

CAPABILITIES OF THE SERVICE OF MANPOWER AND TRANSMIGRATION IN REDUCING THE UNEMPLOYMENT RATE IN SUKABUMI DISTRICT

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ABSTRACT

This research is entitled "Capability of the Department of Manpower and Transmigration in Reducing Unemployment in Sukabumi Regency". This study aims to determine the capability of the Manpower and Transmigration Office in reducing unemployment in Sukabumi District. The method used in this research is descriptive qualitative method. The theory used in this study uses Kumalasari's theory (2014: 48) there are 4 dimensions of institutional, human resources, financial and technical. Data collection techniques in this study are observation, interviews and documentation studies. The informants in this study were employees of the Sukabumi Regency Manpower and Transmigration Office. The results in this study indicate that the Sukabumi Regency Manpower and Transmigration Office has not been said to be capable in the program to reduce the number of unemployed in Sukabumi Regency. Of the four indicators used, there are two indicators that have not been carried out optimally, namely the human resources indicator, financial indicators.

Keywords: *Capability, Organizational Capability, Unemployment*

A. INTRODUCTION

Indonesia is one of the developing countries with a population of 275.3 million with a growth rate of 0.54% per 6 months (Fakrulloh, 2022). Indonesia is currently dominated by the population in the productive age category (15-64 years) as much as 69.30% or 190.8 million people. Indonesia is currently the fourth most populous country after the United States (CNN Indonesia, 2022).

With the population density in Indonesia, it cannot be denied that the country has various problems to face. From this large population, problems such as low quality of education, economic crisis, unemployment, competition in the

business world, and other problems can arise. Therefore, the government has more and more tasks to prosper and empower its citizens. When entering the working age, people in Indonesia need jobs to fulfill their daily needs. With a large population, large employment opportunities are also needed to improve the welfare of the Indonesian people.

According to the *Undang-Undang Nomor 11 Tahun 2020* about Job Creation as a substitute for *Undang-Undang Nomor 13 Tahun 2003* regarding Employment has the aim of guaranteeing every citizen to obtain employment, as well as to receive fair and decent compensation and treatment in employment relations in accordance with article 3 point b. In this case the Indonesian government is obliged to be able to strive so that the unemployment rate can be reduced in Indonesia, because the government is responsible for seeking the expansion of employment opportunities both inside and outside employment relations. Employment is part of development, and labor is a participant in development. The problem of job creation is a challenge for the government, which plays a role in formulating policies related to Indonesia's development, the implementation of which has failed to provide employment opportunities to the community, while the increasing population has resulted in an imbalance between the labor force looking for work and the labor force, the availability of employment opportunities, not to mention people whose quality is still very low, difficult to accept in an agency or company because these things can cause problems related to unemployment.

Unemployment is one of the problems that often occurs in every country, even in developed countries. The problem of unemployment is still a major concern in every country in the world, especially in Indonesia. Unemployment is a complex problem that can be influenced or affected by interacting factors. The level of unemployment is also an important factor in measuring the level of success of a region's economic development, because the level of unemployment is an indicator that is often used as a reference to show the level of welfare of a region. If the increase in employment opportunities is not matched by an increase in the population and labor force, then the increasing population and labor force will also increase the unemployment rate.

One of the regencies in Indonesia that has a large area is Sukabumi District. Having a large area also affects the distribution of the population in Sukabumi District, according to data from BPS, the population of Sukabumi District has increased from year to year, as shown in the following data:

