The Effectiveness of the Manpower and Transmigration Office (DISNAKERTRANS) Function in Reducing Unemployment in Sukabumi Regency

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ABSTRACT

The purpose of this study is to evaluate the effectiveness of the manpower and transmigration office (DISNAKERTRANS) Function In Reducing Unemployment In Sukabumi Regency. Unemployment is someone who does not have a job, is looking for work, or is preparing for work. Generally, the cause of unemployment is the imbalance of population growth with employment, meaning that the number of workers is greater than the number of jobs, so that in the Sukabumi district the unemployment rate is increasing, and poverty is increasing because poverty is multidimensional, meaning that it involves all dimensions of diverse human needs. Living in poverty is not only about a lack of money and low income levels. Based on observations in the field, one of the consequences of unemployment in Sukabumi Regency increasing is the number of employees who are laid off in a company, as recorded at the Sukabumi Regency Manpower and Transmigration Office by the Indonesian Employers Association (APINDO), totaling 19,700 from 2019 to 2022. In terms of figures for the 2018–2019 period, the Sukabumi Open Unemployment Rate was in the range of 7.9%. Whereas in 2020, the Sukabumi Regency Open Unemployment Rate increased to 9.60%, in addition to the Sukabumi Regency Open Unemployment Rate in 2021 of 9.51% (BPS, 2022). DISNAKERTRANS' efforts in handling unemployment by providing training and assistance to citizens or communities to become entrepreneurs, as the function of the service is the service has functions, namely: formulation of technical policies in the field of manpower and migration. This study uses a qualitative research method, which is based on the philosophy of postpositivism and is used to examine objects regarding phenomena analyzed with a descriptive approach. Research is conducted to determine independent variables without making comparisons or connecting one variable to another. The data collection techniques used by researchers are observation, namely researchers recording or recording activities at the research location; interviews, namely researchers recording or recording activities at the research location; key informants in this study are officials in the field of industrial relations, the field of job placement, the community, and job seekers; and documentation, namely collecting documents in the form of newspapers, magazines, or private documents. The results of research that has been conducted by researchers related to the effectiveness of the function of the Manpower and Transmigration Office in reducing unemployment in Sukabumi Regency have not been effective, as can be concluded from Duncan's measurements about organizational effectiveness, namely: goal achievement, integrity, and adaptation (Steers, 2020).

Keywords: Effectiveness, Function of the Sukabumi District Manpower and Transmigration Office (DISNAKERTRANS), Unemployment
INTRODUCTION

Residents The word effective comes from the word "effect," which means causal relationship. The English word "effective" means successful or something that is done well. The Indonesian Dictionary explains that effectiveness is the use, activeness, and compatibility in an activity between someone who carries out the task and the goals to be achieved. Effectiveness is defined as the more rational an organization is, the greater its efforts are on its activities that lead to goals. The greater the progress made towards goals, the more effective the organization. Effectiveness is seen as the ultimate goal of the organization (Steers, 2020).

Researchers can understand the effectiveness above: the more rational the organization, the greater the efforts that lead to goals, the more progress made for organizational goals, and the more effective the function of the Manpower and Transmigration Office in reducing unemployment in Sukabumi Regency. Goals are not treated as a static end state but as something that can change over time. Moreover, the achievement of certain short-term goals can provide new inputs (factors of production) for the determination of the next goal, so goals follow a cycle in organizations if we use a systems perspective (Steers, 2020).

Effectiveness is a key element of organizational activities in achieving the goals or targets that have been set. When viewed from the perspective of successful achievement of goals, effectiveness is focused on the level of achievement of organizational goals. Furthermore, in terms of timeliness, effectiveness is the achievement of various goals that have been set in a timely manner by using the relevant resources that have been allocated to carry out various activities (Kokom Komariah Resa Nurmala, 2019).

Effectiveness is an activity that has been carried out to meet the desired target for a predetermined goal (Niswaty et al., 2019). To achieve the objectives of the Effectiveness of the Function of the Manpower and Transmigration Office of Sukabumi Regency in an effort to reduce unemployment in Sukabumi Regency, it is to reduce unemployment due to layoffs, because in Sukabumi itself there are many reductions in the Manpower and Transmigration Office directing to look for work outside the region or abroad, the next effort is the socialization carried out by the Manpower and Transmigration Office of Sukabumi Regency about informing job vacancies, one of which is socialization for the placement of job vacancies abroad, the obstacle in this socialization process is not optimal because there are still many job seekers who lack interest in working abroad, it can be seen from the unemployment rate in Sukabumi Regency increasing from year to year. This has caused unemployment in the district of Sukabumi to increase (Purwanti, 2022).

