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Analysis of Labor Absorption in Oil Palm Farmer Business Partnership Patterns PT Inti Indosawit Subur in Danau Embat Village, Maro Sebo Ilir District

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Abstract. The research was conducted for 1.5 months, from August 25 to September 6, 2019. The research location was in Danau Embat Village, Maro Sebo Ilir District, Batang Hari Regency. The purpose of this research is to find out how much labor is absorted in the oil palm farming partnership pattern of PT Inti Indosawit Subur in Danau Embat Village. The data analysis method used is the number of farmers working days with the formula: P = t.h.j/7. Sampling was carried out randomly, by taking 20% of 159 households spread over 5 stretches. The results showed that a total land area of 12.642 ha was used for oil palm plantations. The average area of oil palm owned by sample farmers is 2.48 ha. The sample farmers ranged from 38 to 45 years. The education level of the majority of the sample farmers graduated from elementary school. The absorption of labor is dominated by male workers of 1.775 HOK while female workers are 21 HOK, with an average working daily wage of IDR 75,000 per day. From this study, it can be concluded that the absorption of labor in the oil palm farming partnership pattern of PT Inti Indosawit Subur in Danau Embat Village, Maro Sebo Ilir District, reaches 38.38 HKSP per year or as many as 312 people. This means that the partnership pattern carried out between PT Inti Indosawit Subur and the community can absorb labor.

Keywords : Manpower; Farming; Working Day Outpouring; Oil Palm

INTRODUCTION

The agricultural sector includes the sub-sectors of food crops, estate crops, animal husbandry, forestry, fisheries, and their products. The plantation sub-sector is currently and in the future used as a mainstay for exports, the requirements needed are only the improvement and refinement of the business climate and the structure of the plantation commodity market from the upstream to downstream sectors (Busatul, A., 2011). Palm oil is one of the commercial commodities and is the prima donna in the plantation sector. Oil palm plantations continue to experience quite rapid development, both in state-owned, private, and community-owned plantations.

Palm oil has a fairly important and strategic role in the Indonesian Economy, this is because palm oil can be used as (1) The first raw material for cooking oil (2) An-agricultural commodity that relies on non-oil and gas exports (3) From the production process to processing it can create employment opportunities and at the same time improve people's welfare (Sitohang, 2010). Furthermores Nu'man (2009) Labor involved in oil palm plantations is one of the factors of production with a sizable absorption of costs. In 2018 the area of oil palm plantations reached 16.771 ha with a production of 29.252 tons, the previous year it was recorded that the area of oil palm plantations was 14.771 ha with a production of 23.787 tons (BPS, 2018). Increasing the area of oil palm plantations and production has an impact on the economy, especially in creating opportunities and

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employment opportunities. Furthermores (Almasdi, 2015). The growing development of oil palm plantations increasingly felt an impact on the workforce working in the plantation sector and its derivatives.

Before 1979 oil palm plantations were only owned by the government and large private companies. Since then the government has focused on developing smallholder oil palm plantations through partnerships with large plantations. Efforts to develop oil palm plantations through partnership patterns such as (1) People's Nucleus Plantation (2) Build Transfer Operations (3) Operational Cooperation (4) Farming contracts and (5) General trading.

PT. Inti Indosawit Subur is one of the palm oil companies in BatangHari Regency which has a partner pattern with the people of Danau Embat Village through KUD Tuah Serato. In general, this partnership aims to increase farmers' income, on the other hand, it is also hoped that it will have an impact on the employment of local communities.

The factors of production in a farming business consist of land, capital, labor, and management which function to coordinate the three factors of production (Hanafi, 2010). Furthermore Suryatiah (2011). Labor is a determining element in farming, the scarcity of labor results in a delay in planting so it affects plant growth, productivity, and quality of production. Labor cannot be separated from farming activities, and for that, the availability of labor needs to be prepared in a farming business. Labor based on needs in the field can be classified into two types, namely human labor, and livestock labor (Soetriono, 2016).

Absorption of labor is the number of jobs that have been filled as seen from a large working population growth. Labor absorption can be said to be the demand for labor (Kuncoro, Mudrajad, 2013). The partnership between PT Inti Indosawit Subur and the people of Danau Embat Village in the field of oil palm plantations has been going on for a long time. One of the goals of this partnership pattern is to create jobs and to ensure this, research is needed.

This study aims to find out how much labor is absorbed in the oil palm farming partnership pattern of PT Inti Indosawit Subur in Danau Embat Village, Maro Sebo Ilir District.

