



Indonesia-Saudi Arabia Foreign Relations in the Context of Indonesian Workers

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Article Info

Article history:

Received Feb 14, 2019
Revised Oct 23, 2019
Accepted Mar 12, 2020

Keywords:

Indonesian Migrant Worker;
Human Resources
Management;
Foreign Relations.

ABSTRACT

This research event will be so many cases violence to Indonesian migrant worker in Saudi Arabia. The main factors that give rise to conflicts between the employer and the worker, one of which is language, as we know Indonesian migrant worker who sent abroad were mostly low educated and has minimal skill. This research focuses on the Indonesia Government policy in Indonesia to improve the quality of Indonesian migrant worker. Undeniable in establishing a foreign relations of mutual benefit and one sided, it takes an established human resource management concepts and theories X and Y as theoretical footing. While in this study researchers using qualitative research methods. Data collection techniques used in this research is a primary and secondary data obtained through the institution of direct or related data that comes from books, newspaper, magazines, journals and other study ever done before. After analysis, the policy of the government in improving the quality of TKI began experiencing improvement. It can be seen from the lack of news coverage about the Indonesia migrant worker suffered cases of violence in Saudi Arabia as well as a reduction in the number of informal migrant worker to Saudi Arabia. The policy products taken by Indonesia Government can look spurred the growth of human resources by means of the tightening in terms of bureaucracy but gives maximum protection in accordance with the requirements of the tightening. The government also gives easy access to information to the public through a special and independent institution to be established in every region in Indonesia. It makes it easier for the public to search for information and the public can also monitor closely the performance of the government institution.

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1. INTRODUCTION

Given the increasing needs of a country from year to year, learning about the science of International Relations becomes important as a country key in interacting with other countries in the international world (Fakih, 1996). These relationships can take the form of cooperation in terms of economy, politics and security (Zulkifli, 2014) (Sitepu, 2011). One of the cooperation between the Indonesian government and Saudi Arabia in economic matters is the placement of Indonesian workers in Saudi Arabia. The placement of Indonesian workers to Saudi Arabia inevitably adds to the country's foreign exchange and it is not uncommon for Indonesian workers abroad to get the nickname "Foreign Exchange Heroes" (Jannah, 2012) (Rani, 2012) (Simatupang, 2011).

Indonesia is the largest archipelagic country in the world consisting of 17,508 islands, therefore Indonesia is also known as the Archipelago (the Archipelago). (Mudrikah, 2014) (Salihah, 2006). The total population of Indonesia in 2010 was 237 641 326 people, which includes those who live in urban areas as much as 118 320 256 people (49.79 percent) and in rural areas as many as 119 321 070 people (50.21 percent) (BIMA, 2013) (Hidayat et al., 2013). Based on the results of the 2010 Population Census, the total working age population (15 years and over) was 169.0 million, consisting of 84.3 million men and 84.7 million women. Of this number, the total workforce, namely residents 15 years and over who are economically active, namely those who are working, looking for work or preparing for a business is 107.7 million people, consisting of 68.2 million men and 39.5 million women. Judging by the area of residence, the number of labor force living in urban areas is 50, 7 million people and those living in rural areas of 57.0 million people. Of the total workforce, the total working population is 104.9 million and those looking for work are 2.8 million (Indonesia, 2009).

The large workforce in Indonesia causes many people, especially those living in rural areas, to choose to work abroad (Indonesia, 2009) (Christiani et al., 2014). Indonesian workers who work abroad mostly fill jobs in the informal sectors such as; domestic servants, factory workers or construction workers (Widyawati & Pujiyono, 2013). Saudi Arabia is one of the destination countries for migrant workers looking for work because Indonesia and Saudi Arabia have the largest Muslim population in the world. In addition, Saudi Arabia is also the largest oil producing country in the world which makes this country one of the richest countries in the Middle East region making this country a destination country for Indonesian migrant workers.

In this case, a worker who works in an informal sector means someone who works in a place where the job does not have state protection or it can be said that this type of work is not taxed and does not have a fixed income (Endrawati, 2012) (Rini, 2012). Although many TKI work in the informal sector, there are also many Indonesian citizens who work in formal fields abroad (Susetyorini, 2010) (Pembangunan, 2009). Someone who works in the formal sector is someone who works in an organized activity or business, the way it works is regular and the funding comes from official sources, using labor with a certain wage level (Suryajaya, 2014). The occurrence of many cases of abuse and torture of Indonesian migrant workers abroad is caused by many factors (Chan, 2014) (Silvey, 2004). It is undeniable that these factors often originate from the unprofessionalism of those who handle the distribution of Indonesian workers abroad where we know that so far the distribution of TKI has been carried out by agents or brokers who send TKI abroad.

