Analysis of Job Protection on the Performance of Indonesian Migrant Workers through Job Placement Mediation
(Case Study of Medan City Manpower Office)

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ABSTRACT

Professional workers are workers who are able to produce good performance. Good employee performance in an organization leads to the achievement of good income for the workers themselves. This can increase the national income of the country. The low income of people in a country, encourages them to go across national borders to become Indonesian Migrant Workers in other countries. In addition, the policy issued by the government regarding the placement of PMI abroad has also become a solution to domestic economic problems. namely reducing unemployment. This study uses quantitative methods, by conducting questionnaires, interviews and observations on PMI from Medan who departed for Malaysia. Hypothesis testing using SEM analysis at a confidence level of 95% ($\alpha = 0.05$) to 100 research respondents. The results of this study are that there is a positive and significant effect of job protection on job placement, there is a positive and significant effect of job placement on the performance of Indonesian migrant workers and there is a positive and significant effect of job protection on the performance of migrant workers through job placement as an intervening variable.

Keywords: Job Security, Job Placement, Immigrant Worker, HR Management

RESEARCH BACKGROUND

Migration or going abroad is the step most taken by the Indonesian people in order to improve their standard of living. This happened because of limited opportunities to get a decent life in the country. Because employment is narrow, while the labor force is high in number. PMI (Indonesian Migrant Workers) is not only a contributor to a lot of foreign exchange for the country, but also one of the drivers of the economy (Shafrida Kurnia & Faticha Alfa Aziza, 2021).

Migration is an alternative solution taken by individuals to change their quality of life amid economic limitations and distribution of opportunities at the domestic level. PMI has been around since the 70s and continues to increase in number from year to year until now. The cause of the high number of PMI cannot be separated from the situation in the country. As mentioned above, namely the narrowness of job opportunities and the high number of unemployment that exists. Government policy to provide opportunities for citizens to become migrant workers is one of the solutions to one of the existing problems, namely the problem

of unemployment. With citizens migrating to become migrant workers, it automatically reduces the number of unemployed in the country (Venkatesh, Thong, Chan, Hu, & Brown, 2011)

Problems that arise regarding PMI continue to occur. One of the reasons is the lack of debriefing that can be received by CPMI (Prospective Indonesian Migrant Workers) during the PAP (Final Debriefing of Departure) process before being placed in the destination country. In general, the distribution of PMI is through employment agent companies, both official and unofficial. The agent controls the entire process from start to finish. Starting from recruitment, visa and passport arrangements, granting training, transit travel, to placement. The relatively low level of education of prospective workers causes them to often be deceived by other parties (Web.padangsidimpuankota.go.id et al., 2004).

According to the procedure, protection for those who work abroad is carried out in every process, from the beginning until they get a placement. Starting from the recruitment process, then during their work, to returning to their homeland. This is based on Law No. 18 of 2017 article 1. Referring to Article 6 of Law No. 18 of 2017 that one of the rights that every CPMI must have is to obtain correct information about the job market, placement procedures, and working conditions abroad. Basically, the work of migrant workers abroad is classified into two types, namely jobs in the formal and informal sectors. For jobs in the formal sector, migrant workers work in an incorporated agency. While in the informal sector, these migrant workers work for individuals. For example, as a domestic assistant, etc. In the informal sector, the level of vulnerability to problems is higher than in the formal sector. Because in the formal sector, these migrant workers are certainly more protected by law. With the monitoring to the PMI placement process, it is expected to be a strong foundation to support the PMI performance (Jaya, Masdupi, & Marwan, 2019).

During this pandemic, many migrant workers from both the formal and informal sectors have experienced difficulties in other countries. Indonesian migrant workers do not work, so it is difficult to meet their daily needs. In addition to financial problems, health problems are also experienced because they have to move to other places. Migrant workers are often excluded from the response yet and already exposed to covid-19. If there is access to Covid-19 testing or treatment, they fear being deported because they already have a contract on the job and already spend a lot of money on fees and high recruitment needs. The role of the government is needed in providing protection to migrant workers during the pandemic (Kolvereid & Iermolenko, 2020)

Based on ILO data, migrant workers represent 4.7 percent of global workers, of which there are 164 million workers. These migrant workers are placed in the informal sector. In the sense that without appropriate protection both social and minimal wages. Not to mention the discriminatory treatment received by migrant workers by limiting their space, forced repatriation because they are considered carriers of the virus, termination of employment without pay, the lives of migrant workers who lack food and are crowded (*An Intellectual Capital Framework for Community College and Business Partnerships*, 2003)

