
A CONCEPTUAL MODEL OF THE ROLE OF LABOR UNION IN THE COMPANY TOWARDS WORKERS' SENSE OF SECURITY AT PT. PAMA PERSADA

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ABSTRACT

This paper proposes a conceptual model to explore the relationship role of labor union on workers' sense of security in a company. Introduction, literature review, conceptual model, hypothesis, methodology, and conclusion were discussed. Research conducted using mixed-methods which are combination between the qualitative descriptive approach and quantitative approach. The analysis is suggested the qualitative approach is prior to quantitative approach. The data used is primary data that is obtained from interviews and questionnaire distribution to the workers at PT. PamaPersada. The secondary data is obtained from literature review and from the company documents. The qualitative analysis is done through the process of organizing, summarizing, and interpreting of the obtained data. The quantitative analysis is through hypothesis testing using statistic test. Applying this paper instantly would provide information about the role of labor union towards the workers' sense of security.

KeyWords

Labor Union, Sense of Security, Workers, Conceptual Model

INTRODUCTION

Labor relations, or often also referred to as industrial relations, is an administrative and normative component of public relations management that regulates work relations between individuals in the company in order to achieve optimal levels of efficiency and effectiveness in performance. Employee relations are a framework related to maintaining employer-employee relations that contributes to satisfying productivity, motivation, and morale. Basically, employee relations are concerned with preventing and resolving problems involving individuals arising from or influencing work situations. Therefore, good practice of employee relations will be able to enhance the good working atmosphere, which in turn increases productivity, able to support the implementation of the strategy and goals of the organization/company, reduce the "employment cost", as well as helping employees to grow and develop.

Every organization (profit or non-profit) has goals to be achieved. To achieve this goal, it requires the cooperation of all elements in the organization. One of the resources contained in the organization is employees, making the employees important and necessary for the company. One of the most important things in a company is a workers' organization or commonly known as a labor union, an organization formed by the workers as partners for the company in achieving company goals.

The law guarantees freedom of association, whereby anyone may not obstruct workers/laborers from forming a trade union. One of the goals of the establishment of trade unions/labor unions is as a representative of its members in dealing with problems that occur in the company. Hence, the role of trade unions/labor unions is expected to provide a sense of security at work.

LITERATURE REVIEW

In the general section of the explanation of Law No. 21 of 2000 on Trade Unions/Labor Unions, it is stated that workers/laborers are business partners who are important in the production process in order to improve the welfare of workers/laborers and their families, ensure the continuity of the company and increase the welfare of the Indonesian people in general. Regarding to this matter, trade unions/labor unions are a means to fight for the interests of workers/laborers in creating harmonious, dynamic and fair industrial relations.

Law Number 21 of 2000 on Trade Unions/Labor Unions is based on Article 28 E Amendment of the Second Constitution of 1945 and ILO Convention (International Labor Organization) Number 98 of 1949 on the Right to Organise and Collective Bargaining Convention, which was ratified by the Government of the Republic of Indonesia through Law No.18 of 1956 on the Approval of the International Labor Organization Convention No.98 of 1949 on the Right to Organize and Collective Bargaining Convention. With the ratification of ILO Convention No. 98 of 1949 on the Right to Organise and Collective Bargaining Convention and the enactment of Law Number 21 of 2000 on Trade Unions/Labor Unions, the realm of labor has actually changed radically. Nevertheless, in principle, labor organizations are formed with the aim of fighting for the interests of workers, especially to improve the level of welfare of life and protect labor rights.

Generally, individual workers are in a weak position in fighting for their rights. By becoming a member of a labor union, workers will increase bargaining both individually and as a whole. Trade unions/labor unions can supervise the implementation of workers' rights in the company. Therefore, the role of trade unions is important for workers.

In a company, there are usually trade union organizations/labor unions which in their implementation have an important role in industrial relations. Trade unions, in solving problems that are expected to progress and improve, should organize and strengthen themselves by:

1. Creating a high level of solidarity in a unity between workers and workers, workers with their trade unions, workers/trade unions and management;
2. Convincing members to carry out their obligations in addition to their rights in the organization and in the company, as well as the organization of funds.
3. Organizational Funds are spent based on programs and budgets that have been determined in the interest of increasing the ability and knowledge of the management for the field of knowledge related to the conditions and needs of the workplace, including the implementation of industrial relations;
4. Good human resources will be able to interact with management rationally and objectively.

When the 4 conditions above are fulfilled, the trade union through its representatives will be able to find the best way to submit a positive proposal for the common good.

Security is defined by Maslow in Potter & Perry (2006) as a need that drives individuals to obtain peace, certainty, and regularity from the state of the environment they occupy. Potter & Perry (2006) expressed comfort as a state that has fulfilled basic human needs, namely the need for tranquility (a satisfaction that increases daily appearance), relief (needs have been met), and tran-

scendent (a state of something that exceeds the problem and pain).

Guaranteed security can be generated from the environment. With the guaranteed sense of security for workers, there will be increase in the attitude of workers that affect work productivity. Improving work productivity requires efforts to meet the needs of a sense of security because workers are very concerned about the condition of the work environment so that workers can work in peace. Workers who have met the need for security in the workplace tend to have a positive perception of the environment that will affect cognitive, affective, and individual behavior at work. This is in line to Maslow's hierarchy of needs based on psychological security, which is one of the basic psychological needs in the form of protection. Hence, to avoid danger, psychological security can have an influence on a person's psychological aspects.

