

WHY SHOULD THEY BE MIGRANT LABOUR?

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ABSTRACT

There are sources which are needed by a nation, we can say human resource and natural resource. Human resources are one of the important sources for a nation for its growth, instead of natural source. But, still, there are people who have gone to different countries to get a better life for their future as they have said or there are still unemployed number stated. This is only the writer's side of view about the human resources which have a high contribution to the growth of a nation. A nation as a great organization needs to handle its human resources to make it great in many ways of life of the global era nowadays. Human resource management will be needed here and will make many policies to handle this source instead of natural sources. If a nation doesn't make any policies to handle to empower, to strengthen them to be great manpower who will conquer every competition of this global era. A fact that we have seen much nowadays is being an entrepreneur. Many young generations started to get settled by doing business that brought much youth too to be hired as part-timers or full-timers, that is really great scene of our youth nowadays (www.businessdictionary.com). They tried to be on their own, they opened their mind not always to be an employee who always got monthly income, so they don't have to think too much about their life. For those youth, being an entrepreneur is a challenge, they will make other people see that they are able to stand on their own feet. Being an entrepreneur would give them a lesson about human resource management too by doing, and it would teach them more about running and manage their own business, instead of knowing that they could get by reading, listen, and watching from their schools, university, and courses

Keyword : Human resource, human resource management

INTRODUCTION

The nations worldwide composed of resources, nature, and humans. The survival of the nation is mainly supported by the available resources. Both resources are undertaken by national laws. Those resources should not be protected from any harms which could ruin its use for the national citizen. Because the nation has the biggest responsibility for handling those well forever. The natural resources within the land, sea, and air are feeding units for the life of a nation. For further development, the natural resources have

to explored and managed, which entirely would give benefit to the national living. It will need a handy human resource for handling natural resources.

How to handle those resources are needed a good system made by the government. That system will provide many things that needed for upgrading the manpower skill. There are ways in the system, such as soft skill and hard skill training for human resource and it takes time to provide the upgraded human resource (www.businessdictionary.com). Because time is changing, technology is changing too.

Skills needed to be upgraded as the changing is running on (Wong, Sut I., et. al, 2018). That system will connect manpower with as much as job vacancies that could be made by the government, as simple, effective and efficient as it needs because the cost for making the system was earned by citizen's taxes. It needs to remember that the amount of cash was collected from the citizen, so, anything that made by using this cash should give the benefits back. It means the system would give benefits to citizens for their better life now and in the future.

There are job vacancies that still put domestic or local manpower on the second or third level of priority as the candidates. This local manpower will be the last option of many great job vacancies since they were locally graduated, it is the fact nowadays. Many employers love to hire manpower who graduated from overseas more, even expatriates will be in the first priority than all. Those who already had experience also will be in the first place of candidates for many job vacancies available. Overseas graduated documents mostly became a green card for any kind of job vacancies, and no more doubt, they would get higher positions and higher income, surely, it would be a vice versa situation of those who had local graduated documents, no one can deny it. In the employers' minds, those who had overseas graduated documents are people with higher talent than those who had no overseas graduated documents.

A nation is an organization for those sources. It needs human resources to handle nature source well. The nation as the organization needs to make many policies to handle its human resources to be good. Instead of policies, the system which already made should be used in the organization as well. Policies and systems must run side by side to map job vacancies for every citizen who is local or overseas graduated, not experienced or experienced in balance. Mapping is needed to help the city get a

better income, better life, and a better future too. By mapping, it might help to put the right man in the right place too. This study will be focused on handling the domino effect of the parents' condition being they haven't which is leading to the lack of skill for their children so that their children will getting low income in the future due to their short of having good education which couldn't support their skill.

LITERATURE REVIEW

Human Resource

Human resources are one of the important assets of a country. A country will be able to become a great country when its human resources are able to become assets that have the ability and strength to be able to compete with human resources owned by other nations. The abilities and strengths that already exist within themselves constitute a potential force that is capable of turning into a weapon for itself and the nation that owns them when the state enters into a business or program which is carried out in the form of training and developing these potential abilities and strengths (Akbari, Naser, et. al, 2017). It will become a tool that is able to change potential and strength into a variety of abilities and strengths that are very positive in the future.