LITERATURE REVIEW
Work Protection
According to Fitzgerald's theory, the purpose of the legal protection process is to integrate all the interests of society. Because in a traffic of interests, protection of certain interests can be implemented by limiting interests on the other hand. According to Law No. 18 of 2017 article 3, the objectives of protection against migrant workers are (Herrys, Putra, Suhariadi, &

Madyawati, 2022):
1. Provide guarantees for the fulfillment and enforcement of human rights as citizens and Indonesian Migrant Workers; and
2. Provide legal, economic, and social protection guarantees to migrant workers and their families.

Job Placement Theory

According to Arrowsmith & Parker, (2013) the placement of workers is a follow-up action from the selection stage. That is a process or activity of placing prospective workers who are accepted in job positions that need it. Meanwhile, according to Horney, Pasmore, & O'Shea, (2010) placement is the reassignment of an employee to his new job. Thus, placement is an activity to give or delegate tasks and work, authority and responsibility to employees who pass the selection to be done continuously.

Performance Theory

Employee performance is a result of someone's work in carrying out their duties. A person's performance is related to skill, sincerity, experience and time (Pradhan, Jena, & Panigrahy, 2020). It provides additions to the definition of performance. So according to him, performance is the result of work that is closely related to the goals of the company's strategy, consumer decisions, and contributes to the economy (Pradhan et al., 2020). Basically performance is what employees do and what they don't do. Employee performance is very influential on how much these workers contribute to the company. There are four dimensions of employee performance, namely quantity, quality, punctuality, and a corporate attitude (Longenecker & Fink, 2001).

In his research stated that the requirements for a performance are categorized as good if they meet the criteria including: reliable, acceptable, representative, realistic, and predictable (Gamad, 2019) described as follows:
1. Reliable, that is, what is measured and the method used in measuring can be consistent and reliable accuracy.
2. Acceptable, meaning all related things, namely aspects, methods, and the standards used can be accepted by both parties, namely the company and employees.
3. Representative, meaning that what is an aspect of the measured performance is a reflection of the work being assessed.
4. Realistic, meaning that in the measurement there are standards that are applied / used.
5. Predictable, meaning that the results of the assessment that has been carried out can be used to estimate / predict performance in the future. If the criteria have determined, the next step in performance measurement is the collection of information related to it from an employee.

RESEARCH METHODOLOGY

The type of research used is descriptive research by conducting a research approach through surveys. This research was conducted at the Medan City Government Manpower Office. The population in this study was the number of 133 Indonesian migrant workers who will be departed as migrant workers to Malaysia in one of the months in 2018. Using the Slovin formula, a sample of 100 alpha 5% respondents was obtained. Sampling technique using simple random sampling or simple random sampling method (Soegiyono, 2011).

While the data collection is using interview methods or interviews, questionnaire, and documentation studies. In this study, data were analyzed using SEM analysis method.

DISCUSSIONS AND RESULTS

In this study, respondents were dominated by female workers, namely as many as 55%. The remaining 45% are workers with male sex. Most respondents had educational backgrounds at the high school level, then followed below the junior high school level, and some were elementary school graduates.

SEM Results Analysis

Table 1 Result of Outer Loading of the Manifest Variable

	PMI Performance	Job Location	Job Security
KIN1	0.954		
KIN2	0.939		
PEN1		0.908	
PEN2		0.948	
PEN3		0.964	
PEN4		0.891	
PLD1			0.896
PLD2			0.949
PLD3			0.916

Source: Researcher, 2020

Table 1 explains that the correlation between variables and constructs or outer model values meets the criteria of convergent validity. Because, all indicators tested reached the loading factor value, which is above 60% or 0.60.

Table 2 Statement of Validity Testing of each Manifest Variable

	Remarks
KIN1	valid
KIN2	valid
PEN1	valid
PEN2	valid
PEN3	valid
PEN4	valid
PLD1	valid
PLD2	valid
PLD3	valid

Source: Researcher, 2020

Table 2 above shows that each indicator as a device each variable is declared valid because it meets the outer model test criteria.