There are several factors that influence this event to occur, one of which is language skills. Language skills are one of the most important factors in becoming a workforce abroad (Nurtjahjanti & Ratnaningsih, 2011) (Listyarini & Poerwono, 2011) (Dörnyei, 1990) (Scovel, 1978) (Chiswick & Miller, 2009). The workers who are sent generally have minimal language understanding, therefore this becomes an obstacle in communicating with their employers (Sukowati, 2011) (Gibson, 2002). Therefore, the most important thing that must be fulfilled by a worker is the problem of language as a means of communication (Gibson, 2002).

In addition to language skills, the ability to read and understand the culture of a region or country concerned is an important asset for a person to live in that area (Sutardi, 2007) (Ananiadou & Claro, 2009). Mistakes in understanding culture not only hinder communication, but can more severely

threaten one's safety (Tucker & Edmondson, 2003) (Schein, 1993) (Reason, 1995) (Tynan, 2005). The torture of migrant workers abroad is partly caused by the workers' ignorance of the customs and traditions of a region or country (Geerards, nd). Understanding needs to be instilled in workers who will be dispatched other than language. By mastering these two things, it will be easier for someone to communicate and interact with the local community so that it is easier to adapt to the area (Heath, 1982)

In addition to language skills and reading situations, a person's intellectual power and insight are also very important factors to have because this can provide an assessment of how other people will behave towards us (Kollmuss & Agyeman, 2002). Indonesian workers abroad who often experience physical torture and abuse, the majority come from uneducated workers and usually from among domestic workers who are mostly women (Jureidini & Moukarbel, 2004). The perspective of developed countries views Indonesia as a large country that is still poor and is hit by unending domestic problems (Timmer *, 2004) (Bruno et al., 1996).

From several cases of abuse of Indonesian workers, we can see that the quality of our TKI is of low quality, this shows that the welfare in our beloved country is still low, which causes its citizens to go all the way to other countries to earn a living (Susanti, 2005). In addition, because the education of TKI is still very low, so that their intellectual abilities are very lacking, this can result in our TKIs only being used as domestic helpers who can be paid at will and are never considered professional workers.

Of the cases that later occurred, more or less had an impact on the psychology of the Indonesian people themselves, given that previously many stated that our migrant workers were a source of foreign exchange which until now supported the economy which was then used for the development of this nation. Foreign relations between the Indonesian government and Saudi Arabia have also become strained due to cases of harsh treatment received by Indonesian workers in Saudi Arabia (Riyawati, 2008) (Kapiszewski, 2006).

The Government of Saudi Arabia, through the National Recruitment Committee at the Saudi Arabian Chamber of Commerce and Industry Council, decided to stop the recruitment of Indonesian migrant workers to Saudi Arabia because the Indonesian government was deemed to have failed to meet the requirements for sending TKI to Saudi Arabia and asked Indonesia to withdraw all Indonesian workers from Saudi Arabia. The decision came after a poor assessment of the Saudi Arabian government based on media coverage in Indonesia which questioned the various abuses and torture experienced by informal workers from Indonesia by their employers in Saudi Arabia.

The steps taken by the Indonesian government through meetings and considerations in responding to the decision of the Saudi Arabian government were to tighten the recruitment process for TKI to meet the recruitment standards for Indonesian workers and not to agree to Saudi Arabia's request to withdraw all TKI who are currently working there (Lim & Oishi, 1996) (Setyawati, 2013). The Indonesian government also imposed a moratorium on the dismissal of TKI in the informal sector from going to Saudi Arabia in August 2011. In a limited cabinet meeting related to the handling of TKI cases led by the President of Indonesia, Susilo Bambang Yudhoyono, the president stated that the identification of the problems of TKI in Saudi Arabia by the Indonesian government was too late. Late identification of cases will also cause the Indonesian government to delay in responding,

