational factors, scientific competence, and technical skills. All of these are the main resources in improving the welfare of the workforce. Utilization of resources, can lift the workforce that was originally classified as powerless to become helpless. The causes of the powerlessness can be grouped into two things, namely (1) socio-cultural and political factors, namely inadequate science, lack of technical skills, no scientific competence, no transfer of knowledge from foreign workers to Indonesian workers, no mastering foreign languages, and the citizenship status of the workforce, (2) public policy factors: due to economic policy mistakes, corruption, unstable political conditions, mismanagement of natural resources [7] Based on the 1945 Constitution article 34 paragraph 1, helpless labor is the responsibility of the state. This form of responsibility can be seen from the role of various institutions to carry out countermeasures according to their fields such as the Social Welfare Program of the Independent Young Family Joint Business Group (Ministry of Social Affairs), Takesra, Kukesra (BKKBN), including the development of various foreign companies in Indonesia, and others. As a result of the 1997-1998 economic crisis the number of people who were helpless (poor) increased very sharply to 49.50 million (24.23%) in 1998. Many factors are related to the still high number of helpless (poor) workers, including rising prices fuel oil (BBM) caused by the policy of reducing fuel subsidies. In addition, the welfare improvement program carried out at the onset of the crisis is more nuanced to prevent a decline in worse welfare (safety net program). The priority of social safety net programs (JPS) are (1) improvement of food security, (2) creation of productive employment (employment creation), (3) development of small and medium enterprises (small and medium enterprises), and (4 ) social protection of the community in basic services, especially health and education (social protection) Existing labor if not managed properly through company management, there can be discrimination between foreign workers and local workers, because foreign companies in Indonesia are owned foreign countries do not belong to the Indonesian state. To prevent that, it is necessary to provide assistance to workers who are less capable in science and technology, the consequence is then there are crass programs to empower science and technology so that they are able to work in the foreign company. The above conditions require the help / attention of stakeholders (government, employers and NGOs), so that the available labor opportunities can access foreign companies that are developing in Indonesia.

### **1.2. Objectives**

The objectives of this study are as follows:

1. Comparing employment opportunities in foreign companies based on national origin;
2. Knowing employment opportunities in foreign companies based on mastery of the bagasa;
3. Explain employment opportunities in foreign companies based on skills;
4. Analyzing employment opportunities in foreign companies based on knowledge transfer;
5. Analyzing employment opportunities in foreign companies based on scientific competence;

## **2. Material And Methods**

### **2.1. Research Sites**

The primary research locations were 11 foreign companies in the provinces of Southeast Sulawesi, East Java and Riau Islands. potential foreign companies and foreign and local workers who work there. While the secondary location of the study is within the Immigration and Manpower Department .. Based on preliminary data that gives direction that this research can be carried out in foreign companies in the three provinces. Complete field data collection is planned for June 2019 - October 2019

### **2.2. Research Approach**

The approach used in this research is descriptive, correlational analytic, and developmental.

### **2.3. Population and Sample**

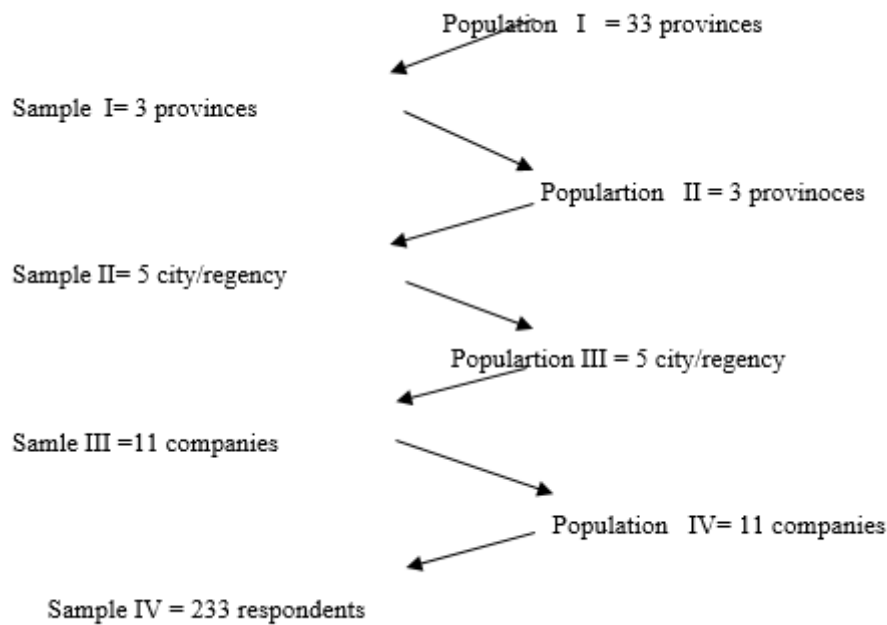
Population is a generalization area that consists of: objects / subjects that have certain qualities and characteristics determined by researchers to be studied and then drawn conclusions [15]. The population that is the object of this research are all foreign workers or local workers in foreign companies in three provinces with 11 companies.

The sampling technique in this study is two or more phases as follows

- a. Because this research is national in scope, the first population is 33 provinces in Indonesia
- b. The first sample (3 provinces) is used as the second population, which consists of 3 provinces, namely Southeast Sulawesi, East Java and Riau Islands
- c. The second population was taken by five cities / districts as samples, namely Kendari City, Konawe Regency, Surabaya City, Malang City and Batam City.
- d. Then the second sample (5 cities / districts) is made as the third population. From this third population, 11 companies were distributed in the five cities / districts as the third sample.
- e. The third sample (11 companies) was made as the fourth population, namely PT Yanagi, PT DSSP

Power, PT Obsidian Stainless Steel, PT Virtu Dragon Nickel Industry, Spins Indonesia Prosperous Foundation, PT Sinar Mentari Gemilang, Wesley Foundation, Charis Foundation, PT Excelitas Technologies, PT Kemet Electronics Indonesia, and PT Ciba Vision

f. The fourth population is then used as the fourth sample. The fourth sample was taken by foreign workers and local workers totaling 233 respondents, then all the identities of selected respondents were recorded. This fourth sample element will be investigated as an element of research Schematically the steps above according to [10] are described as follows:



**Figure 2**

Examples in this study are foreign workers and local workers who work in 11 foreign companies in Kendari City, Konawe Selatan Regency, Surabaya City, Malang City and Batam City. The five regencies / cities were chosen as research locations purposively based on the number of foreign and local workers in various categories of citizenship according to data obtained at the Provincial and Regency / City Manpower Offices. Furthermore, each company was chosen by several employees purposively taken from the results of the 2018 data collection. Each company was taken as sample employees by 20 samples distributed in 11 companies, namely foreign and local workers, so the total sample was 233 sample employees. Sampling is done proportionally (proportional stratified random sampling). The advantage of using this method is that (a) can represent all companies, (b) can compare one company with another company. The size of the samples taken from each company is not balanced, because each foreign company does vary quantitatively. Therefore, researchers determine for themselves how much percentage is taken to represent each company proportionally. Based on the theory of sampling that if all possible random samples of size  $n$  are taken without recovery from a finite population of size  $N$  which has a middle value and standard deviation, then the distribution of sampling for the mean sample mean

will approach the normal distribution with the mean and standard deviations [22] ..

**Table 1:** Sample Calculation Results in 11 Foreign Companies in 2019

No	District/City	Company	Number of Sampl
1	Kendari City	PT Yanagi Histalaraya	14
2	Regency of Konawe	PT.DSSP Power	17
		PT. Obsidian Stain less Steel	26
		PT. Virtu Dragon Nikel Industri	26
3	Surabaya City	Yayasan Sejahtera Spins Indonesia	21
4	Malang City	PT. Sinar Mentari Gemilang	29
		Yayasan Pendidikan Wesley	20
		Yayasan Pendidikan Charis	20
5	Batam City	PT. Excelitas Technologies	20
		PT. Kemet Electronics Indonesia	20
		PT. Ciba Vision	20
<b>Total</b>		<b>11 Companies</b>	<b>233</b>

This proposition can approach the truth if the measurement results shown by the independent variables approach normal. The importance of this proposition is mainly to make conclusions about the estimator of the sample which according to the central proposition follows or approaches normal functions, if the sample is large enough if n goes to infinity. This proposition in practice already applies if  $n > 30$ , because in this situation the value of the Table t for a particular alpha will be close to the value of a normal table [18]

#### **2.4. Types of Data and How to Collect**

Data in this study are primary data and secondary data. Primary data is taken directly from the respondent, while secondary data is taken from other relevant agencies. Whereas the data is collected through:

##### **a. Interview**

Interview based on a questionnaire. Questionnaire is a data collection technique that is done by giving a set of questions or written statements to respondents to answer. Questionnaire is an efficient data collection technique if the researcher knows with certainty the variables to be measured and knows what can be expected from respondents [15]

##### **b. Observation**

According to [13] said that the observations made were mainly to understand the intersubjective and intrasubjective realities of social actions and interactions. The lightest technique is observation that is exploratory. This technique is most subjective in nature and its use is closely related to the actual observation plan. Observation techniques are usually used primarily to observe the actual behavior, and objects that can be seen and touched, For example, observation of the products produced by a company, observation of company facilities and infrastructure, schools and other services.

### **c. Documentation**

Documentation is looking for data about things or variables that are records of events that have passed, documents are usually in the form of writing, drawings, sketches, and others. Data collection techniques as a complement to observation techniques. The documentation method used by researchers is to collect data through specific records, both soft and hard copy, photo shoots from Focus Group Discussions, photos of company facilities and infrastructure, interviews with resource persons and others.

### **d. Focus Group Discussion (FGD)**

Focus Group Discussion, a discussion forum directed by involving foreign stakeholders to obtain input, opinions, suggestions, and questions concerning foreign workers and local workers in foreign companies. In this Focus Group Discussion, it is expected to obtain input in the form of models and strategies for managing foreign and local workers in foreign companies in order to obtain the commitment of accountable, transparent, objective and fair company owners.

## **2.5. Data analysis**

Data analysis in this study is the analysis of flow models, correlational analysis, and stakeholder perceptions analysis.

### **2.5.1. Design Model Flow Analysis Components of Data**

Design the design flow model components of data analysis using descriptive-qualitative analysis, which is pursued by applying content analysis techniques through data reduction, data display, and drawing conclusions / verification simultaneously [5]. Qualitative analysis like this is called flow model analysis. Data reduction is defined as the process of selecting, focusing on simplifying, abstracting, and transforming rough data arising from field notes, then which dimensions and indicators are coded, which ones are discarded, which ones are used, which ones are compiled by foreign elements, and which ones are summarized. in such a way that the final conclusions can be drawn and verified to give the possibility of drawing conclusions. Presentation of data used in the form of narrative text as the core of the analysis in this study, which is supported by presentations in the form of tables and figures.

### **2.5.2. Correlation Analysis Design**

Correlation analysis can be interpreted as a relationship, which aims to see the pattern and closeness of the relationship between two or more variables. The direction of the relationship between the two variables can be divided into (1) Direc correlation (positive correlation), which is a change in one variable followed by another variable regularly with the same direction of movement, (2) Inverce correlation (negative correlation) that is a change in one variable followed by a variable the other regularly with the opposite direction of movement, (3) Zero correlation is the direction of the relationship between the two irregular variables [11]. Based on the above understanding, the Product Moment correlation technique can be used in this study with the following formula:

$$r_{xy} = \frac{n \sum x_i y_i - (\sum x_i) (\sum y_i)}{\sqrt{\{n \sum x_i^2 - (\sum x_i)^2\} \{n \sum y_i^2 - (\sum y_i)^2\}}}$$