Table 3 Result of Outer Loading of the Manifest Variable

Performance	Original Sample	P Values
KIN1	0.954	0.000
KIN2	0.939	0.000
PEN1	0.908	0.000
PEN2	0.948	0.000
PEN3	0.964	0.000
PEN4	0.891	0.000
PLD1	0.896	0.000
PLD2	0.949	0.000
PLD3	0.916	0.000

Source: Researcher, 2020

In table 3 it can be seen, in general, latent variables have good discriminant validity. Because in some latent variables there is no gauge that has a high correlation with other constructs. In addition, the value of each indicator P-values < 0.05.

Table 4 Composite Reliability and Average Variance Extracted

	Cronbach's Alpha	rho_A	Composite Reliability	AVE	Statement
PMI Performance	0.885	0.897	0.945	0.896	Reliable
Job Allocation	0.946	0.949	0.961	0.862	Reliable
Job Security	0.910	0.911	0.943	0.848	Reliable

Source: Researcher, 2020

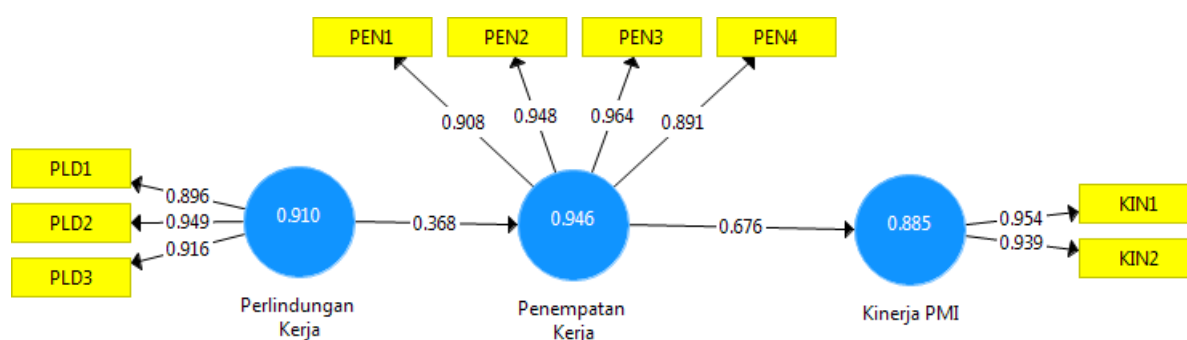Based on Table 4 it can be concluded that all constructs meet the reliable criteria.

Figure 1 Results of the PLS SEM Diagram
Source: Researcher, 2020

Furthermore, the R-square value for the PMI performance variable reaches 0.457. This means that 45.7% of PMI's performance is influenced by job placement and job protection factors. The remaining 54.3% was influenced by other factors outside of the research variables.
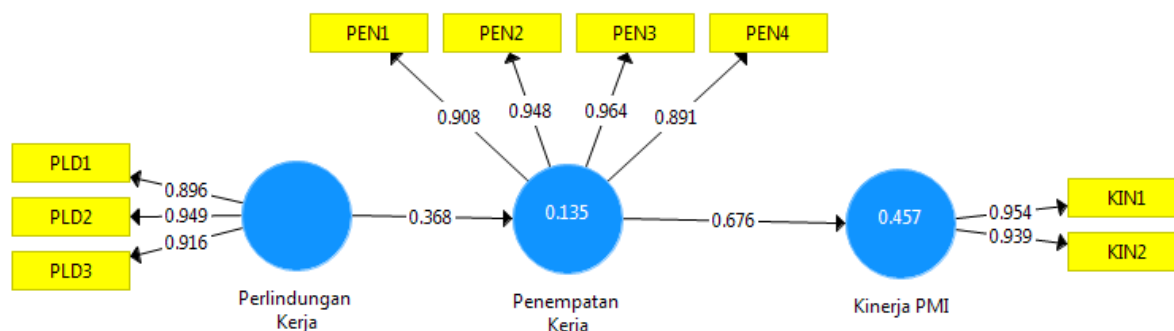
Figure 2 Results of the PLS SEM Diagram
Source: Researcher, 2020

Table 6 Influence of Each Variable

	Original Sample	P-Values
Job Allocation – PMI Performance	0.676	0.000
Job Security – PMI Performance	0.249	0.000
Job Security – Job Allocation	0.368	0.000

Source: Researcher, 2020

Table 6 shows the magnitude of the influence parameters between one variable and another:
1. PMI Performance = 0.676 Job Placement + e1
2. PMI Performance = 0.249 Occupational Protection + e2
3. Job Placement = 0.368 Job Protection + e3

