



Foreign and Indonesia Empowerment Models and Strategies in Foreign Companies in Indonesia

Daden Fikruzzaman^{a*}, Zahid Mubarak^b, Abubakar Iskandar^c, Faisyal^d

^aIslamic Broadcasting Communication Study Program College of Islamic Da'wah and Broadcasting, West Java, Indonesia

^bIbn Khaldun University Bogor West Java Indonesia

^cPublic Administration Study Program Djuanda University Bogor West Java Indonesia

^dScience Communication Study Program Bung Karno University, Jakarta

^aEmail: dafikhambarowetan@gmail.com, ^bEmail: mujahidmujahid2016@gmail.com

^cEmail: abu1958@yahoo.com, ^dEmail: faisyal.chan@gmail.com

Abstract

In accordance with the weaknesses of the community empowerment model, an alternative model is adopted through the "Process of Learning" approach which includes four dimensions, namely the structural dimension, the cognitive dimension, the moral dimension and the participatory dimension. The objectives of this study are: Describe the Model and Strategy of Manpower Empowerment, Analyze workforce assistance in foreign companies. Comparing the payroll system for foreign and Indonesian workers, revealing the discrimination of foreign and Indonesian workers. The design in this study was cross sectional, the data collected were primary and secondary data. Sampling was done by means of clusters. There were 233 respondents and the data were analyzed through content analysis. The research results show that (1) a model and strategy has been formulated in the empowerment of Asian Workers and Indonesian Workers, (2) After conducting a survey at the foreign company, foreign language training assistance materials and other materials are formulated for both Foreign Workers and Workers. Indonesian Workers, (3) After conducting the survey, it is known that the payroll system between Foreign Workers and Indonesian Workers is different and is not based on the expertise of the workforce, (4) The research results show that in particular Chinese companies do not provide opportunities for Indonesian Workers to Friday prayers and five daily prayers and other worship services.

Keywords: model; strategy; foreign workers; discrimination Indonesian workers; salary.

* Corresponding author.

I. Introduction

1.1. Background

Based on the various weaknesses and shortcomings of the community empowerment model formulated by the government, an alternative model was adopted through the "Process of Learning" approach which includes four dimensions, namely the structural dimension, the cognitive dimension, the moral dimension and the participatory dimension. Because in the context of the existence of a number of foreign companies, especially Chinese companies that develop in Indonesia, using the mode of production unilaterally, there is discrimination in the problem of the payroll system and the problem of providing jobs to foreign workers and Indonesian workers. Therefore, models and strategies for empowerment of both foreign workers and Indonesian workers are formulated so that discrimination and polarization does not occur in foreign companies. Besides that, there needs to be assistance both for foreign workers and Indonesian workers who do not have skill workers so that they both feel lucky and do not take sides with foreign workers, especially Chinese workers.

1.2. Problem Formulation

1. What is the Model and Strategy of Manpower Empowerment?
2. Is there any assistance for workers in foreign companies?
3. What is the payroll system for foreign and Indonesian workers?
4. Is there any discrimination for foreign and Indonesian workers?

1.3. Destination

1. Explain Models and Strategies for Manpower Empowerment
2. Analyze workforce assistance in foreign companies
3. Compare the payroll system for foreign and Indonesian workers
4. Disclose discrimination against foreign and Indonesian workers

2. Literature review

2.1. Definition of Manpower

Workers are people who are able to do work in order to produce goods and / or services both to meet their own needs and for the community [13], General Provisions, article 1 paragraph 2). In Law No. 13 of 2003, it is explained that one foreign worker is accompanied by 10 migrant workers, there must be a transfer of knowledge

and a transfer of jobs [13].