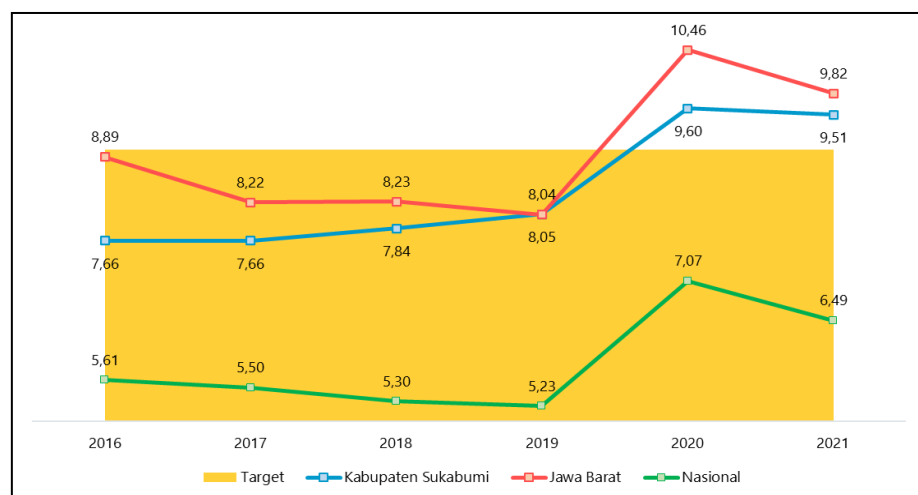
Table 1 Population Development of Sukabumi District 2016-2021

Age Group	2016	2017	2018	2019	2020	2021
0-4	228.749	225.465	222.062	218.566	214.988	220.236
5-9	233.097	232.747	232.192	231.149	228.942	221.587
10-14	235.803	233.737	231.891	230.299	229.553	229.859
15-19	213.890	211.575	209.028	206.566	204.316	239.935
20-24	198.768	198.338	197.457	195.980	193.845	240.557
25-29	180.383	179.495	178.399	177.495	176.752	229.996
30-34	170.749	169.005	167.522	166.332	165.472	223.356

35-39	178.935	178.039	176.695	174.968	172.567	202.465
40-44	174.754	175.926	176.768	177.073	177.277	189.216
45-49	161.540	164.545	167.172	169.333	170.952	179.595
50-54	134.979	138.512	142.031	145.402	148.511	160.521
55-59	106.499	110.004	113.277	116.533	119.925	139.722
60-64	81.363	85.358	89.370	93.164	96.586	108.792
65-69	56.582	59.168	62.040	65.178	68.547	78.425
70-74	40.485	41.682	43.003	44.566	46.443	49.258
75+	48.040	49.902	51.786	53.668	55.543	47.956
Total	2.444.616	2.453.498	2.460.693	2.466.272	2.470.219	2.761.476

Sources: Processed by the researcher

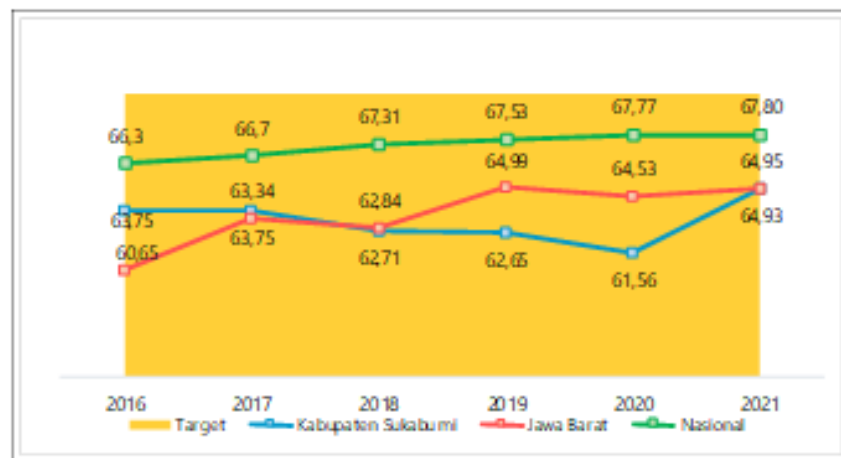
From the data above, it can be seen that the population in Kabupaten Sukabumi has increased from year to year. This increase in population is in line with the increase in the open unemployment rate (*TPT*) as shown in the following graph:



Picture 1 Open Unemployment Rate (*TPT*) of Sukabumi District in 2016-2021

Sources: Summary of Local Government Report of Sukabumi District, 2021

From the data above, it can be seen that the *TPT* rate in Kabupaten Sukabumi has increased from 2016-2020. In fact, the increase in *TPT* experienced a significant increase from 2019 to 2020. This is due to the Covid-19 pandemic which caused a decline in economic growth, layoffs (termination of employment) by companies in Sukabumi District.



