



Strengthening the Role of Community in Improving the Quality of the Manpower

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Abstract:

The quality of labor resources in a country is an important part of development. A qualified workforce will encourage the acceleration of development in an effective, efficient, and competitive manner. In addition, a qualified workforce will also encourage massive economic growth. However, in improving the quality of the workforce, there are still many challenges, one of which is related to the distribution of skills and competencies of workforce certification. This study aims to analyze strategies and patterns of improving the quality of the workforce through community and community strengthening. This study is part of a community service program in the Gunungpati area, Semarang City, Indonesia. Such an approach is expected to support the validity of the devotion results as a helpful output. Observation will be carried out using field studies about the subject matter studied. This devotion uses socialization, games, and motivational training as an effective strategy to instill awareness in the target audience of the dangers and threats to tax blindness as well as the importance of public awareness of the importance of tax payments, not only for themselves but for the state, to ensure the fulfillment of the rights of the community, mainly traders and entrepreneurs as fellow citizens will be increasingly guaranteed and accountable.

Keywords: Community Role, Quality Improvement, Labor

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A. Introduction

One of the things that can help achieve economic development success is the influence of factors of production. A characteristic of production is anything technically necessary to produce or manufacture a good or service. These factors of production are staples, building equipment, labor, machinery, and capital that can broadly be categorized as human and non-human input.¹ Economic development can be referred to as increasing output over time to become an important indicator to measure the success of a country's development.

In economic development, especially in Indonesia, the Government plays a vital role in Indonesia's economic development and growth. This is indicated by the control of consumption and expenditure for public investment and receipts from taxes carried out by the Government. Not only the role of the Government, but several factors influence economic development, such as infrastructure, regulations and laws, political stability, bureaucracy, government policies, and international exchange bases, each of these factors have their influence on economic development.

In Indonesia, the role of the Government has a significant influence on economic development. This is indicated by government spending, which is one of the fiscal policy instruments in economic growth. Aside from the role of the Government, the existence of labor is also one of the crucial factors in the development of the country.

Article 1, number 2 of Law No. 13 of 2003 on labor defines labor as anyone who can work to produce goods and services to meet their own needs and the community. According to Mulyadi, labor is the population aged 15-64 years or the number of residents in a country that can produce goods and services if there is a demand for their energy and if they want to participate in such activities. Meanwhile, according to Murti, the so-called workforce is an individual who offers skills and abilities to produce goods and services so that the company can benefit. The individual will earn a salary or wage following his skills.² Based on some of the definitions above, it can be concluded that the so-called labor is a person in vulnerable age 15-64 years or the number of residents in a country who has the ability and skills to

¹ N. Gregory Mankiw, *Makro Ekonomi* (Jakarta: Erlangga, 2009).

² Mulyadi Subri, *Ekonomi Sumber Daya Manusia: Dalam Perspektif Pembangunan* (Jakarta: PT. Raja Grafindo Persada, 2014).

produce goods and services that can increase the profits of his company so that the individual gets a salary or wage based on their abilities and skills.³

Labor has a vital role through factors of production to improve economic development. The growth can be through the high quantity of labor, which is essential to enhance economic development as Indonesia has abundant human resources and an increased number of workers.⁴ This is evidenced by data released by the Central Statistics Agency, which shows that the number of workers in Indonesia reaches seven million workers. In 2017 there were 7,660,091 workers, then decreased in 2018 to 7,183,934 workers and again increased the number of workers to 7,363,163 workers. In Semarang, the labor force was also very high in 2017. There were about 963,496 employment increases, then decreased in 2018 to 921,551 workers and again increased in 2019 to 951,135 workers. This shows that the quantity of labor in Semarang is also very high.⁵

However, the most crucial factor for labor to improve economic development is the quantity and quality factor, namely the skills and abilities of the workforce itself. In Indonesia, the productivity and competitiveness of Indonesian workers are still relatively low. One of the causes is the level of education of the force that is still low so that it cannot compete with the power from neighboring countries.⁶ This is evidenced by data released by the Central Statistics Agency, namely, in 2021 in the city of Semarang, about 1,034,749 workers are consisting of 162,427 workers with a background in elementary school education(SD), 145,716 workers with experience in Junior High School (SMP), 452,019 workforce backgrounds in High School (SMA) and 274,632 working forces with University education backgrounds. This shows that most of the workforce in Semarang City received education until high school. Only a few of the work associations in Semarang City received education in higher education. The low productivity and competitiveness of labor in Indonesia and the city of Semarang in particular then shows that the quality of Indonesian delivery is still relatively low.⁷

³ Murti Sumarni and & John Suprihanto, *Pengantar Bisnis Dasar-Dasar Ekonomi Perusahaan* (Yogyakarta: Liberty, 2014).