Unemployment is a person who does not have a job, is looking for work, or is preparing for work. Generally, the cause of unemployment is the imbalance between population growth and employment, meaning that the number of workers is greater than the number of jobs. In one area of West Java, namely Sukabumi Regency, there are problems related to unemployment due to layoffs that have an impact on the efficiency of the global economic recession (Elan E, 2023).

The labor force is the amount of labor available in a country or region, consisting of the population aged 15 years or older who can work or are looking for work (BPS Kaltim, 2020) The labor force includes the employed labor force and the labor force that is looking for work or is unemployed. Labor Force and Economic Growth According to population growth (Hidup et al., 2021), AK growth is traditionally considered one of the positive factors that spur economic growth. A larger labor force means more production, while larger population growth means a larger domestic market.
The positive or negative impact of population growth depends on the ability of the regional economic system to absorb and productively utilize the increase in labor, this ability is influenced by the level and type of capital accumulation as well as the availability of inputs and supporting factors such as managerial and administrative skills. In simple economic growth models, the notion of labor is generally defined as homogeneous labor.” Homogeneous and unskilled labor is considered capable of moving from the traditional sector to the modern sector smoothly and in limited numbers. Under such circumstances, labor supply has high elasticity. The increased demand for labor (from the traditional sector) comes from the expansion of modern sector activities. Thus, one of the factors affecting growth is labor (Mukhtar et al., 2019).

Based on the observations of researchers since observations and interviews in the field where researchers concluded that the effectiveness of the function of the Manpower and Transmigration Office (DISNAKERTRANS) in reducing the unemployment rate in Sukabumi Regency was not effective, this was because when the Office conducted socialization, the results were that many people did not want to be directed or guided or did not come during socialization. Effectiveness is a measure that describes how far the target can be achieved. The definition of effectiveness is more output-oriented while the problem of using inputs is less of a major concern. Effectiveness is closely related to the achievement of maximum work results, in terms of achieving targets related to quality, quantity and time. If efficiency is related to effectiveness, it is related to efforts to compare inputs with the realization of use or how work is done.

The focus of the problem in this study is on the effectiveness of the manpower and migration services in reducing unemployment in Sukabumi Regency. Effectiveness actually comes from one of the criteria of management science, which develops naturally in various human life activities to achieve the goals of the Manpower and Transmigration Service in reducing unemployment in Sukabumi Regency. Says about organizational effectiveness what it says about size, namely as follows:

1. Goal achievement
   Achievement is the overall effort to achieve goals and must be viewed as a process. Therefore, in order to ensure the achievement of the final goal, phasing is needed, both in the sense of phasing the achievement of its parts and in the sense of its periodization. Goal achievement consists of several factors, namely: the period of time and the goal, which is a concrete target.

2. Integration
   Integration is a measurement of the level of an organization's ability to socialize, develop consensus, and communicate with various other organizations. Integration involves the socialization process.

3. Adaptation
   Adaptation is the organization's ability to adjust to its environment. For this reason, the benchmark for the labor procurement and filling process is used. Based on the background and the phenomenon of the problem above, the researcher's aim is to find out the effectiveness of the function of the Manpower and Transmigration Office in reducing unemployment in Sukabumi District. By seeking cooperation with employers to jointly face global economic distress and find the right solution so that companies can continue to operate so as to reduce the number of workers who are terminated. In addition to providing assistance in the form of business capital, promotion, and sales, it also routinely provides training and mentoring to residents and communities to become entrepreneurs (Duncan, 1973).
METHOD

Qualitative research methods can be interpreted as research methods based on the philosophy of postpositivism (Sugiyono, 2020), used to explain the conditions of natural objects (as opposed to experiments), where the researcher is the key instrument, data collection techniques are indikutif or qualitative, and qualitative research results emphasize meaning rather than generalization (Sugiyono, 2019).

Qualitative research methods are methods for exploring and understanding the meaning that, by a number of individuals or groups of people, is ascribed to social or humanitarian problems (Creswell, 2016). This qualitative research process involves important efforts, such as asking questions and following procedures, collecting specific data from participants, analyzing the data inductively from specific themes to general themes, and interpreting the meaning of the data. Anyone involved in this form of qualitative research must apply an inductive style of research perspective, focus on individual meaning, and interpret the complexity of a problem (Creswell, 2021).

In this study, qualitative research methods are used to understand the meaning of a phenomenon about the effectiveness of the function of the Manpower and Transmigration Office in reducing unemployment in Sukabumi Regency by asking questions to participants and collecting data that is analyzed using a descriptive approach. This descriptive research is conducted to determine independent variables without making comparisons or connecting other variables.