Where

- $r_{xy}$  : Correlation coefficient
- $n$  : Number of samples
- $x_i$  : Item score
- $y_i$  : Total score
- $(\sum x)^2$  : Square of total item score
- $\sum x^2$  : Number of items squared score
- $\sum y^2$  : Number of squares of total score
- $(\sum y)^2$  : Squares of total score

### 3. Results

#### 3.1. Opportunities for Foreign Workers and Indonesian Workers in Foreign Companies

To obtain data on employment opportunities for foreign workers as well as Indonesian workers in 11 companies in a representative manner, verification is carried out by researchers through several steps, namely: (1) Data on foreign and Indonesian workers is taken based on citizenship status at the Provincial Manpower Office, (2) Data from the Provincial Manpower Office, compared with data from the District / City Manpower Office to check the truth of data from the Provincial Manpower Office and Regency / City Manpower Office, (3) If it occurs mismatch between data from the Provincial and Regency / City Manpower Office, the researcher directly checks data from the company, assuming that data from the District / City Manpower Office is also obtained from the Provincial Manpower Office, (4) Data from the Provincial Manpower Office just trusted, because it was then checked back data from the company diba compare with reports from each company, (5) Comparison of data from the Provincial Manpower Office with reports from each of these companies is then taken in full and available as a basis for labor market opportunities seized by foreign workers and Indonesian workers, (6) If there is a match between the data from the Provincial Manpower Office and the Regency / City Manpower Office and reports from each company, then the data is used as potential workforce in the company. Regency / City Workers and verification results can be seen in the following table

#### 3.2. Factors Affecting Job Opportunities in Foreign Companies

Foreign Worker Penetration in Foreign Companies and Its Impact on the Existence of Migrant Workers used Product Moment Correlation (Pearson) analysis. Product Moment Correlation (Pearson) is a correlation analysis for parametric statistics.

The analysis can be explained below

**Table 2:** Overall Employee Data Collection for 2018 by Researchers and Verifications

No	Provinces	District/City	Company	Foreign Workers			Local Workers		
				L	P	Σ	L	P	Σ
1	Southeast Sulawesi,	Kendari	PT. Yanagi	1	-	1	12	1	13
		Konawe	PT.DSSP Power	49	-	49	110	-	110
			PT. Obsidian Stain less Steel	423	51	474	3531	125	3656
			PT. Virtu Dragon Nikel Industri	409	26	435	4008	345	4353
2	East Java	Surabaya	Yayasan Sejahtera Spins Indonesia	7	3	10	28	13	41
			Malang	PT. Sinar Mentari	1	-	1	24	4
		Yayasan Wesley		5	6	11	28	15	43
		Yayasan Charis		9	-	9	27	14	41
3	Riau Islands	Batam	PT. Excelitas Technologies	2	-	2	260	119	379
			PT. Kemet Electronics Indonesia	2	-	2	280	117	397
			PT. Ciba Vision	2	-	2	1000	300	1300

### Interpretation

The correlation coefficient between foreign language masters and country of origin is .816 \*\*. This means that the relationship between mastery of foreign languages and the national tongue is very close. The correlation coefficient is positive (+), meaning that the relationship between the origin of the country and the mastery of a foreign language is in the same direction so that if the foreign worker is brought in from a foreign country, the mastery of a foreign language is better. The sign \*\* indicates that the correlation coefficient is significant at 99 percent confidence level. The correlation coefficient between worker skills and country of origin is -.472 \*\*, meaning that the relationship between skills workers and the nation's nose is very close. The correlation coefficient is positive (+), meaning that the relationship between the origin of the country and the skills of workers is in the same direction so that if the foreign worker is brought in from a foreign country, the skill of workers will be better. The sign \*\* indicates that the correlation coefficient is significant at 99 percent confidence level,

The correlation coefficient between workers' skills and foreign language mastery is -.410 \*\*, meaning that the relationship between workers' skills and foreign language mastery is very close. The correlation coefficient is positive (+), meaning that the relationship of mastery of foreign languages with the skills of workers is in the same direction so that if foreign or Indonesian workers master foreign languages, the skills of workers will be better. The sign \*\* indicates that the correlation coefficient is significant at 99 percent confidence level.



**Table 4**

## Correlations

		negara	bahasa	skill	transfer ilmu	kompetensi
negara	Pearson Correlation	1	.816**	-.472**	.027	.060
	Sig. (2-tailed)		.000	.000	.736	.452
	N	233	232	161	161	161
bahasa	Pearson Correlation	.816**	1	-.410**	.004	.056
	Sig. (2-tailed)	.000		.000	.960	.477
	N	232	232	161	161	161
skill	Pearson Correlation	-.472**	-.410**	1	.310**	-.162*
	Sig. (2-tailed)	.000	.000		.000	.040
	N	161	161	161	161	161
Transfer ilmu	Pearson Correlation	.027	.004	.310**	1	-.075
	Sig. (2-tailed)	.736	.960	.000		.347
	N	161	161	161	161	161
kompetensi	Pearson Correlation	.060	.056	-.162*	-.075	1
	Sig. (2-tailed)	.452	.477	.040	.347	
	N	161	161	161	161	161

\*\* . Correlation is significant at the 0.01 level (2-tailed).

\* . Correlation is significant at the 0.05 level (2-tailed).