The aspect of protection for the placement of workers abroad is closely related to the management and regulation systems carried out by various parties involved in sending Indonesian workers abroad (Astawa, 2006) (Kristina, 2012). For the step of placing workers abroad, Indonesia has established a mechanism through three phases of placement responsibility, namely the pre-placement phase, during the placement and after the placement. The regulation regarding the placement of Indonesian workers abroad is Law No. 39 of 2004 concerning the Placement and Protection of Indonesian Workers Abroad. In the preamble considering letters c, d and e, it is stated that Indonesian workers abroad are often used as objects of human trafficking, including slavery and forced labor, victims of violence, arbitrariness,

Protection for migrant workers who work abroad is initiated and integrated in every process of placing migrant workers, from the recruitment process, during work and until returning to their

homeland. As affirmed in Article 77 of Law Number 39 Year 2004, every prospective TKI has the right to obtain protection in accordance with statutory regulations. The protection as stated in paragraph (1) is implemented starting from the pre-placement, the placement period, up to the period after the placement. Indonesia as a labor-sending country is often powerless to solve the problem of protection for TKI, cases of violence against TKI just appear in the media and then disappear as the news passes. Even though legally, The Indonesian government can take advantage of the ILO (International Labor Organization) convention in order to create a binding legal system that also protects migrant workers, including TKI. So far, we know that it is not uncommon for TKI to be the object of trafficking in person, including slavery to victims of violence and all other treatments that violate human rights. In accordance with the constitutional mandate (UUD 1945 and Law No. 39 of 2004), the government is obliged to protect the human rights of migrant workers. TKI, both formal and illegal, must be protected based on the principles of equal rights, social justice and gender equality. In accordance with the constitutional mandate (UUD 1945 and Law No. 39 of 2004), the government is obliged to protect the human rights of migrant workers. TKI, both formal and illegal, must be protected based on the principles of equal rights, social justice and gender equality. In accordance with the constitutional mandate (UUD 1945 and Law No. 39 of 2004), the government is obliged to protect the human rights of migrant workers. TKI, both formal and illegal, must be protected based on the principles of equal rights, social justice and gender equality.

In the pre-placement phase of labor in Saudi Arabia, labor brokers are often used for the purpose of benefiting the brokers themselves, which often results in prospective workers who are going to work abroad becoming victims with promises of various conveniences to be able to work abroad, including those who violate procedures, as well as government regulations, in the end it often creates cases of illegal Indonesian workers. During the placement phase, there were often problems with Indonesian workers who were abroad, resulting in problems that were quite concerning to various parties. This shows that if the labor settlement is left in a bargaining position, the workforce will be in a weak position.

One example of a case where the migrant workers' position is weak is cases of unnatural death to cases of abuse, various abuse of workers that resulted in a plan by the Indonesian side to stop sending workers out of Saudi Arabia because it is felt that sending workers abroad will encounter various kinds of obstacles. In the problem of post-placement in the repatriation mechanism, it often happens that here and there workers who have just returned from abroad are faced with various problems of safety and comfort on their way to their destination, which are often marked by extortion of the results of their hard earned labor from Saudi Arabia. Based on the fact that TKI is a national asset that brings in foreign exchange, hence the government's efforts to protect TKI must increase. Safeguards are not only through a good placement and protection process but must also be balanced with the development of good human resources. In this case, the government's attention through the policies that are made is very necessary because the placement and protection is repaired without increasing the quality of Indonesian workers will be futile. The most appropriate protection is through a TKI through training and proper provision before being sent abroad (Setyawati, 2013). The low quality of Indonesian workers is the most dominant background for the occurrence of cases in addition to the aspects of information, government policy regulations, professionalism, institutions, and law enforcement (Astuti, 2008) (Kim, 2009).

The Indonesian government has actually made efforts to certify the competence of Indonesian Workers and it was started in 2000. However, it was only carried out by certain institutions for certain interests, so that what happened was that workers who had been certified for competence did not have the right standard or the certification did not get recognition from the user. Thus, in order to face the economic climate in the era of globalization, the government should create a Competitive Advantage through improving the quality and productivity of service products whose efforts are by means of a standardization and certification system for Indonesian workers as an effort to protect both Indonesian workers who work in the informal sector. nor formal.