In measuring the effectiveness of the function of the Manpower and Transmigration Office in reducing unemployment in Sukabumi District, researchers used three dimensions put forward by (Steers, 2020) regarding organizational effectiveness, namely: Goal achievement, integrity, and adaptation.

The unit of analysis is the unit that is used as the center of attention; in this study, the unit of analysis is the Sukabumi Regency Manpower and Transmigration Office. Then, in determining informants in this study, we used the snowball sampling technique, which is a non-probability sampling technique that does not provide equal opportunities to be selected as samples.

The snowball sampling technique is a sampling technique where at first the number is small and then gets bigger. Like a rolling snowball that gradually becomes large. In determining the sample in this study, first one or two people were selected, but because these two people did not feel complete with the data provided, the researchers looked for other people to be able to complete the data provided by the previous two people (Sugiyono, 2019).

The following are informants in this study: employees of the Sukabumi Regency Manpower and Transmigration Office, laid-off employees, job seekers, and independent worker groups. Researchers used data collection techniques, according to (Creswell, 2021). The data collection methods used are observation, interviews, which researchers can do face-to-face, and documents. Data validation by triangulating data sources: according to (Sugiyono, 2019), there are source triangulation techniques, triangulation techniques, and time triangulation. The following is data analysis according to Sugiyono, (2019) data collection, data reduction, data dissemination (data presentation), and conclusion drawing or verification.
RESULTS AND DISCUSSION

Result

Effectiveness is actually derived from one of the criteria of management science, which develops naturally in various activities of human life to achieve goals. The effectiveness of the function of the Manpower and Transmigration Office in reducing unemployment in Sukabumi District Organizational Effectiveness is the ability of an organization to optimize its resources effectively and efficiently in order to achieve organizational goals. Organizations must have a long-term goal. This is the vision of the organization; this goal is not static and can be changed as the organization progresses. In addition to having short-term goals that are adjusted to the achievement of long-term goals, In measuring the effectiveness of the function of the Manpower and Transmigration Office in reducing unemployment in Sukabumi Regency, researchers used Duncan's three dimensions (Steers, 2020), namely:

1. Goal Achievement Goal achievement is the overall effort to achieve the goal and should be viewed as a process. Therefore, in order to ensure the achievement of the final goal, phasing is required, both in the sense of phasing the achievement of its parts and in the sense of its periodization. Goal achievement consists of several factors, namely: The purpose of the Vocational Training Center Program in reducing unemployment in Sukabumi District is to train job seekers to have skills in accordance with company criteria. The implementation of the job training program to overcome unemployment problems in Sukabumi District will be effective if the measures and objectives of the policy are understood by the individuals responsible for achieving the policy objectives. The clarity of the measures and objectives of the policy thus needs to be communicated appropriately with the implementers. To solve the unemployment problem, the Surabaya City Manpower Office tries to create job training programs and as many job opportunities as possible. However, after the researchers checked the field observations, it turned out that there were still many people looking for work. Proven by the table:

<table>
<thead>
<tr>
<th>Male</th>
<th>Female</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>5139</td>
<td>5214</td>
<td>10353</td>
</tr>
</tbody>
</table>

(Source: Researcher, 2023)

Based on table 1, researchers checked the results through the silent center program of the Manpower and Transmigration Office for the list of job seekers in Sukabumi Regency, which is still a lot, namely 10353 people, including 5139 men and 5214 women.

2. Integration is a measurement of the level of an organization's ability to socialize. Integration involves the socialization process. According to the results of interviews with informants of the Sukabumi District Manpower and Transmigration Office to deal with the unemployment rate by socializing one of them for the placement of job vacancies abroad, this can be proven by the picture:
Based on figure 1 above, the socialization activities of the Sukabumi District Manpower and Transmigration Office, with the theme Capturing Job Opportunities and Entrepreneurship in Japan, But the results of interviews in the socialization process are not optimal because there are still many job seekers who lack interest in working abroad. Informing the Manpower Office to the community regarding job placement is still less effective because it does not go directly to people who need work but through PT or non-profit organizations. If informed through social media, there are still many people who are constrained by quotas or do not have social media, so there are still many people waiting for job vacancies. For the Office itself, the obstacle is the limited budget for carrying out socialization.