2.2. Industrial Sector

The role of the industrial sector in economic development in Indonesia is very important because it has advantages in accelerating development. The industrial sector can play a key role as a development engine because it has superior values compared to other sectors [7]. Furthermore, industry also has a role as the leading sector. With the existence of industrial development, it will spur and lift the development of other sectors [1]. Although the industrial sector is relatively high, it cannot be followed by the development of labor absorption. More policies are needed so that many developing industries are labor intensive [7]. Meanwhile [3] divides four forms of industrial activity, namely (1) headed by an employer, (2) trading businesses remain in contact with each other. another, (3) workers come to the factory to complete tasks under one roof, (4) manufacturing, the level of technology used is the machine [9]

3. Methodology

The design of this study was cross sectional. The research location was in the provinces of Southeast Sulawesi, Riau Islands and East Java which was conducted in September 2020. The data needed are primary and secondary obtained from the Provincial, Regency and City Manpower Offices. Data collection was done through observation interviews, documentation and FGD. The sampling technique in this study was a gradual cluster [4]. Data analysis was carried out through content analysis techniques [4].

4. Result and discussion

4.1. Models and Strategies for Manpower Empowerment

Based on the weaknesses of empowerment, alternative solutions are carried out through the "learning process" approach [5]:

Structural Dimensions, referring to the company structure and supervision of foreign companies in Indonesia by assigning positions, roles and functions to provincial, regency and city governments. There are two considerations that form the basis of the structural approach, which are as follows: First, from the aspect of coaching, it enables the supervisor, in this case the Ministry of Manpower of the Republic of Indonesia, to structurally present the Provincial Manpower Office to hold a meeting to discuss the issues of guidance and supervision of foreign companies, including foreign workers and Indonesian workers who work there. In this national level meeting, implementation instructions and technical guidelines for the guidance and supervision of foreign companies and foreign workers and Indonesian workers are given therein.