The correlation coefficient between the skills of workers and the transfer of knowledge and transfer of jobs from foreign workers to Indonesian workers is .310 \*\*, meaning that the relationship between the skills of workers and the transfer of knowledge and transfer of jobs is very close. The correlation coefficient is positive (+), meaning that the relationship of workers' skills with the transfer of knowledge and transfer of jobs in the same direction so that if there is a transfer of knowledge and transfer of jobs in Indonesian workers, the skills of workers are getting better. The sign \*\* indicates that the correlation coefficient is significant at 99 percent confidence level, The correlation coefficient between worker skills and scientific competence is -.162 \*, meaning that the relationship between worker skills and scientific competence is quite close. The correlation coefficient has a positive sign (+), meaning that the relationship of workers' skills with scientific competency is unidirectional so that if scientific competence can be applied properly, the skills of workers will be better. The \* sign indicates that the correlation coefficient is significant at 95 percent confidence level,

### 3.3. Formulate a Workforce Empowerment Model and Strategy

The model is a description of the relationship between needs, potential and problems, which is simplified in a logical thinking based on reality [3] developed a model based on theory and research results in the field of behavioral science. In developing the model, Berlo made several changes as a result of discussions, courses, research, and seminars. Models can vary about a phenomenon. Certain models cannot be said to be the most correct, but some of them are more useful than others or are more suitable in achieving a goal [3], For example, various models developed by the government in tackling unemployment. The main purpose of these models is to

improve welfare. This empowerment model is then operationalized through various programs [4] Various programs handed down by the government before the crisis were very successful in reducing the prevalence of unemployment from year to year as seen in the three provinces studied in the following table In general, unemployment from 2014 amounted to 5.94 million, successfully raised to 6.18 million, but the number declined again in 2016 to 5.61 million. In connection with the ups and downs of the unemployment rate there emerged various points of the empowerment model that had been carried out. For example, efforts to overcome unemployment implemented in developing countries, especially in Indonesia by using the proposition of trickle down effect, are considered to have failed. According to this approach, the most important thing is economic growth due to investment (able groups). The consequence is that the disadvantaged group will be influenced by the economic growth caused by the economic productivity of the rich

**Table 3:** Unemployment Growth in Indonesia

No	Provinces	Unemployment Growth		
		2014	2015	2016
1	Aceh	9,02	9,93	7,57
2	North Sumatra	6,23	6,71	5,84
3	West Sumatra	6,50	6,89	5,09
4	Riau	6,56	7,83	7,43
5	Jambi	5,08	4,34	4,00
6	South Sumatra	4,96	6,07	4,31
7	Bengkulu	3,47	4,91	3,30
8	Lampung	4,79	5,14	4,62
9	Bangka Belitung	5,14	6,29	2,60
10	Riau Islands	6,69	6,20	7,69
11	DKI Jakarta	8,47	7,23	6,12
12	West Java	8,45	8,72	8,89
13	Central Java	5,68	4,99	4,63
14	D.I. Yogyakarta	3,33	4,07	2,72
15	East Java	4,19	4,47	4,21
16	Banten	9,07	9,55	8,92
17	Bali	1,90	1,99	1,89
18	West Nusa Tenggara	5,75	5,69	3,94
19	East Nusa Tenggara	3,26	3,83	3,25
20	West Kalimantan	4,04	5,15	4,23
21	Middle Kalimantan	3,24	4,54	4,82
22	South Kalimantan	3,80	4,92	5,45
23	East Kalimantan	7,38	7,50	7,95
24	North Kalimantan	3,70	5,68	5,23
25	North Sulawesi	7,54	9,03	6,18
26	Central Sulawesi	3,68	4,10	3,29
27	South Sulawesi	5,08	5,95	4,80
28	Southeast Sulawesi	4,43	5,55	2,72
29	Gorontalo	4,18	4,65	2,76
30	West Sulawesi	2,08	3,35	3,33
31	Maluku	10,51	9,93	7,05
32	North Maluku	5,29	6,05	4,01
33	West Papua	5,02	8,08	7,46
34	Papua	3,44	3,99	3,35
35	Indonesia	5,94	6,18	5,61

Surces:BPS Indonesia

However, in reality this did not happen. In addition, this approach has a profit-oriented mode of production as much as possible and places workers as mere means of production that must follow the wishes of the owner of the company [16]. Research [16] shows that business experience is important in supporting business continuity, especially in terms of business management techniques. The skills training given to members is inadequate, too short and more theoretical, training more things that are not directly related to group activities. The type of business developed is not in accordance with the wishes of the members so that the business does not last long because it does not have business experience in the field. Business land that does not belong to group members tends to die because there will be additional costs for rent so that business capital decreases, in the end the business becomes less profitable and members are reluctant to continue group activities. The development of group capital shows that KUBE's business prospects are not good. Capital development is closely related to group sustainability. The less active group has a decreasing development of capital, so the benefits also decrease, if there is no additional capital, more groups will die or not active. Other criticisms include the P4K project ((Smallholder Income Improvement Project) from the Ministry of Agriculture. These projects still have weaknesses in their management, among others: (a) PPL's ability to foster variations in group business, (b) deviations of funds by PPL and the chairman, (c) collusion bonds occur at the management level PPL assigned to business groups do not have entrepreneurial knowledge so it is difficult to provide guidance to farmers who are engaged in other productive and commercial sectors, except having technical knowledge in agriculture. deviations of funds by the chairman and PPL Sometimes the loan money is used by the chairperson and PPL, causing congestion in group businesses, and collusion bonds at the structural level tend to distribute loan money to families who are not the target individuals Other cases such as JPS ( Social Safety Net) which also has some kel The issues include: (a) the coordination mechanism between vertical and horizontal agencies has not been strong, especially in determining the target group, the number and location, (b) the mechanism for channeling funds has not yet reached the lowest strata of the community, (c) the target groups that have utilized the program have not yet clear both about who, where, and what their activities are, (d) varying labor wages so that standardization of guidelines for assessing program success is difficult [17]. Based on the weaknesses of various empowerment efforts mentioned above then alternative solutions are carried out through a "learning process" approach or simply a process approach [6]. This approach includes several dimensions including: structural dimensions, cognitive dimensions, moral dimensions, and participatory principles **Structural dimension**, refers to the preparation of the structure of guidance and supervision of TKA and TKI who work at Foreign Companies in various regions in Indonesia as a means of implementing the program by giving position and function to the provincial and district / city local governments both the company owners and TKA and TKI who work at the company. There are two considerations that form the basis of the structural and functional approach. First, viewed from the aspect of coaching, it allows the coach in this case the Ministry of Manpower to structurally present the Provincial Manpower Office to hold a meeting to discuss the guidance and supervision of foreign companies, including TKA and TKI who work there. In this national level meeting, instructions for implementation and technical guidance for guidance and supervision of foreign companies and foreign workers and migrant workers were provided. The Provincial Manpower Office after the meeting at the national level presented the District and City Manpower Offices for the regional meeting to discuss implementation guidelines

