

Foreign Workers And Indonesia

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Abstract- Being a discussion of foreign workers in the company. This discussion was due to an increase in 85,974 foreign workers (Directorate of PPTKA, 2017). Based on PPTKA Indonesian Ministry Of Labour data shows that foreign workers in Indonesia in 2018 reached 353,630 people (Indonesian Ministry Of Labour, 2017). The consequence caused unemployment of Indonesian workers to increase by 7.01 (Statistics Indonesia, 2017). On the other hand, the recruitment of workers in 7,218 companies in Batam City is carried out without discrimination. This needs to be seen whether the arrival of foreign workers marginalizes Indonesian workers and prioritizes foreign workers. The research objectives are: analyzing the compliance of foreign companies with the applicable regulations in terms of recruitment of workers, describing the assistance of foreign workers, and explaining the payroll systems standards for workers. The research uses quantitative and qualitative approaches. Data collection techniques were through interviews, observation and documentation, by 80 people samples. Data were analyzed by content analysis, product moment correlation and Likert scale. PT. Kemet did not bring in foreign workers but recruited 397 Indonesian workers. Foreign experts accompanied by a hundred people more than Indonesian workers, In general, the amount of salary earned by Foreign Workers and Indonesian Workers at PT. Kemet where employees who have jobs or have skills workers are given a salary following the Regional Minimum Salary.

Key Word: *regulations, Workers, company, salary, assistance*

1. Introduction

1.1. Background

The issue of workers in Indonesia is currently being debated and debated both through social media, discussions, seminars, debates, and others about the penetration of foreign workers in a number of overseas companies in Indonesia. The debate and discussion are assumed that the arrival of a significant number of

foreign workers will not result in the marginalization of Indonesian workers in the industrial sector and unemployment in their country (Untari et al, 2020).

Data obtained from the Directorate of PPTKA (2017) that on the one hand the penetration of foreign workers in all corners of Indonesia led to an increase in the density of foreign workers reaching 85,974 people. Based on data from PPTKA, according to data from Indonesian Ministry of Manpower R.I (2017), showed that the number of workers from abroad in Indonesia in 2018 reached 353,630 people. The consequence by BPS (2017) showed empirical data that the arrival of foreign workers caused the unemployment of Indonesian workers to increase to 7.01. That is why there have been demonstrations in various regions in Indonesia.

On the other hand, the reality shows that the arrival of foreign workers in 7,218 foreign companies in Batam City according to (Law No. 13 of 2003). The recruitment of workers both foreign and Indonesian is carried out without discrimination. Because discrimination in the recruitment of workers from abroad and Indonesia as described it is certainly contrary to legal regulations and regulations in force and has the potential to violate these regulations (Dharmanto et al, 2019).

Furthermore, the presence of foreign companies can employ Indonesian workers and transfer of knowledge and transfer of jobs or just prioritize foreign workers? If they do, are the foreign workers expert accompanied by 10 Indonesian workers or even just recruiting foreign workers in several foreign companies in the city of Batam Furthermore, can foreign companies employ Indonesian workers and transfer knowledge and transfer of jobs or prioritize only foreign workers?

If transfers of knowledge and transfers of jobs are carried out and Indonesian workers are recruited as employees in the company, and does the payroll system not tend to be social polarization?

It needs to look scientifically. Are the arrival of foreign workers in foreign companies operating in Batam City to do discriminates, marginalizes Indonesian workers and prioritizes foreign workers, or if are there foreign workers who are skilled and work in a foreign company and company the foreigner recruits workers from Indonesia who do not yet have the skills of workers? and then morally or obligation they transfer knowledge and jobs to Indonesian workers.

1.2. Problem Formulation

Based on the background, several problems are formulated in the forms:

1. Are there any deviations in the activities of foreign companies in Batam City of the applicable laws and regulations?
2. Has there been a worker from abroad accompanied by 10 Indonesian workers in a foreign company?
3. How is the payroll system between foreign workers and Indonesian workers in foreign companies?

1.3 The research objectives

The research objectives are:

1. Analyzing the compliance of foreign companies with the applicable regulations in terms of recruitment of workers,
2. Describing the assistance of a foreign workers accompanied by 10 Indonesian workers in a foreign company?
3. Explaining the payroll systems standards for foreign workers and Indonesian workers.

