



The Involvement of the Gampong Government in Aceh in Recruiting Local Workers to Prevent Violent Community Conflicts in the Corporate Environment

Rizki Yunanda ¹, Teuku Kemal Fasya ², Richa Meliza ³, Kurniawati ⁴, and Dini Rizki⁵

¹Faculty of Social and Political Sciences, Universitas Malikussaleh, Aceh, Indonesia 1; rizkiyunanda56@unimal.ac.id

²Faculty of Social and Political Sciences, Universitas Malikussaleh, Aceh, Indonesia 2; kurniawati@unimal.ac.id

³Faculty of Social and Political Sciences, Universitas Malikussaleh, Aceh, Indonesia 3; richameliza@unimal.ac.id

⁵Faculty of Social and Political Sciences, Universitas Malikussaleh, Aceh, Indonesia 4; dinirizki@unimal.ac.id

⁴Faculty of Engineering, Universitas Malikussaleh, Aceh, Indonesia Indonesia 5; rizkiyunanda56@unimal.ac.id

* Correspondence: rizkiyunanda56@unimal.ac.id ; Tel.: 085373666233

Abstract: In Indonesia, the presence of foreign workers (TKA) has increased rapidly, reaching 110,833 people in 2022, a jump of 25.6% compared to the previous year. Although the contribution of foreign workers in development and investment is undeniable, conflicts often arise between foreign workers and local workers. Dissatisfaction with transparency and fairness in the process of accepting local workers, involving the Gampong government, has led to social tensions. Social jealousy, in which local communities feel marginalized, is often a trigger for conflict. This study aims to understand the form of conflict resolution carried out by the Gampong government on the policy of accepting local workers in the Company's environmental villages and the steps taken by the Gampong government to align the policy of accepting local workers with the needs and aspirations of the people of the company's environmental villages. Perspective of conflict resolution theory. Data collection is carried out through Live in, observation, in-depth interviews and the use of documents. The data analysis process is carried out interactively through stages; data collection, data verification, data patterns, data coding, data thematic networks, meaning and drawing conclusions. The conflict related to the policy of accepting local workers in Dewantara District is caused by the community's dissatisfaction with the company's policies. The solution involves an inclusive approach and dialogue between the company, government, and community. Steps such as mapping labor needs, training, and collaboration between sectors are crucial to improving the quality of the local workforce.

Keywords: Conflict Resolution 1; Policy 2; Acceptance 3; Local Workers 4; Corporate Environment 5;

1. Introduction

In the era of globalization, hiring foreign workers (TKA) in Indonesia has become common. Since the colonial period, Indonesia has known the presence of foreign workers. However, in the modern context, the main reason for the use of foreign workers is to accelerate development and overcome the shortage of experts and skilled workers in the country. Globalization, trade liberalization, and the need for investment have contributed to the increasing number of foreign workers in Indonesia, which supports national economic growth and opens up job opportunities through increased investment [1], [2]. Labor conflicts are often accompanied by potential friction between foreign workers and local workers, causing protests, demonstrations and even forms of violence.

Worker conflicts are not only experienced by foreign workers, the low number of local workers in environmental villages in the company can also give rise to conflicts from the community [3] This problem has caused social jealousy that occurs in the community to increase, in addition to that there is a pameo in the community such as in the life of the Acehese people

known as "*Buya Krung Teu dong-dong, Buya tamong meuraseuki*". This factor of social jealousy creates many forms of conflict between companies and local communities in Indonesia and even in Aceh. Conflicts in local worker acceptance policies often trigger tension in the community, which can disrupt social and economic stability at the village level (Gampong). This problem is usually rooted in dissatisfaction with the process and criteria for accepting workers who are considered not to meet the needs or aspirations of the local community.

The main problem in this conflict is the community's dissatisfaction with transparency and fairness in the process of accepting local workers. Many people feel that existing policies do not prioritize local needs and do not provide fair opportunities to workers from the corporate environment. The phenomenon mentioned above is different from what is experienced by local residents of the village in the company environment in Dewantara District, North Aceh Regency in the policy of accepting local workers so far that the Gampong government has been involved in the recruitment system so as to provide the widest possible employment opportunities for the local community. However, on the other hand, the recruitment policy involving the gampong government has caused new conflicts in the community. This is triggered by social jealousy and feeling injustice (Observation, 2024). Therefore, it is important to identify the interests of all relevant parties, including the Gampong government, local workers, and other parties who play a role in this process, to understand how conflict resolution is carried out to prevent conflicts in the community.