3. Adaptation is the organization's ability to adjust to its environment. For this reason, the process of procuring and filling the workforce is used as a benchmark. For example, in introducing the community to trainings at the Vocational Training Center, it can be proven with a picture:
Based on Figure 2. above, the Manpower and Transmigration Office in Sukabumi District provides the SISNAKER Pre-Employment Card program, which is a digital program that is a platform for all types of public services and activities in the employment sector, both at the central and regional levels, to gain skills or to explore expertise in their respective fields. The obstacle is that the training at the Office is not synchronized with the training in the company because the low quality of human resources does not meet the company's criteria.

From the results described above, so that the achievement of the final goal is more assured, phasing is needed, both in the sense of phasing the achievement of its parts and in the sense of its periodization. In Efforts to Effectiveness The function of the Manpower and Transmigration Office in reducing unemployment in Sukabumi Regency has not been maximized; it can be said that it is not effective. The obstacle is that there are still many people who do not want to be directed or guided for work consultation. Integration is a measurement of the level of an organization's ability to conduct socialization. For the Office itself, the obstacle is the limited budget for carrying out socialization. Adaptation is an organization's ability to adjust to its environment. For this reason, benchmarks for the procurement and selection processes are used.

Discussion

Research that The working-age population is defined as people aged 15 years and older and tends to increase as the population in Indonesia increases. In February 2022, there were 208.54 million residents, up 3.18 million from February 2021. The quality of the workforce and productivity can be indicated by the level of education. In February 2022, the majority of people working were elementary school graduates (SD) and below, meaning they had never attended
school or had not graduated from elementary school (SD), at 39.10 percent; others were people working with diplomas I, II, and III, and people working at university at 12.60 percent. The distribution of employed people by education remains the same as in February 2021. Unemployment is defined as someone who does not have a job, is looking for a job, or is preparing for a job. A common cause of unemployment is an imbalance in population growth (Camartya & Achmad, 2022).

The Sukabumi District Manpower and Transmigration Office's preliminary observations revealed that employee performance led to termination of employment (PHK), affecting 145 employees at PT Tri Bayan Tirta Tbk (ALTO). Similarly, PT Pratama Abadi Industri (JX) terminated an efficient 3000 people; PT Garment aims to reduce the number of workers or laborers by 5000 people by December 2022. In the records of the Department of Manpower and Transmigration from APINDO (Indonesian Employers Association) data in Sukabumi District, 19,700 people have been laid off till 2022. Of the 17,000 job seekers in Sukabumi District in 2022, 4,000 were employed (Dinas Tenaga Kerja dan Transmigrasi Kabupaten Sukabumi) (Salam, 2022).

The Sukabumi District Manpower and Transmigration Office seeks to place its workforce abroad, and carry out training related to entrepreneurship which can be carried out through the Independent Worker Program (TKM) (Wijaya & Faddila, 2023), and carry out training related to entrepreneurship, to achieve this goal there are still many people who lack interest in finding work either in the country or outside the country, seen from the unemployment rate in Sukabumi district increasing from year to year (Akadun et al., 2021).

CONCLUSION

Based on the research that has been analyzed related to the problem and objectives and based on the results of research and interviews, the effectiveness of the function of the Manpower and Transmigration Office (DISNAKERTRANS) in reducing the unemployment rate in Sukabumi Regency has not been effective. It can be concluded with Duncan's measurement (Steers, 2020) as follows: 1) **Goal Achievement** Achievement is the overall effort to achieve goals and must be viewed as a process. Therefore, in order to ensure the achievement of the final goal, phasing is needed, both in the sense of phasing the achievement of its parts and in the sense of its periodization. Goal achievement consists of several factors, namely: The effectiveness of the function of the Sukabumi District Manpower and Transmigration Office in reducing unemployment (Mariono et al., 2017) in Sukabumi District is to reduce unemployment due to layoffs, because in Sukabumi itself there are many reductions in the Manpower and Transmigration Office directing people to look for work outside the region or abroad, as can be seen from the unemployment rate in Sukabumi District increasing from year to year. However, the problem is that many people do not want to be directed or guided to work consultations. 2) **Integration** is the measurement of the level of an organization's ability to socialize (Elan E, 2023), develop consensus, and communicate with various other organizations. The socialization process of the Sukabumi District Manpower and Transmigration Office regarding job vacancies, one of which is socialization for the placement of job vacancies abroad, is not optimal because there are still many job seekers who lack interest in working abroad. 3) **Adaptation** is an organization's ability to adjust to its environment. For this reason, it is used as a benchmark for the process of procuring and filling the workforce. The training provided by the Sukabumi District Manpower
and Transmigration Office and the training required by the company are not synchronized due to the low quality of human resources, so they cannot meet the criteria required by the job.

REFERENCES