METHOD

Place and Time of Research

The place of research is determined deliberately with the consideration of the object of research. The object of this research consisted of smallholders participating in a partnership with PT. Inti Indosawit Subur.

Based on these considerations, Danau Embat Village, Maro Sebo Ilir District, Batang Hari Regency was chosen as the research location. The research started from August 25 to September 6, 2019.

The Scope of Research

The scope of this research includes an overview of the partnership pattern of oil palm farming with employment.

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Data Types and Sources

The type of data used is primary data and secondary data. Primary data is obtained directly from the object. Primary data were obtained through direct interviews with participating smallholders and oil palm plantation workers in partnership schemes.

Secondary data is data published by local institutions or agencies. Secondary data was obtained from KUD Tuah Sakato, the plantation service, the BatangHari Central Bureau of Statistics, and the Manpower and Transmigration Office, and can also be obtained through literature studies, the internet, and other related institutions.

Sampling Method

This study uses descriptive methods and is research that focuses on solving existing problems by collecting data, analyzing, and drawing conclusions. Data collection techniques were carried out using direct interviews.

The survey method was carried out to observe several individual farmers, and a questionnaire was also carried out. The Sampling of farmers was done by simple random sampling. The number of farmers taken from the village is 20% of the total population (Sugiyono, 2011). This representative is expected to represent and describe the condition of the actual population. Danau Embat Village farmers partnered with PT Inti Indosawit Subur with a total of 159 families spread over 5 stretches. From the entire population, 32 farmers can be taken as sample farmers from several populations, as shown in Table 1.

Table 1. The Population of Partnered Lake Embat Village Oil Palm Farmer

Farmers	Population	Sample
Expanse 1	28	6
Expanse 2	40	8
Expanse 3	35	7
Expanse 4	30	6
Expanse 5	26	5
Total	159	32

Source: Processed primer data, 2018

Data Analysis Method

To find out the amount of labor absorption in the oil palm farming partnership pattern of PT Inti Indosawit Subur in Danau Embat Village, Maro Sebo Ilir District, the formula (Sadyadharma, 1986) is used:

$$P = \frac{t.h.j}{7}$$

Information:

P = Absorption of working time (HKO)
t = Number of workers
h = Number of working days used (days)
j = Number of working hours in one day (hours)
7 = Standard work of people in one day.

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Labor costs are measured based on male equivalent working days (HKSP) which were in effect at the time of the study and are expressed in rupiah. Converting one working day to the male equivalent (HKSP) for 1 man is equivalent to 1 HKSP, while 1 woman is equivalent to 0.8 HKSP and 1 child is equivalent to 0.5 HKSP (Hermanto, 1988). For 1 head of cattle equivalent to 2 HKSP, 1 Male Equivalent Working Day (HKSP) is calculated for 8 (eight) hours per day.

For the analysis of labor absorption, the number of workdays used by farmers is used. The amount is calculated starting from the processing of land to harvest.

RESULTS AND DISCUSSION

Administratively, the boundary of Danau Embat Village is to the north by the New Life Village and Tidar Kuranji Village, to the south it is bordered by Pasar Terusan Village (Muara Bulian District), to the west it is bordered by Rantau Kapas Tuo Village (Muara Tembesi District) and to the east, it is bordered by Simpang Terusan Village.

The area of land in the Maro Sebo Ilir District is dominated by dry paddy fields and plantations. Land use for dry rice farming reaches 12.642 ha. Most plantation land use is for oil palm plantations, following rubber plantations. The area of land owned by sample farmers is quite varied. The average land area of the sample smallholder oil palm plantations is 2.48 ha. As shown in Table 2.

Table 2. Frequency Distribution of Sample Farmers Based on Land Area

Oil Palm Area (ha)	Frequency (FC)	%
2	18	56,25
3	13	40,62
4	1	3,13
Total	32	100

Source: Processed primer data, 2018

From Table 2 above, it can be seen that the largest area of oil palm land for the research respondents was 2 ha with 18 respondents or 56.25%. The area of 3 ha of oil palm land is 13 respondents or equivalent to 40.62%. The remaining 3.13% with 1 respondent owning 4 ha of oil palm land. The area of cultivated land will increase, followed by an increase in farming activities, which will affect employment (Suratiyah, 2015). If the population is absorbed into an area because of the demand for labor, it can be said to be a demand for labor (Konaldi, W., 2014).

The population of Maro Sebo Ilir District reaches 13.687 people. The population of Danau Embat Village is 1.428 people, consisting of 741 men and 687 women. As shown in Table 3.

Table 3. Total Population in Maro Sebo Ilir District.