⁴ BPS, 'Jumlah Tenaga Kerja Menurut Provinsi (Orang) 2017-2019', 2022

⁵ BPS, 'Jumlah Angkatan Kerja (Jiwa) 2017-2019' <<https://semarangkota.bps.go.id/indicator/6/197/1/jumlah-angkatan-kerja.html>> [accessed 5 February 2022].

⁶ Kementerian Perindustrian Republik Indonesia, 'Kualitas Tenaga Kerja RI Rendah' <<https://kemenperin.go.id/artikel/8161/Kualitas-Tenaga-Kerja-RI-Rendah>> [accessed 4 February 2022].

⁷ BPS Kota Semarang, 'Penduduk Berumur 15 Tahun Ke Atas Menurut Pendidikan Tertinggi Yang Ditamatkan Dan Jenis Kegiatan Selama Seminggu Yang Lalu Di Kota

The high number of workers in Indonesia that is not accompanied by the high quality of labor causes various problems in the field of employment, one of which is the problem of unemployment. The issue of unemployment is still a significant concern in every country, especially in developing countries such as Indonesia.

Kwik Kian Gie, Minister of State for National Development Planning / Head of the National Development Planning Agency (Chairman of Bappenas), stated that the main challenge faced by the Government is the continued increase in the number of unemployed. Sadono Sukirno also noted that unemployment is when someone who belongs to the labor force wants to get a job but cannot get it. Insurance is a situation where people want to work but don't get a job. In addition, unemployment can also be interpreted as one of the economic diseases that greatly influence economic growth. The existence of unemployment causes a person to have no income, encouraging them to fall into poverty. Generally, the Government is taking action to overcome this unemployment by expanding employment opportunities, both in the private sector and the government sector. Unemployment can also be cited as a reality faced by developing countries and occurs in developed countries. In general, unemployment is when a person who belongs to the labor force category does not have a job.⁸

Linbeck said that unemployment results from institutional misconduct in a government or private agency that influences market regulation, demographics, laws, and regulation. In this case, the importance of institutional features about unemployment has implications for demand and labor supply, wage arrangements, and the effectiveness of matching and searching in the labor market.

Unemployment is a problem that harms economic activity. The impact of unemployment can be known by grouping the influence of unemployment in two aspects of the economy; the first is the impact of unemployment on the economy in a country. The ultimate goal of economic development in a country is to increase the prosperity of society and economic growth to be stable and in good condition and gradually increase. If the unemployment rate in a country tends to be relatively high, it will hinder economic development goals due to the impact of unemployment itself on economic activity. Second, the

8 Semarang, 2021' <<https://semarangkota.bps.go.id/statictable/2021/10/12/224/jumlah-penduduk-berumur-15-tahun-ke atas-menurut-pendidikan-tertinggi-yang-ditamatkan-dan-jenis-kegiatan-selama-seminggu-yang-lalu-di-kota-semarang-2020.html>> [accessed 5 February 2021].

⁸ Adrian Sutawijaya & Zulfahmi, 'Pengaruh Faktor-Faktor Ekonomi Terhadap Inflasi Di Indoneisa', *Jurnal Organisasi Dan Manajemen*, 8 nomor 2 (2012), 85–100.

effect of unemployment on individuals who experience it and the effect on society. There are some negative impacts of unemployment, such as loss of livelihood, eliminating skills from individuals, and causing socio-political instability.⁹

Syahrial mentioned that unemployment would cause economic conditions to deteriorate. According to him, this unemployment can cause the community can not minimize the level of welfare that may be achieved. In addition, unemployment also causes a country's tax revenue to be reduced; low levels of economic activity cause a decrease in the country's tax income. This will cause the country's tax revenue to be small and impact the Government's reduced ability to carry out various state development activities. Unemployment also causes investment from a company can not be encouraged.

