

POTENTIAL CANDIDATES FOR VILLAGE YOUTH LABOR IN THE ERA OF INDUSTRIAL REVOLUTION 4.0 AND COVID'19 PANDEMIC (Study on Tanjung Medang Village Youth)

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Abstract

Industrial Revolution 4.0 and Pandemic Covid'19 is a new challenge for the world community, the condition of the physical and digital world undergoes a significant change in the way of human life, namely integrating the physical, digital and biological world, where there are fundamental changes and new breakthroughs in all disciplines, including artificial intelligence, nanotechnology, biotechnology, internet-based technology impacting human life, impacting economic growth. (Hamdan, 2018). The 4.0 industrial revolution improved efficiency, flexibility and cross-border connectivity, as well as faster, cheaper, and more specific services. However, technology is also increasing access to digital disparities, competency gaps of social science graduates with industry needs. Employee recruitment will be reduced as automation, robotics use and flexible working systems increase. The limitations of mastering technology for the workforce in the village make it difficult for village youth to compete and get decent jobs. Both the private sector and the government should still prioritise the target of access to permanent employment for everyone because that is where human personal development (Vieronica Varbi Sununianti, 2019). The focus of this paper is on improving Human Resources through training.

Keywords: Enhancement, Technology, Training, Internet, Youth

ABSTRAK

Revolusi Industri 4.0 dan Pandemi Covid'19 merupakan tantangan baru bagi masyarakat dunia, kondisi dunia fisik dan digital mengalami perubahan yang signifikan cara hidup kerja manusia, yaitu mengintegrasikan dunia fisik, digital dan biologis, dimana terdapat perubahan secara fundamental dan terobosan baru di semua disiplin ilmu, diantaranya dibidang artificial intelligent, teknologi nano, bioteknologi, teknologi yang berbasis internet berdampak terhadap kehidupan manusia, memberikan dampak pertumbuhan ekonomi. (Hamdan, 2018). Revolusi industri 4.0 meningkatkan efisiensi, fleksibilitas dan konektivitas lintas batas, juga pelayanan yang lebih cepat, murah, dan spesifik. Namun, teknologi juga semakin meningkatkan akses kesenjangan digital, kesenjangan kompetensi lulusan ilmu sosial dengan kebutuhan industri. Perekrutan pegawai akan semakin berkurang seiring meningkatnya otomatisasi, penggunaan robotik dan meningkatnya sistem kerja fleksibel. Keterbatasan menguasai teknologi bagi tenaga kerja di desa membuat pemuda desa sulit untuk bersaing dan mendapatkan pekerjaan yang layak. Seharusnya pihak swasta maupun pemerintah tetap perlu memberi prioritas pada target akses ke pekerjaan tetap bagi setiap orang karena disanalah pengembangan pribadi manusia (Vieronica Varbi Sununianti, 2019). Fokus tulisan ini adalah kepada peningkatan Sumber Daya Manusia melalui pelatihan.

Kata kunci: Peningkatan, Teknologi, Pelatihan, Internet, Pemuda

INTRODUCTION

Law No. 18 of 2002 states technology as a way or method and process of applying and utilizing various disciplines of science that produce value to meet the needs, continuity and improvement of human life quality. The law has hinted that the development of technology must be mastered by every element of society, including the community especially the youth in the village of Tanjung Medang, with the Law as academics and researchers in the field of social sciences can certainly analyze every problem in the community. Considering the poverty level in Tanjung Medang village is quite large with the recipient of 74 families in 2019 in the hopeful family program. Of course, the program that has been created to alleviate poverty in Tanjung Medang village, with the dedication and training of computers / internet in collaboration with computer course institutions and experts in their fields, it is necessary to increase the potential of youth workers in the village. Industry 4.0 and the covid'19 pandemic require everyone to be in cyberspace, not only working but looking for work using technology.