Village/Ward	Population		Total
	Male	Female	
Simpang Terusan	1.068	1.060	2.128
Pasar Terusan	879	873	1.752
Danau Embat	741	687	1.428
Bulian Jaya	1.458	1.262	2.720

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Tidar Kuranji	947	873	1.820
Kehidupan Baru	576	510	1.086
Karaya Mukti	691	587	1.278
Bukit Sari	793	682	1.475
Total	7.153	6.534	13.687

Source: Processed primer data, 2018

Based on Table 3 above, it can be seen that the population of Danau Embat Village ranks 6 th after Bukit Sari Village. The highest number of residents in the first order is in Bulian Jaya Village, while the smallest number is in the New Life Village.

Age influences the level of a farmer's ability to carry out an activity. Age can also affect the ability to think and make decisions that are closely related to the activities to be carried out by farmers. In general, the young category has the physical ability to work bigger, faster, able, and more responsive to receive new information and innovations related to the farming business to be carried out. The results showed that the largest sample of farmers was aged 40 years, namely 10 families or 31.25%, while the lowest age was found at ages 38 and 45 years and over, namely 3 families or 9.37%. Meanwhile, there were 5 and 6 families aged 39 and 42 years, or 15.62% and 18.75%. Based on this description, the oil palm sample farmers are at a productive age. This is supported by the opinion Soeharjo dan Pattong (1973) that the productive workforce is in the age group of 15-49 years. The education level of the sample farmers can be seen in Table 4.

Table 4. Frequency Distribution of Sample Farmers Based on Education Level

Education Group	Frequency (FC)	%
SD	15	46,88
SMP	10	31,25
SMA	7	21,87
Total	32	100

Source: Processed primer data, 2018

Based on Table 4, the education level of the majority of sample farmers graduated from elementary school, namely 15 families (people) or as much as 46.87%, while the least were high school graduates as many as 7 families (people) or as much as 21.87% and if seen from the whole it can be concluded that the education level of farmers is still relatively low, this greatly influences the mindset of farmers and the behavior of farmers in accepting and implementing innovation, as well as their abilities. Furthermores Soekartawi (2016) farmers who have relatively higher education are the ones who adopt technological innovations more quickly.

Education is an important thing in development life and is a facilitating factor in agriculture because education can influence the way of thinking of farmers, influencing the behavior of farmers and it is expected that the higher the education of farmers, the more rational mindset of farmers will be followed. Education also affects a person's speed in accepting an innovation or change that occurs in the environment. The higher a person's education, the more systematic his mindset will be to want to get something better and useful for him, to increase farmers' knowledge in managing their farming business.

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Oil palm farming activities include land preparation, planting, maintenance, and harvesting. Maintenance of oil palm farming includes fertilization, pest, disease, and weed control.

The use of labor by sample farmers in oil palm farming in the study area generally comes from the family of the farmer himself and there is also labor outside the family. For oil palm farming activities, this is done by calculating the average number of hours worked and then converting to the HKSP Male Equivalent Work Daily or HOK, where 1 (one) HKSP equals 8 (eight) working hours. Absorption of labor is dominated by male workers of 1.775 HOK while female workers are 21 HOK, overalls the average use of labor is 38.38 HKSP per year with an average working daily wage of IDR 75.000 per day.

To find out the amount of labor absorbed in the oil palm plantation business against the number of workers available in the family, it is necessary to know the work potential. Work potential is calculated by calculating the number of available labors in the household converted in male working days (HKP) and multiplied by 300 or the number of working days in a year. Thus, the figure for the availability of labor per year in the household will be obtained. Working hour allocation for plantation activities is calculated based on the allocation of working hours of family members in a day for plantation activities.

The labor required from the maintenance process to harvest is 4 HOK/ha both on mineral land and on peat land (Sutopo, 2012). Maintenance activities are very important and need to be carried out for plantation crops (Khaerati, dkk, 2021) in oil palm farming which is more dominated by women, both fertilizing and spraying. Harvesting is usually done by men. Job opportunities that occur in oil palm farming illustrate the availability of jobs for job seekers (Irsyadi, 2016). Furthermores Almasdi, S (2015) that the need for skilled labor has increased in line with the changing orientation of the agricultural sector from subsistence to commercial. Labor is a potential human resource and is needed in the development and development of oil palm plantations.

CONCLUSION

The absorption of labor in the oil palm farming partnership pattern of PT Inti Indosawit Subur in Danau Embat Village, Maro Sebo Ilir District, has opened up considerable job opportunities in the community. Overall, the average use of labor is 312 people, with an average use of male equivalent labor (HKSP) of 38.38 HKSP per year.

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