This research focuses on the government's efforts to improve the quality of TKI who will be sent abroad. By using the concept of Human Resource Management, human resources are the main key in creating profitable foreign relations (Delery, 1998). Many things have caused the government's delay in dealing with the issue of placement and protection of Indonesian migrant workers in Saudi Arabia, one of which is the government's unpreparedness in preparing a professional workforce. Another reason is that there is no special bilateral relationship between Indonesia and Saudi Arabia through a Memorandum of Understanding (MoU) which contains the protection of Indonesian migrant workers in Saudi Arabia.

2. RESEARCH METHOD

This study uses a qualitative research methodology (Kasiram, 2010) (Gunawan, 2013). Qualitative research is usually used to test a theory, to present a fact or describe statistics, to show between variables, and some to develop concepts, develop understanding or describe many things (Gunawan, 2013) (Mulyadi, 2011). Qualitative research is intended as a type of research where the findings are not obtained through statistical procedures or other forms of calculation. Qualitative research uses structured, unstructured observations and communicative interactions, especially in-depth interviews. Qualitative research is used in this study to see whether the concept of Human Resource Management in theory X and Y used by McGregor in human resource development also applies to government policies in building human resources that are competitive in the international world (Amin, 2004).). As the purpose of this study is to obtain an in-depth explanation of the research problem, the method used is a qualitative approach. This is because qualitative methods provide greater opportunities for expression and explanation. Qualitative research tends to focus on efforts to explore as much detail as possible a number of examples or events that are considered interesting and enlightening, with the aim of gaining a deep, not broad understanding (Suryani, 2010). Qualitative research is intended as a type of research where the findings are not obtained through statistical procedures or other forms of calculation. This research will explain exploratively about the policies carried out by the Indonesian Government in improving the quality of its workforce through the motivations or conveniences offered by the government to prospective workers so that prospective workers can work safely and comfortably in the country where they work. the workforce is working. This is done so that unwanted events as before do not happen again. The data in this study were collected using secondary data which is primary data, where the data obtained or collected by researchers from various existing sources (researchers as second hand). Secondary data is data obtained from a second source or secondary source of the required data. In connection with this research, secondary data will later be obtained from literature books, journals, or the internet as well as other studies that have been done before. The analysis technique used is qualitative analysis techniques, where research using this analysis technique analyzes a problem in order to obtain a clear picture of a phenomenon that is being researched by the researcher.

3. RESULTS AND DISCUSSIONS

Globalization brings complex challenges to technological change, the quality of professionalism, public service, standardization of products / services and HR competencies, free trade, intense competition, political and social constellations. Thus, in order to accommodate the needs of the global world, especially in terms of improving the quality of human resources, an effective education and training system in Indonesia with a system of standardization and national labor certification can be realized. One of the policies developed by the government to overcome the problem of increasing unemployment is to encourage the sending and placement of Indonesian Workers (TKI) abroad, by paying attention to competence, protection of workers, dignity, and the good name of the Indonesian nation, and preventing the emergence of labor exploitation. Indonesia then became one of the largest countries that sent its citizens to work abroad both at the request of the country concerned and on the active initiative of implementing the placement of Indonesian migrant workers who were looking for fields abroad. The destination countries for sending Indonesian migrant workers abroad include Middle East countries,

Malaysia, Singapore, Brunei Darussalam, Hong Kong and other countries. Discussing about TKI (Indonesian Manpower), there are many things that need to be considered, especially by the Indonesian government. Human resource development is very important because the main object in the TKI problem is human, placement and protection are also very important parts of the handling of TKI but if the placement is not followed by good resources it will be in vain. Government protection is also very important when migrant workers are carrying out work abroad, but as we know, cases of violence against migrant workers, especially those who work as domestic workers, are often started by migrant workers' ignorance of the culture and language of the country where they work. In the current era of globalization and in the future, the competition that occurs in human life is global in nature, followed by changes in economic, social and political conditions that have caused many countries to make preparations to face free competition. Natural wealth is no longer a guarantee for the welfare of a nation because natural wealth is limited in number. Human resources are the key in today's global competition, abundant natural wealth without good human resources to manage it will be a waste. Human resources are the key to the welfare of a nation at this time, it is also realized by the Indonesian government that the government creates policies related to human resource development and in this research it is focused on improving the quality of TKI. TKI has always been in the public spotlight because of the problems that always arise from every era of Indonesian government leadership and in this study specifically discusses the era of Susilo Bambang Yudhoyono's administration. This was also realized by the Indonesian government so that the government created policies related to human resource development and in this study focused on improving the quality of TKI. TKI has always been in the public spotlight because of the problems that always arise from every era of Indonesian government leadership and in this study specifically discusses the era of Susilo Bambang Yudhoyono's administration. It was also realized by the Indonesian government that the government created policies related to human resource development and in this study focused on improving the quality of TKI. TKI has always been in the public spotlight because of the problems that always arise from every era of Indonesian government leadership and in this study specifically discusses the era of Susilo Bambang Yudhoyono's administration.