2. Material and Methods

Research design

research used quantitative and qualitative approaches. According to Sugiyono (2010) quantitative approaches are interpreted as positivism-paradigm research used to examine certain samples. Instead according to Bodgan & Taylor. (1993) research using a qualitative approach is defined as research on the condition of the subject or object at the time in the field based on the facts that are found empirically as they should. The location of this research was conducted in Batam City, Riau Islands Province, which was conducted in August-October 2019.

2.1.

The

2.2. Data Types

The Data needed are the main data and supporting data. The main data is obtained from respondents and selected companies, and the supporting data is obtained from related Departments.

2.3. Data Collection Techniques

Data collection techniques in the research are:

1. Observation, it is direct observation in the field about the object to be investigated;
2. Interviews with respondents, guided by the questionnaire by giving a number of questions both closed questions and open questions.
3. Documentation, it is through various sources, for example in the Batam City Manpower Office, Central Bureau of Statistics Batam City and other relevant offices.

Because this research was conducted at a foreign company in Batam City, Riau Islands Province, the first stage was to identify 7,218 companies in Batam City. The second stage was the number of companies deliberately taken (one) company. It is PT. Kemet. The third stage was taken by laborers at PT Kemet totaling 397 people. The fourth stage was 397 people that were sampled using the Slovin formula as follows:

$$n = \frac{N}{Nd^2 + 1}$$

They are :

n : Number of Samples
 Population
 (0.1)

N :
 d : Precision

Based on the Slovin formula, the sample size is obtained as follows:

$$n = \frac{N}{Nd^2 + 1}$$

397

$$\begin{aligned}
 &= \frac{397}{397(0,1)^2 + 1} \\
 &= \frac{397}{397 + 1} \qquad 397 \times 0,01 \\
 &= \frac{397}{4,97} = 79,8 \\
 &= \text{Rounded to 80 Respondents}
 \end{aligned}$$

In accordance with the theory of sampling according to Walpole (1995) that if a random sample of size n is taken without recovery from a population or N which has a middle value then the distribution of sampling will approach the normal distribution. This formulation according to Supranto (2000) can approach accuracy if the parameters displayed by independent variables approach normal. The need for this formulation is to formulate a conclusion about the prediction of the sample which according to the central proposition follows the normal function, if the sample taken is large enough that is when n leads to infinity (Untari, 2020). The formulation in its activity has taken place if n > 30

2.5. Data analysis

Data were analyzed by flow model analysis, correlational analysis, and respondents' perceptions analysis.

3.5.1. Flow Model Design Data Analysis Components

Miles and Huberman (1992) said the design flow model of data analysis components used descriptive-qualitative analysis which in its study was used in linguistic form as the core of qualitative analysis.

3.5.2. Correlation Analysis Design

According to Arif Pratisto (2004) the correlation analysis can be interpreted as a relationship which aims to see the significance between independent and dependent variables. The direction of the relationship between the two variables can be divided into (1) Direct correlation is the effect of the dependent variable on the dependent variable in the same direction, (2) The indirect correlation is the influence of the independent variable on the other variable in the opposite direction, (3) Zero correlation is the direction of the relationship two irregular variables.

Based on it, the Product Moment correlation technique can be used in this research with the following formula:

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

They are :

r_{xy} : Correlation coefficient

n : Number of Samples

x_i :

item Score

sum item score
 squares of the item score
 squared total score
 total score

y_i : item total
 $(\sum x)^2$: The square of the
 $\sum x^2$: The sum of the
 $\sum y^2$: Total
 $(\sum y)^2$: The square of the

In this research the chance of error is 1% (0.01), then the confidence level is 99%. To find out how much the influence of foreign workers on Indonesian workers is used is a causal analysis, so to test the hypothesis of the influence of foreign workers with Indonesian workers can use Product Moment correlation analysis According to Sugiyono (2010), Product Moment correlation is used to look for the correlation coefficient between the variable entry of foreign workers with domestic workers can be guided by the coefficient interval in table 1

Table 1. Guidelines for Interpretation of Correlation Coefficients

Coefficient interval	Relationship Level
0,00 – 0,199	Very low
0,20 – 0,399	low
0,40 – 0,599	medium
0,60 – 0,799	Strong
0,80 – 1,000	Very strong