Unemployment also has other problems in the field of social life, the impact such as lowering economic activity, the existence of unemployment will cause the purchasing power of the community will decrease, this is due to the decrease in demand for goods and services, it also causes companies and investors are not eager to expand and establish new industries so that economic activity will decrease. Unemployment leads to a decline in economic growth and per capita income. A person who is not working or unemployed will not produce goods or services; the unemployment rate will decrease GDP (Gross Domestic Product). If GDP continues to decline, it will lead to a decrease in growth.

In every country, the problem of unemployment has always been a complex problem to solve. This is because of the number of people who from year to year continues to increase. This increase in the number of people makes job seekers also increase. In this case, if the labor cannot be absorbed to the maximum, then the work that has not been absorbed will be referred to as unemployment. There are several factors behind the occurrence of unemployment, one of which is economic conditions, government policies that do not side with the people, education that tends to be low, the development of non-real economic sectors, people lacking skills, limited available employment, labor competencies that are not following the job market. have higher education but do not have access to job opportunities, local culture, less effective job market information for job seekers, and many others.¹⁰

⁹ Adiwarman Azwar Karim, *Sejarah Perekonomian Islam* (Jakarta: PT Raja Grafindo Persada, 2008).

¹⁰ Trianggono Budi Hartanto & Siti Umajah Masjkuri, 'Analisis Pengaruh Jumlah Penduduk, Pendidikan, Upah Minimum Dan Produk Domestik Regional Bruto (PDRB)

In Indonesia, the number of bullying is increasing. Kaufman and Hotchkiss describe unemployment as a measure implemented if a person does not have a job but is actively trying to find work in the last four weeks.¹¹ Meanwhile, Sukirno explained that what is meant by unemployment is a state of joblessness that is being faced by individuals who have tried to find work but do not get it. However, in general, unemployment is an inability of the labor force to get the jobs they need and expect.¹² Unemployment is one of the main problems experienced by every country; therefore, every economy and Government will face the problem of insurance, namely natural unemployment or the natural rate of unemployment.¹³

The unemployment rate in Indonesia does decrease and increase every year, based on data released by the Central Statistics Agency, showing that in 2019 there was about 5.24 percent of the total Indonesian population is a male workforce that is not working, and 5.22 percent is a female workforce that is not working, this figure then increased in 2020 to 7.46 percent is a male workforce that is not working, and 6.46 percent is a female workforce that is not working, in 2021 there is a decrease in the unemployment rate to 6.74 percent which is the male workforce that is not working and 6.11 percent is the female workforce that is not working. In Central Java Province, the unemployment rate increases from year to year. In 2018 alone there was about 7.49 percent of the total population of Central Java were unemployed, then increased in 2019 to about 8.07 percent of the total population of Central Java. In 2020, due to the covid-19 pandemic, there were about 377,199 workers who experienced job cuts (layoffs), which further aggravated the unemployment rate in Central Java Province.¹⁴

The same thing happened in the city of Semarang. The unemployment rate in Semarang also experienced a significant increase from year to year. In 2018 there was about 5.29 percent of the total population of Semarang City fell into the category of unemployment. This figure then decreased in 2019 to

Terhadap Jumlah Pengangguran Di Kabupaten Dan Kota Provinsi Jawa Timur Tahun 2010-2014', *Jurnal Ilmu Ekonomi Terapan*, 1 No. 2 (2017), 85.

¹¹ Sadono Sukirno, *Makroekonomi Teori Pengantar Edisi Ketiga* (Jakarta: PT Raja Grafindo Persada, 2011).

¹² Nanga Muana, *Makroekonomi Teori, Masalah Dan Kebijakan* (Jakarta: PT Raja Grafindo Persada, 2001).

¹³ Mohammad Firqi Muslim, 'Pengangguran Terbuka Dan Determinannya', *Jurnal Ekonomi Dan Studi Pembangunan*, 15 No. 2 (2014), 171–81.

¹⁴ BPS Jateng, 'Jumlah Penduduk Usia Kerja Yang Terdampak Covid-19 Jawa Tengah, Agustus 2020' <<https://semarangkab.bps.go.id/statictable/2020/12/21/212/jumlah-penduduk-usia-kerja-yang-terdampak-covid-19-jawa-tengah-agustus-2020-.html>> [accessed 5 February 2022].

