

South Kalimantan Labor Readiness in Facing ASEAN Economic Community 2015

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ABSTRACT--- *South Kalimantan is an area with huge potential as an investment target in the era of the ASEAN Economic Community in leading economic sectors of the region. But not followed by the quality of community competence and capability to compete in the labor market of the ASEAN Economic Community (AEC). This study aims to determine the things that determine the aspect of workforce in terms of the quality of competence, map of needs, gaps maps to the needs, competency enhancement program, and South Kalimantan workforce readiness. This research uses explanatory research approach with the data collection methods of observation, interviews and questionnaires. Research respondents is the prospective worker consisting of vocational students last semester and the final semester of college students numbered 602 respondents, taking place in Kotabaru district, Tanah Bumbu, Tanah Laut, Banjarmasin city, Banjarbaru, Banjar, Tabalong and Balangan. Period of implementation of the study lasted for 3 months. The technique in determination of the samples used in this study is proportional purposive random sampling technique. Results of the study data showed that the competitiveness of the prospective employment is still relatively low, skills development program is still not optimal, local workforce needs in the business / industrial world is still at the operational level, labor requirements in businesses world not charted based on competence, high gaps between the needs of labor in the business and labor available, and the employment opportunities relatively available but can not be met by the labor based on required competencies in business world.*

Keywords--- Labor, South Kalimantan, the ASEAN Economic Community 2015

I. PRELIMINARY

Based on the results of the latest research from the World Labor Organization or ILO mention the opening labor market can create millions of new jobs and improve the welfare of the 600 million people who live in Southeast Asia. In 2015, the ILO specifies that the professional labor demand will rise 41% or about 14 million. While the demand for labor middle class will rise 22% or 38 million, while the low-level labor increased by 24% or 12 million (Association of Southeast Asian Nations, 2008) ^{[1] [5]}. However, the report predicts that many companies will find lack skilled employees or even wrong work placements due to a lack of training and professional education ^[2]. This indicator gives a very good overview of the opportunities for Indonesian workers to enter the labor market of ASEAN, especially if associated with the advantages of a demographic bonus which is currently owned by Indonesia, the ASEAN single market momentum will be a gift that is very useful if we are able to build competitiveness of our labor become more competitive without exception labor in South Kalimantan. South Kalimantan as one of the areas with huge potential as an investment target region in the era of the ASEAN Economic Community in leading economic sectors of the region, like or not must prepare for the labor market competition who will come. Based on data from South Kalimantan population has now reached about 3.8 million. However, if the terms of main employment status of South Kalimantan population approximately 63.43% work in the informal sector by relying on elementary school diploma by 53.99% while that works with the armed with a college diploma numbers have not reached a new 10% or approximately 8.89 % (Bahri, 200a) ^[3]. This suggests that the quality of competence, capability possessed by the community in South Kalimantan to compete in labor market AEC became very strategic so that labor of South Kalimantan to host real in their own homes.

Based on the background described above, then the following formulation of the problem of research / study on labor readiness South Kalimantan in facing the ASEAN Economic Community (AEC) is: how the quality of the local labor competence, map of labor requirements, map of the gap between the needs of the business and labor, mapping program to improve the quality of labor competence by both government and private companies, as well as labor readiness South Kalimantan entering the AEC?

II. RESEARCH METHODS

This research uses explanatory research approach that research approach that uses primary data and secondary data from all sources, both institutional and individual respondents, which were collected through interviews and research instruments mainly questionnaires and data collection from institutions that are objects of the implementation of this study, which includes private sector engaged in major economic sectors in south Kalimantan as labor user. While the individual respondents are job seekers that includes vocational students last semester and the final semester of college students in South Kalimantan, as well as institutions leader of the object of research including local government agencies consisting of provincial development planning agency, education department, department of labor both at the level of provincial and district defined as an area of research samples.

This research was conducted throughout the region covering south Kalimantan district of Kotabaru, Tanah Bumbu, Tanah Laut, Banjarmasin city, Banjarbaru, Banjar, Tabalong and Balangan. Period of implementation of the study lasted for 3 months.

The population this study were businessmen major economic sector in South Kalimantan, and prospective workers who are still studying in vocational and Colleges in South Kalimantan and related local government offices at the district / city and province in south Kalimantan. The instrument used in this study was a questionnaire and interview guides by respondents as a target object data retrieval. The technique determination of the samples used in this study is to use proportional purposive random sampling technique based on the characteristics of the study respondents. The whole details of the respondents (1). Students of Higher Education 200, (2) Students of SMK 325 org (3) respondent businesses main economic sectors 50 people spread in 8 districts of the city in South Kalimantan that respondents to regional working unit number 24 which consists of 3 regional working unit for each city district plus 3 provincial government, so that the overall number of respondent many as 602 respondents. Data collection techniques used in this study, among others, through questionnaires, interviews and observations. The method of analysis used in this study is a qualitative and quantitative analysis of the readiness of the local labor in South Kalimantan entered AEC, with the the data obtained from the respondents.