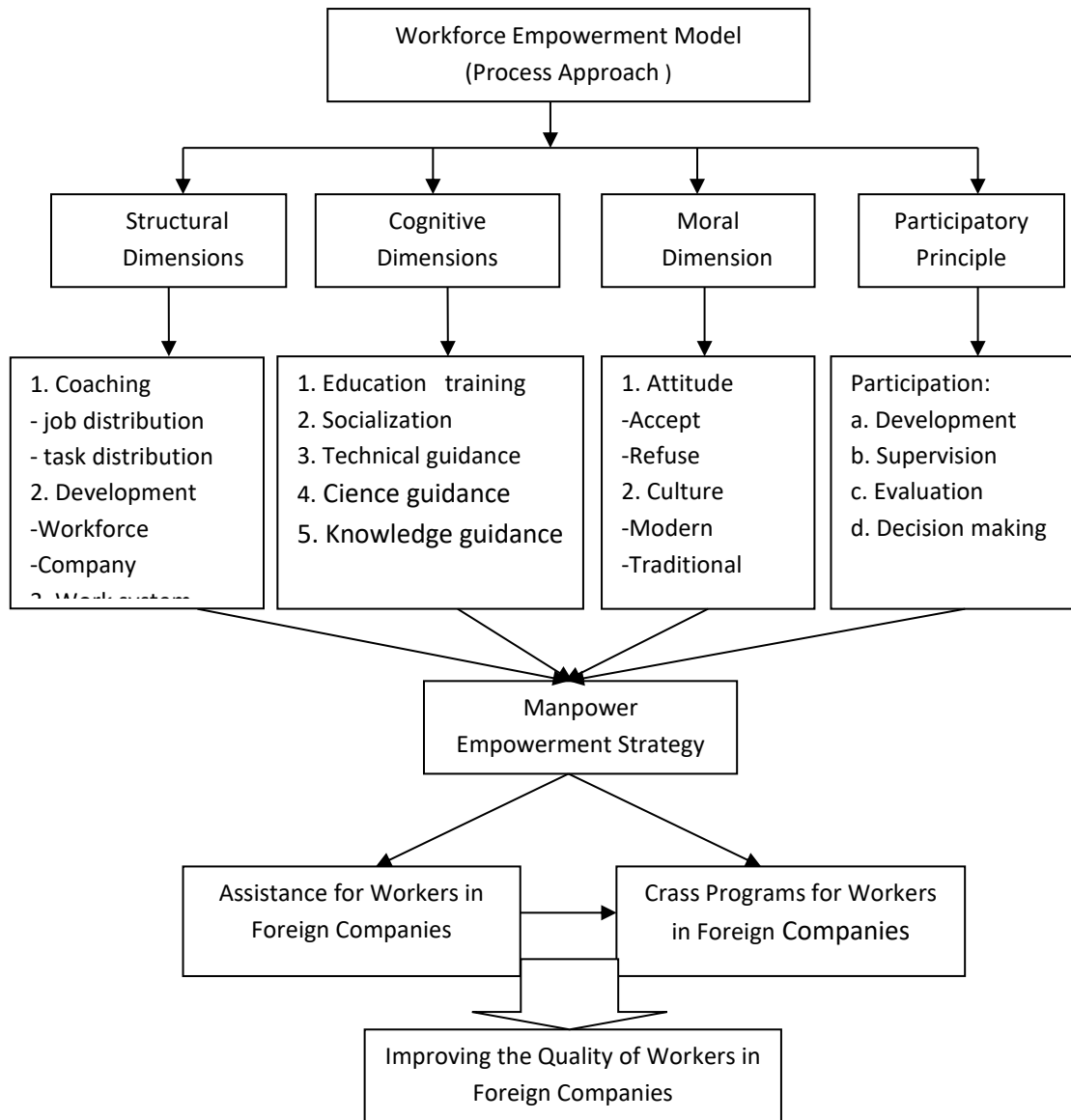


Figure 1: Oriented Empowerment Model

The Provincial Manpower Office, after a meeting at the national level, presented the District and City Manpower Offices for regional level meetings to discuss implementation guidelines and technical guidelines for development and supervision of foreign companies and foreign workers and Indonesian workers who work there. Thus, the guidance and supervision of foreign companies and foreign workers and Indonesian workers is carried out by the Regency and City Manpower Office, considering that the company is in the City and Regency area, besides facilitating fast control and budget efficiency. the company must be responsible to whom and what foreign workers and Indonesian workers do, so what needs to be considered is the company's work system and mechanism, foreign workers and Indonesian workers. Second, from the point of view of interest, this approach allows foreign companies, foreign workers and Indonesian workers to develop the ability to cooperate with the government. Foreign Workers and Indonesian Workers with these foreign companies as well as between foreign workers and Indonesian workers

Cognitive Dimensions, oriented to: (1) education and training, (2) socialization of various regulations. In order for foreign companies as well as foreign workers and Indonesian workers to continue to exist in their business, it is necessary to develop productive activities through: (a) providing education and skills training. Thus there needs to be assistance in charge of providing education and teaching in the form of mastery of foreign languages so that among them it is not difficult to disseminate knowledge. The facts show that many foreign workers do not speak Indonesian and speak English and vice versa, many Indonesian workers are not able to speak English and Chinese, making it difficult to communicate intensively in doing something in the company. (b) technical guidance is carried out, (c) science and knowledge guidance is carried out, (d) trials of the field to be worked on [12]. **Moral dimension**, oriented to the attitude and culture approach of foreign companies as well as foreign workers and Indonesian workers where they are located. This approach is intended to respond to opinions, beliefs, feelings, preferences and statements about behavior. Such an approach is then interpreted as a psychological construct. Constructing are ways of conceptualizing elements that are not easily understood by an area that is investigated by a particular science. Social scientists investigate people's beliefs and behavior in an attempt to draw conclusions about mental states and mental processes. Attitudes cannot be directly observed or measured. Its existence must be inferred from its results. Thus attitude can be defined as independent agreement that influences or rejects as a critical component of the attitude concept [6]. The agreement to accept or reject a change is very much influenced by the customs and customs prevailing in the community concerned. Those who stick to habits are seen as "traditional" and referred to as "reactionary" or "conservative / conservative". The most basic meaning of tradition is *traditum*, which is something that is transmitted from the past to the present in the form of objects or actions [8]. Talking about tradition is talking about something that has a function to maintain or maintain that is passed from one generation to the next. For example, the people of Southeast Sulawesi, who live according to unbroken traditions, and then the arrival of a new (modern) foreign company is seen as a disaster for their lives. Changes that bring together various people from various backgrounds will give birth to new cultural agreements which, of course, can be expected to enrich human life as a unified system (people). These new agreements will enable interactions and transactions between humans in a new life. A new life that is suspected of being one world but not divided will encourage cooperation based on solidarity on the basis of humanism, not confrontation which often creates latent or potential conflicts, and which will be the main focus are which elements should be seen as a solid and essential and which ones can be interpreted as immanent (and not transcendent), and because of that, it is also permissible to negotiate contextually to adapt to the demands of change [12].