Industry 4.0 was officially born in Germany at the Hannover Fair in 2011 (Kagermann et al. 2011) in (Sutopo, 2018). Germany has an interest in this because Industry 4.0 will be the policy of its development plan then called High-Tech Strategy 2020. The policy aims to keep Germany at the forefront of manufacturing (Heng, 2013) in (Sutopo, 2018). Some countries also participated in realizing the concept of Industry 4.0 and using quite different terms, namely Smart Factories, Industrial Internet of Things, Smart Industry, or Advanced Manufacturing. Although with different terms, all have the same goal of improving the competitiveness of each country's industry in the face of a dynamic global market. This condition is caused by the rapid development of digital technology utilization in various fields. Industry 4.0 is predicted to have great potential (Sutopo, 2018). In addition to the emergence of industry 4.0 the world is also faced with pandemic conditions, namely pandemic covid'19. Coronavirus disease 2019 (COVID-19) is the name of a new disease given by the World Health Organization (WHO) for patients with novel coronavirus infection 2019 that was first reported from wuhan city, China in late 2019. The spread occurs rapidly and creates a new pandemic threat (Diah Handayani, 2020). In Indonesia in March 2020 began to show patients affected by the virus. With this condition makes everyone experience concerns about health, jobs and the economy.

Based on observations by researchers that village youth have difficulty in accessing technology and the internet in the period of industry 4.0 and the covid'19 pandemic. Not only the limitations in accessing but also in their operation can't. This is due to many factors, namely the lack of learning facilities related to technology in the village and the limited cost to be able to learn technology. The step of providing training to youth in Tanjung Medang Village is considered the right thing in improving technological expertise. Technology can help young people in finding jobs, then can help to promote goods or services in the village. Technology training provides opportunities for young people to be able to master technology in the future able to compete in the world of work. Because most job platforms exist in internet media, such as job provider applications.

Interesting fact that vulnerable village youth drop out of school can't master computers or the internet, therefore it needs to be supported by adequate computer skills to help every process in the community or village whether it is related to the administration or promotion of the village. This incompetence shows that the level of welfare and independence of the community is still very low in the management of available resources. Law of the Republic of Indonesia Number 24 of 2019 concerning Creative Economy Article 1 paragraph (1) Creative Economy is the embodiment of the added value of intellectual property derived from human creativity based on cultural heritage, science, and/or technology and paragraph (2) Creative Economy Actors are individuals or groups of Indonesian citizens or legal entities or non-incorporated entities established under Indonesian law that conduct Creative Economy activities. It is clear in the Act that the creative economy is getting special attention in central Government. The focus of this paper is on The Potential of Prospective Village Youth Workers in the Era of Industrial Revolution 4.0 and The Covid'19 Pandemic Period (Study on Tanjung Medang Village Youth).

RESEARCH METHODS

This paper uses descriptive qualitative methods with the aim of exploring and clarifying social reality. The implementation of this qualitative method by combining between, observation, in-depth interviews and the dissemination of questionnaires. Subjects consisting of village youth and communities interested in training. Their existence also supports the smoothness of this research, especially in identifying the topic of improving the technology capabilities of the youth

of Tanjung Medang village. Then with this method researchers can get information and interest the subject to be able to master the latest technology and can be intended to be known in depth about the potential and potential of Prospective Village Youth Workers in the Era of Industrial Revolution 4.0 and Pandemic Covid'19 (Study on The Youth of Tanjung Medang Village).

DISCUSSION

The Potential of Youth Labor in the Village

From the problems in the field, there is a scientific discussion that community assistance is very important for the community itself. Previous research by Musiyam (2008) that planning is done holistically and contextually through inductive-empirical work. Empowerment on the praxis plain, empowerment is based on principle. *First*, the main focus of planning is directed to strengthen the ability of local communities, local communities are very important because they are able to mobilize local resources to meet their needs. *Second*, the development of planning activities must recognize the variety, both between actors involved as well as variations in potential and local problems. The decision-making unit is not a single figure, but rather a plural that includes individuals, families, local bureaucracies, small-scale corporations, and local community. Third, how to achieve the common goal of planning activities carried out through the process of social learning. *Fourth*, to ensure the effectiveness of the program, various forms of planning activities in the framework of community empowerment must be organized, coordinated, and integrated neatly, carefully, and sustainably in social units of residential areas (Musiyam, 2008).