Picture 2 Labor Force Participation Rate of Sukabumi District 2016-2021
Sources: RLPPD Sukabumi District, 2021

The data above shows that the *TPAK* in Sukabumi District decreased from 2016-2020, and increased in 2021 by around 3.37% from the previous year. When viewed, the *TPAK* of Sukabumi District tends to decrease every year. This is also due to the Covid-19 pandemic, and the large number of companies that have closed and laid off workers as well as the lack of job vacancies. However, when compared to the average *TPAK* of West Java, it shows ups and downs every year. In 2019-2020, the *TPAK* of West Java and Sukabumi District decreased and increased again in 2021. This shows that both employment and the quality of human resources in Sukabumi District are lower and lagging behind the average condition of District/City in West Java.

This is not without reason, the shift in the main livelihood of the people of Sukabumi District from the agricultural sector to the industrial sector has also affected the number of people entering working age who need jobs. Apart from being influenced by the shift of people's livelihoods from the agricultural sector to the industrial sector, there are several factors that influence the high percentage of poor and unemployed people in Sukabumi District.

The high unemployment rate is certainly an important problem that needs to be solved considering that unemployment has a huge impact on the economic and social life of the community. Declining economic growth, and even declining levels of community welfare are among the impacts of high unemployment.

The creation of jobs that are in line with the growth of the productive age population certainly needs to be encouraged in order to reduce the existing unemployment rate. In addition, the existence of competitive human resources also plays a role in reducing the number of unemployed people. However, this is not without obstacles, as quoted from the Strategic Plan of the Sukabumi District Manpower and Transmigration Office 2016-2021, Sukabumi District has several problems in reducing the existing unemployment rate such as the increasing unemployment rate, lack of competence of job seekers, incompatibility between existing job opportunities and the competencies possessed by job seekers, and there are still companies that do not understand labor regulations. (Sukabumikab.go.id, 2021).

Another problem is that there is still a lack of understanding of labor regulations for workers and prospective migrant workers abroad, indicating the ineffective delivery of information by related agencies regarding labor regulations. This is certainly related to technical problems in the form of a management and information logistics system that has not been carried out effectively by the relevant agencies to the entire community of Sukabumi District. Institutionally, the Sukabumi District Manpower and Transmigration Office has not been optimal in reducing the open unemployment rate in Sukabumi District. This is found in the open unemployment rate reaching 93%. With the existing human resources, it has not been able to achieve the target work participation rate, which only reached 61.56% of the realization. Financially, the budget focuses on only a few areas and there is no equal distribution of activities due to the lack of budget available for training activities to be carried out by the Sukabumi District Manpower and Transmigration Office. Technically, the lack of understanding of labor regulations for workers and prospective migrant workers abroad indicates that there is ineffective information delivery carried out by related agencies regarding labor regulations.

Based on the background of these problems, researchers conducted research at the Manpower and Transmigration Office in Sukabumi District with the title "Capability of the Manpower and Transmigration Office in Reducing Unemployment in Sukabumi District".

B. LITERATURE REVIEW

Public Organization

To fully understand the concept of public organization, it is necessary to understand the definition and theory of organization and the meaning of the word public itself. According to Herbert A Simon, organization is a complete pattern of communication and other relationships within a group of people. While the public comes from the Latin "public" which means "of people" with regard to society. According to Syafiee (1999) defines the public as a number of humans who have the same thoughts, feelings, hopes, attitudes and actions that are right and good based on the normative values they have.

Organizational Capability

Organizational capability is said to be a concept because it is related to the formulation of the method by which the resources or strengths of the organization to achieve and produce performance are arranged. Conversely, organizational capability can be said to be a top-level organizational practice when it is built based on important considerations and decisions in an organization coordinating all units and activities to achieve pre-set goals so that whatever policies and activities the organization can achieve productive results.

Capability is defined as the potential to perform a particular activity or set of activities. Capability is closely related to improving one's ability, capability does not only include individual skills and abilities. However, it includes the organization's ability to effectively achieve its vision and mission and the ability to maintain the organization's long-term sustainability. Taufiq Amir (2011:86) "defines capability as the ability to make good use of resources owned within and

within the organization, as well as self-potential to carry out certain activities or activities.

