

The Role of the Manpower Office in Empowerment People in Medan City

Emi Wakhyuni¹, Siti Nurhayati²

¹Management Study Program,

²Law Study Program,

Social Science Faculty, Universitas Pembangunan Panca Budi, Medan, Indonesia

Corresponding Author: Siti Nurhayati

DOI: <https://doi.org/10.52403/ijrr.20230443>

ABSTRACT

The functions and duties of the Manpower Office have objectives for implementation, namely: planning and implementing integrated employment, employment opportunities and community income and carrying out programmatic coaching between companies and workers. The existence of the Manpower Office provides training opportunities and improving the quality of labor for the community, expanding employment and placement of labor for the community is important to get a job. To overcome the abilities and skills (skills), the Manpower Office establishes a skills training program for the community to improve the ability of its human resources. Each empowerment program creates opportunities, encourages the development of skills and resources that make people more accountable in the tasks assigned to the community. Community empowerment aims at creating competitiveness that is determined by ability. As a supporter of activities, community institutions and organizations provide opportunities for empowerment activities by obtaining and utilizing community rights. However, limited access, lack of knowledge and conditions and conditions of the community are less supportive. Making people unable to compete with skills that can adjust to the needs of the job market or become independent business actors who benefit themselves and their environment.

Keywords: *role, community empowerment, training.*

INTRODUCTION

The existence of the Manpower Office provides training opportunities and improving the quality of labor for the community, expanding employment and placement of labor for the community is important to get a job. With the large population of Medan City that is increasing, it makes a problem for job seekers who find it difficult to find work. Along with the increasing number of people cannot be absorbed because they do not have skills (skills). This causes problems arising from the community due to the lack of opportunities to get a job. Between the availability of labor and training is not balanced. This situation is determined by the level of expertise of the workforce in Medan City is still relatively low in meeting the needs of the existing workforce. Employment is an aspect that occurs among the community through two dimensions (Center for Manpower Planning, 2012), namely; First, the economic dimension as something done in work related to meeting human needs or society. Second, the social dimension of individuals and groups in working in accordance with the ability in a field of work they do. To improve this aspect of dimension, society must have supporting abilities and skills in life.

To overcome the abilities and skills (skills), the Manpower Office establishes a skills training program for the community to improve the ability of its human resources.

Compiling and determining manpower planning is the basis of the implementation carried out by the Medan City government in developing the quality of human resources in accordance with the ability in the field of work owned by the community. Continuous employment that leads to the needs of the community in the field of training and coaching for the community.

Empowerment activities in employment that lead to community needs that must be met and carried out by the Medan City Manpower Office, such as; community empowerment activities that usually take place in a group, social unit or community organization, for example; Training institutions (training programs) are provided and adapted to what the community needs. There is training based on community demand and prioritized training that is more in demand by the community and tailored to the needs of the people of Medan City.

Empowerment is defined as improvement, ability, energy and power possessed to be trained. Because empowerment forms a more focused society lies in its social. Empowerment that leads to communities, communities and organizations that have a goal to build independence in the community. In an effort to empower the community starting from the creation of conditions and atmosphere in the ability of the community to develop. Empowerment that is directed at providing resources, opportunities, knowledge and skills to be empowered. Because not all people can meet their needs due to limited resources and do not get other resources. Because proper empowerment makes awareness of one's potential and can utilize everything that can be managed from human abilities well.

Community empowerment is an encouragement carried out by the community to be able to hone what abilities they have and provide opportunities for the community to be able to compete with their abilities. Each empowerment program creates opportunities, encourages the development of skills and resources that

make people more accountable in the tasks assigned to the community. Community empowerment aims at creating competitiveness that is determined by ability.

In developing community capabilities, the Manpower Office conducts community empowerment activities by providing activities in the form of skills training programs. As an encouragement so that the community can hone their abilities and abilities that can meet their needs as an independent business opportunity. Because of this, the Manpower Office provides opportunities tailored to the required job market. The training provided is competency-based training, such as; Fashion Training, Beauty and Computer and Network Engineering Training. This training trains people to be able to develop the abilities of people who previously had skills and did not have skills can attend training to retrain their skills.

Training is something that must develop again in every ability of society and show that society is able to compete in the world of work and encourage people to think more forward for a better life. Because training is a form of activity carried out by the community to recognize their potential and can be effective to always try to improve their quality competently and professionally.