3.1. Indonesian Policy in Improving the Quality of Indonesian Workers in the Government of Susilo Bambang Yudhoyon.

In line with the era of increasingly fierce global competition and the development of the needs of the international labor market, it is necessary to make special efforts to increase skills and productivity of the workforce to support competitiveness and improve the quality of TKI, through the implementation of flexible and relevant training to the needs of the world of work. In this case, the role of the Government of Indonesia as the most authorized party in handling TKI problems is very much needed. The Indonesian government as the party that makes policies that are intended for the welfare of its people takes policies so that problems related to TKI do not recur. The Indonesian government is also the party most entitled to take policies related to improving the quality and skills of Indonesian migrant workers by establishing training institutions and other policies which are the main discussion in this chapter. These policies are not only in the form of a special institution in dealing with TKI, but also certifications to strict bureaucratic procedures so that workers to be sent abroad really meet the needs of the existing labor market. Following are the policies contained in the administration of President Susilo Bambang Yudhoyono regarding his efforts to improve the quality of TKI. These policies are not only in the form of a special institution in dealing with TKI, but also certifications to strict bureaucratic procedures so that workers to be sent abroad really meet the needs of the existing labor market. Following are the policies contained in the administration of President Susilo Bambang Yudhoyono regarding his efforts to improve the quality of TKI.

- a. National Agency for Placement and Protection of Indonesian Workers

The National Agency for the Placement and Protection of Indonesian Workers (BNP2TKI) is a non-departmental government agency that is under the supervision of the president and is directly responsible to the President. As a non-departmental institution, BNP2TKI is tasked with providing ease of processing services for all placement documents, protecting and solving problems for Indonesian workers. Prospective migrant workers who wish to work abroad either individually or through a PJTKI (Indonesian Labor Service Company) must go through the BNP2TKI with the requirements issued by the government. This is done to prevent the sending of illegal TKI and so that the workers sent have qualifications based on the competencies that have been determined by the government and the country that receives the workforce. BNP2TKI carries out these tasks through laws and several regulations. As a non-departmental institution, BNP2TKI which is domiciled in the central government, BNP2TKI also has a working area in each province to be able to reach prospective migrant workers in the regions because most of the existing TKI come from rural areas. Representatives in each work area are the Indonesian Worker Placement and Protection Service Center (BP3TKI), which serves prospective migrant workers in their respective work areas.

b. Overseas Manpower Card.

In an effort to improve the placement and protection of Indonesian Migrant Workers, Law Number 39 of 2004 concerning the Placement and Protection of Indonesian Migrant Workers Abroad, mandates that every Indonesian Migrant Worker who works abroad is required to have an Overseas Manpower Card (KTKLN) document issued by the Government. The KTKLN functions as the TKI identity card during the TKI placement period in the destination country. Overseas Manpower Card (KTKLN) in the form of a Smartcard is an identity mark for TKI issued by BNP2TKI / BP3TKI / P4TKI. TKI who have KTKLN can be stated that the TKI has fulfilled the requirements to work abroad and KTKLN also functions as foreign fiscal exemption (BFLN). Overseas Manpower Card (KTKLN) is an electronic card in the form of a smartcard containing the identity data of TKI, PPTKIS, work partners and users of TKI, passports, insurance, medical tests, training certificates, competency test certificates, work agreements, type of work and country of placement, validity period, place of issue, embarkation / debarkation. The issuance of KTKLN is not only intended for the service, placement and protection of prospective TKI as well as to tighten the process of sending TKI so that the TKI who go abroad are only those who have been provided with trainings that have been provided by the government or the private sector.

3.2. Center for Development of Overseas Vocational Training

a. Development of the Center for Development of Overseas Vocational Training.