Organization is a system of roles, flow of activities and processes and involves several people among them as task executors aimed at achieving common goals. According to (Herbert A Simon) organization is a complete pattern of communication and other relationships within a group of people.

Hubeis & Najib (2014:47) define organizational capability as a set or set of resources that perform tasks or activities integratively. Furthermore, Collis (1994) defines capability as a concept used to formulate a firm and strong understanding of theory-based resources in terms of service organization resources or high achievement.

Meanwhile, Sampurno (2011:52) defines organizational capability, namely the organization's ability to place and use resources to satisfy the desires and results desired by the organization. Organizational skills require a variety of individual skills integrated with technology, equipment, and a variety of other resources.

Supporting Factors of Organizational Capability

Sampurno (2011:50) Capabilities are interrelated with resources, strategy and competitive advantage. The quality and capacity of organizational resources determine the capabilities of the organization. supporting factors of organizational capability itself in the form of tangible resources and intangible resources and human resources (human capital).

Dimensions of Organizational Capability by Kusumasari

Kusumasari,(2014:48)Important resources and factors that the government must have to create a capable organization are:

1. Institutional An effective institutional arrangement must have a clear organizational structure, roles, duties and responsibilities and be able to cooperate with all levels of government.
2. Human Resources (HR) Having sufficient resources and with a clear division of labor and delegation and having personnel with good knowledge of management.
3. Finance Have adequate financial support to support management activities.
4. Technical Having an effective logistics system of management and information to the whole community.

C. METHOD

In this study, researchers will use descriptive research methods because researchers will describe one variable that is the focus of research, besides that researchers will describe the variable in depth. Descriptive research as explained by (Anggara, 2015:21) is:

"A research method that explains something that is the target of research in depth. This means that the research is carried out in order to reveal everything and various aspects of the research target".

According to Creswell in his book entitled Research Design (2016:4-5)

"Qualitative research is a method for exploring and understanding the meaning that - by a number of individuals or groups of people - is

ascribed to social or humanitarian problems. This qualitative research process involves important efforts, such as asking questions and procedures, collecting specific data from participants, analyzing data inductively from specific themes to general themes and interpreting the meaning of the data. Anyone involved in this form of qualitative research must apply an inductive style of research perspective, focus on individual meaning, and interpret the complexity of a problem".

In other words, a qualitative research approach can be interpreted as a series of research processes used to understand the meaning of a phenomenon that is interrelated with social problems.

In this study, researchers will use a qualitative approach in conducting their research because the data obtained and the data that will be presented in this study are in the form of words obtained from interviews conducted with several sources who have information about the capabilities of the Manpower and Transmigration Office in reducing unemployment in Sukabumi District.

Then to analyze the problems in the research above, the researcher proposes Kusumasari's theory (2014:48) there are 4 dimensions including: Institutional, Human Resources, Financial, and Technical. The type of non-probability sampling technique chosen in this study is snowball sampling, which is a sampling technique for data sources, which at first were few in number, gradually became large. This is done because the small number of data sources has not been able to provide satisfactory data, so look for other people who can be used as data sources (Sugiyono, 2019:219) The data collection techniques used are: observation, interview, and documentation study. Data validation using Triangulation with Technique Triangulation and Source Triangulation models. In this study, researchers used the Miles and Huberman model data analysis technique, the data analysis technique using this model divides data analysis activities into three types of activities, namely the data reduction stage, the data presentation stage and the conclusion drawing stage (Silalahi, 2012:339)

D. EXPLANATION

This research is entitled Capability of the Manpower and Transmigration Office of Sukabumi District in Reducing Unemployment Rates, this research focuses on organizational capabilities in dealing with one problem. Determination of the focus of the problem is based on the main existing problems that researchers use as themes in this study, the problems that arise can be found by researchers when analyzing the Summary Report on the Implementation of the Regional Government (*RLPPD*) of Sukabumi District in 2021, where information is obtained that the open unemployment rate in Sukabumi District from 2016 - 2021 still occupies a fairly high position with a percentage above 8%. This high *TPT* rate can be caused by several factors, including the Covid-19 pandemic which has caused a decline in economic growth, layoffs (Termination of Employment) by companies in Sukabumi District.

