

ABSORPTION OF LOCAL LABOR ON THE OIL AND GAS SECTOR IN THE JAMBARAN TIUNG BIRU AREA BOJONEGORO REGENCY

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ABSTRACT

The natural oil and gas industry plays a role in pumping up Bojonegoro's economic growth chart so that people can find it easier to get work. This study aims to find out how many local residents are absorbed into the workforce in the Jambaran Tiung Biru area. Respondents of this study are workers in Jambaran Tiung Biru. The analysis technique used is SWOT analysis. The result of the study shows that the Jambaran Tiung Biru area is quadrant I, so the strategy that can be carried out is an aggressive strategy, where this aggressive strategy requires companies and workforce to focus on; (1) ease of getting jobs to reduce unemployment for local residents (2) the promised salary is quite large if you work according to your expertise (3) get a job according to your expertise of there is training (4) good performance will easily extend the contract.

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1. INTRODUCTION

The oil and gas industry is actually one of the drivers of the economy Indonesia with level absorption power work which is enough tall. Jumlah workforce in oil and gas companies illustrates operational complexity company (Purwoseputro et al., 2018). Energy-related issues have been in the news which is extraordinary in almost all countries in the world. In many developing countries like Indonesia, energy consumption is increasing rapidly which is causing problems energy such as electricity shortages and other environmental pollution. Problem- This problem seriously threatens sustainable development and raises concern which is big on all over layer society and society general to bodies international from government national. Because its weight problem nice[rgi government in various country develop has began introducing policies and regulations to limit use energy (Effendy, 2019).

According to Oviyanto, (2019) amount resident Indonesia which the more increase every the year show enhancement force work and the large population is accompanied by an increase in unemployment which is tall also, so that required field work which maximum for accommodate amount power which unemployed. Development economy always enter source power man as wrong one factor development. Man have role which is enough big in realize development economy, that is as service development, consumer, and power work. Understanding development always related with process industrialization, where the success of the process cannot be separated from the capability of the process in making optimal use of all natural resources and resources other which there is.

Sugiyono, (2013) opinion that problem biggest for country developing, including Indonesia, is the growth in population very big because give rise to various problem development which leads on growth which fast will power work, whereas possibility country develop very limited offer work. According to Cahyani & Muljaningsih, (2022) for absorb power work which competent and originate from inhabitant local so company do the right business strategy. Analytical tools are needed to help companies make strategy absorption power work which appropriate in face competition wrong the only one with use analysis SWOT.

Based on background behind which has outlined on, so researcher interested in conducting research with the title "Labor Absorption Local On Sector Oil and Gas Region Jambaran Tiung Blue Regency Bojonegoro"

Table 1.
Data Power Work

Type Power Work	2019	2020	2021
Power Work Local	1,000	4,712	4,127
Power Work Non Local	995	2,027	2,927
Total	1,995	6,739	7,054

Source : Data processed, 2022

Based on background back on, so principal problem among them as follows: (1) the influence of the oil and gas industry sector plays a role in absorption local workforce in Bojonegoro Regency and (2) the criteria needed companies in absorbing local workers in Bojonegoro Regency. As for The purpose of this writing is to determine the effect of the number of companies oil and gas sector industry on the absorption of the number of workers in the Regency Bojonegoro And For know influence criteria company in absorption of local labor in Bojonegoro Regency. Benefits of research for researcher is For get outlook science And knowledge as a provision for community service and applying knowledge that has been obtained from this research. Provide opinions to the agency authorized about sector industry company oil And gas to absorption power Work local. For public wide, study This can used as comparison and information in conducting further research Which more deep. For resident Regency Bojonegoro Which Not yet get a job, this research can be used as inspiration in open opportunity business Which Not yet touched or enliven business Which There is For absorption power Work local for resident local. In the process of taking the questionnaire, the researcher got 4 people who were has a direct relationship with the company in the Jambaran Tiung area Blue with details 1 manager division, 1 senior operational production, 1 helper And 1 security

