

Collaborative Governance in Overcoming Unemployment in Tangerang Regency

Nunung Andini¹, Juliannes Cadith², Ima Maisaroh³

^{1,2,3} Universitas Sultan Ageng Tirtayasa

ARTICLE INFO

Keywords:

Unemployment;
Job Training Program;
FKLPID.

ABSTRACT

The problem of unemployment is a big and serious problem in Indonesia, including in Tangerang Regency. Unemployment occurs because the number of job seekers is greater than the number of jobs. However, in reality, Tangerang Regency actually has the most employment opportunities or industry, as well as the unemployment rate, resulting in an imbalance of resources. Presidential Decree No. 4 of 1980 regarding the obligation to report job vacancies is still not implemented properly, so the Tangerang Regency Manpower Office implements Regional Regulation No. 12 of 2016 concerning employment which is obliged to organize job training and FKLPID forums in its collaboration. In this case, it was found that there was no community involvement in the forum and there was a lack of participation by industrial companies in the job training program so that a sense of dependency in collaboration had not been formed. Republic of Indonesia Banten Representative in Handling Maladministration Reports. The method used in this research is qualitative with a purposive informant selection technique. The theory used is the Ansell and Gash collaboration model, namely: initial conditions, institutional design, passive leadership, and collaboration processes. Data collection techniques include observation, interviews and documentation. Data validity testing uses triangulation and member check. The results of this research are that collaboration in overcoming unemployment in job training programs is not optimal, this can be seen from the lack of company participation, trainer resources, and community involvement in forums.

Email :

6661190019@untirta.ac.id

Copyright © 2023 Jurnal Ju- SoSAK. All rights reserved is Licensed under a [Creative Commons Attribution- NonCommercial 4.0 International License \(CC BY-NC 4.0\)](https://creativecommons.org/licenses/by-nc/4.0/)

INTRODUCTION

The problem of unemployment is one of the big problems and occurs because the number of labor force or job seekers is more than the available employment. Unemployment is a term for people who do not have a job, are looking for work, work less than two days a week, or someone who is trying to get a decent job. Tangerang Regency ranks fifth highest unemployment rate in Banten Province in 2021 and is a regency/city that has very significant changes compared to others in Banten Province. Tangerang Regency is known as a regency with many industrial companies in Banten Province reaching more than 1000 medium and large industrial companies that should be able to control unemployment by employing human resources in Tangerang Regency as workers or employees in existing companies. Based on article 20 of the Regional Regulation of Tangerang Regency No. 12 of 2016 concerning the implementation of manpower, local governments are obliged to organize competency-based job training at the Job Training Center and community-based training. One of the causes of unemployment in Tangerang Regency is that there are still many companies that do not know or still violate the policy of

Presidential Decree No. 4 of 1980 concerning mandatory reporting of job vacancies or recruitment and job placement which results in imbalances in existing data and resources. In addition, there is also a lack of socialization to the community and industrial companies related to job training, resulting in a lack of participation of industrial companies in the program. In the Job Training Center (BLK) program, BLK graduates can get certification and expertise and can also take part in job training programs with companies. The Manpower Office of Tangerang Regency established a communication forum to establish relationships so as to facilitate supervisory activities related to job vacancies and job placements determined by a joint decision called the Regional Industrial Training Institute Communication Forum (FKLPID) of Tangerang Regency which was established on September 7, 2021. With the establishment of the forum, it is expected to minimize problems related to mandatory reporting of job vacancies and placement of workers through a job training program. The Job Training Center as a facilitator directly between participants and companies and community service where the results of the research are used as correction material and solutions in labor problems, especially in overcoming unemployment in Tangerang Regency. The collaboration between the government and HRD companies is considered to complement each other's lack of knowledge in formulating targeted public policies. In the problems described, there are also research objectives, namely to find out *Collaborative Governance* in overcoming unemployment in Tangerang Regency and to form an appropriate collaboration model in overcoming unemployment in Tangerang Regency.

METHOD

In this study using qualitative methods. Qualitative descriptive research is data obtained and collected from informants both oral and verbatim collected and presented in the form of sentences. *Collaborative Governance in unemployment reduction in Tangerang Regency Encouraging better Collaborative governance practices in tackling unemployment in Tangerang Regency*. This research is a field research where researchers go into the field by making direct observations by conducting interviews with resource persons. Descriptive qualitative is often called narulistic research because the research is carried out in natural conditions and only explains or describes *collaborative governance* in overcoming unemployment in Tangerang Regency. Qualitative research methods were used in this study because researchers only describe or explain about *Collaborative Governance* in unemployment reduction in Tangerang Regency.