Researchers are interested in conducting research at the agency because the large unemployment rate is certainly an important problem that needs to be solved considering that unemployment has a huge impact on the economic and social life

of the community. Declining economic growth, and even declining levels of community welfare are some of the impacts of high unemployment.

The creation of jobs that are in line with the growth of the productive-age population certainly needs to be encouraged in order to reduce the existing unemployment rate. In addition, the existence of human resources that have competitiveness also plays a role in reducing the existing unemployment rate. This is also certainly one of the government's tasks in creating decent jobs for the community, in accordance with *Pasal 27 ayat 2 Undang-Undang Dasar 1945* that "Every citizen has the right to a job and a livelihood worthy of humanity".

The results of this study are described based on data and information that has been analyzed by researchers based on data and information that has been obtained from the results of research in the field, which is based on the theory that researchers use the Capability of the Sukabumi District Manpower and Transmigration Office in Reducing Unemployment. The research results that the researcher can present are as follows:

Institutional

The first indicator in measuring organizational capability is institutional. Institutions in this case relate to effective institutional arrangements that must have clear organizational structures, roles, duties, responsibilities and be able to cooperate with all levels of government.

In carrying out its obligations and authority in the affairs of the Sukabumi District Manpower and Transmigration Office, the vision is "The realization of a conducive employment and transmigration climate imbued with the values of faith and devotion". The missions of the *Disnakertrans* include: (1) Expansion of employment opportunities and reduction of unemployment. (2) Development of industrial relations and labor protection. (3) Development and training of work skills. (4) Population distribution and transmigration development. In carrying out this vision and mission, of course, it must be accompanied by a division of tasks and responsibilities in running the wheels of the organization.

In order to reduce the number of unemployed people in Sukabumi District, the Manpower and Transmigration Office also communicates or cooperates with other *SKPDs*. The training is not only conducted by the Sukabumi District Manpower and Transmigration Office but also in collaboration with other agencies. So the people of Sukabumi District or community institutions that have the potential to be developed in the Sukabumi District area can be proposed to be able to receive training from related agencies in order to increase work productivity and reduce the number of unemployed. In addition to cooperation with *SKPDs* outside Sukabumi District, the Sukabumi District Manpower and Transmigration Office also always communicates with the Sukabumi District Government. In addition to good cooperation with fellow government agencies, the Sukabumi District Manpower and Transmigration Office also collaborates with companies in the Sukabumi District area. Of course this aims to establish good communication with the hope that information can be conveyed to the public regarding labor needs in certain companies in Sukabumi District.

With a good relationship between the Sukabumi District Manpower and Transmigration Office with fellow regional agencies and also with the private

sector in this case the company is certainly expected to have a cooperative relationship that can be established between the three of them to be able to make efforts or work programs that can reduce the number of unemployment rates in Sukabumi District.

Thus, when viewed from the first indicator, namely institutions, the Sukabumi District Manpower and Transmigration Office has a clear organizational structure with a division of tasks and responsibilities in accordance with the work fields of each unit in accordance with established regulations. In addition, there is also a good relationship between the Sukabumi District Manpower and Transmigration Office and fellow regional apparatus agencies as well as companies in the Sukabumi District area. So with this, when viewed from the institutional indicator, the Sukabumi District Manpower and Transmigration Office is capable of reducing the number of unemployment figures in Sukabumi District.

Human Resources

The second indicator in measuring organizational capability is human resources (HR). This indicator explains that the organization must have sufficient resources as well as with a clear division of work and delegation and have personnel with good knowledge of management.

In an effort to achieve the vision and mission of an organization, of course, apart from a clear division of tasks and responsibilities in carrying out the wheels of the organization to each unit in the organization, it also needs to be supported by the availability of adequate human resources to run the wheels of the organization. The availability of human resources does not only focus on the quantity or number of employees or employees in an organization but also focuses on the competencies possessed by each employee.

To improve the ability of the state civil apparatus, in this case the employees of the Sukabumi District Manpower and Transmigration Office, is by improving the professionalism of the human resources of the organizational apparatus as the driving force of the organization. One of the efforts made by the Sukabumi District Manpower and Transmigration Office in developing the abilities of its employees is by including employees in education and training programs (*diklat*) as a provision for employees in order to create qualified human resources in accordance with their respective fields of work.