Participatory Principle, oriented to a more engaging approach. local government both in guidance and supervision. In addition, this approach allows companies to conduct evaluations, even participate in making decisions in determining objectives and formulating policies for operating the company. The empowerment strategy is to develop the economy of Foreign Workers and Indonesian Workers by encouraging the regional minimum wage as an entry point that leads to expertise, volume and workload, so what needs to be considered is to maximize expertise and skills and volume. and workload even though both sit at the same type and job level. In this way, the empowerment of foreign and powerless Indonesian workers to become powerful requires a political umbrella so that the empowerment of foreign workers and Indonesian workers is carried out in the long term and is sustainable.

4.2. Mentoring and Training

ad.a. Assistance

a. Mentoring Concept

Montoring is a strategy that will determine the success of the company's programs. In the context of empowering foreign workers and Indonesian workers, the role of experts is manifested in their capacity as companions, and not as a problem driver. So, in this case the active participation of experts is needed. In empowering foreign workers and Indonesian workers, there is a process and social action. This process does not appear automatically, but instead grows and develops based on the interaction between the foreign company and the local government change agent [2]

b. Assistance Task

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

c. Mentoring Strategies in Personal Capacity Building

- Identification of the need for Capacity Building for Foreign Workers and Indonesian Workers and determining resources.
- An assessment of the need to increase the capacity of foreign workers and Indonesian workers by assessing the conditions and contextual issues that are assessed as potential and limiting the implementation of capacity building for foreign workers and Indonesian workers.
- Together with stakeholders to identify participants in the Capacity Building for Foreign Workers and Indonesian Workers? For this reason, it is necessary to consider the continuity of participating in the Capacity Building for Foreign Workers and Indonesian Workers. and confirmed by a letter of assignment to staff to participate in the Capacity Building for Foreign Workers and Indonesian Workers project until completion).
- Determine the parties that can be invited to cooperate in the technology and industry sectors. It is necessary to identify their attitudes, knowledge and skills

d. Implementation

Implementation of Capacity Building for Foreign Workers and Indonesian Workers consists of:

- Accompanying Report Making

- Accompanying the report improvement
- Assist in program planning and implementation

e. Mentoring Program Process

- Mentoring training
- Coordinate with stakeholders to explain existing programs in the company
- Together with the stakeholders, determine the location of the training and ensure the suitability of the facilities / infrastructure
- Together with the stakeholders, designing a training schedule
- Together with the Stakeholders to carry out Companion Training
- Together with the stakeholders to prepare a mentoring work plan
- Prepare reports on the implementation of training activities and financial accountability
- Implementation of Empowerment Assistance
- Inventory problems that exist in the field
- Make an inventory of ways to solve problems that have been done by the companion.
- Analyze existing problems, then look for alternative solutions to effective problems.
- Developing a Work Program for the Empowerment of Foreign Workers and Indonesian Workers

f.Reporting

- Compile and report the results of monitoring and evaluation
- The monev report preparation format contains the identity of the assistant, monitoring date, name and address.
- The content of the reporting is planning and indicators of success
- Weekly report
- Monthly report
- Annual Report