In order for the research process to be more structured and more systematic, the scope of research is focused based on the background of the problems that have been described by the data, the author limits and determines the focus of research from the point of view of *Collaborative Governance* in the Job Training Program in overcoming unemployment in Tangerang Regency. To find out this, the author conducted a study by looking at the *Collaborative Governance* of the implementation of the Job Training Program in overcoming unemployment in Tangerang Regency. Collaboration measurement is important because it involves the goals to be achieved so that the measurement can compare the actual event with the predetermined goals. The data collection techniques used are observation, interviews and documentation with data validity tests used, namely member check and triangulation. The analytical techniques used in this study are analytical techniques which include data collection, data condensation, data presentation and conclusion drawing / verification. (Miles, dkk 2014).

RESULTS AND DISCUSSION

In this study, researchers used the collaboration theory of the Ansell and Gash model (in Islamy, La Ode S, 2018: 12). The reason researchers use the model is because the aspects that exist in the theory are in accordance with the problems that researchers found when making initial observations. Ansell and Gash states that there are 4 variables that can be used in collaboration.

Initial Conditions

The initial conditions in an organization determine the basis of the level of trust, conflict and social capital can be both opportunities and challenges in collaboration. From some literature reveals many collaboration processes that fail due to differences in views between stakeholders and stakeholders. There are three problems that usually occur in the initial conditions of collaboration, namely the imbalance of resources owned by each stakeholder, intensive collaboration, and history or conflicts in the past.

Collaborative Governance in the initial condition indicator related to resources and knowledge between stakeholders found that there are still companies that do not know Presidential Decree No. 04 of 1980 concerning mandatory reporting of job vacancies so that the implementation has not been carried out properly by one of the collaboration actors, namely companies involved in the FKLPID forum of Tangerang Regency. *Collaborative Governance* in the communication forum found that there are still forum members (companies) who are less enthusiastic in contributing to forum activities so it is justified that there is still a lack of dependency between collaboration actors. The obstacles experienced can have a bad impact on the forum because minimal openness can damage a communication in the forum so as to make understanding between one member and another member a *misscom* or communication error. *Collaborative Governance* in the implementation of government programs with the aim of developing human resources (local), namely job training programs that begin with notification or dissemination of information through social media accounts of the Tangerang Regency Manpower Office and the official website of the Job Training Center then a selection of participants is accepted. In the admission selection, there are certain qualifications to pass and be verified as ready-made workers to go directly into the world of work.

Institutional Design

In the collaboration model of Ansell and Gash (2007: 556) institutional design pays attention to the participation of institutional collaboration forums, basic rules that support collaboration, and transparent collaboration implementation processes. The first point in the institutional design indicator is participation, the second point in the institutional design indicator is the existence of a forum that can be used as a forum for communication and discussion related to problems that occur in collaboration, the third point that needs to be considered is the existence of rules underlying a forum formed to ensure labor stakeholders continue to behave in the established labor policy coordinator.

In the institutional design indicator, the participation of all collaboration actors is justified by all collaboration parties, namely the government, private sector and society, but there is still a lack of enthusiasm from the private sector to participate in forum and collaboration activities. In addition, the availability of a forum as a forum for communication is justified by all parties and the

forum is a forum for communication between actors in collaboration to discuss or negotiate company and labor issues. Furthermore, the rules underlying the implementation of the forum and job training program are Presidential Decree No. 4 of 1980 and Regional Regulation No. 12 of 2016. In addition, there is also transparency of programs and budgets in the implementation of forums and job training programs justified by all stakeholders involved. *Collaborative Governance* in institutional design indicators has not been implemented properly. Based on the explanation above, it can be seen that the increase in company participation in job training programs but the lack of company contribution in program or forum activities so that the implementation of the program cannot be implemented properly. Here's the company's 2023 data:

Table 1. Company 2023 Data

No	Company Name	No	Company Name	No	Company Name
1	PT. Prima Makmur Rotokindo	22	PT.Adilmart	43	PT.Golden Coral Corporindo
2	PT. Danindo Tape Packaging Industry	23	PT.Ega Telekindo Prima	44	PT.Yasunli Abadi Utama Plastik
3	PT. Sejin Global Indonesia	24	PT.Plastic Injection Indonesia	45	PT.Torabika Eka Semesta
4	PT.Adis Dimension Footwear	25	PT.Haloni Jane	46	PT.Moving Tech
5	PT.Damai Abadi	26	PT.Intiplastik Aneka Karet	47	PT.Palu Mas Sejati
6	PT.Seyang Indonesia	27	PT.Angsa Daya	48	PT.Molex Ayus
7	PT.Cikupa Megah Kencana	28	PT. Shin Won Hitech	49	PT. Sakata Inx Indonesia
8	PT.Chosen Mitra Abadi	29	PT.Pratapa Nirmala	50	Supermall Karawaci&Apartemen U Residence
9	PT. Busana Remaja Agracipta	30	PT.KMK	51	PT.Union Yashindo
10	PT.Inwoo S&B Indonesia	31	PT.New Hope	52	PT.Polyta Global Mandiri
11	PT.H&K Mmp Manufacturing Indonesia	32	PT.Serpong Cipta Kreasi	53	PT.Bital Asia
12	PT.Catur Panca Mandiri	33	PT.Shyang Fung Tian	54	PT.Aggiomultimex
13	PT.Tritunggal Multichemicals	34	PT.Elite	55	PT.Bitung jaya Inti Cemerlang
14	PT.Sanken	35	PT. Bentala Institute	56	PT.Verra Inter Pangan
15	PT.Galfindo Intiselaras	36	CV.Dwi Mitra Bersama	57	PT.Green Source Indonesia
16	PT.Consolidated Survey Indonesia	37	PT.Cheong Woon Indonesia	58	PT.Agung Poly Nugraha
17	CV.Kagawa Injection Plastindo	38	PT.Torabika Eka Semesta	59	PT. Indonesia Harapan Harmonis

18	PT.Elang Virtual Perkasa (Elvira)	39	PT.Sunwood Timber Industries	60	PT.Mayora
19	PT.Autochem Industry	40	PT.Sukses Plastindo	61	PT.Mas Ganda
20	PTItu Airconco	41	PT.Gema Graha Sarana	62	PT.Dasheng
21	PT.Dinamika Jaya Bumi Persada	42	PT.Summa Artha Perkasa		

Sumber: Peneliti, 2023

Facilitative Leadership

Facilitative leadership plays an important role in embracing, empowering, and engaging stakeholders and then mobilizing to move forward and succeed in collaboration. (Ansell and Gash, 2007:554). There is an important role of leadership in collaboration, namely as a mediator of collaboration, in this case regional leaders as mediators of collaboration between the government and companies. In this case, the leader as a mediator of collaboration in employment was explained by the informant that there was a slight suboptimal at the time of the change of service head because not only job training needed to be moved at the time of the change of position, but it did not take long to run optimally and better than before. Based on the results of the interview above, researchers can conclude that in the facilitative leadership indicator as a mediator of collaboration related to job training programs that previous leaders have not succeeded in optimizing these programs and forums, because the initial presence of programs and forums is at the beginning of the end of their positions. Likewise, the leader or head of the replacement service has not succeeded in optimizing directly and is still in the design period so it has not been implemented properly.

Collaborative Governance in overcoming unemployment in facilitative leadership indicators is considered not well implemented because the head of the service as a mediator of collaboration related to the previous job training program has not succeeded in optimizing the program and forum, because the initial presence of the program and forum is at the beginning of the end of his position. Likewise, the leader or head of the replacement service has not succeeded in optimizing directly and is still in the design period so it has not been implemented properly. Then, in the communication forum, it is indicated that there is no actor who directs the forum so that the forum in decision making is run independently.

Collaboration Process

Things that need to be considered in the collaboration process are starting with face-to-face dialogue or regular meetings, building trust between stakeholders to support collaboration, building commitment to collaborate, sharing understanding of joint decisions and temporary results that have been achieved. The results achieved at the FKLPIID forum and job training program were confirmed by all informants that the results were achieved well in accordance with what was expected by each actor before. Referring to the overall statement on the indicators of the collaboration process, it begins with face-to-face dialogue which is carried out regularly but is still not optimal and less routine in its implementation. Building trust and commitment in collaboration is considered appropriate for the statements of all informants so that it can succeed the job training program and communication forum of regional industrial training institutions, then

having an understanding between stakeholders is considered appropriate and the interim results achieved are good in their achievements.

Collaborative Governance in the collaboration process has not been carried out properly. Based on the previous explanation that regular meetings were scheduled 4 times but only 2 meetings were held, then in the communication forum did not have legality (black on white) and forum members or collaboration actors did not have membership cards.