The big problem that is still faced by the manpower sector today is the relatively high unemployment rate with the increase in the workforce exceeding the increase in the number of available work opportunities, the number of rapid growth in the workforce cannot be matched by the ability to create job opportunities so that there is open unemployment which accumulates every year . One of the policies developed by the government to overcome the problem of unemployment is to encourage the sending and placement of Indonesian Workers (TKI) abroad, by paying attention to competence, labor protection, dignity, and good name of the Indonesian nation, and preventing the exploitation of labor. . Based on these things, policies are formed to support these goals. CEVEST is a project realization of the "ASEAN Human Development Assistance Doctrine" announced by Prime Minister Zenko Suzuki during a visit to ASEAN countries in 1983. To educate instructors on education and vocational skills training and education for small and medium entrepreneurs, Japan provides grants in the form of technical assistance, one of which is to build an Education and Training Center in each country in ASEAN. 1985 Cevest was inaugurated by the

Japanese Prime Minister Mr. Zenko Suzuki, Minister of Manpower Sudomo and Minister of Industry Hartarto,

b. Service Scope of the Center for Development of Overseas Vocational Training

Technical Implementing Unit, hereinafter abbreviated as UPT, is an independent organizational unit that carries out technical operational tasks and / or supporting technical tasks within the Ministry of Manpower and Transmigration. Where the operational technical duties are the duties to carry out technical activities that are directly related to community services, while the supporting technical duties are the duties to carry out technical activities which are principally in the framework of supporting the implementation of the duties of the Ministry of Manpower and Transmigration.

3.3. National Agency for Professional Certification

The National Agency for Professional Certification (BNSP) is an independent institution formed by the government based on Law Number 13 of 2003 concerning Manpower. This agency works to ensure the quality of competence and recognition of workers in all professional sectors in Indonesia through the certification process. Main duties and functions of BNSP as a personnel certification authority in accordance with Government Regulation No. 23 concerning the National Agency for Professional Certification of 2004, especially article 4: Paragraph 1): In order to carry out the work competency certification task as referred to in Article 3, BNSP may grant a license to a professional certification agency that meets the stipulated requirements to carry out work competency certification. Paragraph 2): The provisions regarding the requirements and procedures for the licensing of professional certification bodies as referred to in paragraph 1) shall be further stipulated by BNSP. The formation of the BNSP is an integral part of the development of a new paradigm in the system for preparing a qualified workforce. In contrast to the old paradigm that has been running so far, the labor preparation system in the new paradigm format has two basic principles, namely: first, labor preparation is based on user needs (demand driven); and second, the training process as a vehicle for preparing the workforce is carried out using a competency-based training (CBT) approach. The development of a workforce preparation system with this new paradigm began in early 2000 which was marked by Manpower, Minister of National Education, Chairman of the Indonesian Chamber of Commerce and Industry. Although the main task and main function of BNSP is to carry out the certification process, a number of activities were carried out to serve various stakeholders.

3.4. National Competency Certification

Competency certification is closely related to Human Resources (HR) activities. The certificate to be given is a formal (written) form of recognition of one's abilities and skills. The Indonesian manpower certification effort is basically part of the effort to create a balanced work relationship based on a sense of justice.

3.5. Professional Certification Institute

Professional Certification Institute (LSP) is an agency implementing professional certification activities that has obtained a license from the National Professional Certification Agency (BNSP). Licenses are granted through an accreditation process by BNSP which states that the relevant LSP has met the requirements to carry out professional certification activities. As a national level organization domiciled in the territory of the Republic of Indonesia, LSP can open branches domiciled in other cities. LSP itself is an institution formed based on Government Regulation Number 23 of 2004. Its establishment is legalized by a Notary, so that LSP has the legal power to carry out legal actions with third parties. The LSP organization consists of a director and an executive. The directing element is led by the Chairperson who is also a member with membership from professional associations and / or industrial associations, while the executive element consists of at least the Chair assisted by the administration, standardization, certification and quality management section. LSP formation is prepared for its formation by a working committee formed by or with the support of related industry associations. The composition of the work committee consists of a co-chair of the secretary, assisted by several members. Personal committee

includes elements of industry, professional associations, related technical agencies and experts. LSP formation is prepared for its formation by a working committee formed by or with the support of related industry associations. The composition of the work committee consists of a co-chair of the secretary, assisted by several members. Personal committee includes elements of industry, professional associations, related technical agencies and experts. LSP formation is prepared for its formation by a working committee formed by or with the support of related industry associations. The composition of the work committee consists of a co-chair of the secretary, assisted by several members. Personal committee includes elements of industry, professional associations, related technical agencies and experts.