Sumber : Sugiyono (2010)

2.5.3. Design of Respondents 'Perception Analysis

Regarding questions about respondents' perceptions about employee performance and community satisfaction, according to Muller (1992) a Likert scale is used at intervals of 1-5. Because the assessment criteria use a Likert scale, the following formula is used:

$$\frac{\text{Max Score} - \text{Min Score}}{\text{Number of Score}}$$

$$5 - 1 / 5 = 4 / 5 = 0.8$$

$$\frac{5 - 1}{5}$$

5

From the above evaluation criteria, the values and assessment criteria are formulated as described in table 2 below

Table 2. Rating for Questionnaire

Value	Assessment Criteria	Information
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4,3 – 5	Very good	5
3,5 – 4,2	Good	4
2,7 – 3,4	Pretty Good	3
1,9 – 2,6	Bad	2
1 – 1,8	Worst	1

Based on the explanation listed in table 2 above that is then analyzed using the formulation as follows

$$M = \frac{\sum f(x)}{n}$$

This formulation in practice as illustrated in the example listed in table 3 below

Table 3: Examples of Alternative Answers to Respondents

No.	Alternative Answers	f	(x)	f (x)	$M = \frac{\sum f(x)}{n}$
1.	Very good	30	5	150	300 / 80
2.	Good	20	4	80	
3.	Pretty Good	15	3	45	
4.	Bad	10	2	20	
5.	Worst	5	1	5	
	Total	80		300	3,8

From the table 3 above can be explained as follows:

f = Alternative answer

x =

Level answer

f(x) = The product of f and x

M =

Obtaining interpretive numbers

\sum = Sum

n = Number of respondents

3. Results and Discussion

3.1. Profile of Respondents

3.1.1. Gender

The results showed that 2.5 percent of Foreign Workers were male, 65.0 percent of Indonesian Workers were male, and 32.5 percent of Indonesian Workers were female. As illustrated in table 4.

Table 4. Workers Categories by Male and Female in PT. Kemet

Type of Workers	Male		Female		Total	
	n	%	n	%	n	%
Foreign Workers	2	2,5	0	0,0	2	2,5
Indonesian Workers	52	65,0	26	32,5	78	97,5
Total	54	67,5	26	32,5	80	100,0

Source: PT. Kemet (2019)

3.1.2. Age

The results of the research showed that 1.25 percent of the average age of foreign workers were at the age of 31-35 years and 41-45 years, 21.3 percent of the average age of Indonesian workers who worked at PT. Kemet were at the age 26-30 years old. Overall, the average age of foreign workers and domestic workers at PT. Kemet were at the age of 41-45 years (20.0 percent), as stated in. table 5.

Table 5. Distribution of Examples by Age in PT. Kemet

Age interval	Foreign Workers		Indonesian Workers		Total	
	n	%	n	%	n	%
< 20	0	0,0	0	0,0	0	0,0
20-25	0	0,0	4	5,0	4	5,0
26-30	0	0,0	17	21,3	17	21,3
31-35	1	1,25	12	15,0	13	16,1
36-40	0	0,0	16	20,0	16	20,0
41-45	1	1,25	16	20,0	17	21,3
46-50	0	0,0	12	15,0	12	15,0
> 50	0	0,0	1	1,25	1	1,25
Total	2	2,5	78	97,5	80	100,0

Source: PT. Kemet (2019)

3.1.3 . Education

The Education in the industrial sector is so strategic and decisive, both academic education, vocational education and professional education can obtain a number of science and technology, with the education someone can compete in the industrial sector market. The presence of foreign workers and domestic workers in PT. Kemet will no use if it is not equipped by knowledge.

Because the quality of human resources will determine the degree of excellence of the workers. The quality of the workers can thus be defined as an integration of the characteristics of all the capabilities of the workers including the characteristics of reason or intelligence that determine the degree of excellence of workers both foreign workers and Indonesian workers.

The results showed that 45.3 percent of the education level of Indonesian Workers graduated from Senior High School, while 27.0 percent of foreign workers and Indonesian Workers had a university education. In full can be explained in table 6.