and technical guidance for supervision and supervision of foreign companies and foreign workers and migrant workers who work there. Thus the guidance and supervision of foreign companies and foreign workers and migrant workers is carried out by the Regency and City Manpower Agency, considering that the company is in the City and Regency, in addition to facilitating quick control and efficiency of the budget. Development and supervision here is that the company must be responsible To whom and what TKA and TKI do, so what needs to be considered is the system and mechanism of work of the company, TKA and TKI. Second, from the point of view of interest, this approach allows foreign companies, TKA and TKI to develop the ability to cooperate, both with the government. Foreign workers and migrant workers with foreign companies want between foreign workers and migrant workers. **Cognitive dimension.** oriented to several aspects including: (1) education and training, (2) socialization of various regulations that are more directed to legal sanctions. In order for foreign companies and foreign workers and migrant workers to exist in their businesses, it is necessary to develop productive activities through various activities including: (a) holding education and skills training both for foreign workers and for migrant workers. Thus there needs to be assistance. This assistance is tasked with providing education and teaching in the form of mastery of foreign languages both for foreign workers and for migrant workers so that they are not accompanied by difficulties in disseminating technical knowledge and skills. The facts show that many Chinese foreign workers cannot speak Indonesian and English and vice versa many migrant workers are also unable to speak English and Chinese, making it difficult to communicate intensively in doing things in such companies. (b) conducting technical guidance, (c) conducting science and knowledge guidance, (d) holding field trials to be occupied [20]. Education and training programs can apply the concept of Community College [14]. The core concept is the improvement of knowledge, skills, attitudes, education, training and counseling that responds to the needs of the company concerned. If foreign companies want to develop the electric power industry, for example, the foreign company must formulate curriculum and syllabus for electric power development, even more specifically for example, to the installation of electricity networks, and others. Efforts to understand the objective conditions of the flow of foreign workers in Indonesia also need to be done through research, so as not to cause a variety of interpretations. For example the growth of the Indonesian nation's industry is currently looking for its form when entering a globally market-oriented economy, foreign companies need to conduct research to further improve their efficiency and competitiveness through SWOT analysis and others, so they can find new strategies that can compromise with reality, and thus TKA and TKI who work there still exist, survive and be sustainable. **The moral dimension,** oriented to the attitude and culture approach of foreign companies as well as foreign workers and migrant workers where they are. This approach is intended to respond to opinions, beliefs, feelings, preferences and statements about behavior. This approach is then interpreted as an psychological structure. Building is a way of conceptualizing elements that are not easily understood by the area under investigation by a particular science. Social scientists investigate the beliefs and behavior of people in their efforts to draw conclusions about mental states and mental processes. Attitudes cannot be observed or measured directly. Its existence must be drawn from its results. Thus the attitude can be defined as an independent agreement that influences or rejects as a critical component of the concept of that attitude [8] Approval to accept or reject a change is greatly influenced by the customs and customs prevailing in the community concerned. Those who stick to the custom are seen as "traditional" and are called "reactionary" or "conservative / conservative". The most basic meaning of tradition is traditum which is something that is transmitted (tranmitted) from the past to the present in the form of objects or actions

[12]. Talking about tradition is talking about something that has a function to preserve or preserve what is passed down from one generation to the next. For example the people of Southeast Sulawesi who live in accordance with the tradition that is unbroken, and then present a new foreign company (modern) is considered disastrous for their lives. Changes that bring together various people from various backgrounds will give birth to new cultural agreements which, of course, may be expected to enrich human life as a unified system (people). These new agreements will enable interactions and transactions between people in new life. A new life that is suspected as one world but not divided will encourage cooperation based on solidarity on the basis of humanism, not confrontation that often gives birth to latent or potential conflicts, and which will be the main focus is which elements should be seen as the essence of the nas and intrinsic and which ones may be interpreted as immanent (and not transcendent), and therefore may also be offered for contextual adaptation to the demands of change [19]. In relation to the moral dimension, two main elements are seen as: education and skills, as well as the level of wages of TKA and TKI. Education. The transformation of education and the skills of new teachings (modern) that are urban rural industrial will force changes in changes in various companies both foreign and non-foreign, so the local traditions of skill will not hold back the speed of change, because the change itself is more functional and relevant to the demands of new life. In such a process of transformation, a new generation is born that can function and function, which is sometimes redeemed by cultural conflicts that have conflicting rules and values. The functioning of the new generation, as a result of link-and-match programs that have a mission to the needs and demands of the production world as well as the scale of crash programs projects oriented to training aimed at displaying migrant workers so that they will be ready to use and ready to be used in foreign companies, rather than migrant workers who are full of deterministic old traditions that will be crushed by change and then they continue to sneak in the relegation zone, aka being left behind even being laid off Stakeholders who have infrastructure and superstructures who work hard then become capitalists, who are already very capitalistic, must be obliged to recruit foreign workers and migrant workers for the most legitimate purposes, those that fulfill social obligations and or for the public interest must remain based on the principles of justice, goodness, and completely moderate. With concepts like this in the end, it causes the economic life of the TKA and TKI to be established because every time a certain amount of wealth is due to the production of the company each time, it is also fired upon the TKA and TKI who are entitled. Humanistic economic capital services like this if carried out seriously in the realm of justice, equality, equality and cooperation allow the processes of the accumulation of wealth for investment and economic development for foreign workers and migrant workers. Participatory Principle, oriented towards a more engagement approach. This approach is intended to involve local governments in both coaching and supervision. In addition, this approach allows local governments and companies to carry out evaluations, even to take decisions in setting goals and formulating policies for the operation of the company. In addition, this approach makes it possible to develop organizational skills and become a basis for channeling aspirations. The empowerment strategy is to develop the economy of foreign workers and migrant workers by encouraging regional minimum wages as an entry point that leads to expertise, volume and workload, so what needs to be paid attention to is pioneering more expertise and skills as well as volume and workload are both sitting on the same type and level of job. Thus, empowering TKWs and TKIs that are powerless to become powerful requires a political umbrella so that the empowerment of TKAs and TKIs is held in the long term and is sustainable. It must not be forgotten that company employees are multi-ethnic so that the empowerment strategy is carried out in two ways, namely (a)