LITERATURE REVIEW

Employment

According to Sastrohadiwiryo, the nature of employment is the workforce involved in the job search process or prospective workers who have expertise in an activity to empower and utilize the workforce optimally. Employment is also an opportunity and the provision of manpower in accordance with the company needed. Because Employment guarantees welfare for workers and their families. The employment information includes. (Sandjung M. Manulang, 2018): a. Population and Labor (Employees, Employees, Laborers), b. Job training

(quality planning, productivity process, quality quality, human resources, health and safety, supporting job growth), c. Work productivity, d. Employment opportunities, e. Labor wage system, f. Coaching and training.

Community Empowerment

a. Community Empowerment

Empowerment and community are two different words that have different meanings as well, and are explained in each word, namely; 1) Empowerment. According to Priono and Pranaka, Empowerment is a planned and systematic process that is carried out continuously both for individuals and collectives to develop the potential of existing abilities in themselves so that they are able to carry out social transformation in the community (Sri Maryanti, 2017).

Another opinion explains that empowerment is the process of empowering from a weak state to a better state in awakening abilities by motivating, encouraging public awareness on the potential to develop potential into concrete action. Strengthening and empowerment to the community. As a form of providing opportunities for the community to develop with expertise and insight into community knowledge. Being involved has an influence on the community and the life of the community itself.

So, empowerment is a process of activities that are beneficial for the community to be empowered and compete with the strengthening of knowledge, abilities by building potential in the community. An empowered society that supports and creates the existence of society in factors that influence other societies. Activities that lead to social change in society, so that society can solve a problem.

Empowerment helps the community to be able to understand the abilities they have that are tailored to their needs. To

be able to redevelop the ability of himself and his environment through the Manpower Office. Empowerment in the author's research as a supportive activity to hone skills and build community self-reliance to meet the needs of the community more independently. 2). Society. Society as individuals who live in a region, are independent and have a culture socially and gather in certain circumstances. Another opinion explains, that society as a collection of human groups that have lived and worked together long enough that they can organize themselves and consider themselves as a social unit with clearly formulated boundaries. (Abdullah AS, 2017)

b. Principles of Community Empowerment

The principles on empowerment as an improvement in community welfare, as follows:

a. Equality, in community empowerment, equality is a condition of difference and human diversity still has the same position in every human being. Equality as a form of human beings as God's creatures who have the same position. Because equality provides an equal position of a person in empowerment, both between society and institutions and the position of women and men.

b. Participative, Participatory principles are principles that encourage people to express opinions in decision-making processes related to the interests of society. In practitioner activities that involve the community in empowerment activities that provide opportunities for the community to have the power to change in each of their lives. While with its ability and potential as an encouragement for the community to be able to participate and be involved in community activities or other social activities.

c. Independence, Principles carried out as independence activities for the community as learning in the process of

empowerment activities to get material support, technical assistance as planned and directed assistance to the activities carried out. So that the community is able to organize their abilities independently in every problem solving faced.

- d. Sustainable, In the empowerment program, it is necessary to design actions for a sustainable process in empowerment activities, because community empowerment is part of efforts to build a structured social, economic and political order in a sustainable manner. In this principle, sustainability can grow and develop in various challenges or build a purposeful organizational and business structure

- c. **Community Empowerment Objectives**

Planning must have a planned goal so that empowerment activities can be carried out according to the right goals. Empowerment as a matter of improving human resource development and natural management owned.

Empowerment leads to the circumstances or results to be achieved in a social change that occurs and empowered (strength) for the community in preparing themselves to face the challenges of the times. The community can minimize and eliminate the gap between rural and urban areas, in order to realize community welfare.

- d. **Community Empowerment in Skills Training**

In empowerment, the community provides changes that are made so that the community can be empowered in terms of training. Because training is a form of encouragement for the community to get extensive opportunities in determining their own direction of life in accordance with themselves, their communities and their environment. Activities that involve the community to be directed at empowering human resources, creating business opportunities

according to community needs and community participation in social activities that are directly related to the community to be able to participate in it.

Problems faced by society regarding opportunities to get jobs for job seekers. This is what makes the Manpower Office to prioritize the situation of the people of Medan City by empowering the community through skills training in honing the potential and abilities of the community. The community is able to become a professional workforce in accordance with their abilities. Through this training, the community better understands itself towards training that is in accordance with the abilities and needs of the community, both to become a workforce, and a creator of independent business opportunities.