Here is the unemployment rate by gender:

Gender	Half Unemployment Rate By Gender Region (Percent)		
	2020	2019	2018
Male	10,77	6,52	6,75
Women	9,30	6,25	6,39

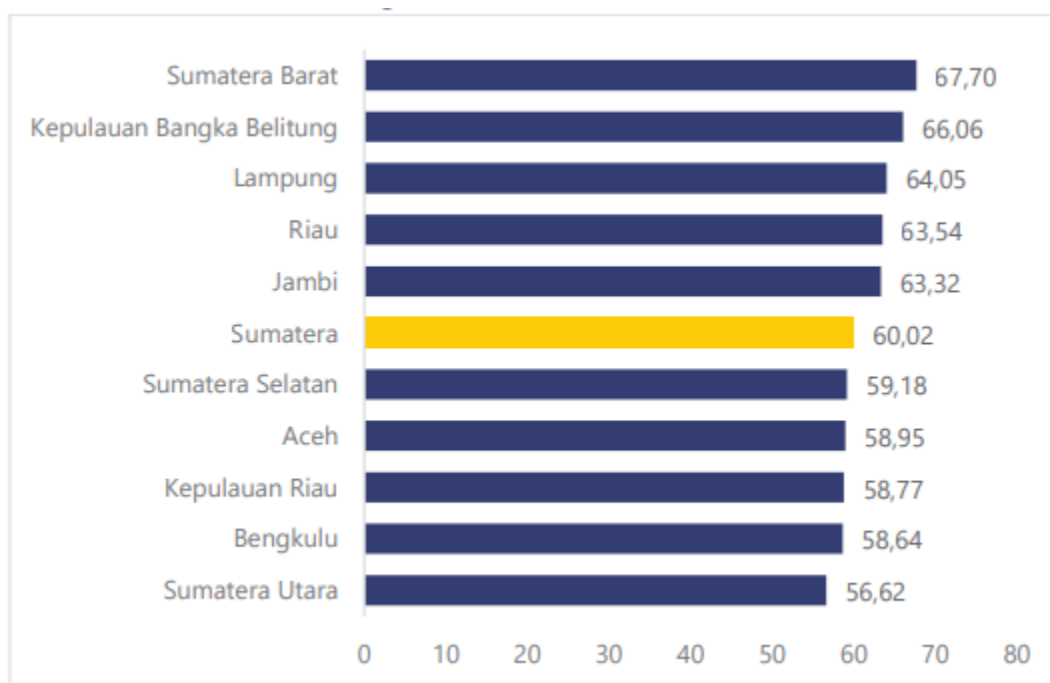
Source: Sakernas, BPS

Source Url: <https://www.bps.go.id/indikator/6/1183/1/tingkat-setengah-pengangguran-menurut-daerah-jenis-kelamin.html>

Access Time: November 29, 2020, 3:23 pm

The condition of Indonesian Village Development, namely the island of Sumatra, West Sumatra Province has the highest GPA value on the island of Sumatra with an index value of 67.70; followed by Bangka-Belitung Islands Province (66.06) and Lampung Province (64.05). While the lowest village development index value is in North Sumatra Province with an index value of 56.62. The average value of Sumatra Island Village Development Index (60.02) is above the national average or the third largest after Java-Bali islands and Sulawesi Island. South Sumatra itself with an Index value of 59.18. This indicates that South Sumatra does not show satisfactory enough numbers.

Chart 1. Village Development Index on Sumatra Island, 2018



Currently, villages on sumatra island are dominated by developing villages, which is about 81.88 percent of the total 23,241 village units. While the percentage of independent villages was 4.79 percent (1,114 villages) and villages lagged behind 13.33 percent (3,097 villages). Judging from its dimensions, accessibility/transportation has the largest index value of 77.72, while the infrastructure condition dimension has the least index value of only 46.15 (Statistics, 2019).

Development planning is also carried out by understanding the state of the population in a region or country demographically. (Mantra, 2003). Social welfare development has a strategic meaning for national development there are four important functions, namely; 1) strengthen the role of state organizers; 2) realize the real ideals of social justice; boost economic growth; human development index (Suharto, 2008). Development also requires space, both to dig resources and as a place to build (Abdoellah, 2016). Decentralization that strengthens the regional position in managing natural resources has increased regional sentiment and social conflict, decentralization is used in some regions that have natural resources to expand into one autonomous region (Abdoellah, 2016). The development impact is the economy of the community is increasing. In this case the economy as a discipline often tends to treat decision-making as an individual process, and traditionally economists do not pay much attention to as individual behaviors and choices are placed in a broader social context (Field, 2003). Although at the micro level there is no clear link between social capital and economic growth (Field, 2003).