Tantalizing offers from other countries that open up employment opportunities for foreign nationals and better income forecasts are unavoidable by the country of origin of workers because of the effects of information and technology development. Such offers can be read and accepted by the public in developing countries and third countries widely and openly. Technological advances often lead to genuine employment in many developing countries and third countries left behind by young people who are tempted to work outside their homes for the sake of improving income and living conditions. This has become one of the problems being faced by many

developing countries and third countries, because a lot of natural wealth and abandoned work fields because most of the owners are elderly and their offspring do not want to continue the processing and management of existing natural resources (National newspapers and televisions).

Human Resource Management

The process of human resource management is a process of placing the right people in a place that is in accordance with their capabilities and expertise, along with the process of developing and empowering their abilities. When the number of human resources in a country is in a large enough number and requires the addition of new jobs, that's where government policies and related agencies need to be made. This is in order to anticipate a surge in vocational school graduates or new graduates who are not absorbed by existing employment. Because if it is not made immediately or a supportive policy is made, the danger of increasing the number of unemployed will cause new problems in terms of the economy and people of a nation.

In order to prevent the increasing problems in the labor force, the government of a country will not consider it a trivial matter. Many efforts were made in dealing with this period, in general, it will start from the school level by increasing the number of vocational schools, training and developing graduate and undergraduate schools, as well as opening employment-intensive jobs and others. The determined training program can be carried out as a scheduled activity and in collaboration with private agencies in an effort to build a positive network in overcoming problems that may arise in terms of employment. Even so, the government will also not forget the general public who has the right to receive training and capacity building and expertise so that it becomes a society that is able to improve its income level (Burke, Ronald, 2016).

When a productive workforce of a country chooses to work as overseas labor rather than working in the country, the reason is that the amount of income and improvement of the income level is sometimes a dilemma for a country of origin. That is because the effects of the development of information systems and technology, so that attractive offers to work abroad are sometimes considered a breath of fresh air for people who need better jobs accompanied by increased income. However, this is often not matched by the ability possessed by interested persons or prospective workers, so that often things that are not desired experienced by these workers (Wong, Sut I., et. al, 2018). So often only difficulties and threats of punishment obtained by the workers.

Research Method

This study will be stated as a qualitative description by describing the phenomenon and information needed which are delivered by television, newspapers, radio program and the internet too, we knew that the number of unemployed is getting arisen day by day. It also gives us so much information about how many job vacancies need some employees too. But, the fact is those job vacancies needed those who already had experience or overseas graduated or got connected with anyone who had an important position of the company or ready to be paid lower than it should be. Many fresh graduates tried to apply for those vacancies, but most of them will be hired if they agreed with any objections to recruitment.

Findings and interpretation

As the information given on television and newspapers about the number of unemployed getting arisen every year and there are differences number between the government statistics bureau and the independent statistic bureau, it makes us think what is wrong with this situation?. Why should many citizens go to another

country just to be the worker of construction workers, to be housemaid for elders or babies, to be a housemaid, or to be a manufacturing worker?. Why should they go so far from their family just to make money?. Isn't it hard to work overseas not as an expert ?. so many questions here and there about this condition (www.wikipedia.com). They haven't numbered (might be) is getting lower, but the number of kids worker could be arisen, since some of them got to help their parents in financial, so they do the part-time job after or before school time. Most of those kids sometimes have to make money for their little brother or sister even their family's needs, schools, and daily needs.

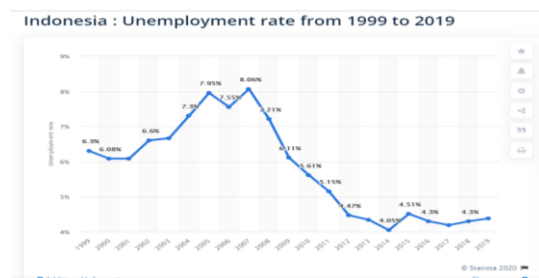


Fig. 1. The number of Indonesian Employment number until 2019

Those who left their family to be an overseas worker are really brave people ever for some people's opinion. Because they have to adjust their personal, their ability, their culture out there (www.wikipedia.com). As we know, shocking culture is not as simple as it said or seen. They have to face different laws too about many things in life. They will meet different people with different personal and different ways of thought in the new world. They have to manage their manner and skill higher too. Struggling on their own feet far away from their homeland and people who know them really needed a high level of spirit, especially for those who went overseas for the first time, even for those who are still teenage.