III. RESULTS AND DISCUSSION

A. Vocational High School Students

Vocational high school is an educational institution that educate ready to work human resource on a technical level, because the technical skills to be an absolute major concern in improving the competitiveness to enter into the work world. Students have to enter vocational prefensi because expectations have after graduating from vocational skills. Related to this is the purpose of vocational students is to get a job with the acquisition of skills that have been acquired in the process of vocational education. Skills education is supported by the availability of supporting infrastructure in vocational and confidence in the ability to compete, and the benefits of apprenticeship during education. Based on the data obtained that 78 respondents or 78% perceive that they have mastered the technical skills, 12% perceive that they are undecided on their mastery of technical skills, and 8% are masters of technical skills, as well as 2% do not master. This condition can demonstrate mastery of technical skills are good, but still require increased mastery of technical skills known there were respondents who answered hesitant and not master.

Meanwhile in communication skills, it is known that for the ability to speak Indonesian, most respondents or 35% perceive really mastered, 44% to master, and there are 17% who answered hesitation and 4% did not overwhelm. Ideally, no respondent who are still undecided about the ability to communicate in Indonesian. The communication in English both oral and written, indicates that the greater part of or more than 50% still undecided until the very not mastered. Only 11% respondent master English in writing and 6% for English spoken. Few respondents who really mastered or below 5%. This condition is a constraint to be competitive in seeking employment abroad and foreign companies based in Indonesia.

Mastery of information technology skills related to the use of computer office (word and excel) and the Internet (browsing) that respondent feel mastering office computer as much as 53% and 14% really mastered, there is still a 29% undecided and very little or below 5% not mastered. The number of doubters who still significant, needs to be addressed by the school because of the probable cause is the lack of adequate laboratory facilities and the internet as perceived by respondents in the next table.

Furthermore, other skills are associated with the organization, leadership, and entrepreneurship can be seen that the respondents felt master organizational skills by 34% and only 7% really mastered. However, there is still undecided at 42%. So, more than 50% or rather 59% are still undecided until the really mastered not master the skills of the organization. This needs to be a concern because of the association will be trained on how to communicate well, discuss, analyze the opinions of others, and mental stability. Not much different from the organization, it still shows that the greater part of the respondents, or more than 50% are still in doubt of his ability in terms of other skills in leadership and entrepreneurship. Furthermore, 19% felt mastered the field of leadership and 26% control of the field of entrepreneurship.

B. Students

Educational aspects closely related to the qualified labor that became one of the problems that must be faced by both local and national government, because the availability of qualified labor much needed and the amount should be increase. Currently, employees in the public and private still have a junior high school and high school and still partially educated degree

Based on data obtained from the students after college, from 6 choice preferences of 100 students, 37 students or 37% of respondents the main preference is to choose to work as a civil servant, then worked as a private employee as a second preference, proceed to a higher level as the third preference, and then self-employment. The table also shows that if the preference more choose to work as civil servant, they are no longer interested in continuing to education and other skills. The main preference to become civil servants after graduation, probably caused by the opportunity to pass a larger selection because the number of civil servants who received more than in companies and other. Another possibility is that the public perception of civil servants assume better ensure the future because it will assure the continuity of income both in the economy is in good condition, as well as in times of economic recession.

Labor in South Kalimantan still requires undergraduate graduates. The support of workers with a higher level of quality, is expected to be able to improve the performance of government and private companies are better anyway. This condition requires a process in higher education with adequate quality assurance, so as to produce quality graduates, ready to face the challenges of globalization and become qualified candidates for employment as well. This problem should be an important concern of all parties in the implementation of development, especially the development of human resources becomes an important capital in the era of competition, especially facing the ASEAN Economic Community by 2015 that will come. College as one of the producers in charge of human resources and skilled labor to be responsive to such phenomena. The following studies will describe the student preferences with respect to the goal after a pass in college, the perception of the mastery of skills possessed, perception of infrastructure available, confidence in the ability to compete, and the benefits of apprenticeship.

C. Regional Working Unit

Labor Mapping

Labor mapping is associated with workforce planning issues by the relevant regional work units. Mapping the labor means an attempt to see the condition labor in one place with pay attention to spreading, and then he seemed to be clearly mapped so that labor conditions in certain areas. Therefore, mapping is part of labor planning effort itself.

Labor mapping is closely related to manpower planning by regional working unit in the face of AEC 2015; in this case labor mapping can be used as the base line in the development of the local labor in a community within the scope of the Asean Economic Community. Labor mapping is something that is important to do as an effort to improve the labor quality and can meet the demands and needs of business, industry, institutions, and society. Labor mapping are presented in the following table.