Table 1: Assistance for Foreign and Indonesian Workers

Number	Mentoring Program	Respondents' Answers		Amount
		Need	No Need	
1	Planning	225	8	233
2	Implementation	225	8	233
3	Evaluation	225	8	233
4	Reporting	225	8	233

Source: Primary Data 2020

ad.b.Crash Programs

The transformation of education with teachings that are tex book oriented, journal oriented, etc. or urban industrial in style will force changes in various dimensions of life, so no doubt skills and wisdom with local traditions characterized by rural agrarian characteristics may not will hold back the pace of change, because

change is more functional and relevant to the demands of a new life. In such a process of transformation, a new, functional and functional generation is born, which is sometimes redeemed by cultural conflicts with the segments of conflict of rules and conflict of values. The functioning of this new generation, as a result of linked-and-matched programs with a mission to the needs and demands of the production world as well as the scale of crash programs that are training-oriented aimed at exposing human minions. so that it will be ready to use and ready to use, rather than humans who are full of deterministic old legacies that will be crushed by change and then they continue to sneak into the degradation zone. Assistance movements and crass programs like this will succeed if they are carried out on the basis of commitment, consistency, discipline, umbrella law, without all the moral demands, is unlikely to succeed. This kind of movement assumes that foreign workers and Indonesian workers will work optimally and with quality so that the company concerned will also be more productive. Providing assistance and crass programs without the guarantee of a legal umbrella, the empowerment system carried out is useless Sociologically it is inevitable that in an atmosphere of development that is pragmatic and idiologic and oriented towards production interests for the welfare of the people in order to ensure constant economic growth, quality of labor Indonesian work like this is less seen as a productive human being. Departing from humans who are production centered like this, the meaning of Indonesian Workers is very limited in their capacity as only one factor of production. Indonesian workers like this then are involuntary (underdeveloped) as children who do not crave for a complete personality through learning activities through reading, writing, listening, discussion and research, but they are nothing more than humans who have an interest in the centers. business or commercial infidels. In this situation and intellectual development, Indonesian Workers will soon be subordinated and degraded. For example, becoming a laborer or a service client in Chinese companies. Quality Indonesian workers should not have to be subordinated to the Chinese bureaucratic system. Indonesian Manpower and its educational mission which is conceptualized in this way, clearly reduces the meaning of Indonesian Workers in a dehumanized quality too far. Here our Indonesian Workers are often helpless to prevent the Machiavelli-style bureaucracy (bureaucracy justifies illegal methods) such as those of a number of Chinese companies because in a bureaucratic system like this Indonesian Workers who carry out noble duties always lose and give up Indonesian Workers from the country other There are already many workers in this country, but there are also very many Indonesian Workers who experience degradation and deprofessionalization, then the role of Indonesian Workers is to instill and foster empowerment so that they can participate in life on the basis of the principles of freedom (voluntarism) and are not limited to the principle of knowledge for sale (selling knowledge) is cheap then becomes dwarfed and dimmed. Indonesian workers like this. then it is no longer interpreted as a "Brand Image" which must be freed from the various attachments that anchor and support, but dare to get out of pressure so that there is no dependence on Chinese business and commercial centers, both those with cash needs or the market or those have bureaucratic interests or the state. Humans who lead only to the possession of a diploma without being fertilized with adequate knowledge, will soon be invaded by Foreign Workers, the US, Europe, and China who are more called to be figures with creative and critical personalities, full of initiative, and full of courage. moral to come up with alternative policies. In a pragmatic and idealistic development like this, the mujtahid-type foreign workers will certainly be more fulfilling the demands of the times than the mukalid-type foreign workers. A mujtahid of Foreign Workers has great ability and empowerment, while a mukalid Indonesian Worker is one who will not be able to do anything unless mobilized obediently into controlled activities, according to the central scenario under the control of