mentoring, and (b) crash programs **ad.a. Mentoring** According to [2] on the issue of Foreign Worker Assistance for the Transfer of Knowledge and Transfer of Job can be explained by several important elements as follows: a. The concept of Mentoring According to [2] said that mentoring was a strategy that was crucial for the success of the company's program. In the context of empowering foreign workers and migrant workers, the role of experts is manifested in their capacity as a companion, and not as a problem solver. So, in this case the active participation of experts is needed. In empowering TKA and TKI, there is a process and social action. The process does not emerge automatically, but grows and develops based on interactions between foreign companies and local government change agents. For example in the foreign language handling program, TKA is a group that is incapable of speaking English and Indonesian, then to empower them change agents are present as a companion to activities in the foreign company. So, conceptually mentoring TKA and TKI is a dynamic interaction between TKA and migrant workers who are unable to speak

***a. Foreign language***

***b. Purpose of Assistance***

- Increase the capacity of foreign workers and migrant workers to operate foreign company programs and utilize their knowledge to serve the needs of foreign workers and migrant workers to improve their knowledge and skills.
- Increase the capacity of TKA and TKI to manage both the administration and technical aspects of a program.
- Increase the capacity of TKA and TKI to overcome problems that occur.
- Increase the capacity of foreign workers and migrant workers in a program for advancement and foreign companies.

***c. Assistance Strategy Approach***

- A rational approach in achieving program objectives is development based on TKA and TKI or the community as a program target to harmonize program planning, implementation and control.
- Positioning foreign workers and migrant workers as the main actors in these foreign companies.
- Prioritizing universal values in the development process of these foreign companies
- Using TKA and TKI empowerment approaches according to company characteristics.

**Strategy**

- Intensifying efforts to empower TKA and TKI to increase their ability and independence
- Establish partnerships to jointly realize empowerment and independence.
- Optimizing all resources: companies, TKA and TKI, synergistically.
- Developing accountable corporate institutions.
- Improve the ability of learning in understanding their needs and potential and solving various problems they face.

**Object**

The object of assistance is TKA and TKI who are unable to be accompanied

d. Assistance Task

- Coordination with related stakeholders in mentoring
- Following the debriefing
- Coordination and outreach with the government in the context of implementing empowerment and assistance programs.
- Conduct focused discussions in order to determine the selected companies as targets in supporting the implementation of empowerment and assistance programs.
- Coordinate with the government to prepare a work plan for implementing the empowerment and assistance program.
- Conduct training and mentoring
- Carry out participatory debriefing for TKA and TKI in order to support the program.
- Prepare work reports.

e. Assistance Strategy in Increasing the Capacity of Foreign Workers and Migrant Workers

- Identify the needs for increasing the capacity of foreign workers and migrant workers. and determine resources.
- An assessment of the capacity needs of TKA and TKI is needed. by assessing the conditions and contextual issues that are considered as potential and limiting implementation of Capacity Building for Foreign Workers and Migrant Workers.
- Together with stakeholders identifying participants in the Capacity Building for Foreign Workers and Migrant Workers? ... For this reason it is necessary to consider continuity in participating in the Capacity Building for Foreign Workers and Migrant Workers. and confirmed by an assignment decree on staff to take part in the TKA and TKI Capacity Building project until completion).
- Determine the parties that can be invited to work together in the field of technology and industry. Their attitude, knowledge and skills need to be identified

f. Implementation

Implementation of Capacity Building for Foreign Workers and Migrant Workers consists of the following activities:

- Accompany Report Making
- Accompany reports on Improvements
- Accompany program planning and implementation

g. Assistance Program Process

- Counseling training
- Coordinate with stakeholders to explain the programs that exist in the company
- Together with the Stakeholders determine the location of the training and ensure the suitability of the facilities / infrastructures
- Together with stakeholders design a training schedule
- Together with Stakeholders carry out the Counterpart Training
- Together with the Stakeholders prepare a mentoring work plan
- Prepare reports on the implementation of training activities and training financial accountability.

