

The Dynamics Of Labor Absorption Of PT. Semen Imasco Asiatic Puger Jember Regency

Moch Fachrur Roziq
Magister Ilmu Ekonomi
Fakultas Ekonomi dan Bisnis
Universitas Jember
Gludengan Wuluhan Jember
+(62) 85932240586
fachrurroziq29@gmail.com

Zainuri
Fakultas Ekonomi dan Bisnis
Universitas Jember
Jl. Kaliurang No. 169 Jember
Jawa Timur
+(62)81231797108
zainuri.feb@unej.ac.id.

ABSTRACT

This study aims to analyze the absorption of labor at PT. Semen Imasco Asiatic Puger Jember Regency. Manpower development must be regulated so that fundamental rights and protections for workers are fulfilled and, simultaneously, can create conditions conducive to investment development. The method used in this study is a qualitative research method with phenomenological analysis, where this research can emphasize more on observing phenomena and examining the substance of the meaning of the phenomenon. Supported by descriptive analysis that can help in describing, demonstrating, or helping to summarize data points so that patterns can develop that meet all data conditions. The results of this study still have problems that occur in the absorption of labor at PT. Semen Imasco Asiatic Puger, there is still a lack of compliance with labor regulations and foreign investment in force in Indonesia.

Keywords : Manpower, PT. Semen Imasco Asiatic, Foreign Direct Investment.

1. INTRODUCTION

National development challenges related to employment increase with the presence of the ASEAN Economic Community (hereinafter referred to as AEC), the presence of foreign workers is a necessity and challenge that cannot be avoided. The presence of foreign workers is a necessity because Indonesia still needs foreign experts in the development of human resources in various economic sectors. Labor problems in the future will continue to grow more complex so that they require more serious handling. During this period of development, many shifts in values and living arrangements will occur. Such shifts often violate applicable laws and regulations. Manpower development must be regulated in such a way that basic rights and protections for workers are fulfilled and at the same time can create conditions conducive to investment development. Employment development has many dimensions and interrelationships. The linkage is not only with the interests of labor during, before and after the employment period but also the linkage with the interests of employers, government and society. For this reason, comprehensive and comprehensive arrangements are needed, including industrial relations development, efforts to expand employment opportunities, labor placement services, human resource development and increasing the productivity and competitiveness of the Indonesian workforce.

Labor is one part of the factor of production. The workforce is the population of working age between 15 to 64 years, and can be classified into two, namely the labor force and not the labor force. The labor force is the working population and the population who are not yet employed, but are ready to work or are looking for work. Labor is one of the factors affecting national income.

However, the problems faced by the labor force both in Indonesia in general and in various regions in Indonesia are more precisely in developing countries the quantity and quality of labor is relatively small, both about the demand for labor and the quality of human resources.

Table 1 Employment Conditions in Jember Regency

Keadaan Ketenagakerjaan	Agustus 2018	Agustus 2019	Agustus 2020	Agustus 2021
Penduduk Usia Kerja	1.908.249	1.922.129	1.935.169	1.947.404
Angkatan Kerja	1.300.263	1.290.871	1.316.652	1.343.187
Bekerja	1.248.119	1.243.242	1.249.204	1.270.170
Penganggur	52.144	47.629	67.448	73.017

The Central Statistics Agency (BPS) Jember released that in 2022 there are 1,959,071 working-age residents. Of these, only 1,360,361 people are employed. The remaining 55.26 thousand citizens are classified as unemployed and 598.71 thousand people are not in the labor force. In the BPS release, based on education, 55.26 thousand open unemployed citizens were dominated by graduates of General High Schools (SMA), which amounted to 6.78 percent. While unemployment of vocational high school graduates was 5.97 percent, then the university rate was 4.46 percent. Meanwhile, BPS Jember released open unemployment at the elementary school level unit (SD) 3.62 percent, while junior high school graduates (SMP) 2.80 percent.

In Jember Regency there is potential natural resources which are utilized by the government through an investment scheme for limestone or limestone management in the Mount Sadeng area in Puger District. On the other hand, the use of natural resources certainly opens up opportunities to increase regional income (PAD) and open up job opportunities for the people of Jember in particular. This investment scheme is carried out between the Jember Regency government and a company from China PT. Semen Imasco Asiatic incorporated in Hongshi Holding Group.

As stated by Members of the House of Representatives of the Republic of Indonesia Commission VII during his visit to PT. Semen Imasco Asiatic project is capable of producing 1.7 million tons of clinker and 1.2 million tons of cement and has sold 1.9 million tons of clinker in a year. 80-90 percent of this limestone raw material comes from Mount Sadeng located in Puger District and its capacity can be produced for the next 50 years.