Table 2.
Data Name Respondent

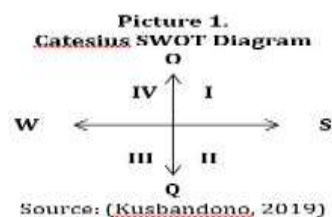
NO	RESPONDENT	INFORMATION
1.	Ali Masykur Moses	Manager Division
2.	Erinko	Senior Operator
3.	Priest Santoso	Helper
4.	Oky	Security

Source : Data Primary 2022

2. METHOD

According to Budiman, (2017) this type of research uses qualitative methods Which aim For interesting conclusion after study done And collected, with use analysis SWOT. (Kusbandono, 2019) said the data collection stage is a data collection activity as well as clarification of the events studied (factor information internal And factor external). Stage analysis is stage after collected data support (matrix internal external, diagram cartesian, matrix SWOT), after all information Already du collect so can next with enter all information into the analysis SWOT.

After the data is analyzed, several decisions can be taken in accordance with condition company. In study This informant or Respondents came from the Jambaran Tiung Biru area workforce consisting of from 1 division manager, 1 senior production operation, 1 helper and 1 security. This research aims to determine local workforce absorption in Indonesia oil and gas sector Regency Bojonegoro directly nor indirect. In accordance with title so time Which used on study This is during prone to time 3 year ie year 2019-2021. Study This done in Region Jambaran Tiung Blue Regency Bojonegoro.



3. RESULTS AND DISCUSSION

Data processing in this study obtained results using the questionnaire method with a number of respondent Which relate direct in activity production in the Jambaran Tiung Biru area, Bojonegoro Regency. in the process The researcher's interview obtained 4 (four) people who had a relationship direct with company in Region Jambaran Tiung Blue with details 1 manager division, 1 senior operational production, 1 helper And 1 security.

Table 3.
Matrix Factor Internal SWOT (IFAS)

Factor Internal Weight	Respondents				Total	Rating	Score	
	1	2	3	4				
STRENGTH								
Convenience In Getting a Job Ease of Obtaining Information Work	2	3	3	3	11	0.11	2.8	0.3
Wages Which Promised EnoughBig	3	3	3	2	11	0.1	2.7	0.28
Location Easy Accessed	2	3	2	3	10	0.09	2.5	0.24
Reduce Unemployment	2	3	3	3	11	0.11	3	0.35
TOTAL	3	3	2	2	10	0.1	2.7	0.28
WEAKNESS								
Still Minimal Knowledge Work No In accordanceSkill System Contract Which DifficultBe extended	2	2	2	2	8	0.08	2.2	0.19
	3	2	2	3	10	0.09	2.5	0.24
Process Selection Which Complicated			3	2	5	0.05	1.5	0.11
HR Which Not yet Fair Qualified	2	2	2	3	9	0.08	2.2	0.19
TOTAL	4	2	2	3	11	0.11	2.8	0.3
TOTAL OVERALL					100	1	11.9	1.11
							2.56	

Source : Exercise Data, 2022

Factor internal analysis SWOT strength (Strength) get results (1) ease of obtaining work (2) ease of obtaining information work (3) wages Which promised Enough big (4) location easy accessed (5) reduce unemployment. And weakness (weakness) get results (1) Still lack of knowledge (2) Work No in accordance skillsc(3) system contract Which difficult in extend (4) process selection complicated (5) HR which Not yet Enough qualified.

Table 4.
Matrix Factor External SWOT (EFAS)

Factor External	Respondents				Total	Rating	Score	Weight
	1	2	3	4				
OPPORTUNITY								
Inhabitant local Bojonegoro takes priority Performance Good will contract extended	3	3	3	3	12	0.11	2.8	0.31
Do training K3 Availability Lots project	3	2	2	3	10	0.1	2.7	0.28
Grow business new around area JambaranTiung Blue.	3	3	3	3	12	0.11	2.8	0.31
	3	3	3	4	13	0.14	3	0.35
	3	2	3	4	12	0.12	3	0.35
TOTAL					59		14.3	1.6
THREAT								
Compete with searcher Work outside Bojonegoro Lost power Work expert More Lots power Work outside Bojonegoro Entry power Work foretan Position will replaced If performance not enough good	2	2	2	2	8	0.07	1.8	0.13
	2	2	2	3	9	0.09	2.3	0.21
	2	2	3	2	9	0.1	2.7	0.28
	1	1	2	2	6	0.07	1.8	0.13
	2	1	2	3	8	0.09	2.3	0.21
TOTAL					40		10.9	0.96
TOTAL WHOLE					99	1	25.2	2.56