Table 6. Sample Education Levels in PT. Kemet

Education Levels	Foreign Workers		Indonesian Workers		Total	
	n	%	n	%	n	%
Senior High School	0	0,0	36	45,0	36	45,0
Diploma	0	0,0	0	0,0	0	0,0
Bachelor	2	2,5	20	25,0	22	27,0
Magister	0	0,0	22	27,0	22	27,0
Doctor	0	0,0	0	0,0	0	0,0
Total	2	2,5	78	97,5	80	100,0

Source: PT. Kemet (2019)

3.2. Analysis of deviations in the activities of foreign companies in Batam City

Research showed that PT. Kemet has operated in the Batam City always consistent activities according to Law No. 13 of 2003 concerning using workers from foreign countries. It means the foreign workers must have a passport, visa, work agreement in the sense that there is a change in a certain period of time, experts, can speak English and Indonesian, and be able to carry out education and training in science, technology to Indonesian Workers, so they can work in foreign companies.

If you pay attention to the 42 of the Law Number 13 of 2003, it can be stated that PT Kemet in recruiting workers has a complete permit. Foreign Workers who work at PT. Kemet as many as 2 (two) people and only for certain positions that can be several years because of his expertise in positions that are needed at PT Kemet. This position can be replaced after the contract period is over. As for the ordinary workers, PT. Kemet did not bring workers from abroad but recruited Indonesian workers at PT. Kemet totaling 397 people.

Regarding using employees from abroad, it is strengthened by Presidential Regulation No. 20 of 2018 concerning using of workers from other countries only to certain positions and is limited to the period of workers contract that it is not forever in the company but there is a change every six months or only certain period.

In the Presidential Regulation it is stated that using of Foreign Workers is only for certain positions and for certain periods of time. The Presidential Regulation explained that each foreign company, including PT. Kemet US-owned must prioritize Indonesian workers at the level of ordinary workers or fill certain positions. Therefore, 2 (two) foreign workers in PT. Kemet only control at any time, while other positions are held by workers who come from Indonesia who are experts.

PT. Kemet already has a RPTKA (Foreign Workers Use Plan) which is approved by the Minister which contains (1) because PT. Kemet is the property of the United States so that input and output control is needed so that it does not deviate from the targets and realization set by PT. Kemet, (2) the positions of two foreign experts in the organizational structure of PT. Kemet is only as a supervisor who controls routinely every month, three months, or six months, (3) workers from other countries who occupy the position according to the contract period, there is no one foreign worker longer holding the position in the company concerned

3.3. Assistance of Indonesian Workers with Foreign Workers

According to Andrie Indriawaty (2012) in the context of the empowerment of Indonesian workers the role of experts is very important. For example, in the program handling of machinery and IT problems, Indonesian Workers are a group that is incapable of mastering machinery and IT, then to empower them change agents are present as accompanying activities in PT. Kemet. So, conceptually mentoring is the process of providing a number of knowledge, and technology so the workers can independently carry out activities in the company concerned.

The purpose of assistance in PT. Kemet is in the framework of (a) Increasing the capacity of Indonesian Workers in operating the company program and utilizing their knowledge to serve the needs of Indonesian Workers in increasing their knowledge and skills, (b) Increasing the capacity of Indonesian Workers in managing both the administration and technical of a program, (c) Increasing the capacity of Indonesian Workers in overcoming problems that occur, and (d) Increasing the capacity of Indonesian Workers in a program for the progress of PT. Kemet.

From this assistance, interaction between foreign workers experts and Indonesian workers takes place in conducting education and training, so the Indonesian workers are able to work at PT. Kemet, in the form of knowledge about machinery, IT, personnel, administration and others. PT. Kemet has recruited skilled workers from other countries in the framework of assisting Indonesian workers more than the minimum target determined by law, It is 1 (one) foreign worker at PT. Kemet has been accompanied by around more than 10 (ten) Indonesian workers, As for the ratio of the assistance of experts and Indonesian workers as illustrated in table 7.