Chinese entrepreneurs. Therefore, the curriculum as the heart of education in Indonesia is not only interpreted as a set of subjects offered in a school program, but curriculum has a broader meaning. Therefore, many experts interpret the curriculum with different emphasis points. For example, Hirts and petters emphasize the functional aspect, namely the curriculum is positioned as a sign that becomes a reference in the teaching and learning process, while Musgave emphasizes the scope of learning experiences which include experiences outside and inside school, where the activities and experiences of students are in the control of educational institutions. Education in this country gets a very high place and position, because through education people can gain knowledge, and with knowledge people can compete in any company. The dedication of an Indonesian Worker will also be empty if not accompanied by knowledge. Likewise, the high and low degree of a person in Indonesian labor, in addition to faith, is also determined by the quality of one's knowledge (wisdom). Because knowledge is very decisive, education, as a process of acquiring knowledge, becomes very important. Therefore, the process of seeking knowledge must be carried out continuously, wherever and whenever, meaning that knowledge is sought from beginning to end or from birth until you die [11].

4.3. Payroll System for Indonesian Workers and Foreign Workers

In general, the amount of salaries received by foreign workers and Indonesian workers in the 11 companies studied are very closed, not notified publicly, except for a company from Japan, namely PT Yanagi Histalaraya. But individuals who occupy a position are given a standard salary as in the table below. The reasons why companies are very secretive about notifying the actual salary of each foreign worker and Indonesian migrant workers, among others: (1) there is a concern that foreign workers and skilled Indonesian workers will leave the company and move to a new company with higher pay, (2) avoid the income tax imposed on the Foreign Workers and Indonesian Workers concerned, while their salaries are not too high.

Table 2: Sample distribution based on the payroll system

Number	Company	Payroll (Rp) /Month	
		Foreign Workers	Indonesian Workers
1	PT Yanagi Histalaraya	10.000.000	5.000.000
2	PT.DSSP Power	25.000.000	2.500.000
3	PT. Obsidian Stainless Steel	25.000.000	2.500.000
4	PT. Virtu Dragon Nikel Industri	25.000.000	2.500.000
5	Yayasan Sejahtera Spins Indonesia	10.000.000	2.500.000
6	PT. Sinar Mentari Gemilang	10.000.000	2.500.000
7	Yayasan Pendidikan Wesley	10.000.000	2.500.000
8	Yayasan Pendidikan Charis	10.000.000	2.500.000
9	PT. Excelitas Techno logies	25.000.000	2.500.000
10	PT. Kemet Electronics Indonesia	25.000.000	2.500.000
11	PT. Ciba Vision	25.000.000	2.500.000

Source: Primary Data 2020

4.4. Socio-Cultural and Religious

Treatment at the Companies In these 11 companies there are different treatments socially, culturally and religion.

Table 3: Differentiation of Treatment of Chinese-Owned and Non-Chinese-Owned Companies

Number	No China	China
1	It is not mandatory to teach Chinese	Must be taught Chinese
2	Experts have positions according to expertise	Expert as a servant of consumption
3	There is overtime pay	No overtime pay
4	There is a CSR	There is no CSR
5	Working hours are not more than 40 hours/week	Working hours more than 40 hours / week
6	Allowing prayer prayers	Do not allow worship
7	Recruited from good people	Recruited from NAPI people
8	The wages are reasonable according to expertise	The wages are not reasonable as you wish
9	The company does not destroy nature	Chinese companies are destroying the environment
10	Not a former soldier	Many Chinese ex-soldiers