3.6. Indonesian National Work Competency Standards.

The Indonesian National Work Competency Standards (SKKNI), which are formulations of work ability that include aspects of knowledge, skills and or expertise as well as work attitudes relevant to the implementation of duties and job conditions that are determined in accordance with the provisions of the prevailing laws and regulations which compile, update and stipulate. Indonesian National Work Competency Standards. The procedure for determining the SKKNI is stipulated by the Minister of Manpower and Transmigration in Kepmenakertrans No. Rep.227 / MEN / 2003. The SKKNI must become a reference in the implementation of professional education and training as well as professional certification. The SKKNI must become a reference in the implementation of professional education and training as well as professional certification. Competence is the ability to do certain work which includes aspects of knowledge, skills and attitudes. These three competencies must be possessed by prospective migrant workers so that they can compete with other workers and increase not only their self-esteem but also the Indonesian nation, therefore the government builds a competency test site. Competency testing sites are places for conducting competency tests that meet the following requirements: having test facilities (Competency Standards, competency test materials) examiners (assessors) and administrative staff. The Competency Test Place (TUK) functions structurally as an institution that has the authority / legality to represent a Professional Certification Agency in terms of assessment or competency testing activities. As well as having the responsibility to consistently maintain and improve the quality of the assessment / competency test implementation system as well as the quality of the assessment results. TUK in this case functions as an assessment or competency test organizer in certain fields for personnel who wish to obtain recognition and certification against national competency standards. TUK is grouped based on its ability to implement the number of competency standards that can be assessed / tested in their respective places. The Competency Test Place (TUK) functions structurally as an institution that has the authority / legality to represent the LSP in terms of assessment or competency testing activities and has the responsibility to consistently maintain and improve the quality of the assessment / competency test implementation system as well as the quality of the assessment results. TUK in this case functions as an assessment or competency test organizer in certain fields for every Indonesian citizen who wants to get recognition and certification against national competency standards. TUK is grouped based on its ability to implement the number of competency standards that can be assessed / tested in their respective places.

3.7. Competency Testing Institute

Prospective workers to get a certificate can take part in a training program organized by a job training institution that has been accredited as a skills / competency testing institution (LUK). At the end of the LUK program, the program participants will register with the Manpower Certification Standard Institute to conduct a competency test. LSSTK will send Competency Test Materials and Competency Testing will be carried out by the Competency Testing Institute. Participants who pass are reported to have printed and signed certificates submitted to the Competency Testing Institute to be submitted to those concerned. For prospective workers to take training programs at training institutions that have not been accredited, to obtain a skills / competency certificate they must first take a skills / competency test.

3.8. Human Resource Management for Indonesian Workers.

Improving the quality of the workforce has to do with human resource management. Human resource management as a branch of science that studies how to direct and manage existing resources within the framework of an organization in this case is the state to achieve the goals to be achieved. In order to direct and manage human resources, in this case, it is necessary to have the right motivation so that human resources who are able to compete in the global era can be achieved. Human resource development (such as: learning, training and system development, reward and recognition, and provision of a human resource development climate information system). Human resource development is believed to be able to encourage individual and organizational performance improvements in order to achieve organizational goals.⁵¹ Human resource development is an effort that indicates a movement towards a better or increased situation for an individual in the organization.⁵² Human resource development has a role which is vital in an effort to direct, encourage, motivate the improvement / development of the abilities and skills of employees who are implemented in their work to achieve the effectiveness of human resources in the organization. Human resource development has a concept for self-development, training programs and career advancement to meet organizational needs for skills in the future. Motivation in improving human resources is very important because high performance is associated with high motivation. On the other hand, low motivation is associated with low performance. If the performance in a nation is high, it can indicate that the quality of human resources in that nation is also high. Sometimes a person's performance is not related to the competence they have, but because it can also be influenced by personal factors and the work environment that affect performance. High performance is a function and interaction between motivation, competence and opportunities for supporting resources. The following are parts of the scope of human resource management. On the other hand, low motivation is associated with low performance. If the performance in a nation is high, it can indicate that the quality of human resources in that nation is also high. Sometimes a person's performance is not related to the competence they have, but because it can also be influenced by personal factors and the work environment that affect performance. High performance is a function and interaction between motivation, competence and opportunities for supporting resources.