4.54 percent of the total population of Semarang City. However, in 2020 there was a relatively high increase in the number of unemployed in Semarang, which reached about 9.57 percent of the total population of Semarang city, which belongs to the category of unemployment.¹⁵

A high unemployment rate will not allow society to reach the level of full labor use. This is evident from the various problems or adverse consequences caused by unemployment. The distribution affects many areas, for example, the economy.¹⁶ Unemployment causes society to be unable to minimize the level of welfare it may achieve. In other words, unemployment causes the actual output reached will be lower than the potential output of employment. Not only that, unemployment will inhibit economic growth.¹⁸ Unemployment also results in a decrease in government tax revenue, eventually resulting in a small government tax income. For unemployed individuals, it leads to loss of livelihood and income. If in developed countries, every unemployed will get the cost of living allowance to finance his living needs, but in developing countries such as Indonesia, there is no such thing. Of course, this will make it more difficult for every unemployed to get a prosperous life.¹⁹

Unemployment can occur due to several factors such as the high number of the labor force that is not proportional to existing employment opportunities, unbalanced employment structure, unbalanced needs of the number and type of educated personnel, and the provision of knowledgeable or inappropriate education levels owned by the labor force with existing labor needs, the increasing role and aspirations of the female workforce in the entire structure of the workforce in Indonesia.²⁰ And the imbalance of the provision and utilization of labor between regions. The unemployment factor is also in the form of declining economic activity, technological advances, and setbacks in the development of an industry.²¹

¹⁵ BPS Kota Semarang, 'Tingkat Pengangguran Terbuka (Persen), 2018-2020' <<https://semarangkota.bps.go.id/indicator/6/195/1/tingkat-pengangguran-terbuka.html>> [accessed 5 February 2022].

¹⁶ P.A Samuelson & W. Nordhanus, *Ilmu Makro Ekonomi Edisi 17* (Jakarta: PT. Media Global Edukasi, 2001).

¹⁷ Panjawa Jihad & D. Soebagijo, 'Efek Peningkatan Upah Minimum Terhadap Tingkat Pengangguran', *Jurnal Ekonomi Dan Studi Pembangunan*, 15 No. 1 (2014), 48–54.

¹⁸ Santoso Singgih, "Buku Latihan SPSS Statistik" (Jakarta: PT. Alex Media Komputindo, 2004).

¹⁹ Jhingan, *Ekonomi Pembangunan Dan Perncaaan* (Jakarta: Rajawali Press, 2004).

²⁰ Mahdar, 'Potret Ketenagakerjaan, Pengangguran, Dan Kemiskinan Di Indonesia: Masalah San Solusi', *Jurnal Al Buhuts*, 11 No 1 (2015), 157.

²¹ Sadono Sukirno, *Ekonomi Pembangunan* (Jakarta: Bima Grafika, 2008).

The emergence of the Covid-19 outbreak since March 2020 caused a decrease in all economic activity in Indonesia, causing at least 5,900 workers in Semarang city to experience job cuts (layoffs), and 8000 other workers were laid off and coupled with the sluggish Indonesian economy that resulted in a decrease in the number of new jobs even in the city of Semarang. The pandemic causes the increasingly tight competition of employment, and various forms of cooperation carried out by the Government of Indonesia so that foreign workers can also compete for jobs in Indonesia.²²

Indonesia's sluggish economy is causing fewer jobs, unemployment as a result of the pandemic is also increasing, more comprehensive job competition is making it harder for workers to get jobs. The workforce now has to compete fiercely by relying on their skills and competencies. On the other hand, the Ministry of Manpower stated that not all formal education output in Indonesia could be declared ready for work. This is shown through the results of Indonesia's Employment Development Index (GPA), which is still low, which is about 60%, which shows that the quality of Indonesian labor is still relatively low.²³ Whereas now Indonesia is facing a variety of new challenges, namely changes in industrial models due to unpredictable destructive technology due to technological changes 4.0, which cause changes in skill sets needed by industry or companies. As a result, the workforce's ability must also undergo changes and developments. However, the problem is that the Indonesian crew is classified as still having low power. Therefore, several strategies are needed to develop the capabilities and quality of the workforce following what is required by the industry.