The human resource development model itself in state activities has been regulated in accordance with the *Undang-Undang Nomor 43 Tahun 1999* which explains that the development of the state civil apparatus currently adheres to the merit system which means that the process of developing civil servants is based on employee performance. Human resource development is not without reason, because one of the tasks of the Sukabumi District Manpower and Transmigration Office is to improve the quality or competence of the people of Sukabumi District, especially for people who do not have decent jobs with training and coaching programs. So this program certainly needs to be supported by employees who have competencies that are in accordance with the needs that are faced directly in the community.

One of the real applications of this human resource development activity is carried out in a training program conducted by the relevant agencies, namely In addition to independent workforce training attended by a large number of community groups, training activities are also aimed at individuals in order to have abilities in accordance with their respective interests and talents. So that later the output of this training activity is to create competent individuals in accordance with their expertise and vocations. With this training, it is hoped that the people of Sukabumi Regency will have competitiveness in the job market and have the ability to create new entrepreneurs and can reduce the number of open unemployment in Sukabumi Regency.

But of course this is also not without obstacles, one of the obstacles faced by the Sukabumi District Manpower and Transmigration Office is the availability of inadequate human resources or in other words, a shortage of human resources. This is indicated by the existence of several authorities or tasks that should be carried out by several employees but in fact are only carried out by one person. The work program that has been planned previously will be slightly hampered by the division of tasks and authority that is not in accordance with the number of existing employees. The Sukabumi District Manpower and Transmigration Office itself currently has a total of 71 employees with the following division of duties and responsibilities:

No	Unit Kerja	Jumlah ASN	Golongan															
			I				II				III				IV			
			a	b	c	d	a	b	c	d	a	b	c	d	a	b	c	d
1.	Kepala Dinas	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2.	Sekretariat	12	-	-	-	-	-	4	-	-	1	2	1	2	1	1	-	-
3.	Bidang Penempatan Tenaga Kerja	11	-	-	-	-	-	2	-	-	1	4	1	2	1	-	-	-
4.	Bidang Hubungan Industrial dan Syarat Kerja	7	-	-	-	-	-	-	-	-	1	2	2	2	2	-	-	-
5.	Bidang Bina Pelatihan Kerja dan Produktivitas Tenaga Kerja	7	-	-	-	-	-	-	-	-	1	-	1	3	2	-	-	-
6.	Bidang Transmigrasi	6	-	-	-	-	-	1	-	-	1	-	3	1	-	-	-	-
7.	UPTD BLK	27	-	-	-	-	-	10	4	1	2	1	5	-	4	-	-	-
Jumlah Total		71	-	-	-	-	-	17	4	4	10	6	17	7	5	1	-	-

Picture 3 Recapitulation of employees of *Disnakertrans* Sukabumi District

Sources: *Strategic Plan of Disnakertrans Kabupaten Sukabumi 2021*

Of the 71 current employees, 15 of them are graduates of Senior High School and equivalent. Then 16 of them are Associate Degree (D3), 27 of them are Bachelor Degree (S1) and 13 of them are Master Degree (S2).

Thus, when viewed from the human resource indicators of the Sukabumi District Manpower and Transmigration Office, it is not yet capable, this is indicated by the existence of several division of tasks and responsibilities that should be delegated to several people but done by only one person. This will certainly have a direct impact on the effectiveness of achieving the goals of the Manpower and Transmigration Office which is hampered by this.

Finance

The third indicator in measuring organizational capability is finance. Organizations must have adequate financial support to support management activities. In measuring the capability of the organization, finance is certainly a

very vital role, because with adequate finance it will certainly support the running of the work program that has been prepared to overcome some of the problems that arise related to the organization.

The function of the budget in an organization, the article is very influential on organizational planning. Budgets are needed to identify the actions needed to achieve organizational goals. Budgets usually contain estimates of the actions that an organization will take in a period. In addition, the budget also contains an estimate of the performance that must be achieved within a certain period expressed in financial measures.

In supporting human resources and other supporting resources also required budgetary resources. Without the budget, various programs will be difficult to run, because with the budget, every activity can take place. The problem of budget resources in supporting wage policies is not too big, this is because initially the draft budget was prioritized to health problems due to the pandemic (Topyani et al., 2023).