The higher the sense of security at work is the lower the job stress and vice versa. According to Anoraga (2006), a person works because there is something he wants to achieve, and people expect that the work activities that he does will bring him to a more satisfying condition than before. For example is the fulfillment of physiological needs such as better clothing, food and shelter. Every worker yearns for a comfortable work environment without any interruption, because interference in the work environment will have a negative impact on workers. That kind of working conditions can cause anxiety and feeling depressed and if it goes unprotected then it will result in decreased motivation and productivity of workers.

According to Law No. 13 of 2003 on Labors, Article 1 Point 16 of Industrial Relations is a system of relationships formed between the actors in the process of production of goods and/or services that consist of elements from employers, workers/laborers and the government that is based on the values of Pancasila and the Constitution of the Republic of Indonesia.

The main functions of industrial relations are namely: (1) To maintain production; (2) To maintain and create work peace; (3) To prevent strikes; (4) To help create and maintain national stability. Industrial relations will be harmonious if properly developed and implemented, it can help increase production, increase the likelihood of employment opportunities, and further help ensure equitable distribution of the results of national development. In addition, industrial relations can assist the government in cooperating with employers 'and workers' organizations. Hence, the relationship serves as a motivator to drive social participation and make development successful so that work contentment and business contentment are created. Industrial relations that is prevailing in Indonesia is the Pancasila Industrial Relations – a system of relationships formed between the actors in the production of goods and services, namely workers, entrepreneurs, and the government based on values that are manifestations of the overall precepts of the Pancasila and the constitution basis which grows and develops above the national personality and culture of Indonesia (Sastrohadiwiryono, 2003).

CONCEPTUAL MODEL

Based on a literature review has been done, conceptual model that can be generated in this study is as follows:

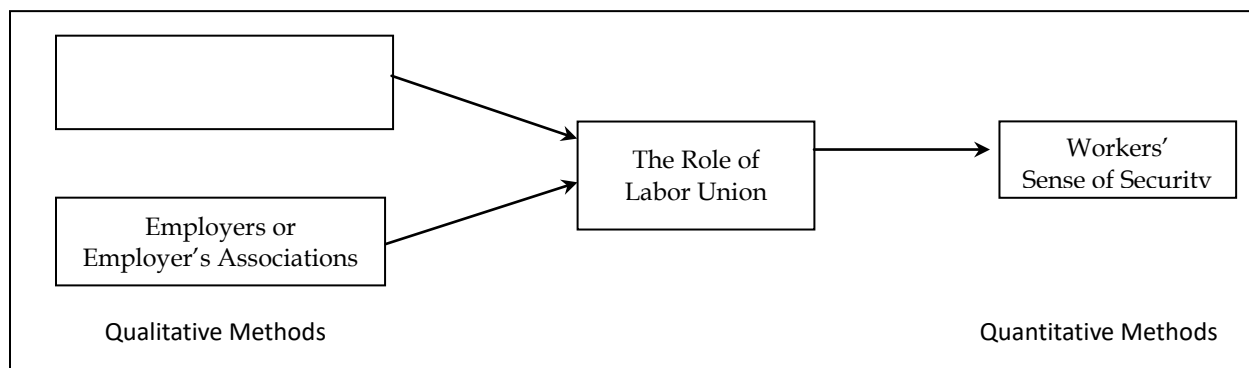


Figure 1: Conceptual Model

HYPOTHESIS DEVELOPMENT

Trade Unions/Labor Unions is stated that workers/laborers are business partners who are important in the production process in order to improve the welfare of workers/laborers and their families, ensure the continuity of the company and increase the welfare of the Indonesian people in general(Law No. 21, 2000). Security is defined by Maslow in Potter & Perry (2006) as a need that drives individuals to obtain peace, certainty, and regularity from the state of the environment they occupy. The worker represented by labor unions in the company with employers or employers' associations. The purpose of these representatives is to make workers stronger in negotiating with employers because union officials are generally chosen by people who are able to fight for

the rights and interests of their members, including workers' sense of security. Therefore, the following research hypothesis is proposed:

Ho: There is no significant effect of labor union on workers' sense of security

Ha: There is a significant effect of labor union on workers' sense of security

METHODOLOGY

This study uses a mixed-method analysis approach. This research starts with a qualitative research to find out the role of labor union. A systematically sets material data collected from a variety of qualitative data collection techniques such as interview transcripts, field notes, participative observation or other materials. The order of analysis is through organizing, summarizing, and interpreting.

After the qualitative research, the quantitative research will do through questionnaire distribution; data is processed to find out averages, graphs, and other data include hypothesis testing analysis using statistics. The sample used by the authors in this study was employees of PT. PamaPersada. In this study, the use of samples is not limited since the purpose is to analyze it.

CONCLUSION

This paper proposes a conceptual model to understand how labor union affects the employees' sense of security in a company by using mixed-methods. A prior qualitative approach is done and then a quantitative approach. The literature review, methodology, and the analysis methods were explored. The data is collected using in-depth interview for qualitative analysis and using questionnaire distribution to the employees of PT. PamaPersada. Applying this conceptual model would provide information about the role of labor union on workers' sense of security.

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