Some of the problems in the field of employment are problems that also occur in the partner area, namely Kalisegoro Village, Gunungpati District of Semarang City, which is one of the areas located in the city Semarang where many people are of working age. The high number of workers in Semarang further increases the level of competition that must be passed by prospective workers, including future workers in Kalisegoro Village, Gunungpati District of Semarang City. The high number of matches that are not accompanied by competence will undoubtedly make it more difficult for workers to get jobs, especially with the change in technology 4.0, which of course must be one of

²² Eka Yulianti Fajlin, 'Disnaker Kota Semarang Catat 5.900 Buruh Terkena PHK Dan 8000 Buruh Dirumahkan' <<https://jateng.tribunnews.com/2020/07/29/disnaker-kota-semarang-catat-5900-buruh-terkena-phk-dan-8000-buruh-dirumahkan>> [accessed 15 March 2021].

²³ Menaker Banu Andika, 'Kualitas SDM Tenaga Kerja Indonesia Rendah' <<https://www.jawapos.com/nasional/14/10/2019/menaker-kualitas-sdm-tenaga-kerja-indonesia-rendah>> [accessed 19 March 2021].

the focuses that must be prepared by prospective workers in Kalisegoro Village, Gunungpati District of Semarang City. Therefore, it is felt that there is a need for socialization that discusses the importance of increasing competition that must be prepared by workers or prospective workers in Kalisegoro Village, Gunungpati District of Semarang City.

In addition, the many impacts caused by unemployment that arise become one of the responsibilities of the Government. In this case, the role or intervention of the Government is still needed if free-market activities fully regulate the economy. The Government must continue to be able to increase economic activities in Indonesia. This is done by the Central Government and the Local Government because each region must be competent and independent to improve the regional economic rate. This, of course, must also be implemented together, not only by the Government alone but also by the surrounding community. But unfortunately, the influence of the surrounding community to improve the quality of the workforce is still relatively low. The community can also play an active role in improving the quality of the force.²⁴

On this basis, it can be concluded that some of the problems faced about community role efforts in improving the quality of labor are:

1. Rising unemployment as a result of the Covid-19 pandemic;
2. A sluggish economy makes the number of jobs decrease;
3. Low rate of work;
4. The change in industrial models as a result of destructive technology resulted in a shift in skill sets by industry, resulting in changes in the integrity of competence and quality of labor by sector;
5. Low influence of society and public awareness to improve its ability.

B. Method

This study is conducted through community services scheme concerning labor and manpower empowerment in the social and legal perspective. This study is located in Kalisegoro Village, Semarang, Indonesia. It is well known that the partner area, Kalisegoro Village, Gunungpati District of Semarang City, has several ongoing problems, namely labor education so that the quality of labor is relatively low, the rapid development of the times that resulted in rapid changes in the needs of industrial competence, lack of community influence in improving the quality of labor

²⁴ R. Franita, 'Analisa Pengangguran Di Indoensia', *Jurnal Ilmu Pengetahuan Sosial*, 1 (2016), 54.

and the absence of socialization held about strengthening the role of the community in the development of the community—improving the quality of the workforce. On this issue, the service team has planned several stages of the approach. The approach that we will take, among others, starts from:

First, the service will take a personal approach to the citizens by periodically making continuous visits for at least 1 (one) month. From the periodic visit, we hope to be able to make initial observations so that we can understand and understand and find the root cause of the common understanding of the community about efforts to improve the quality of the workforce and strengthen the role of the community in improving the quality of the force. An initial observation is also expected to get data on infrastructure facilities not in the area considered to support this community service activity.

Second, the service team conducts initial planning with partners to bring up community service activities to coordinate well about the time, date, day, and place of implementation of the action. *Third*, preparation of Devotional activities by collecting physical and non-physical materials used in the devotional exercises, in coordination with partner agencies. *Fourth*, socialize to the citizens that at the date and time that has been determined the results of the agreement with partners will be carried out a series of community service activities from Semarang State University in collaboration with local partner agencies.