Table 1 Labor Competency Mapping South Kalimantan Province

No	Labor competency mapping in the district / city	Total						Total
		Yes	%	No	%	On progress	%	
1.	Mapping based education	8	61.54	4	30.77	1	7.69	13
2.	Mapping based on skills	6	46.15	7	53.85	0	-	13
3.	Mapping based on work experience	4	30.77	9	69.23	0	-	13
4.	Mapping the gap between the competence of workers with the needs of companies	3	23.08	9	69.23	1	7.69	13
Average		5.25	40,38	7.25	55,77	0,5	3,85	13,00

Source: Primary Data Analysis, 2014

Based on the above table, the mapping of education as much as 8 or 61.54% in the district of South Kalimantan has conducted mapping, and as many as 4 or 30.77% do not District and only 1 or 7.69% District who are doing the mapping of education. This reflects that the districts in South Kalimantan can understand very well the importance of competency mapping labor based education. This mapping activity is one part of a framework for alignment between education and the world of work. To that end, comprehensively mapping studies need to be done on the supply side and the demand side as well as other aspects, which in turn can be any alignment between education and the world of work. In addition, labor-mapping activities based on this study in order to facilitate local governments in formulating future policies regarding strengths and weaknesses and the opportunities and threats that exist with current conditions.

Labor mapping based on skill, the results are in get in the study of 7 or 53.85% in the district of South Kalimantan not carry out the mapping, only 6 or 46.15% Districts carry out the mapping. This condition should be concern that the local government in the face of increasingly severe competition in the labor force, especially in the era of

the MEA (ASEAN Economic Community) in 2015, the labor mapping in terms of skills possessed this is necessary. Skills is a major advantage that must be owned by labor in order to compete, therefore local governments should be able to perform the mapping of competitive advantage, it is associated with a more rapid advance of information technology should be mastered by labor to do the job, Especially in the world of work now much influenced changes in the market, economy and technology.

Mastered skills greatly affect a person's level of success, with the skills that someone can create a better life for themselves and the surrounding environment. In general, human skills can be classified into two technical skills (hard skills) and skills to manage themselves and others (soft skills). Both of these skills are needed workers to get the job done well.

Labor mapping based on work experience by districts in South Kalimantan shows quite alarming condition. Only 4 or 30.77% District which has carried out mapping, while 9 or 69.23% did not carry out the mapping. This is when linked with the readiness of local labor competitiveness in the face of entry of MEA in 2015 is a condition that is quite alarming and should be as soon as possible for mapping in places in order to know how the conditions of local labor work experience each district The necessity of doing the mapping of the labor work experience by the local government is to improve the quality of human resources, as experienced labor is different from the inexperienced. The importance of work experience for by labor in the work, the worker becomes flexible and can easily adapt to the culture and environment in which he worked, experienced labor help the company in achieving organizational goals. Work experience problems also often make it difficult to accept for a company can be employed, especially for certain positions and positions with the requirement to have a certain amount of work experience.

Labor competency mapping based on the gap between labor competency and the needs of the company, also shows a fairly poor condition. This is shown with only 3 or 23.08% Districts carry out mapping, while 9 or 69.23% in the district of South Kalimantan not carry out mapping, and 1 or 7.69% district is implementing the mapping process. Mapping of the competences of the by labor to the needs of the company is very necessary so that synchronization or harmony between labor competency with labor needs. Not rarely the company does not accept applications for prospective workers because the incompatibility of their competence to the needs of companies, especially in this era a labor candidate must be able to meet the needs of labor competencies in the company considering the competition in applying for work already very competitive. Entering ASEAN free market competition for work is getting heavier, therefore the role of local governments is crucial for directing workers with competence-specific competency is a requirement for employment

Some mapping that has not been done, caused by Local Government that has not carried out up date the data; it is also due to a lack of labor awareness to provide skill/education progress reports to the authorities.

IV. CONCLUSION

1. The competitiveness of the local labor candidates entered the MEA South Kalimantan is still relatively low.
2. Program the local labor skills development in South Kalimantan by the local government and the business / industrial world is still not optimal.
3. The need for local labor in South Kalimantan on the business / industrial world is still at the operational level.
4. The need for labor in the business world in South Kalimantan not mapped based on competence yet.
5. There is a high gap between the needs of the business and labor availability in South Kalimantan.
6. Employment opportunities in South Kalimantan relatively available but can not be met by the labor required competencies business world.

V. SUGGESTION

1. Increase the role of local government through the VTC in order to increase the competitiveness of the local labor in South Kalimantan
2. Increase the competence-based vocational education in order to prepare candidates for the local labor in South Kalimantan in accordance with the needs of the business / industrial world.
3. Local governments consistently and programmed mapping implement competency-based the local labor in order to strengthen the competitiveness of entering AEC 2015.
4. Encourage the role of private and state-owned enterprises to improve the quality of the local labor by providing training and development programs.
5. Improve the concept of link and match between bureaucratic government, education and business / industry through industry work program.
6. Increasing the role of higher education by preparing a curriculum that supports the competitiveness of labor in South Kalimantan entering AEC 2015
7. Enhance the role of business associations to improve the quality of the local labor by providing training and development programs are integrated
8. Strengthening of vocational education infrastructure to produce quality graduates who are highly competitive.
9. Increased competence of teachers and practicum instructor in preparing qualified graduates

10. Optimizing network of cooperation in delivering labor with the private sector and a web-based company.

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