PT. Semen Imasco Asiatic is a factory that uses high level technology. This can be seen from the company's control center which has been established since May 2020 so that it requires skilled labor, which cannot be hired by many manual labor. With a composition of 80% local workers and 20% foreign workers.

With such a large potential of natural resources, of course, it can be a multiplier effect that must be brought by PT. Semen Imasco Asiatic in providing a direct economic impact on Jember regency and especially on the community around the factory. But reversed course with the existing conditions. The community around the factory still does not get a big impact with the existence of the PT. Semen Imasco Asiatic. We can find this with the lack of people around the factory who can work there.

2. LITERATUR REVIEW

2.1 Human Resource Theory

In his book Human Resource Management, Priyono explains that human resource theory is an approach in human resource management that emphasizes the importance of seeing employees as valuable assets and potential to improve organizational performance and productivity. This theory recognizes that humans have expertise, knowledge, skills, and potential that can be used to achieve organizational goals.

Some of the key concepts in Human Resource theory include:

1. Employees as assets: Human Resource Theory considers employees as valuable assets to the organization. They have value that can be improved through proper training, development, and management.
2. Investment in employees: Organizations that apply this theory see investment in employees as a long-term strategy that can generate competitive advantage. Training and development of employees is considered an investment that can improve their skills, knowledge, and motivation.
3. Proper placement: This theory emphasizes the importance of proper placement in a work position. Identifying employees' skills, interests, and potential can help in placing them in roles that match their abilities, thereby improving performance and job satisfaction.
4. Balance organizational and employee needs: Human Resource Theory emphasizes the importance of achieving a balance between organizational needs and employee needs. By meeting employee needs, such as recognition, fair compensation, and work-life balance, organizations can create strong bonds and increase employee retention.
5. Performance management: This theory also focuses on managing employee performance. This involves setting clear goals, performance-related feedback, recognition of achievements, and ongoing career development.
6. Organizational flexibility: Human Resource Theory emphasizes the importance of organizational flexibility in the face of changing business environments. This flexibility includes the ability to adapt to technological changes, manage diverse employee skill sets, and build effective teams.

Human Resource Theory seeks to create a work environment that motivates, supports, and utilizes the potential of employees optimally. By applying these principles, organizations can gain a competitive advantage through qualified human resources.

2.2 Employment Theory

The size of the population in a country is generally associated with the growth of a country's per capita income, which can reflect the economic progress of the country. One of the problems that commonly arise in the field of employment is employment opportunities or employment. High production capacity requires high production factors, including labor. It can be stated that increased economic growth will increase labor absorption (Simajuntak, 2001 in Rochmani et al, 2016).

2.2.1 Labor

According to the central statistics agency, work is doing work with the intention of earning wages or helping to earn income or profit, the length of working at least one hour continuously a week, including within this limit unpaid family workers who assist in a business or economic activity (Dumairy, 1999).

There are two theories about employment, including the first is the theory of Lewis (1959) which suggests that excess workers are an opportunity and not a problem. An excess of workers in one sector will contribute to the growth of output and the provision of workers in other sectors. There are two structures in the economies of developing countries, the modern capitalist sector and the backward subsistence sector. The backward subsistence sector has an excess of workers' supply and relatively cheap wage levels than the modern capitalist sector. The existence of an excess supply of workers does not give problems to economic development. Excess workers should instead be capital for accumulating income, assuming that the movement of workers from the subsistence sector to the modern capitalist sector goes smoothly and that the movement will never become "too much".

The second theory is the Fei-Ranis theory (1961) there are three stages of economic development in conditions of excess labor. First, where the pseudo-unemployed (who do not increase agricultural output) are diverted to the industrial sector with equal institutional wages. Second, the stage in which agricultural workers add output but produce

less than the institutional wages they earn, is diverted to the industrial sector. Third, the stage marked the beginning of self-sufficient growth when agricultural workers produce output greater than institutional wage gains. Excess workers are absorbed into the service sector and industry which increases continuously in line with the increase in output and business expansion (Mulyadi, 2014).

Labor is the population in working age (aged 15-64 years) or the total population in a country who can produce goods and services if there is demand for labor, and if they want to participate in these activities (Mulyadi, 2014). Broadly speaking, the population of a country is divided into two groups, namely labor and non-labor. Those classified as workers are residents who are within the working age limit. The working age limit varies from country to country. The working age limit adopted by Indonesia is a minimum of 10 years, without a maximum age limit. So everyone or all residents who are 10 years old are classified as workers (Dumairy, 1999).