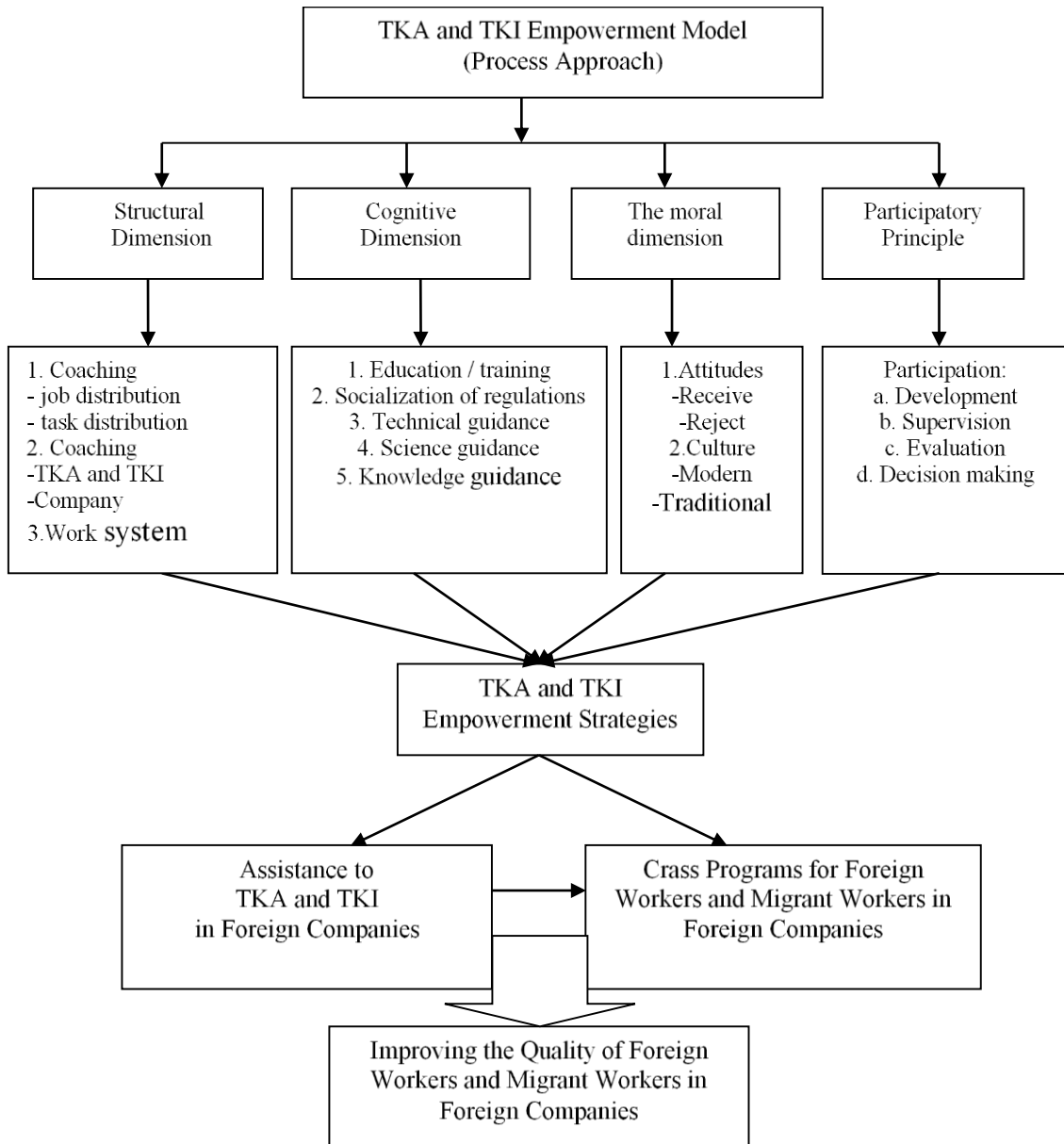
- Implementation of Empowerment Assistance
  - Inventory the existing problems in the field
  - Inventory ways to overcome problems (solutions) that have been carried out by the facilitator.
  - Analyze existing problems, then find effective alternative solutions.
  - Arranging Work Programs for Assistance for Empowering Foreign Workers and Migrant Workers
- h. Reporting
- Prepare and report the results of evaluation monitoring
  - The format of the monitoring and evaluation report contains the companion's identity, monitoring date, name and address.
  - The contents of reporting are planning and indicators of success
  - Weekly report
  - Monthly report
  - Annual Report (Complete)

#### ***ad.b.Crash Programs***

The transformation of education with new teachings that are tex book oriented, journal oriented, etc. or urban industrial patterned will force changes in various dimensions of life, so it is no doubt that the skills and wisdom of local traditions characterized by rural agrarian may not hold back the speed change, because change itself is more functional and relevant to the demands of new life. In such a process of transformation, a new generation is born that can function and function, which is sometimes redeemed by cultural conflicts that have conflicting rules and values. The functioning of the new generation, as a result of link-and-match programs that have a mission to the needs and demands of the production world as well as the scale of crash programs projects oriented to training aimed at displaying the accomplices of human children so that it will be ready to use and ready for use, rather than humans who are full of deterministic old legacies that will be crushed by change and then they will still sneak in the degradation zone

Assistance movements and crass programs like this will succeed if done on the basis of commitment, consistency, discipline, legal umbrella, without all the moral demands, it is unlikely to succeed. Movement like this is assumed that TKA and TKI will work optimally and with quality so the company concerned will also be more productive. Providing assistance and crass programs without a legal umbrella guarantee, the empowerment system will be in vain





**Figure 1:** Empowerment Model Oriented Learning Process

#### 4. Discussion

##### 4.1. Comparison of Prior Research with Current Research

Research conducted by [1] on the Effect of Foreign Workers on Labor Conditions in Indonesia, shows that prior to the entry into force of the ASEAN Economic Community in early 2015, the Indonesian people were being held by foreigners by the influx of thousands of foreign workers to the level of workers, especially those from China who enter the territory of the Republic of Indonesia and work in various large-scale projects in all parts of Indonesia. This is a real impact of the results of bilateral cooperation and the Indonesian government with China which has the potential to disrupt the stability of security, social, political culture and the economy of the Indonesian nation. The findings of this study indicate that the government's efforts to bring in foreign

investment to accelerate the pace of national economic growth provide positive and negative effects on the development of local workforce opportunities. The policy change in Permenaker No. 16 of 2015 concerning procedures for the use of foreign workers and the application of visa-free policies to 169 countries asimg led to real changes and resulted in the expansion of employment opportunities for foreign workers domiciled in Southeast Asia to be free to work in Indonesia, while the absorption of the workforce was still poor . Realization of an increase in foreign investment variables is expected to be able to increase foreign national economic growth and absorption of a broader local workforce to achieve economic growth and increase income per capita. The Indonesian government's dependence on investors and foreign capital loans to accelerate the speed of the economy in Indonesia is very influential on policy rolled out. However, the Indonesian Government should be careful in making policies and prioritize the integrity of the Republic of Indonesia so that the negative effects arising from the results of a cooperation between the government and foreign countries do not damage the rich natural resources of the country. The human power of the Indonesian people and their people. Meanwhile. Research conducted by researchers is not about the influx of Chinese workers in several companies in Indonesia and their effects on Indonesian workers, but what researchers do is how much foreign workers and Indonesian workers have the opportunity to compete in the labor market of several foreign companies in Indonesia, both from America, China, Japan and others. Then try to analyze factors, national origin, language acquisition, skills, technology transfer, and scientific competence.