Hypothesis 1: **Occupational protection has a positive and significant influence on job placement**

From the research conducted, it was concluded that job protection has a positive and significant influence on job placement, which means that the better the implementation of job protection, the better the job placement process that can be accepted by Indonesian migrant workers. This can not only be seen from the magnitude of the influence between the two variables, namely 0.368 (p-values = 0.000<0.05) but can be seen from each loading factor value on each indicator of the work protection variable that meets the criteria that Determined. So that the measurement equation model for work protection variables obtained in this study is:
1. PLD1= 0.896 Occupational Protection + α1obtained p values <0.05 (legal aspect)
2. PLD2= 0.949 Occupational Protection + α2 obtained p values<0.05 (economic aspect)
3. PLD3= 0.916 Occupational Protection + α3 obtained p values<0.05 (social aspect)

The elaboration of each measurement shows that each indicator between constructs is significant. The results of the equation model can be seen that the equation. The second is the one with the largest loading factor value, which is 0.949. This means that the condition of the economic aspect is the largest describing the construct of job protection. That is why special attention is needed from the management of the organization to better accommodate the conditions of the economic aspect because it has proven to have a significant effect on the protection needs that can be received by Indonesian migrant workers. Workers are partners to the organization and are valuable assets. Therefore, the organization's concern to provide protection that can improve the welfare of its workers can be done by providing well-accommodated programs to anticipate the loss of protection rights obtained by workers.

The issue of migrant workers and child labor is very important to pay attention to, starting from pre-placement until finally they are placed in their respective places according to their respective skills and expertise. Different placement sectors differ in the type of protection they can receive. In reality, many departed PMIs are placed in the informal sector. Being a PMI abroad is actually a very difficult choice for them. Because working in other countries requires them to have more abilities and skills than if they work in their own country. Meanwhile, in fact, generally these migrant workers only have a little expertise and skills. Especially if they are placed in the wrong place or deviate from the established agreement. So, not a few consequences are inevitable. These workers lose their protection rights such as work accidents, violence at work both physical, psychological and sexual.

That is why, the importance of an appropriate and comprehensive strategy to overcome this problem. The strategy can be in the form of paradigm-level strategies, regulations and their implementation that are strictly applied as well as strategies to strengthen the bargaining position of workers to workers who will be sent abroad. Based on the results of data processing, research respondents were dominated by workers with female gender, which was as much as 55%. While workers with male sex as much as 45%. Female migrant workers are more likely to experience violence or harassment in the workplace. Thus enabling female migrant workers to need protection services. Especially during this pandemic. The need for employment protection for migrant workers that focuses on sensitive matters to prevent human rights violations.

From the results of data processing, from their educational background, workers who graduated from high school were the most respondents. Followed by junior high school graduates and some are even only at the elementary level. There is a need for training to be provided to migrant workers to support their knowledge of working conditions, occupational safety and health, especially during the pandemic. Moreover, migrant workers are one of the groups that are vulnerable to Covid-19. How can they communicate well at a time when discrimination is so strong that they experience stigmatizing migrant workers as carriers of the Covid-19 virus.

Job protection from the government for migrant workers in Malaysia during the pandemic is crucial. Because PMI mobility restrictions in the country allow them to off, stranded or ignored. Especially for PMI who do not have complete documents. The protection provided can be in the form of legal assistance, assisting with repatriation, diplomacy, providing health facilities in the form of masks and logistical assistance. For migrant workers who are still abroad, the government must monitor and ensure that they are in good condition. This was done to improve PMI performance in Malaysia. As for those who have returned home, the government can show its concern by making it easier for them to work domestically by expanding labor-intensive based programs.

Hypothesis 2: Job placement has a positive and significant influence on the performance of Indonesian migrant workers.

From the research that has been done, it can be seen that job placement has a positive and significant influence on the performance of Indonesian migrant workers which means that the better the programmed job placement process means that it is expected that the better the achievement of the performance of Indonesian migrant workers.