Table

7. Distribution of Examples Based on Assistance Ratios According to Gender

Experts	Accompanied Sex Ratio					
	Male		Female		Total	
	n	%	n	%	n	%

Foreign Workers Experts	32	41,0	16	20,5	48	61,5
Foreign Workers Experts	20	25,6	10	12,8	30	38,5
Total	52	66,7	26	33,3	78	100,0

Source: PT. Kemet (2019)

From 78 Indonesian workers, education and training and Transfer of Job have been carried out by PT. Good Kemet knowledge of machinery, IT, administration, accounting and others, so Indonesian workers can work independently at PT. Kemet. The results showed 100.0 percent of Foreign Workers had Skilled Workers and 0.0 percent did not have Unskilled Workers. While 100.0 percent Indonesian Workers had skilled workers and 0.0 percent did not have Unskilled Workers.

The data showed with the education and training and the Transfer of Job by PT. Kemet. The Indonesian Workers also have workers skills and excel in completing work that has been entrusted. Talking about Skilled Workers, we certainly discuss the issue of education models and curriculum content, so Indonesian Workers can have comparative and competitive advantages, plus curricula that are anticipatory, adaptive and applicative, and ultimately Indonesian Workers have workers skills.

Therefore, science and technology as the breath of a company, including PT. Kemet. Science and technology are not only interpreted as a set of lessons offered in a company program but science and technology have a broader meaning. Education and Training and Transfer of Job at PT. Kemet for workers from Indonesia has gained a very important place and position, because through education and training and the Transfer of Job, an Indonesian worker can gain knowledge, and with that knowledge they can do their best at PT. Kemet. The development of the Indonesian workers by education and training as well as quality Transfer of Jobs is caused by the transformation of science and technology oriented, and others will force changes in the Indonesian workers, so there is no doubt that conditions with traditional traditions cannot afford the speed of change in science and technology, because change is more relevant to global demands. In this transformation process, the birth of human resources that can function in PT. Kemet. Because if the Indonesian workers are not educated about machinery, IT, administration and others, it will be difficult for them to work in this company, because this company is engaged in the machinery and electronics industry.

Briefly about the movement of PT. Kemet in the field of machinery and electronics industry, it can be briefly described the existence of PT. Kemet at this time. In June 2019, PT. Kemet has 397 employees located in Batamindo Industrial Park, on a land area of 9,000 M2 and Build-in Area 7,800 M2 Capacity in 2019 of 500 Mil Pcs. PT. Kemet since 1991 up to 2019 is engaged in the service sector of the machinery, electronics, IT, administration, finance and others as shown in table 8 below

The functioning of Indonesian workers in PT. Kemet, as a result of a link-and-matched program by PT. Kemet has a mission to the needs and demands of the production world as well as a scale of training-oriented crash programs project aimed to make Indonesian workers skilled so they will ready to use rather than human resources which are full of deterministic by local traditions, then they continue to sneak in the degradation zone. The results showed that as many as 78 foreign workers or 97.5 percent had skill workers

Table 8: Production of PT.Kemet Year 1991-2019

Year	Products
1991	Film Capacitor
1997	Metallized PET Film Capacitor (MMK)
1998	Film Foil Capacitor (PFR), Material PP Film Capacitor (X2)
2002	Metalized PP Film Capacitor (Pulse, Y2)
2008	Metallized PET Film Stacked Capacitor (R82/RSB)
2012	Metallized PET Film Capacitor (R60/R75/R76)
2013	New Kemet Senes (F8xx F6xx)
2015	Metallized PET Film Class X2 Senes (F862)

Source: PT. Kemet (2019)

An Indonesian worker is meaningless if his personal capacity is doubted and he does not master science and technology. Because science is very decisive, education and training are important to have in dealing with competition in the work filed. and Therefore, the education and training process and the Transfer of Job must be continuously carried out, so PT. Kemet still survive and can support Indonesian workers with their families. Thus, the perspective of "Dropping Down Theory" does not lose relevance in PT. Kemet, although many critics say this theory has failed in overcoming the possibility. But research showed that the recruitment of Indonesian workers by PT. Kemet can reduce unemployment and poverty.