This reality is interesting to study, the main goal is to find a form of conflict resolution carried out by the Gampong Village government on the policy of accepting local workers. The findings of this study also want to answer what steps the Gampong government has taken to harmonize the policy of accepting local workers.

2. Research Methods

This research was conducted in Dewantara District, North Aceh Regency. This location was chosen because it is a village area of the company's environment, including PT. Pupuk Iskandar Muda, PT. Pelni (Persero Port) and various subsidiaries that are doing work in this area. Informants for qualitative research can be selected from people who are considered to understand the research problem being studied [4]–[7]. The informants of this study consisted of the Geuchiek Forum, Keuchiek, Community Leaders, Youth Leaders and company workers. The data of this study includes visual *data (observations)*, spoken *data*, and written data (*documents*) (Hignett and McDermott 2015). These various data were collected by means of non-participant observations, in-depth interviews, and the use of documents [8], [9].

3. Results And Discussion

Resolution of conflict of policy on the admission of local gampong workers in the company environment in Dewantara District

Conflicts related to the policy of accepting local workers in gampongs in the company environment in Dewantara District generally stem from the dissatisfaction of some residents with the company's policies that do not fully pay attention to local potential. On the one hand, companies need a skilled and efficient workforce to support their operations, but on the other hand, the local community feels that they have the right to get job opportunities, especially in the area they live in. These conflicts are often triggered by perceptions of injustice in the distribution of job opportunities, as well as a lack of community involvement in decision-making processes related to labor acceptance policies [10], [11]. The Need for Inter-Stakeholder Dialogue Resolving this kind of conflict requires constructive dialogue between key stakeholders, namely village governments (gampong), sub-districts, companies, and communities. Village and sub-district

governments play an important role in bridging the interests between companies and local communities.

They can facilitate communication forums that allow each party to openly express their views and interests. Companies must understand the importance of their role in improving the social and economic well-being of local communities, while communities must be given the opportunity to raise their problems as well as desired solutions [12].

Understanding of Worker Needs and Qualifications One of the first steps that must be taken in resolving this conflict is the mapping of the needs of the workforce in the company and the compatibility between the skills possessed by the local community and the demands needed by the company. This can be done through surveys or interviews with companies and the public to find out what fields of work are available, as well as what training or skills are needed. Village governments can also help identify whether local communities are ready to compete in the job market or need special training programs to prepare them.

Training and Capacity Building If there is a skills gap between local workers and the needs of the company, it is important to provide training programs that can increase the capacity of the local workforce [13], [14]. The local government and the company can develop a training program in accordance with the field of work in the company. This training program can involve various parties, such as educational institutions, community organizations, or the company itself. With increased skills, the local workforce will become more competitive and ready to meet the standards set by the company.

Priority Policies for Local Workers Companies need to formulate policies that give priority to residents, especially those who meet the required qualifications. This policy can be in the form of a more inclusive recruitment program, which prioritizes residents from gampong located around the company's area. This policy can be outlined in an agreement between the village government and the company, which ensures that most job positions are available to residents. Of course, companies still have the right to choose the best candidates based on their needs and operational standards, but there is a balance that needs to be maintained so that job opportunities remain open to the local community.

Overcoming Social and Economic Inequality One of the impacts that can arise if this conflict is not resolved immediately is the widening social and economic inequality between local communities and workers from outside the region. This can trigger greater discontent and even cause social tensions at the local level. Therefore, companies are not only required to hire local workers but must also involve them in the decision-making process regarding employment policy. The government, in this case, has a role to play in ensuring that the policies taken by companies not only benefit one party, but also encourage equitable distribution of benefits for the local community.

Monitoring and Evaluation of Worker Recruitment Policies To ensure that local worker recruitment policies run effectively, it is necessary to carry out a continuous monitoring and evaluation mechanism. Village and sub-district governments, together with companies, need to form a supervisory team tasked with monitoring the implementation of this policy. The team can hold regular meetings with the community to assess whether the policy is working well and whether any changes need to be made. In addition, it is also important to evaluate whether the training provided has met the needs of the job market, as well as whether the number of local workers accepted is in accordance with the set targets.

With these steps, it is hoped that conflicts related to the local worker recruitment policy can be resolved fairly and provide benefits for all parties, both companies, the government, and the local community. An inclusive and dialogue-based approach and local capacity building will

ensure that regional economic development runs sustainably and reduces social tensions in the community.