METHOD

Types of Research

With this qualitative research, the author more systematically understands the events that occur in accordance with the field data obtained, to obtain more reality data in accordance with facts and field data, against natural objects obtained as data in research. The author obtained data at the Manpower Office related to community empowerment activities carried out in the field of training. Research on data in accordance with the truth and facts provided by the Manpower Office to the author to provide a description of a problem that occurs in society that currently often occurs and the problem still continues to occur every year.

With this research, the author can adjust data and field data in accordance with the results of data on the process of activities at the Medan City Manpower Office. So that the collection of data obtained is more relevant and more effective results.

Data Sources

The study used two sources from different data, namely (Saifuddin Azwan, 2018);

- a. Primary Data as data obtained directly from research subjects with auxiliary

descriptions, such as; Interview guidelines are asked to research subjects in several questions that are appropriate to the ongoing research. The data was obtained from the explanation given by Mrs. Artha as the section of the institution and instructor related to the training conducted by the Medan City Manpower Office. Training participants range from 20 people at each time conducting training and training tailored to the needs of the community.

- b. Secondary Data as data obtained from other data, or data that is not directly obtained through directly involved subjects, such as; Results of documents, reports and documentation available.

Data obtained from the results of reports and explanations of the community or alumni are not involved in the ongoing training or outside empowerment activities in the field of training.

Data Collection Techniques

The data is obtained directly and collects data so that the author can understand the data obtained using techniques that are in accordance with the author's actions, namely: qualitative. With techniques carried out in a structured manner in research researched by the author at the Manpower Office in empowering in the field of training, namely (Fattah Hanurawan, 2006):

- c. Interview

In qualitative research with interview techniques as something that must be done to ask questions about community empowerment activities carried out by the Medan City Manpower Office through the training activities provided. In the interview question process so that the planned questions can be fully covered and the data generated is in accordance with the data of the Medan City Manpower Office.

- d. Observation

The observation made by the author is based on making observations and observing the place to be studied. So that later data will be obtained from

direct observations, such as: the state of the training site, the equipment used and the materials needed in accordance with the data in the field. The Manpower Office makes empowerment activities in training programs for the community to be able to improve a better standard of living. Observations made in several places, such as; offices of the Manpower Office and Job

Training Institute.

- e. Documentation

Documentation activities related to personal data, photographs of training activities and skills results from the community. In this research, the resulting images are in the form of photos and empowerment activities, namely; training activities. Starting from the initial process of the community following activities, the process of activities and the results of activities carried out by the community. Activities that produce something valuable in the form of goods, the results of skills and knowledge that increase insight for the community about training in each field that the trainees participate in.

Data Analysis Techniques

Analysis techniques are used by observing and searching for data from the analysis carried out which obtains the results of interview data and findings to be analyzed again. Analysis of findings in the form of events and facts in generalizations that are general and qualitative types of research. Data analysis in the process of compiling data at the qualitative data analysis stage, namely (Saifuddin Azwan, 2018):

1. Data Reduction

Data reduction is the process of simplifying, centralizing, abstracting and transforming data obtained on data and written results records and takes place as long as the author researches directly in the field directly.

2. Display Data

Display data is a process of grouping data in a patterned, systematic and

formed manner so as to produce data obtained at the next stage, namely; Data verification.

3. Data verification

The data stage that has been grouped and patterned from the results of data display, followed by analysis with the process of drawing a conclusion that is reviewed on the results record that occurs in the field in the form of informants and information on field notes. From several questions and explanations obtained from informants, such as; Employees and the community involved in existing activities, to ensure the results of collection by processing data through stages.

RESULTS AND DISCUSSION

Role Model of Skills Training conducted by the Medan City Manpower Office

The role model given in training is a process of teaching learning and providing practice training activities directly from someone who has expertise. Instructor who becomes a role model as someone who provides material in delivering learning in the practical process of training activities carried out, who is responsible for the training activities provided. (Artha Manik, 2021).