Fifth, the implementation of a series of community service activities to the citizens of the community on the theme carried out by the realization of infrastructure facilities needed to support the actualization of maximum results. *Sixth*, socialization regarding strengthening the role of society in improving the quality of labor. *Seventh* is the Creation of Counseling Guidance Post for prospective workers, workers, and citizens who need psychological, academic, economic, and legal help. The Counseling Guidance Post will stand for at least six months in the local area with Lecturer visits 1x (once) a week and visits of two students every day at 08.00 - 16.00.

C. Result and Discussion

1. Manpower Quality Improvement by Community Collaboration

This devotional activity was attended by residents of RT 005 / RW 003, Kalisegoro Village, Gunungpati District of Semarang City, most of whom are final year students who want to prepare themselves to enter the world of

work. The problem of unemployment and employment is a problem that until now requires special attention. In dealing with this problem, labor is a significant position in encouraging the progress and economic growth of the country. However, the high number of workers also often raises new issues. The number of high workers but not accompanied by the breadth of employment will further increase the unemployment rate.

Unemployment is when a person who belongs to the labor force wants to get a job but has not yet obtained it. According to the Central Bureau of Statistics (BPS), the definition of unemployment is a population that is not working but is looking for work or is preparing a new business or a resident who is not looking for a job because they have been accepted to work but have not worked. The unemployment rate in Central Java is increasing from year to year. Even in 2020, there has been an increase in the number of unemployed by 377,199 compared to 2019. Central Java and Semarang city also experienced a rise in the number of unemployed. In 2020 the number of unemployed in Semarang city increased to about 5,900 workers due to the pandemic.²⁵

Unemployment is a macroeconomic problem that directly affects human life. For most people, losing a job means impacting declining living standards and even an impact on psychological distress. It is no surprise that unemployment is a frequently discussed topic in political debates and politicians often say that the central policy offered is to create jobs. However, the issues regarding employment and job creation are still relatively high. Some of the problems faced are low quality and competence owned by prospective Indonesian workers. Most formal education graduates still do not have the readiness to work. In addition, about 60% of Indonesia's total workforce comes from low education. The typical education and health that they have resulted in low productivity levels of Indonesian workers. So that not all existing industries can absorb human resources following the competencies they need.

The rapid development of the times has also led to some changes in employment. The result of unpredictable technology 4.0 led to the improvement of industrial models, which brought about changes in work processes and competency needs. Industry and companies then change the skill set of labor based on the needs of the industry. A labor force classified as poorly educated will undoubtedly make it more difficult for Indonesian labor candidates to get jobs. Not only that, but job competition is also getting

²⁵ Sadono Sukirno, *Makro Ekonomi Modern, Perkembangan Pemikiran Dari Klasik Hingga Keynesian Baru* (Jakarta: PT Raja Grafindo Persada, 2000).

higher. The workforce is not only competing with domestic job seekers but also internationally. The running of several agreements between the Indonesian Government and several countries allows foreign workers to compete for jobs in Indonesia.

The high number of labor competition makes Indonesian workers able to improve their abilities. The solution that can be passed is to change the standard of competence and qualified labor that is following the needs of the industry today. This step must be implemented continuously by the Government and the community. The Government can do several things such as implement changes in national competency and qualification standards which are then used as the basis of education in Indonesia. In addition, there must be strengthening or empowering educational institutions and certification to then be socialized to prospective workers. The biggest challenge that must be passed now is how learning out can be designed by Indonesian educational institutions so that the output produced can follow the needs of the industry.

Not only by strengthening or empowering educational institutions, as one of the steps or efforts made by the Government to overcome the unemployment problem is to realize one of the ideals of Advanced Indonesia 2045 initiated by the Coordinating Ministry for Human Development and Culture of the Republic of Indonesia. The main requirement to achieve the ideals of Advanced Indonesia 2045 is to do human resource development (HR). One of the efforts made to do HUMAN RESOURCE development is to create jobs. The Government's effort is currently implementing is to match the number of workers with existing jobs. Based on data owned by the Ministry of Pmk, there are now about 140 million workers in Indonesia, and seven million are unemployed. As a result of the covid-19 pandemic, it is estimated that there will be a surge in the unemployment rate reaching nine million workers, coupled with an increase in the workforce of 1.8 million from high schools and 1.7 million from universities. The Government must provide at least 3.6 million jobs each year.²⁶

The Government and the community must also play an active role in improving the quality of the workforce to create a continuous strength between the Government and the community in overcoming the problem of unemployment in Indonesia, especially in the city of Semarang. Some of the