This can not only be seen from the magnitude of the influence between the two variables, namely 0.676 (p-values = 0.000<0.05) But it can be seen from each loading factor value on each indicator of the job placement variable that meets the specified criteria. So that the measurement equation model for the job placement variables obtained in this study is:

1. PEN1= 0.908 Job Placement + β_1 obtained p values <0.05 (Education)
2. PEN2= 0.948 Job Placement + β_2 obtained p values <0.05 (Skills)
3. PEN3= 0.964 Job Placement + β_3 obtained p values <0.05 (Interest)
4. PEN4= 0.891 Job Placement + β_4 obtained p values <0.05 (Experience)

The elaboration of each measurement equation shows that each indicator between constructs is significant. The results of the equation model can be seen that the third equation is the one with the largest loading factor value, which is 0.964. This means that the conditions of work interest are the greatest illustration of good job placement conditions for Indonesian migrant workers to be placed. That is why special attention is needed from the management of the organization to be firm about the placement process that will be allocated.

Management must pay more attention to the placement aspect to match the educational background possessed and provide work orientation before workers will be placed. Research supports that the right man in the right place or placing the right employee for the appropriate position deserves to be a central issue in HR management. There is a positive correlation between performance or productivity and employee placement.

Based on the results of data processing, it was obtained that research respondents were dominated by workers with female gender, which was as much as 55%. While workers with male sex amounted to 45%. This means that in order for the performance of migrant workers to increase, female migrant workers should be placed in jobs that are not related to heavy and high-risk work such as in manufacturing and so on. In accordance with the selection process that has been carried out by the management. Likewise, male migrant workers can be placed with jobs that have been determined during the selection process.

From the results of the study, based on their educational background, the most respondents were high school graduates. Only then followed by workers who graduated from junior high school and some even only at the elementary level. Management needs to pay attention to the pre-placement, placement, and post-placement periods of migrant workers. This is important because if the placement is not given accordingly it will decrease performance. For example, respondents with elementary education backgrounds must be given a good introduction through training on work during the pre-placement period, broad insights that workers must have, special skill abilities, and the seniority of the world of work. Psychologically and mentally, respondents with elementary school education are different from respondents with junior high and high school education. Putting employees in the right place is always building

A solid motivational foundation in the soul of the worker himself so that he can grow his capabilities at work. Therefore, he will be able to do his job with a good sense of responsibility. In addition, management needs to pay attention to the implementation of the placement of migrant workers. The increasing demand for migrant workers will certainly affect the placement of workers who are not suitable and adequate.

Hypothesis 3: **Occupational protection has a positive and significant influence on the performance of Indonesian migrant workers through job placement as an intervening variable**

The results showed that job protection has a positive and significant effect on the performance of Indonesian migrant workers through job placement as an intervening variable which means that the better the work protection process that is considered from each aspect means that it is expected that the better the achievement of the performance of Indonesian migrant workers through the correct worker placement process. This can be seen from the magnitude of the influence between the two variables with a significant intermediary variable of 0.249 (p-values = 0.000<0.05). Indonesian Migrant Workers obtained in this study are:
1. KIN1= 0.954 PMI Performance + γ1 obtained p values <0.05 (Quality)
2. KIN2= 0.939 PMI + γ2 Performance obtained p values <0.05 (Quantity)

CONCLUSION AND SUGGESTIONS
The elaboration of each measurement equation shows that each indicator between constructs is significant. The results of the equation model can be seen that the first equation is the one with the largest loading factor value, which is 0.954. This means that the quality of work conditions is the greatest description of good performance conditions for Indonesian migrant workers who will be placed to work. That is why special attention is needed from the management of the organization to appropriately pay attention to every performance need of migrant workers in this case is from the aspect of job protection and job placement. Supported by Suhariwanto's research (2001) with this description, it can be concluded that improving the performance of employees who in this case are partners of the company is the responsibility of the tripartite institution, namely: employers / companies, government, and workers.

The government has a major role in the implementation of labor regulations which include working hours, rest hours, wages, provisions on social security and provisions on job training. Based on the results of the study, respondents were dominated by workers with female gender, which was as much as 55%. While workers with male sex as much as 45%. Migrant workers need good protection during work in order to improve their performance. The migrant worker needs to be placed in accordance with a placement agreement or employment contract that has been agreed before. Because inappropriate placement is likely to result in a lack of protection they will receive.

Psychologically, they are not focused and motivated to work, thus affecting their performance. Especially during a pandemic like this, placing migrant workers in a sterile environment from exposure to the spread of the Corona virus will be one form of fulfilling the work protection rights they need. If they have a crucial need for health protection, it always supports the improvement of their performance.

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