The reason being overseas for years will be their biggest spirit ever.

We are all knew that the biggest reason is reaching for a better future, in their mind, a better future will be in their hands as they got high income. They are sure that higher income will be in their hands if they work hard overseas. They will be paid better, although they have to battle for life overseas. This spirit always was given to their family too, so their family that left behind will always send their spirit overseas too.

Even they got job training before they go for work overseas, it does not mean they will get good space for work or good boss there, even paid well, though, they have learned very well about what they have to do for work overseas and even if they could perform their job well (Huertas-Valdivia, Irene, et. al, 2018). Sometime the fact will not be the same as they imagine, the world might come tumbling down there, shock culture could take place without agreement at all. Strong, capable, good and brave personalities will face all conditions well. For those who are able to perform their job well done overseas, and they will get the best of their effort. Therefore, they able to have the amount of saving in their homeland, such as rice fields, houses, vehicles, farms, even build home industries, in case they set their mind not to go back for working overseas. Those savings are their goals after worked for years, instead of heading for brightening future, then, it will be good for their next generations too. While overseas, those workers fought for life, for extending their work contract until they thought their savings is enough. It is all for those who were lucky, the meaning of lucky here is, they got good boss, good work atmosphere, good salary, and incentive too, but many of them being unfortunate too, the number of them had to run from their boss or not being paid well as they read in their contract, the worst sometimes came up, they had to lost their life overseas because of fake accused by their boss or other workers who were got jealous or had to run away without bringing their documents. In this case,

the embassy is the best place to reach, so that they might be saved (Huertas-Valdivia, Irene, et. al, 2018).

The government should set policies too due to their workers overseas, because they are a citizen here, even though they went overseas illegally (Kim, Minseo. et. al, 2018). Policies for those who had gone overseas for working had been sounding for years to be known, but their economic life made them broke the laws for making money overseas, and the cost for joining the overseas worker agents is too high, those reasons made them gone illegally. The fact is, their illegal run overseas for work had become a silent bomb that could explode anytime and anywhere and would put those workers stuck at the corner as they had to face the laws their due to their immigration documents. By the time the immigration had them stacked, their future was stuck too, until the government-run over it for them. Seeing these facts really made the government think about the laws deeply and work hard for it, so that the citizen who wanted to make money overseas got to pay attention to it, and both governments got to sit together and made agreements for making everything clearly due to overseas workers. So, the workers could work easily without any worries at all about their being overseas, because laws had covered them, and their family felt no worries too.

The government had to face this condition for years already. Prices are getting higher nowadays, it means the life cost is getting higher too, including the school's fee (National statistic Beaurau). Parents must prepare their finances well for their kids' education, even for kindergarten or non-private schools. The government said that good education will give a brighter future for the generation, but so many kids from the middle-low family. Those kids will only finish their schools for 6 or 9 years, then they will get some job for helping their parents. They choose to get a job as soon as possible after finished their education, they even got their job

already while they were still in schools (National statistic Beaurau).

They sell or delivering newspapers every morning. They sell snacks after or before schools. They sell plastic bags at the traditional market or became a porter, helping any women who needed help carrying their luggage to public transport in front of the market. Some of them even go for helping their parents as a beggar on the street. That's really horrible situation of the haven't. Those conditions of the haven't family and their kids, making money in so many ways no matter what, they only have their spirits and their energy to stay alive by doing that. They have no cash to start their own business, but their energy, their effort, their spirit to get profit as much as they could sometimes make their wheel off their life turned around.



Fig. 2 The number of Indonesian Prosperity

Many parents who never went to school at all, work like crazy with the very wildest goals of life, succeed by sending their kids to go for university and became someone with a brighter future. If only these mid-low society who only had spirit, sometimes without money at all, to fight for life got the government's assist to get entrepreneurship training as much as they needed, as soon as possible and as routine as it possible, the facts of the mid-low society getting succeed would bring the number of unemployed getting lower, and the number of the haven't would be slipped away sooner. The condition being the haven't mostly become the biggest reason of all to go overseas for work, they brought their

dreams to be someone who had a better life and a better future. They wanted to succeed in life, as their opinion, succeeding is being rich, not having difficulties to get anything they wanted and they needed in life, and their image would be brighter too, no one would pull them aside since they would have everything after their fought working overseas. It means the world for the haven't been different in look after struggling, like the fact we have seen, no one wanted to have short of an effort to be "someone". Although they had to go overseas illegally, they broke the laws of nations.