The results of this study prove that more Indonesian students are the highest technology users based on data obtained by Kompas.com from Cambridge International [Indonesia11](#): Indonesian students are ranked highest globally as users of IT/computer space (40%) at school. Indonesia's desktop usage is the second highest in the world in desktop computer use (54%), smartphone usage is (67%). Although advances in traditional blackboard device technology remain popular in classrooms, 90% of teachers in Indonesia are expressing this. This shows that Indonesia has considerable potential in the use of technology, but this is only the case for students in urban areas and not for students in villages.

The opportunity to master technology between city and village youth is very different, because access in cities and villages is also different. So after the period of finding work the villagers were unable to compete. It is not uncommon for villagers to use labor providers and have to spend money. Uncertain employment opportunities are getting worse with the presence of employment service providers or "labour vendors" (De Vault, 2008) in (Dewayanti, 2012). Labor service providers also do not necessarily provide free jobs to prospective workers but instead have to pay to get a job. Private sector involvement in public life in urban areas is not only limited to

the provision of housing, but also in the provision of world-class Health and Education facilities and services (Dewayanti, 2012). Industrial era 4.0 becomes its own potential for people who are able to master technology. Most of the opinions about the potential benefits of Industry 4.0 are about improving the speed of production flexibility, improving service to customers and increasing revenue. The realization of these potential benefits will have a positive impact on a country's economy. (Sutopo,2018).

The process of recruitment of workers undergoes changes after the enactment of the Labor Law, the period before 2000, workers get a job through advertisements posted by the company, but the most often done is through friends or relatives. Now advertising has undergone a change many platforms that provide jobs online and not infrequently also work in posts on social media be it facebook, Instagram, whatsapp and some other applications. This is what requires the village youth to be able to conquer technological developments. The Covid'19 pandemic also contributed to changes in job advertising.

Strategies to Increase The Potential of Youth Workers in the Village

The village is a great potential for a country, in the village there are many resources that are still beautiful. The strategy for developing the potential of village youth is by uniting stakeholders. Stakeholders include actors involved in the process of formulating and implementing a public policy. Public policy stakeholders here are three according to (Putra, 2005) in (Suharto, 2007), namely key stakeholders: those who have legal authority to make decisions. Key stakeholders include executive elements according to their level in this case the government of Muara Enim Regency, the Regional Representative Council of Muara Enim Regency, the employment office of Muara Enim regency. Primary stakeholders: they have a direct interest relationship with a policy, program or project. Those involved in decision making, especially in the absorption of labor. Secondary stakeholders: those who have no connection, direct interest in policies, programs and projects, but have concerns and concerns so that they also speak out and seek to influence the government's legal decisions.

The village is one of the seemingly endless objects of devotion, the village as one of the smallest administrative area units as well as one unit of the region undergoes changes, both directly and indirectly, so that many interventions enter the village both through government programs and

private and non-governmental institutions (Mulyanto, Mukbar, Endah, Saputro, & Samandawai, 2009). Surely these programs are to reduce poverty. Poverty according to Jeffrey D.Sach revealed that there are three categories of poverty, namely: 1) extreme poverty, namely households can't meet their basic needs; 2) moderate poverty, i.e. households can meet their basic needs, but are very minimal and not always able; and 3) relative poverty, i.e. households can meet their basic needs, but are below the average way people live in the country (Huraerah, 2019). So to do the development must be done a well-planned planning, both data and actors involved in it. Planning is in desperate need of data in the field, such as population data development planning plays an important role, the more complete the data and accurate the easier it is to do the right planning. (Mantra, 2003).

Village Owned Enterprises is one type of empowerment carried out by the government. Empowerment is a process of structural change that must arise from the community, carried out by the community, and the results are aimed at the welfare of the community, where the change takes place naturally with the assumption that every member of society as a socioeconomic actors participate in the process of change, have productivity that is more or less balanced and act efficiently or rationally (Sumodiningrat, 2001). Community Driven Development approach that allows the community to have control in the project and its fund management based on the principles of local empowerment, participatory governance, responsiveness to needs, administrative autonomy, greater down accountability and local capacity building (Sari & Widyaningrum, 2012).

CONCLUSION

Youth village is the potential owned by the village, as a human resource that will one day build the village. Technology in this era is very important to increase human income, by mastering technology it will be able to compete at the global level. It is fitting that the village youth master computer technology. This potential must be supported by the local government by providing assistance and training. The solution that can be offered for village youth is that village youth must be able to master computer technology by attending training or courses and the government must provide assistance.

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Sumber Lain:

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