²⁶ Kementerian Koordinator Bidang Pembangunan Manusia dan Kebudayaan Republik Indonesia, 'Tiap Tahun Pemerintah Harus Sediakan 3,6 Juta Lapangan Pekerjaan' <<https://www.kemenkopmk.go.id/tiap-tahun-pemerintah-harus-sediakan-36-juta-lapangan-kerja>> [accessed 4 February 2022].

roles of society, such as in the minor sector in cyberspace, namely families that are expected to provide education and expertise needed by prospective workers. Provide support for each family member to continue developing themselves so that their competencies can be improved and ready when they have to compete in the world of work. Responding to the challenges of the world of work in era 4.0, a prospective worker must also continue to develop his ability, including the ability to control himself to provide outstanding and professional performance where every future worker can learn this ability through his family and surrounding environment. One of the most important things that can be done is to provide motivation to prospective workers, because motivation has a somewhat important role. After all, motivation can channel and support human behavior to be active and enthusiastic in working to provide optimal results. This is then reinforced by Soleh Purnomo, who said that motivation is a driving force to result in a person willing to use his ability, energy, and time to become a skill and expertise used to achieve his goals. Motivation can be provided by anyone, including family and the surrounding environment.

In the community environment, there is a need to strengthen the role of religion in the social life of society formed by the community itself to enhance the identity and personality of the nation (character building), which is needed by every workforce in various other roles. However, unfortunately, the community is still less aware that the community has a significant role to be able to participate in overcoming employment problems, in this case, unemployment.²⁷

Based on this, several programs are implemented to minimize or at least can help reduce problems in the field of labor by conducting counseling on efforts that can be done to improve the quality and compensation of work and counseling on strengthening the role of society in improving the ability and competence of the workforce.

2. Community Services Result

Community service at RT 05 RW III Kalisegoro Village, Gunungpati District of Semarang City, we have realized several stages of the approach. Therefore, we need at least 1 (one) month in the future for us to be able to finalize our system so that it can further streamline the implementation of

²⁷ Kementerian Koordinator Bidang Pembangunan Manusia dan Kebudayaan Republik Indonesia, 'Membangun SDM Indonesia Membangun Sinergis' <<https://www.kemenkopmk.go.id/membangun-sdm-indonesia-membangun-sinergitas>> [accessed 4 February 2022].

this continued community service activity. The approach we have taken on other things starts from:

Approach personally to the community by regularly carrying out continuous visits for at least 1 (one) month. Based on the regular visit, it is expected that the initial observation can be carried out so that we can understand and understand and find the source of problems in improving the quality of labor in RT 05 RW III Kalisegoro Village. An initial observation is also expected to see various obstacles encountered by the community in improving the quality of work that supports this community service activity.

Initial planning with partner agencies to determine measures related to community service activities to carry out good coordination regarding the time, date, day, and place of implementation of the activities. The planning was carried out to the community on July 16, 2021, via Zoom Meeting. Preparation of devotional activities by collecting some preliminary information and data concerning the real condition of manpower quality. Socialization to the community that at the date and time determined based on the results of the agreement with partners that the series of community service activities of Semarang State University by cooperating with local partner agencies. The implementation of community service activities on the theme is carried out by realizing infrastructure facilities needed to support the actualization of maximum results.

Counseling on the importance of improving the quality of labor and the role of society in efforts to improve the quality of work can increase people's understanding of the need to enhance self-competence to compete and improve the level of community welfare.

D. Conclusion

This community service is related to increasing understanding about strengthening the role of the community in efforts to improve the quality of labor, especially in the community environment RT 005 / RW 003, Kalisegoro Village, Gunungpati City of Semarang. The people present are those final year students who want to prepare themselves to enter the world of work. Previously, it has taken a personal approach to the community that becomes a partner of this devotion. The system was carried out for approximately one month by the service team. Through this activity, the community feels that it has gained enlightenment about how important the role of society is in efforts to increase the absorption of labor that takes place in the community environment.

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F. Declaration of Conflicting Interests

The preparation of this article is done as an external form of community service activities that we do which contains a series of community service activities. This community service activity that we do indeed has never been published before. The members stated that there would be no potential conflict of interest in this article's devotion, authorship, and publication.

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