3.4. Payroll System for Foreign Workers and Domestic Workers

Generally the amount of salary earned by employees at PT. Kemet, it is openly, employees who have jobs or have skill workers are given a standard salary that is appropriate to at least follow the Regional Minimum Salary. The reason why PT.Kemet gives salary based on Regional Minimum Salary. They are : (1) if the worker has a family, he must bear a heavy burden of life so that he is given an adequate salary to be able to support his family and other consumption, so they can continue to work in the company; (2) avoid the occurrence of a negative assessment of the company, do not judge that the company is only looking for profit as much as possible, while workers' salaries are not considered, in other words do not let the company be considered to place workers as mere means of production but must be respected the right to leave, relax and more. More fully, it can be stated the amount of salary received by workers as described in table 9

Table 9. Payroll System of Workers at the company

No	Position	Salary (Rp) /Month
	CEO	35.000.000
2	Manager Asia PE and NPD/NPI	25.000.000
	-Prosess Engineering	15.000.000
	-Enginer NPD/NPI	15.000.000
3	Plant Manager	25.000.000
	-Manager Quality	15.000.000
	-Asisten Manager	10.000.000
	-Supervisor	15.000.000
	-Supervisor	15.000.000
	-Supervisor	15.000.000

	- Manage of Production Maint WOUND	15.000.000
	- Manager Assistance	10.000.000
	-Production Planning	15.000.000
4	Senior Manager Human Resources	25.000.000
5	Supervisor Purchasing	25.000.000
6	Manager Finance	25.000.000
	-Officer	10.000.000
	-Finance TEAM	10.000.000
7	Workers	2.500.000

Source: PT. Kemet (2019)

3.5. Factors Affecting the Existence of Indonesian Workers in PT. Kemet

Factors are considered to affect the existence of Indonesian workers in PT.Kemet that are age, education, skills, competencies, and mastery of foreign languages have by the workers. The results of the analysis of its significance as described below

Correlations

		Age	Education	skill	Competency	Foreign Language
Age	Pearson Correlation	1	.113	.179	-.104	-.086
	Sig. (2-tailed)		.324	.117	.363	.453
	N	78	78	78	78	78
Education	Pearson Correlation	.113	1	-.268*	.179	-.775**
	Sig. (2-tailed)	.324		.017	.118	.000
	N	78	78	78	78	78
Skill	Pearson Correlation	.179	-.268*	1	-.102	.461**
	Sig. (2-tailed)	.117	.017		.375	.000
	N	78	78	78	78	78
Competency	Pearson Correlation	-.104	.179	-.102	1	-.117
	Sig. (2-tailed)	.363	.118	.375		.308
	N	78	78	78	78	78
Foreign Language	Pearson Correlation	-.086	-.775**	.461**	-.117	1
	Sig. (2-tailed)	.453	.000	.000	.308	
	N	78	78	78	78	78

*. Error Rate at 0.05 (5 percent)

** Error Rate at 0.01 (1 persen)

Interpretation

The correlation coefficient number of 0.775 means the influence of education on foreign language proficiency is very close. Correlation coefficient marked (+) means the relationship of education with foreign language proficiency in the same direction, so if education is adequately improved then foreign language proficiency will improve.

The correlation coefficient number 0.461 means the correlation between education and skill is quite close. The correlation coefficient marked (+) means the relationship of education with one-way skills, so if education is adequately improved then mastery of skills will improve.

The correlation coefficient number of 0.268 means the relationship between foreign language proficiency and skill is very close. Correlation coefficient marked (+) means the relationship of foreign language proficiency with one-way skills, so if foreign language proficiency is adequately improved then skill proficiency will improve

4. Conclusion

1. PT Kemet in recruiting workers has a permit, recruits certain positions because of its expertise, while for ordinary workers PT. Kemet recruited 397 Indonesian workers.
2. The purpose of assistance at PT. Kemet is in order to increase the capacity of Indonesian workers in a work program called Transfer of Knowledge and Transfer of Job from foreign experts to Indonesian workers in the knowledge of machinery, IT, personnel, secretarial administration and others. PT. Kemet has recruited experts from other countries as a companion of domestic employees. 1 (one) foreign worker accompanied by more than 10 (ten) Indonesian workers.
3. In general, the amount of salary earned by Foreign workers and Indonesian workers in PT. Kemet is very opened. Workers who have a job or have skill workers are given a standard salary following the Regional Minimum Salary which is a minimum of Rp. 2,500,000 per month

5. Acknowledgments

The research was successful due to the support of funds from the Director General of Higher Education of the Ministry of Research and Technology of the Republic of Indonesia for national competitive research in 2019, so the research can be done well. Therefore, the author ethically conveys the highest respect and one of the outputs of this research is a scientific article that should be published in an internationally reputable journal.

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