The mid-low kids who had finished their schools for 6 or 9 years only might go as shop salesgirl or salesman and paid for minimum monthly, which really made them live in a minimum condition (National statistic Beaurau). Their senior high documents not even help their income either because their skill was not supported. Some of them had minimum skills too for getting a job with higher income. It is all might because their schools not giving their students enough schedule for improving their skills there. Although their skills are low, their schools should have thought about it, so their schools would get a brighten image due to their output. Facing this situation, the government needs to make systems for making them great next generation (Murari, Krishna, et. al, 2012). The system should support their needs to have great skills by keep on practicing at school by their teacher's supervising. In this case, the government must make a system too by educating teachers, so they can deliver the knowledge to their pupils well by a good way too (Kim, Minseo. et. al, 2018).

Teacher better gets as much as training that help them improving their skills to teach their students happily without any stress for them and their pupils too. Study with fun mostly attracts pupils to be curious and stimulate them on any subject. As teachers delivered their knowledge with

fun, surely a fun atmosphere of study would help pupils study well and comfortably (Wong, Sut I., et. al, 2018). Studying in a fun and comfortable atmosphere would be relaxing their mind to absorb any kind of information and knowledge delivered. That atmosphere could be set by making a small class, 15 or 20 pupils will be handled by 1 teacher. In this condition, those pupils would get nearly full attention from the teacher. The teacher would get some details of his or her pupils by mapping, so the teacher can determine his or her ability, capability even their personality by one. This close atmosphere between teachers and pupils would build an interactive situation better (Akbari, Naser, et. al, 2017).

This one small solution instead of many other solutions in the system of education that made by the government might help for handling one matter in schools. Another solution for upgrading the skills even hard and soft would be very important to do because, without any questions, national or local university graduated manpower would be the second option of the candidate for the owner of his growing business or her famous local business, the owner would love to take the overseas graduated as the first candidate, it has happened, it is the fact (Burke, Ronald, 2016). When those bosses being asked why the overseas graduated chosen to sit on the main chair of any sections of his or her business, they would say that overseas graduated candidate has much better skills than the local or national graduated candidate. If these situations happened most of the time, when will the local candidates will be the first choice of all to be the first man of any sections of local or national even international businesses which are established here or overseas?. The overseas product minded should be change nowadays, or it will a boomerang for the economic situation because hidden unemployed number will be arisen without any doubt and would put the government stuck on the

corner by that. It means, the output of schools and universities must become first priority to be improved and upgraded as the job vacancies are needed, at least the won't be the second or might be the last choice of any business owner to be their first man there.

For those, who were mid-high kids, being an entrepreneur will not be a hard thing to do, they already had everything on, they got their parents' support on financial and spirit too. Sometimes, they got the experiences too, no need to ask many more, as we know, there is a young entrepreneur who got talent, capability, and ability from their parents who are an entrepreneur already, due to this condition, this young generation would be the next owner of their elders' businesses or build their own business (www.google.com). It would a great advantage of those mid-high young entrepreneurs since they got so many experiences and job pieces of training directly on the spot which directed by their parents and family who are experienced already too. (Murari, Krishna, et. al, 2012).

Job training is needed for improving skills which are needed nowadays whether by doing or taking courses. For teachers or trainers or lecturers, improving skills in teaching by heart will help pupils got their knowledge well. The system needs to make some pieces of training based on pupils' capability and interest, because "love what you do and do what you love" is a really good spirit to face our future (Burke, Ronald, 2016). As the pupils being mapped for their skills and interest, the process of improving skills by studying and practicing could surely run well. Build a new generation with remarkable skills takes time and hard work. But after being mapped it will be easier to improve their skills.

Because each pupil has a different ability, so they will need different treatment for making their skills improved, and hope to be better in the

future, as they will learn many things new by doing their job, it would sharpen their intuition how to be a step ahead than the other and their mind by making innovations of product they wanted to produce. Innovations of their product would lead them to be a leader with opened mind and heart, they would love to hear the suggestion that would help them to be better, being on a safe position of work would drag them into a stuck situation of being entrepreneur, it means harm for their future (Mathias, Rasika Ann, et. al, 2016).