Steps taken to align the policy of accepting local workers with the needs and aspirations of the community in Dewantara District

To align the policy of accepting local workers with the needs and aspirations of the community in Dewantara District, the first step that needs to be taken is to conduct a thorough identification of the labor needs in the area. This can begin with surveys and interviews with the community and local stakeholders, such as village heads, local entrepreneurs, and community leaders [5]. The purpose of this step is to understand the sectors that need the most labor, as well as the types of skills needed by the dominant industries or economic sectors in Dewantara District. For example, if the agriculture or fisheries sector is the flagship sector, then it is necessary to ascertain whether the local workforce has the appropriate skills or whether they need additional training.

After knowing the sectors that need labor, the second step is to map the potential of natural resources and the local economy [15], [16]. Dewantara District, which may have certain natural resources or local industrial potential, needs further study to understand that potential. For example, if this area has potential in the tourism sector, then the policy of accepting local workers must be adjusted to the needs of human resources in the field of hospitality, tour guides, or other supporting sectors. This will help design more specific and focused policies on sectors that really have a great opportunity to absorb the local workforce.

The third step that needs to be taken is to collect demographic data and workforce skills. The Dewantara District Government must collect data related to the number of working-age population, education level, and skills possessed by the community. This data is important so that the policies formulated are not only based on assumptions, but also based on concrete facts regarding the readiness of the local workforce. For example, if the data shows that most of the population has a primary or secondary education background, then it is necessary to design training programs to improve their skills to be better prepared to enter the job market, especially in developing sectors.

The fourth step is to build solid collaboration with local stakeholders. The Dewantara District Government must work with various parties, such as educational institutions, vocational training, and local industries, to design inclusive and sustainable policies. Vocational education and training institutions are very important to prepare a workforce that has the skills needed by the market. For example, if the fisheries sector needs skilled labor in fish farming or seafood processing, then relevant technical training should be provided to local communities. This collaboration will ensure that local workers' recruitment policies are not only based on theory, but also consider the actual labor market conditions.

Furthermore, it is important to involve the private sector, especially companies or industries operating in Dewantara District, in planning policies for accepting local workers. The private sector has a deep understanding of the workforce needs and skills required in the field. Therefore, there needs to be intense communication between the government and the business world so that companies can provide input regarding the types of workers they need, as well as offer job opportunities for local workers. In this case, the government can encourage companies to give priority to local workers through incentives or ease in the recruitment process.

The next step is to optimize the role of education and training institutions in Dewantara District or surrounding areas. Vocational education and training should be designed considering the specific needs of the developing sectors in the area. For example, if the tourism or fisheries sector is the primary focus, then the training curriculum should include relevant skills, such as tourism management, tour guides, or technical skills in the field of fisheries. Local governments

can work with education and training institutions to create competency-based training programs that can directly answer the needs of the job market.

Finally, it is important to conduct regular evaluations and monitoring of local worker admission policies. The Dewantara District Government needs to evaluate the implementation of the policy to ensure that the policy runs effectively and is able to create a positive impact on the community. This evaluation can be carried out through field data collection, community satisfaction surveys, and monitoring of unemployment and job occupancy in the area. If needed, policies can be adjusted to be more responsive to changes in labor market needs or the aspirations of local communities. In this way, the policy of accepting local workers will continue to be relevant and able to create maximum benefits for the people of Dewantara.

With these steps, the policy of accepting local workers in Dewantara District can run effectively and meet the needs of labor relevant to regional economic development. In addition, the active involvement of local communities and stakeholders in every stage of policy planning and implementation will ensure that the policy is in line with existing local aspirations and potentials.

3. Conclusion

Conflicts related to the policy of accepting local workers in Dewantara District are mostly caused by the dissatisfaction of the local community with the company's policies that are considered inadequate in providing job opportunities to residents. To overcome this conflict, an inclusive and dialogue-based approach is needed between companies, village governments, sub-districts, and communities. In this case, the government plays an important role in bridging the interests of various parties.

The resolution of this conflict can begin with mapping the labor needs in the company and the match between the skills of the local community and the demands of the industry. In addition, training and capacity building programs for the local workforce are indispensable to improve skills relevant to the needs of the job market. The company's policy that gives priority to qualified residents must also be formulated, while still paying attention to the operational standards set by the company. To align the policy of accepting local workers with the aspirations of the community, the steps that need to be taken include identifying labor needs, mapping local economic potential, and collecting data on community skills. Collaboration between the government, educational institutions, vocational training, and the private sector is an important key in designing effective policies. Thus, the policies implemented are not only able to improve the quality of local labor, but also ensure the sustainability of the regional economy and reduce social inequality.

Continuous evaluation and monitoring of these policies is also essential to ensure they are effective and responsive to changing job market needs. With the right approach, conflicts can be minimized, and economic development in Dewantara District can run in a sustainable and inclusive manner.

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