The workforce is divided into two groups, namely the labor force and not the labor force. Included in the labor force are workers or people of working age who are working, or have a job but are temporarily unemployed, and who are looking for work. Meanwhile, those who are not in the labor force are workers or residents of working age who are not working, do not have a job and are not looking for work; namely people whose activities go to school, take care of the household, and receive income but are not direct rewards for their work services (Dumairy, 1999).

According to Swastha (2000) in Subekti (2007) labor can be distinguished by its function, namely :

A. Executive Workforce

This workforce has the task of making decisions and carrying out the organic functions of management, planning, organizing, directing, coordinating and supervising.

B. Operative Workforce

This type of labor is an executor who performs certain tasks charged to him. The operative workforce is divided into three, namely:

- skilled labour
- semi skilled labour
- unskilled labour

Employment can be interpreted as the ability of employment in absorbing workers who meet the criteria for employment. The amount of employment can be equal to or even smaller than the number of available job opportunities. If the number of employment opportunities is equal to the number of job absorption, there will be no unemployment. However, if the number of employment is smaller than the number of job opportunities, unemployment will occur (Feriyanto, 2014).

Employers hire someone because they help produce goods and services to sell to the public. Therefore, the increase in employers' demand for labor depends on the increase in public demand for goods produced. In analyzing demand, it is necessary to realize the difference between the terms "demand" and "quantity of goods demanded". Demand is the overall relationship between different levels of wages and the amount of demand. While the amount demanded means the amount of demand at a certain price level (Simanjuntak, 1985 in Roni, 2010).

3. RESEARCH METHODS

This study uses qualitative research methods where qualitative research is a research method that emphasizes more on observing phenomena and researching more into the substance of the meaning of the phenomenon. Analysis and acumen of qualitative research are greatly influenced by the strength of words and sentences used. Therefore, Basri (2014) concluded that the focus of qualitative research is on the process and the meaning of the results. The attention of qualitative research is more focused on human elements, objects, and institutions, as well as relationships or interactions among these elements, in an effort to understand an event, behavior, or phenomenon (Mohamed, Abdul Majid & Ahmad, 2010).

Meanwhile, according to Mc Cusker, K., & Gunaydin, S. (2015), the choice of using qualitative methods in terms of research objectives is to understand how a community or individuals accept certain issues. In this case, it is very important for researchers who use qualitative methods to ensure the quality of the research process, because the researcher will interpret the data he has collected.

Qualitative methods help the availability of rich descriptions of phenomena. Qualitative encourages understanding of the substance of an event. Thus, qualitative research is not only to fulfill the desire of researchers to get an overview / explanation, but also helps to get a deeper explanation (Sofaer, 1999). Thus, in qualitative research, researchers need to equip themselves with adequate knowledge related to the problems they will research.

Qualitative research is carried out with a phenomenological approach. Phenomenological research is a type of qualitative research that looks and hears more closely and in detail an individual's explanation and understanding of his or her experiences. Phenomenological research aims to interpret and explain the experiences experienced by a person in this life, including experiences during interactions with others and the surrounding environment. In the context of qualitative research, the presence of a phenomenon can be interpreted as something that exists and appears in the consciousness of researchers by using certain ways and explanations of how the process of something becomes visible clearly and tangibly. Phenomenological research prioritizes searching, studying and conveying the meaning of phenomena, events that occur and their relationships with ordinary people in certain situations. Qualitative research is included in pure qualitative research because its implementation is based on efforts to understand and describe the intrinsic characteristics of phenomena that occur in oneself (Eko Sugianto, 2015: 13).

Purposive sampling according to Sugiyono (2018: 138) is sampling using certain considerations in accordance with the desired criteria to be able to determine the number of samples to be studied. According to statistics, purposive

sampling is more appropriate for researchers if indeed a study requires special criteria so that the sample taken later in accordance with the research objectives can solve research problems and can provide a more representative value. So that the techniques taken can meet the true purpose of conducting research.

4. RESULTS and DISCUSSION

The industrialization process in Jember Regency began to be intensively carried out supported by the legal umbrella in the Regional Regulation of the Regional Spatial Plan (RTRW) in 2015 which states that the Puger District area is an industrial area. In the records of the Ministry of Energy and Mineral Resources (ESDM) noted that Puger sub-district has the potential for limestone and manganese mining. This is the basis for the establishment of Mining Business Permits (IUP) for 10 companies that began operating in the Mount Sadeng area, one of which is PT. Imasco Asiatic Cement.