The budget can be divided into several aspects. Starting from the aspects of planning, control, as a fiscal policy tool, to as a political tool. The budget is very important for the running of the organization. This also applies to the Sukabumi District Manpower and Transmigration Office. In carrying out its activities, it certainly requires a fairly large budget. In carrying out activities related to achieving the vision and mission of the Sukabumi District Manpower and Transmigration Office, a program activity plan has been prepared as well as a budget activity plan for a certain period of the year, so that it can be known what work program will be carried out in which month and requires what budget.

The existence of activity planning and budget planning is a reference for organizational units in carrying out activities in a period that aims to achieve the vision and mission of the organization. As for funding sources in carrying out its operational activities, the Sukabumi District Manpower and Transmigration Office's finances come from central and local government funding channeled through the *APBN* and *APBD*.

But of course this is not without obstacles, a public sector organization is an organization that is not principled in seeking benefits in running its organization. Financial resources are based on the budget ceiling that has been obtained which is divided into certain units according to the priority agenda that will be carried out by the relevant agency. As is the case with the Sukabumi District Manpower and Transmigration Office, which cannot freely carry out activities aimed at achieving its organizational goals.

In the context of controlling activities and reducing the number of unemployed in the Sukabumi District area, the relevant agencies have planned several work programs to be implemented, but back to the budget that is adjusted to the existing ceiling which causes several work programs to not be implemented optimally.

With this phenomenon, of course, activities only focus on a few areas and there is no equal distribution of activities due to the lack of budget available in the context of training activities to be carried out by the Sukabumi District Manpower and Transmigration Office. He even explained the effectiveness of budget use

which is still not effective due to the lack of budget available to finance each activity to be carried out.

Thus, when viewed from the financial indicators, the Sukabumi District Manpower and Transmigration Office cannot be said to be capable because of budget limitations which cause some activities to not be carried out optimally and evenly. Activities are only centered at a few points which causes no equal distribution of training that can be received by the people of Sukabumi Regency due to the lack of available budget.

Technical

The fourth indicator in measuring organizational capability is technical. The organization must have an effective management and information logistics system to the entire community. In this case, the delivery of information related to related agencies must be able to be accepted by the community. Related agencies must be able to manage information sources with good management supported by good media in channeling this information to a wide audience. Thus, all information needed by the community related to the Sukabumi District Manpower and Transmigration Office can be accessed easily by the community without having to go directly to the Sukabumi District Manpower and Transmigration Office office.

The Sukabumi District Manpower and Transmigration Office itself is one of the *SKPDs* in Sukabumi District that has managed information management well. This is evidenced by the official website of the Manpower and Transmigration Office named "Silent Center". This website contains information related to the Sukabumi District Manpower and Transmigration Office, including information about job vacancies in companies that have collaborated with related agencies. Here is the main page if we enter the website:



Pictures 4 Silent Center Website Display

Sources: <https://Disnakertrans.sukabumikab.go.id/>

The existence of this website is certainly one of the efforts taken by the Sukabumi District Government, especially the Sukabumi District Manpower and Transmigration Office in reducing the unemployment rate in Sukabumi District. With this Silent Center, the community is facilitated with the information needed about employment in Sukabumi District. The cooperation between the Sukabumi District Government and companies in the Sukabumi District area or even outside

the Sukabumi District area is a good combination in creating job vacancy information that can be received by the community.

In addition, this website also contains a lot of information that can be obtained by the public regarding the services provided by the Sukabumi District Manpower and Transmigration Office. Many features are available that can be accessed by the public such as information about Job fair activities, training programs conducted by the Sukabumi District Manpower and Transmigration Office, a list of companies that work with the Sukabumi District Manpower and Transmigration Office, institutions to the service flow for making AK-1 cards (yellow cards) on the website. So with this website, the public can find out the flow of services provided by related agencies that can be accessed from anywhere, not necessarily having to come to the relevant agency office.