As they got the knowledge as their interest and capability for work, their future would be surely getting better by keep on practicing on work by doing. Whatever he or she wanted to be they will get what they need to be. If they wanted to be an entrepreneur, they will be a good entrepreneur, they will work hard without any hesitation about it (Rahmadani, Vivi Gusrini, et. al, 2019). They would prepare everything they need properly, including their mind and heart before doing all of it. As entrepreneurs, they would think deeply and very detail about things they need to do, such as their budget for materials, properties, employees (including the job training), location, product variety, innovations, and promotion as well, including their financial growth after some time on business. (Williams, Christopher, et. al, 2016)

When it came to profit, they would think about savings, branches in the future and innovations, so their businesses would run and grow well by their good management of all (Rahmadani, Vivi Gusrini, et. al, 2019). Being an entrepreneur would build their characters how to handle every detail of their business well since they are the young generation of 21st century they would get any kind of subject that they needed from everywhere, sometimes, their network helped them too (Mathias, Rasika Ann, et. al, 2016). They would run for many courses that would support their ability and capability to be an entrepreneur no matter how many times

they have to join those and how much cash they had to spend because they only think about their success in the future and being settled. Those courses would challenge their mind to think out of the box, these young generations would think creatively, full of innovation and imagination, full of spirit to be a success, would run over any kind of obstacles, then, they would get the best of their effort to be a great entrepreneur (Williams, Christopher, et. al, 2016). The young would pay more than ever to be the great one.

If they wanted to work overseas, they would prepare their capability by joining overseas workers agency for job training in months and practicing well until the day before they left for overseas, as they learned well about their job in details and properly, mistakes would be dismissed as they wished to be (Iannone, Barbara, 2019). In this case, they have to find the right agency, because the right one would bring them to the right place, the right boss, legally, and the perfect salary too. It is important to work overseas legally nowadays because the laws would cover them in the perfect way there. The laws of the origin nation and the laws of the nation they are up to, will help and cover they are being far away (Kwon, Bora. et. al, 2016). The collaboration laws of overseas workers are important for both nations, especially for the worker. So, they will work in a comfortable condition, without any worries about their being overseas, the most important is their rights as the legal worker out there (Kwon, Bora. et. al, 2016).

As all have written here, it is important for a nation, for a country to be aware and care for its citizens. They belong to the country, instead of the natural resource, so, it is important to think about a system and the laws that would undertake them all and covered their needs in life and their rights to be citizens, they are an asset for their homeland. There being to be whatever they wanted to be or wherever they

wanted to be to reach goals in life and set it up and set is their choice, but to be what they will be got to be covered by their nation's attention for their future instead of their own effort to be settled (Hong, Ying, et. al, 2016). But, still, they have to learn whatever they needed and wanted to learn everything that could support to reach their goals in life. It is important to be a curious person and set the spirit on fire to reach the goals in life because nothing and no one can help us to change our fate instead of ourselves, the system and laws only accessories of the process. No matter how great and how much the system and laws could support, the person and his or her personality held the stick of their own life (Hong, Ying, et. al, 2016).

CONCLUSIONS

Management of a country's resources is very important. This is due to the position of human resources as an important asset of a country aside from the natural resources it has and the financial resources available. When empowerment activities become a well-scheduled program, it is believed that the existing human resources become highly qualified human resources that are able to compete well with human resources from other countries (Kim, Minseo. et. al, 2018). The higher the ability and expertise possessed by a country's human resources, the higher the country's ability.

The human resource empowerment program should be implemented for all levels of society. Community empowerment programs will produce quality human resources when starting from the earliest level, which is from the school level. The process will eventually become an ongoing process and greatly help the country in the future. In its implementation, the government can join hands with the private sector and non-governmental organizations that are competent and support the program (Iannone, Barbara, 2019).

So why should our citizens become migrant workers if the government understands the importance of community empowerment? Doesn't every citizen have the right to a decent living in his own country? (National law) It will be better when the community realizes that there is no need to think about what employment they should achieve after graduating from school. Trying to be independent with possessed competitiveness and creativity, the community must feel confident that they are able to obtain a better income and a better standard of living.

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