PT. Semen Imasco Asiatic is Hongshi Holdings Group's first large-scale cement project that has been completed and started production in Indonesia located in Puger District, Jember Regency, East Java. Hongshi Holdings Group (hereinafter referred to as Hongshi Group) is ranked 8th largest capacity of international cement industry. Consists of 3 main businesses, namely cement industry, environmental protection and financial investment. In 2020, it sold 105 million tons of cement and clinker, with total assets of 9.6 billion US dollars. Hongshi group adopts a new internationally advanced drying process and produces cement with "low-carbon, safe, and environmentally friendly" process. Processes, technology, equipment and environmental protection are at a world-class level, with a production capacity of 100 million tons. There are more than 50 large-scale cement companies in China, Laos, Nepal, Indonesia, Myanmar and other countries, while investing in a number of large cement bases abroad.

Construction project of PT. Imasco Asiatic cement has a total investment of 300 million US dollars, covering an area of 45 hectares of factory area, and has built a cement production line with a daily output of 8000 tons and a low-voltage steam power generation system of 15 MW, which can produce 3 million tons of cement per year. The project was completed and started production on May 8, 2020. At the end of November 2021, the project will produce 1.7 million tons of clinker and 1.2 million tons of cement, and sell 1.9 million tons of cement clinker. The scope of sales is in East Java, Bali, outside the island such as Kalimantan, Sulawesi and others.

In November 2017, PT. Semen Imasco Asiatic is acquiring land for 60 hectares of agricultural land which will then be converted into industrial land. At first, the community did not want to sell their agricultural land to PT. Semen Imasco Asiatic but with an offer to buy at a price 2 times the original price, finally many people sold their agricultural land to PT. Semen Imasco Asiatic cement to become an industrial land. Not only that, a number of communities who sold their land to PT. Semen Imasco Asiatic was given a registration form for relatives who wanted to work in the factory. But in reality the community who sold the land to PT. Not all of Imasco Asiatic cement were netted into factory employees and are still undergoing existing selection procedures. The surrounding community who became workers during the construction of the factory also received the lure of being made permanent workers later if the factory was already operating. However, when the construction of the factory was completed, the people who worked at the time of the construction of the factory were terminated by PT. Semen Imasco Asiatic. This is not in accordance with the initial lure to the people who worked during the construction of the factory.

Referring to labor regulations in investment, it is regulated in Article 10 of Law Number 25 of 2007 concerning Capital Investment (hereinafter referred to as Law 25/2007) which says as follows, Investment companies in meeting labor needs prioritize the labor of Indonesian citizens.

Based on Article 10 paragraph (1) of Law 25/2007, foreign companies use domestic workers and Indonesian workers are prioritized. By being regulated in this article, it is expected that foreign companies or foreign investments will be able to create jobs and provide public welfare. Absorbing domestic workers will always increase national economic growth, with the empowerment of Indonesian workers. Indonesian workers are chosen because Indonesian workers are relatively cheaper and more than other workers.

As for strengthening the absorption of domestic workers, the Government provides restrictions for foreign companies in terms of the use of foreign workers. This is stated in Article 10 paragraph 2 of Law 25/2007 which says as follows, Investment companies have the right to use foreign experts for certain positions and expertise in accordance with the provisions of laws and regulations.

In Article 10 paragraph 2 of Law 25/2007 the company places a strategic position for foreign workers, in this case it is expected that Indonesian workers are able to compete with foreign workers. However, the fact of foreign workers, makes the role of Indonesian workers reduced, all strategic employment land is occupied by foreign workers only, because they tend to be trusted by foreign companies, and are considered more proficient.

In order to reduce the tendency to use foreign workers, the company is required to carry out job training for domestic workers. This is an obligation for foreign companies because it is stated in Article 10 paragraph 3 of Law 25/2007 which says as follows, Investment companies are obliged to improve the competence of Indonesian citizens through job training in accordance with the provisions of laws and regulations.

In Article 10 paragraph 3 of Law 25/2007, foreign companies are required to provide job training for Indonesian workers, to be able to compete with foreign workers in the company's field of work. With this job training, the Indonesian workforce, can occupy important positions in the company, then it is hoped that after occupying a strategic position, the Indonesian workforce who already has these skills will be able to create their own jobs, thus encouraging national welfare.