Picture 5 Service Display on Silent Center Website

Sources: <https://Disnakertrans.sukabumikab.go.id/>

In addition to reducing the delivery of information about the flow of services provided and information on job vacancies, the Sukabumi District Manpower and Transmigration Office also reduces performance accountability. We can see this from the Silent Center which also contains information about the Performance Accountability Report (*LAKIP*) of the Manpower and Transmigration Office from year to year. This is certainly a positive thing from the Sukabumi District Manpower and Transmigration Office in disclosing information about the implementation of activities carried out by related agencies both in terms of work programs and in terms of budget implementation.

In addition to the ease of information that can be accessed by the public through the official website of the Sukabumi District Manpower and Transmigration Office, usually the public is also given information about job vacancies by holding a job fair which is attended by many companies with various job vacancies.

With the ease of information that can be accessed by the community, this is one of the efforts of the Sukabumi District Manpower and Transmigration Office in reducing the unemployment rate in Sukabumi District. In addition, currently being built Kawan Industri Terpadu in Sukabumi District which is located in the Cikembar area, Sukabumi District is one of the great opportunities for the people

of Sukabumi District in obtaining information and longan jobs in Sukabumi District.

Thus, if seen from the technical indicators with the existence of logistical management and effective information to the community marked by the ease of information accessed by the community, the Sukabumi District Manpower and Transmigration Office can be said to be Capable in reducing the unemployment rate in Sukabumi District.

By implication, according to Kusumasari's theory (2014: 48), the Sukabumi District Manpower and Transmigration Office has a clear organizational structure with a division of tasks and responsibilities in accordance with the work fields of each unit in accordance with the regulations that have been set. This is because effective institutional arrangements must have a clear organizational structure, roles, duties, responsibilities and be able to cooperate with all levels of government. In the Human Resources dimension, the human resources of the Sukabumi District Manpower and Transmigration Office are not yet capable, this is indicated by the existence of several divisions of tasks and responsibilities that should be delegated to several people but done by only one person, in this case it should have sufficient resources and with a clear division of labor and delegation and have personnel with good knowledge of management. In the Financial dimension, the finances of the Sukabumi District Manpower and Transmigration Office cannot be said to be capable because of budget constraints that cause some activities not to be carried out optimally and evenly. Activities are only centered at a few points which causes there is no equal distribution of training that can be received by the people of Sukabumi Regency due to the lack of available budget. This is not different from Kusumasari's opinion where the budget, has adequate financial support to support management activities. And in the Technical Dimension, technical indicators with the existence of effective management logistics and information to the community marked by the ease of information accessed by the community, the Sukabumi District Manpower and Transmigration Office can be said to be Capable in reducing the unemployment rate in Sukabumi District. So that it has an effective management and information logistics system for the entire community.

E. CONCLUSION

Based on the results of the research and discussion above, the Capability of the Manpower and Transmigration Office in Reducing Unemployment in Sukabumi Regency is not yet said to be capable in the program to reduce the number of unemployed in Sukabumi Regency. This is indicated by the existence of indicators used in measuring organizational capabilities that have not run optimally. As analyzed based on the institutional, human resources, financial and technical dimensions proposed by Kusumasari (2014: 48), namely as follows:

1. Seen from the institutional dimension, the Sukabumi District Manpower and Transmigration Office is capable in reducing the number of unemployment in Sukabumi District. The Sukabumi District Manpower and Transmigration Office has a clear organizational structure with a division of tasks and responsibilities in accordance with the work fields of each unit according to

the regulations that have been set. In addition, it has also established good relations with fellow regional apparatus agencies as well as with companies in the Sukabumi District area.

2. In terms of human resources, the Sukabumi District Manpower and Transmigration Office is not yet capable. This is indicated by the existence of several divisions of tasks and responsibilities that should be delegated to several people but done by only one person. This has a direct impact on the effectiveness of achieving the objectives of the Manpower and Transmigration Office which is hampered by this.
3. Seen from the financial dimension, the Sukabumi District Manpower and Transmigration Office is not yet said to be capable because of budget constraints that cause some activities to not be carried out optimally and evenly. Activities are only centered at a few points which causes there is no equal distribution of training that can be received by the people of Sukabumi District due to the lack of available budget.
4. Seen from the technical dimension, the Sukabumi District Manpower and Transmigration Office is capable in reducing the unemployment rate in Sukabumi District due to the existence of logistical management and effective information to the community which is characterized by the ease of information accessed by the community.

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