It is intended to see whether or not there is discrimination against foreign workers and local workers who work in the company. The results showed that there was no discrimination of foreign workers or local workers, except based on the knowledge and competence of the relevant workers. So if previous researchers only saw bilateral cooperation between China and the Government of Indonesia, what researchers now see is the impact of the Indonesian government's multilateral cooperation with a number of countries such as America, Japan and others, which will not potentially disrupt the stability of the Indonesian nation because has been regulated through applicable legislation.

#### ***4.2. Generalization of Research Results***

This study can be generalized because the sample is representative, namely in the eastern part of Indonesia one province is taken, Southeast Sulawesi province with four foreign companies ,, in the Central part of Indonesia one province is taken, namely East Java Province with four foreign companies, and in the western part Indonesia is taken one province namely Riau Islands province with three companies, making it possible to be representative for Indonesia because Indonesia is a large country that has 34 provinces

#### ***4.3. Alternative Explanations***

Research conducted by [9] on the influence of foreign workers on economic growth and employment opportunities, shows that the entry of foreign workers into the labor market in a country can have a wide influence on the country's economic development. Even so, there are still differences of opinion among economists regarding the impact of the influx of foreign workers on economic growth, employment opportunities, and the prevailing wage rates for local workers. The difference mainly comes from four aspects,

namely: (1). Whether the entry of foreign workers is complementary to local workers, in the production process or is substitution, (2) whether the entry of foreign workers makes local workers more productive at work or vice versa, (3) whether the education and skills possessed by foreign workers are higher than local workers or vice versa, (4) labor mobility and regulations in force in the country concerned. Many studies have found that the entry of foreign workers into the labor market into a country has a negative impact on economic growth, employment opportunities and wage rates, but these studies ignore the education, skills and geographic mobility of local workers. In reality, local workers who work in certain industries will move from one type of work to another if the level of wages and facilities received at the new place of work is much better than the previous job. In a study that takes into account the mobility of this workforce found the opposite situation, namely the influx of foreign workers has a positive impact on economic growth, employment opportunities, and the level of wages received by local workers.

The estimation results of the Cobb-Douglas production function show foreign energy that professional foreign labor and supervision techniques have a positive and significant role in the growth of the output of the chemical industry, and chemical goods (ISIC 35), basic metal industry (ISIC 36), metal industry design, machinery and equipment (ISIC 38), as well as the food, drink and tobacco industries (ISIC 31). Meanwhile, the results of tests on the manufacturing industry demand function for professional foreign workers and supervision techniques from Indonesia in Malaysia show foreign relations complementary to local capital and labor in the same category. Furthermore, the estimation results of the local labor wage function show that foreign workers in various skill categories have a negative relationship to the wage level of local workers. The implication of this finding shows that foreign migrants from high-altitude originating from Indonesia are still needed in the development of industries in Malaysia, but at the same time their presence, especially low-rank local laborers, decreases the level of income received by local workers. To reduce the dependence of industrial development on foreign workers in Malaysia, imports of unskilled and semi-skilled workers will be reduced in the future. Therefore, the delivery of local labor services to Malaysia in the future should be prioritized for workers with high income.

#### ***4.4. Strong and Weak Aspects of this Research***

The strong aspects of this study are the level of authenticity that was designed through scientific methods including research designs, populations and samples, types of data, data collection techniques, and data analysis techniques. While the weak aspect of this research is that it still has some research limitations including time, cost, variables, dimensions, indicators and parameters

#### ***4.5. Practical Implications of Research Results***

The practical implications of the results of this study are that after being analyzed by foreign workers and local workers who are not have jobs to improve welfare, then with the development of foreign companies in Indonesia, the opportunity to work in these foreign companies is obtained provided they have adequate educational qualifications to seize the labor market in a number of foreign companies, so as to prevent higher unemployment in Indonesia.

#### **4.6. Further Research**

It was realized that this study could not be carried out in a complete plenary of 34 provinces because of limited time, manpower and costs, so that further research was needed by multiplying the sample.

#### **4.7. Research Recommendations**

To measure how much employment opportunities are seized by local workers in a number of foreign companies in Indonesia, the recommendations given to be applied by the government of the Republic of Indonesia are to comply with [21] regarding employment, it is explained that one person accompanied by 10 local workers, there must be a transfer of knowledge and a transfer of jobs. Therefore, a foreign worker must provide job training to 10 local workers. Job training is the overall activity to give, obtain, improve foreign energy, and develop work competence, productivity, discipline, attitude and work ethic at certain skill levels and expertise in accordance with the levels and qualifications of position or occupation. In addition, foreign workers must master foreign languages, especially Indonesian so that it is easy to communicate between foreign workers and local workers. If foreign workers do not meet the demands of the law, there is no need to bring in foreign workers who are skilled, and able to speak foreign languages, especially Indonesian.

#### **5. Conclusion**

The conclusion that can be drawn from this study is that the correlation between mastery of foreign languages with national origin is .816 \*\* meaning that the relationship between mastery of foreign languages with national origin is very close, where the correlation is significant at 99 percent confidence level. The correlation between skill workers and country of origin is -.472 \*\*, meaning that the relationship between skill workers and country of origin is very close, where the correlation is significant at 99 percent confidence level.

The correlation between worker skills with foreign language mastery is -.410 \*\*, meaning that the relationship between worker skills and foreign language mastery is very close, where the correlation is significant at 99 percent confidence level. The correlation between worker skills with transfer of knowledge and transfer of jobs from foreign workers to Indonesian workers is .310 \*\*, meaning that the relationship between skills workers with transfer of knowledge and transfer of jobs is very close, where the correlation is significant at 99 percent confidence level. The correlation between worker skills and scientific competence is -.162 \*, meaning that the relationship between worker skills and scientific competence is quite close, where the correlation is significant at 95 percent confidence level,

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