Source: Primary Data 2020

In table 3 above, it is explained that the entry of foreign workers in Indonesia can be declared rational because non-Chinese companies always act consistent with the standards of Law Number.13/2003. However, Chinese companies in Indonesia, especially in Southeast Sulawesi, can be declared irrational because Chinese companies acting inconsistent with the standards of Law No.13 / 2003 but following China's interests. In the perspective of the Interest Theory, it considers that foreign workers working in Indonesia are irrational in the context of the law. This can be seen from the basic assumptions, namely: First, Chinese companies always try to do something to fulfill their interests; Second, the focus of attention is on the country or the actor who owns the company and can question whether the actions taken based on the reasons for Law No.13 / 2003, or following the will that are considered to them are good because they are beneficial and then discrimination must be made to foreign workers and Indonesian workers [14] In this theory, Chinese companies are considered behaving to fulfill their interests. When the theory of interest is used to understand Chinese companies, this theory assumes that all forms of action that come from these Chinese companies are profitable. Due to the interest of obtaining profits, according to Marx and Engels developed "Dialectical Materialism" as an approach to Foreign Workers and Indonesian Workers.

Marx and Engels divided the company into Mode of Production, and Infrastructure. The mode of production is divided into two, namely the production power held by the owner of the Chinese company, and the production relationship. Production power consists of raw materials and the production relationship refers to ownership of

production. In the infrastructure component, Marx divides two types of relations, namely the type of superordination, namely the Chinese company with its foreign workers and the type of subordination, namely the Indonesian Worker [6]. It could be that the strength of the Foreign Workers as the supervision and the Indonesian Workers as the subordination. The production power is held by superordination, forcing subordination to follow its will, which then creates a co-conflict between foreign workers and Indonesian workers. It is impressed by us that when demonstrations on discrimination against Indonesian workers show that the Conflict Theory brings up the contradiction between the entry of foreign workers and Indonesian workers, When viewed from Law Number 13 Year 2003. The contradiction between the two workers, it could be true because if the theoretical approach is raised to a more paradigmatic level, the two groups of workers actually originate from one paradigm, namely the social fact paradigm. The reason the researchers included the two groups of workers in one paradigm was because they both essentially questioned the structure of the economy. This means that from the economic aspect, there is discrimination of skill workers and unskill workers, which is seen in the payroll system between foreign workers and Indonesian workers. Still in the perspective of table 2 above, one of the Chinese companies is located in Morosi District, Konawe Regency, Southeast Sulawesi. in one location the same name, namely PT.DSSP Power, PT. Obsidian Stainless Steel and PT. Virtu Dragon Nickel Industri, the tricky thing is that these three companies are in the same location but have one name board, namely using the name PT. DSSP Power. This kind of strategy actually avoids large taxes, but the trickery was exposed where PT. Virtu Dragon Nickel Industri discriminates sharply, even religious people are not seen as human beings with socio-cultural and religious backgrounds. Treatment of PT. Virtu Dragon Nickel Industri, which has 38 employees consisting of 8 Indonesian Workers and 30 Foreign Workers The eight Indonesian workers are treated in a discriminatory manner as follows: 1. Indonesian workers are required to master the Chinese language; 2. Indonesian workers with a Bachelor of Mechanical Engineering education are placed as servants for the consumption of Chinese Foreign Workers; 3. Indonesian workers who work outside formal working hours do not have overtime pay; 4. There is no CSR in the company. 5. The working hours of Indonesian workers exceed 40 hours per week; 6. Indonesian workers who are Muslim and Christian are not allowed to carry out Friday prayers etc. This proves that Chinese companies comply with Law No. 13 of 2003 where the presence of one foreign worker needs to be accompanied by 10 Indonesian Workers, in fact this is the opposite. Foreign Workers should be accompanied by 300 Indonesian Workers. So the law does not apply to these Chinese companies

5. Conclusion

Based on the results of the research obtained, it can be concluded that (1) models and strategies have been formulated in the empowerment of Asian Workers and Indonesian Workers in Foreign Companies, (2) After conducting a survey at these foreign companies, mentoring materials are formulated both for foreign language training materials and other materials regarding Foreign Workers and Indonesian Workers in foreign companies, (3) After a survey it is known that the payroll system between Foreign Workers and Indonesian Workers is different and is not based on the expertise of the workforce, (4) The results of the study show that in Chinese companies in particular do not provide opportunities for Indonesian Workers for Friday prayers or the five daily prayers and other worship services.

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