CONCLUSION

Based on field findings and research results obtained by researchers on *Collaborative Governance* in tackling unemployment in Tangerang Regency, researchers said that *Collaborative Governance* carried out by stakeholders in reducing unemployment in Tangerang Regency was still not optimal. First, the unemployment rate in Tangerang Regency has increased rapidly in 2021 towards 2022 where unemployment comes from termination of employment and school graduates who lack skills and skills, indicating that the collaboration that occurs in the form of job training programs has not been optimal to overcome unemployment in Tangerang Regency. Second, in the initial condition indicators, the resources and knowledge possessed by collaboration actors are still not optimal regarding the implementation of Presidential Decree Number 4 of 1980 concerning mandatory reporting of job vacancies where there are still companies that in the communication forum do not or do not know and report job vacancies to the Tangerang Regency Manpower Office. Then there are still companies that have not participated in the job training program, so the program has not been able to run well due to the lack of manpower capacity. Furthermore, the capacity of training participants is still minimal, it can be seen from the human resources of trainers in job training programs, causing many people or participants to be eliminated in the recruitment process. Third, in institutional design indicators, there is an increase in company participation in job training programs but still minimal contribution in forum activities, and in job training programs related to budget transparency is still private or confidential so that it cannot be published to anyone, then in communication forums only consist of companies and governments. Meanwhile, the community is only a recipient of information without being involved in the planning of unemployment reduction and decision making. Fourth, in the facilitative leadership indicator, there has been a change in the head of the 2022 service who is a mediator in the communication forum, so that the program has not been implemented properly. Then at the Regional Industrial Training Lembaga Communication Forum (FKLPID) it was indicated that there were no directing actors so that the forum's decision making was carried out independently. Fifth, in the collaboration process indicator, regular meetings between collaboration actors are only held 2 times out of the number or schedule that has been scheduled 4 times and the communication forum still does not have forum legality or forum members do not have membership cards.

REFERENCE

- Dwiyanto, Agus. 2016. *Manajemen Pelayanan Publik : Peduli, Inklusif, dan Kolaboratif* Edisi Kedua. Yogyakarta: Gadjah Mada University Press.
- Islamy, La Ode S, 2018. *Collaborative Governance Konsep dan Aplikasi*. Yogyakarta: CV Budi Utama
- Mulyana, Yoyo, 2005. *Membangun Good Governance Dalam Meningkatkan Pelayanan Publik di*

- Daerah. Fakultas Ilmu Sosial dan Ilmu Politik Universitas Sultan Ageng Tirtayasa Banten Sugiyono, 2010. *Metode Penelitian Kuantitatif, Kualitatif, dan R&D*. Bandung: Alfabeta.
- Pasolong, Harbani, 2013. *Teori Administrasi Publik*. Bandung: Alfabeta.
- Sabaruddin, A, 2015. *Manajemen Kolaborasi dalam Pelayanan Publik: Teori, Konsep dan Aplikasi*. Yogyakarta: Graha Ilmu.
- Subarsono, Agustinus, 2016. *Kebijakan Publik dan Pemerintahan Kolaboratif: Isu-Isu Kontemporer*. Yogyakarta: Penerbit Gava Media.
- Ansell, C. & Gash, A, 2007. *Collaborative Governance in Theory and Practice*. *Journal Of Public Administration Research and Theory Advance*, Issue DOI : 10.1093/jopart/mum032. Source : OAI, hlm. 1-29
- Adila, 2019. Peran Pemerintah Kota Dalam Menanggulangi Pengangguran di Kota Jambi (Studi di Dinas Sosial Tenaga Kerja dan Transmigrasi Kota Jambi). *Skripsi*
- Yusriah Amaliah, 2021. "Collaborative Governance dalam Penanggulangan Kemiskinan di Kota Barru", *Tesis*
- Putu Yomy Y, 2020. "Collaborative Governance dalam Kebijakan Pembangunan Pariwisata di Kabupaten Gianyar", *Jurnal Ilmiah Dinamika Sosial* 4 (1)2020.
- Badan Pusat Statistik Provinsi Banten, 2021. *Jumlah Angkatan Kerja Menurut Kabupaten/Kota (Jiwa) di Provinsi Banten, 2017-2019*
- Badan Pusat Statistik Provinsi Banten, 2021. *Tingkat Pengangguran Terbuka (TPT) Menurut Kabupaten/Kota di Provinsi Banten, 2019-2021*
- <https://finance.detik.com/berita-ekonomi-bisnis/d-6019444/pengangguran-jenis-dampak-penyebab-dan-cara-mengatasinya>
- Riswanda, 14 September 2021. Perihal Ketenagakerjaan, Sorotan Riswanda, Banten Raya. Keputusan Presiden Nomor 4 Tahun 1980 tentang Wajib Laport Lowongan Pekerjaan.
- Undang-Undang Republik Indonesia Nomor 13 Tahun 2003 tentang Ketenagakerjaan.
- Undang-undang Nomor 3 Tahun 1982 tentang Wajib Daftar Perusahaan.
- Peraturan Presiden RI Nomor 115 Tahun 2021 tentang pemutakhiran Rencana Kerja Pemerintah Tahun 2022.
- Peraturan Pemerintah Republik Indonesia Nomor 33 Tahun 2013 tentang Perluasan Kesempatan Kerja
- Peraturan Menteri Ketenagakerjaan Republik Indonesia Nomor 39 Tahun 2016 tentang Penempatan Tenaga Kerja.
- Peraturan Daerah Nomor 12 Tahun 2016 Tentang Penyelenggaraan Ketenagakerjaan.