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3.9. Motivation In Human Resource Management.

In improving the quality of human resources, motivation is mandatory for every organization, both governmental and non-governmental organizations. Motivation is a series of encouragement provided by an organization to its members so that members can work in line with organizational goals. The form of motivation is not only financial in the form of rewards but also policies that can make it easier for members of the organization. In the context of the state, the motivation that can be given to citizens who are or want to work abroad is in the form of policies that help and ease the burden on workers and prospective workers. The motivation used in this study is the X and Y motivation proposed by Prof. Dr.

Douglas McGregor. Motivation X and Y is triggered based on the existence of two types of people who must be given two different motivations. Motivation X which assumes that humans are lazy and do not want to work must be encouraged by means of coercion and strict supervision through harsh warnings but giving proper rewards to workers who work in accordance with organizational targets. Motivation Y is precisely the opposite of motivation X according to Y's motivation. Humans are not lazy creatures but humans are creatures who can perform well only if given the right motivation. Motivation should be participatory in nature so that members of the organization are part of the organization itself and not only as objects. In providing motivation, the leader factor is very important, a good leader depends on the right decisions taken. In this research, it wants to see how the Indonesian Government takes policies through coercion such as theory X or participatory as the theory Y. Sending Indonesian workers abroad, especially to Saudi Arabia, has been done for a long time, which has been going on for almost forty years since 1975 until now. Even though in 2011 the Indonesian Government implemented a moratorium on domestic workers who manage the household or better known as domestic assistants to Saudi Arabia because of the many cases of abuse that have occurred to these informal sector workers. The government also evaluates the events that occur and basically the events that often occur are due to the lack of skill of our workforce and the lack of strict supervision of the sending of illegal TKI. That is what triggers the government to issue policies that can overcome this.

We can see through the institutions formed by the government above all that are formed by the government in order to improve the quality of TKI to increase their dignity and also this nation. The government uses an open method that is both information and institutional to facilitate prospective migrant workers for their safety while working abroad. From the policies that have been issued by the government, it can be seen that the policies of the Susilo Bambang Yudhoyono Government in improving the quality of Indonesian migrant workers are more directed at motivation Y where citizens are motivated in the form of easiness to access information about available jobs and their requirements. The motivation used today, In the researcher's assessment, it has been quite successful with reduced coverage of the problems of TKI in electronic media and newspapers. This was accompanied by a decrease in the number of informal TKI sent abroad. In addition, the more stringent requirements for sending TKI abroad, even though there are more ways to send TKI illegally, but the tightening of these requirements is offset by the maximum protection provided by the government. The protection is in the form of insurance as well as a work agreement that must be adjusted to the standards the Indonesian government has agreed with the country concerned for the welfare of migrant workers. In addition, the more stringent requirements for sending TKI abroad, even though there are more ways to send TKI illegally, but the tightening of these requirements is offset by the maximum protection provided by the government. The protection is in the form of insurance as well as a work agreement that must be adjusted to the standards the Indonesian government has agreed with the country concerned for the welfare of migrant workers. In addition, the more stringent requirements for sending TKI abroad, even though there are more ways to send TKI illegally, but the tightening of these requirements is offset by the maximum protection provided by the government. The protection is in the form of insurance as well as a work agreement that must be adjusted to the standards the Indonesian government has agreed with the country concerned for the welfare of migrant workers.

4. CONCLUSION

Foreign relations between the Government of Indonesia and Saudi Arabia always encounter ups and downs due to the many problems that occur between the two of them. One of the problems is the problem of TKI, this problem is very sensitive, especially for the government and the people of Indonesia because so far TKI has been the biggest foreign exchange earner for this country. In addition, the frequent reports about TKI who work in Saudi Arabia, especially female workers, are treated harshly by their employers in Saudi Arabia, indirectly disturbing the nationalism of the Indonesian people as well as harassing the sovereignty of the Indonesian Government in terms of protecting its citizens. The Indonesian government itself cannot deny that the problems that often occur to TKI are due to the weak

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