But in practice, job training provided by foreign companies is nothing but training that is non-strategical, so that Indonesian people cannot develop the knowledge gained from job training to create new jobs. So important is the development of knowledge obtained from job training, the government once again emphasizes an obligation of job

training and technology transfer as stated in Article 10 paragraph 4 of Law 25/2007 which says as follows, Investment companies that employ foreign workers are required to conduct training and transfer technology to Indonesian workers in accordance with the provisions of laws and regulations.

In accordance with Article 10 paragraph 4 of Law 25/2007 technology transfer is useful for the Indonesian people to be able to "set foot on their own earth" after being given training, it is expected that Indonesian workers will be able to open new job opportunities. With the regulation as stipulated in Article 10 of Law 25/2007, investors are not only concerned with profits but can pay attention to increasing local human resources. Because one of the objectives of investors in investing is to obtain the maximum profit so that the government through its policies is expected to balance between the interests of national development and the interests of investors, so that the hope that investment can create jobs can be realized considering that labor is the need for investors to invest.

Regarding job opportunities, of course, it cannot be separated from existing unemployment conditions. Unemployment in Indonesia is increasing every year and this unemployment rate will continue to creep up as long as the increase in economic activity only creates new jobs that are smaller than the addition of a new labor force. Therefore, investment has an important meaning in the absorption of labor both by domestic investment (PMDN) and foreign investment (PMA).

However, as stated by the Chairman of the Puger Wetan Community Group, there are still problems that have occurred since the existence of the cement factory PT. Semen Imasco Asiatic among others causes air pollution caused by cement factory activities that threaten public health. Because air pollution has a long-term impact that continues to seep and enter the human organs. Through the Hearing Meeting (RDP) with the Jember DPRD, the community conveyed the lack of obtaining Corporate Social Responsibility (CSR) from the cement factory of PT. Semen Imasco Asiatic as well as the absorption of native labor from the region or the community around the factory. In fact, the community accepts the existence of the PT. Semen Imasco Asiatic as long as it is able to absorb the original labor of regional sons who in fact many young people around the factory area are still unemployed.

In line with what was conveyed by representatives of the Puger community who are members of the Kapuran Youth Forum (FPK) through its coordinator Zainul Arifin in the action of demands to PT. Semen Imasco Asiatic is one of them to utilize local labor to reduce unemployment both in the population around the factory and Jember residents in general because until now there are still very few residents in the area around the factory who only receive air pollution caused by mining activities every day both passing factory vehicles and since the factory area of Puger sub-district rarely rains.

Referring to existing regulations both regarding labor regulations and foreign investment (PMA) at PT. Semen Imasco Asiatic still has confusion regarding how many foreign workers are employed there, this was conveyed by environmental activists in Jember Regency which was then emphasized by members of commis D of the Jember Regency DPRD. The results of the hearing related to the data collection of the number of foreign workers carried out by commission D of the Jember Regency DPRD are different from the data of foreign workers at the Immigration Office class I TPI Jember.

In another statement, the Indonesian lower society movement (GMBI) Jember protested to the factory because of the difference in treatment between foreign workers and local workers. The problem of the mining industry employing foreign workers is an acute problem that is difficult to find out.

Associated with the existing theory of PT. Semen imasco Asiatic still does not make employees or labor part of assets or fulfillment of production factors, especially in the local workforce as evidenced by the lack of job skills training provided, and no knowledge transformation is carried out.

Referring to population data in Jember regency which is relatively high, the number of installments PT. Semen Imasco Asiatic cannot contribute to the absorption of local labor, especially in the population around the factory and the Jember community in general. So that the factory is only an income for the Jember Regency Government but not for the community.

5. CONCLUSION

The existence of PT. Semen Imasco Asiatic is an industrialization program carried out by the Jember Regency Government in increasing Regional Original Income (PAD) through the utilization of existing natural potential. Judging from the existing theories and problems, there are still inequalities or problems that have been until now since the establishment of the factory. It is hoped that in the future the Jember Regency Government and PT. Semen Imasco Asiatic can synergize to solve existing problems.

With the existence of PT. Semen Imasco Asiatic not only adds to the Regional Original Opinion (PAD) but also has a positive impact on the surrounding community regarding labor absorption. Some of the issues that have been outlined, both about the environment and factory workers. It is expected that through labor regulations and foreign investment and in accordance with Jember Regency Regional Regulation No. 2 of 2018, more leeway will be given for local workers who want to enter the factory. And with this, not only the movement of capital capital in the form of investment but also there is a transfer of technology and knowledge that can be applied to the local workforce. So that local workers are able to have the same skills as TKA in accordance with the operational standards of PT. Semen Imasco Asiatic.

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