Source : Exercise Data, 2022

Factor external analysis SWOT opportunity (Opportunities) get results (1) inhabitant local Bojonegoro takes priority (2) performance good will be extended contract (3) do training K3 (4) availability Lots project (5) grow business new in around Region Jambaran Tiung Blue. And threat (Threat) get results (1) compete with searcher Work outside Bojonegoro (2) lost power Work expert (3) more Lots power Work outside Bojonegoro (4) entry power foreign employment (5) position will be replaced if performance not enough Good.

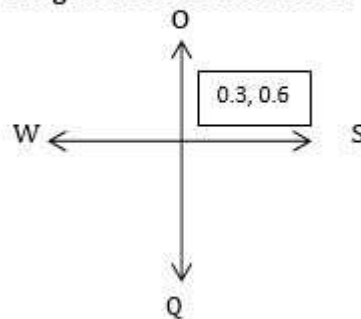
After calculating the weight of each each internal factor and external Then do do analysis with use diagram Cartesian analysis SWOT. Diagram the used For know how much big absorption power Work local on Region Jambaran Tiung Biru, Bojonegoro Regency. To find the position of the diagram This results in the equation (Strength - Weakness) to find the values of x and (Opportunities - Threats) For look for mark y

$$\text{Mark X} = (1.4 - 1.1)$$

$$\text{Mark Y} = (1.6 - 1.0)$$

Picture 2.

Diagram Cartesian SWOT



Source : Exercise Data 2022

In Figure 2. the Cartesian SWOT diagram shows the results that Region Jambaran Tiung Blue is at on quadrant I, So strategy Which can done is strategy aggressive. Where strategy aggressive This company And power Work sued For focused on: (1) convenience obtain jobs to reduce unemployment of local residents of Bojonegoro (2) salary promised quite a large amount if you work your skills (3) get a suitable job skill If Work in accordance skill (4) performance Good will easy extend contract

Discussion

Strategy SO This made based on road thinking company, that is by using all your strengths to take advantage of opportunities. Strategy SO is in quadrant I of the data processing carried out to obtain : (1) convenience obtain work For reduce unemployment inhabitant local. Convenience obtain Work, so will reduce amount unemployment due to residents who have become workers in the area Jambaran Tiung Blue will give information If There is vacancy work to inhabitant local Which need work. (2) promised salary quite large if the work is in accordance with the skills and workforce that gets it jobs in the Jambaran Tiung Biru area have salaries that can be said to be Enough big However If power Work Work whatever skill so will get wages Which big Because control work Which in do it. (3)

Get a job according to your skills if there is training, part of the workforce in Region Jambaran Tiung Blue Work No in accordance with skill Which owned, therefore companies and related agencies are expected to make training for workers and prospective workers who work in the area Jambaran Tiung Blue. And For candidate power Work Also must follow training activities so that they can enter a workforce that works appropriately skill (4) performance Good will easy extend company contract will extend employment contracts to workers who have good performance good and good for good performance will benefit both parties, from side company If power Work in extension contract No will loss of skilled workers, both in terms of labor and good performance they No will lost work san income.

4. CONCLUSION

Based on the results of research that has been conducted on internal factors and external with use analysis SWOT can in conclude that Absorption of local labor in the Jambaran Tiung Biru area is in between Quadrant I (Strength and Opportunities) so that the company focuses on by using an egressive strategy to

carry out development with maintain position peak For close gap. On factor threats and weaknesses by conducting training for the workforce And candidate power Work, That will easy do extend contract If performance Which done Good And lack of knowledge about governance and activities in the Jemberan Tiung Biru area will be staggered position or will be replaced by workers from outside the Bojonegoro area then from That power Work And leader in company do activity training.

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