Training is a supporter of change for society so that people are more skilled, have the potential that characterizes the abilities that exist in a person. In the training conducted by the Manpower Office, it provides learning in the form of 30% theory and 70% practice of activities carried out by professional experts in the field of training they do. (Artha Manik, 2021)

Implementation of Training Programs in Community Empowerment

The implementation of training activities carried out by the Manpower Office has various programs that support the job-seeking community or people who have careers with their own businesses

independently. The implementation of training activities is also adjusted to the provisions of the budget requirements for the activities of the Medan City Manpower Office Number: 2.01.01.15.08.52 of 2021 concerning the Labor Quality and Productivity Improvement Program (Manpower Office, 2019)

a. Time and place

Training activities provided by the Manpower Office are based on the provisions determined and prepared in the planning of the implementation of the field of training to be implemented. That is, the training time is carried out for \pm one month and is carried out from Monday to Saturday within one day for 8 hours of learning. The place of implementation is carried out in various skill training institutions in collaboration with the Medan City Manpower Office.

b. Materials

The subject matter provided by the instructor / teacher, namely; theory and technology consisting of job ethics, sanitary hygiene, guidance on work business management, and work ethic leadership.

c. Instructor/Teacher

The instructors / lecturers who provide learning come from professional and qualified personnel from each LPK or university as cooperation partners with the Manpower Office.

d. Participants

Participants who participated in the training as many as 20 people were participants who had registered at the Medan City Manpower Office. Those from various circles of Medan City with a minimum education classification of junior high school by attaching a photocopy of the last diploma, a photocopy of the Medan City domicile ID card and a photo pass. The implementation recruitment process is carried out by administrative assessment to each prospective participant to find out the talents, interests and sincerity of

prospective participants who will attend training and follow the regulations provided by the training field in accordance with the provisions and conditions of the Manpower Office.

e. Funds

The financing spent for the training carried out is charged to the DPA of the PKPTK program of the Medan City Manpower Office.

Inhibiting Factors and Efforts to Solve Problems Faced by the Medan City Manpower Office in the Training Program

In this case, it is explained that there are several things that often occur in training activities at the Medan City Manpower Office. Like; there are inhibiting factors that occur and efforts made by the Manpower Office in solving problems faced in the training program, as follows:

- a. The inhibiting factors in the training program, namely:
 - 1) The financial assistance provided is not sufficient from the Medan City government, because the capacity of participants continues to grow every year and must be adjusted to the needs and number of participants determined
 - 2) Terms and rules in such a short learning time.
- b. Efforts to solve Training Program Problems, namely;
 - 1) The government is wiser in determining the number of participants and training program needs in accordance with the budget with the number of participants determined by the provisions in the field of training. So that participants who take part in the training can still follow and can be channeled their abilities to the national, provincial and better training, to the ASEAN level.
 - 2) Placement of participants with LPK with an adjusted home distance, so that the learning process is not disrupted due to delays in participants can disturb other participants. So that the time given

becomes more and the participants are longer in the process of training activities. (Ester Sianturi, 2021)

CONCLUSION

The conclusions that the author got from the activities studied in this study are:

The role of the Manpower Office in community empowerment in Medan City is an empowerment activity provided by the Manpower Office in the form of training to the community to gain skills and abilities. The role referred to in community empowerment as a role that can meet the needs of the community, the role of the Manpower Office is to form a planned activity to empower people who do not have jobs and people who want to build independence in themselves. And this empowerment activity can provide benefits to the community and to find out the potential of the community in the activities carried out in the field of training.

Training is an important thing that needs to be formed since childhood or abilities that are often trained, because training as a plan to improve the quality that exists in oneself. Because when trying the world of work, people must have quality and job skills for prospective workers. This makes many companies conduct job training / training before making prospective workers as employees or permanent employees of their company. In order to find out the quality and ability of participants in the fields needed by the company or agency.

The existence of the Manpower Office is an opportunity that can be used for the community so that when the community of job seekers or prospective workers, already has the training provisions they previously had in the training activities they participated in the Medan City Manpower Office. Training also makes communities more self-reliant.

SUGGESTION

suggestions to the Manpower Office to be more focused on the author's objectives in the field of training, namely:

In order to be expected to pay more depth attention to the unemployment rate that exists in Medan City today, making people who do not have jobs but have competent abilities and expertise. So that the Manpower Office further improves the quality and expertise of training participants and job seekers. Hopefully the training program carried out by the Manpower Office will continue to run in accordance with the planning and budget provided by the government.

Declaration by Authors

Acknowledgement: None

Source of Funding: None

Conflict of Interest: The authors declare no conflict of interest.

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How to cite this article: Emi Wakhyuni, Siti Nurhayati. The role of the manpower office in empowerment people in Medan City. *International Journal of Research and Review*. 2023; 10(4): 350-357.
DOI: <https://doi.org/10.52403/ijrr.20230443>
