

INTERNATIONAL HUMAN RESOURCE MANAGEMENT AND LABOUR RELATIONS IN DEVELOPING HUMAN RESOURCES INDONESIA-JAPAN (TECHNICAL INTERN TRAINING PROGRAM)

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Abstract

This research aims to find out and describe about international human resource management and labour relations in developing human resources Indonesia-Japan TITP (Technical Intern Training Program). In his research, the type of research methods used in thi research in decriptive. Data collection thecniques used is a review of the literatur or literature studies using data from books, documents, journals, and data analysis technique used is qualitativ data analysis technique. The results of studiey is in IHRM, the organizations competitive strategy. This strategy is developed in two ways: 1. Proactively, as a proactive strategy to address expected market forces. 2. Reactively, in reaction to the market conditions, the organization is facing. In the majority of businesses, a combination of these forces leads to the development of strategies. Indicate that the form of cooperation between Indonesia and Japan is funcional cooperation.even though Japan is the initiator country in this case study in the formation of this TITP program, there are interests between the two countries that need one another. Through the tranfer of skills helped by proffessionals, the goal of this collaboration is to accept young employees from developing nation nation as job training participans in the Japanese industry whitin a set time frame. With the objective of creating human resources that can contributions to the industrial economyof the nation.

Keywords: *IHRM, Internatinal Human Resource Management, Labour Relation, TITP*

1.INTRODUCTION

We are currently living in a time marked by globalization. Boundaries between nations are frequently described as becoming less distinct during the process of globalization. This is importan because international interactions including those involving the exchange of information, trade, thecnology, culture, and other types of interaction are becoming simpler. Additionally, as a result of globalization, commonplace concepts, ideas, and information become universal standards. Communication and communication technolog, wich is becoming more advanced, are influencing this situation by extending commercial activity and accessing the global market. In order to compete in the global market, management methods must be increasingly focused on being able to handle global difficulties as globalization becomes more apparent. In orderfor a firm or organization to be able to compete globally, global management involves more than just understanding international management concerns (Husin, 2021). Human resources are important so that the management method that will be carriedout can run smoothly. But alas, human resources in Indonesia are relatively low judging from the Human Development Index (HDI) or Indeks Pembangunan Manusia (IPM) Indonesia is ranked 113th, and ranked 5th in Southeast Asia.

The human resource development index in Indonesia is classified as being at a middle level for a number of reasons, including healthy life expectancy, schooling expextancy, groos income, poverty rate, human security, mobility and communications, and residential environment. These indicators contain index points and numbers that are added together to form index valeus. Only 4.3% of the country`s 1,000 workers are competent, according to data from Indonesia. Indonesia contineus to lag behind Southeast Asian nation like the Philippines (8.3%), Malaysia (32.6%), and

Singapore (34.7%). The reasons why human resource problems occur are the result of a lack of adequate human resources, inadequate education supplied by human resources, a lack of human resources skills, a lack of available jobs, etc. Indonesia continues to rank poorly in terms of human resources, according to some of the data that has been supplied. Actions taken to enhance human resources through training. The collaboration used in this research is TITP (Technical Intern Training Program) (Fahreza, 2018).

TITP is a program that accepts young workers from developing countries as apprentices in Japan for a specified period of time, with a view to transfer capabilities to developing countries supported by professional workers. Aims to develop human resources who can play a major role in the development of the industrial economy in their home country. Which type of work offered by Japan in the sector of Agriculture, Fishing, Construction, Food Manufacturing, Textiles, machinery & Metals and others. This cooperation between Indonesia and Japan aims to develop human resources that can play a major role in the development of the industrial economy in their home country. Which type of work offered by Japan in the sector of Agriculture, Fishing, Construction, Food Manufacturing, Textiles, machinery & Metals and others. Based on the introduction above, the formulation of the problem in this study is how is international human resource management and labor relations in developing human resources Indonesia-Japan?.

2. LITERATURE REVIEW

International Human Resource Management (IHRM)

According to Beechler, et al. (1995) stated that International Human Resources Management (IHRM) is “the collection of specific tasks and procedures focused on luring, fostering, and preserving MNC’s people resources. It is a compilation of the many HRM tools employed by the MNC to manage personnel both domestically and internationally”.

Mark Mendenhall (2000) aimed to be more explicit by listing many factors pertinent to an IHRM definition:

1. IHRM focuses on HRM concerns that transcend national borders or are carried out outside the home country headquarters.
2. The interaction between an organization’s HRM efforts and the international contexts in which it operates is what IHRM is concerned with.
3. IHRM contains comparative HRM studies, such as variations in how businesses aim to upgrade employee abilities in Japan, Thailand, Austria, and Switzerland, among other countries.

International Human Resources Management (IHRM) Dimensions

Morgan (1986) describes IHRM in Three dimensions:

1. Broad human resources activities include labour procurement, allocation and utilization.
2. Types of nations or countries that engage in IHRM activities:
 - a. Host country (where the branch is located)
 - b. Home country (where the company has its head office)
 - c. Third country (where the source of labor, capital, and other inputs)
3. Three categories of employees in MNC:
 - a. Host country nationals (HCNs)
 - b. Parent country nationals (PCNs)
 - c. Third country nationals (TCNs)

Strategy View of IHRM

In general, strategic management refers to a set of business practices and competitive procedures that management use to govern their organization and that are derived from the mission and strategic priorities of those organizations. Management declared at the strategy session that

among all the paths and courses of action we could choose, we have decided to move in this direction and stick to a certain way of doing business. An organization's competitive approach, manner of operation, and dedication to particular market are all reflected in its strategy.

This strategy is developed in two ways:

1. Proactively, as a proactively strategy to address expected market forces.
2. Reactively, in reaction to the market conditions, the organization is facing. In the majority of business, a combination of these forces leads to the development of strategies.

Labour Relations Indonesia-Japan (TITP)

Numerous experts, skilled employees, and unskilled or semi-skilled labourers are exported from Indonesia. (Wardhani & Agustina, 2015). Through trade agreements, the government works to sustain the flow of Indonesian workers going overseas to gain skills and change the domestic labour market. The government also regulated skilled labour in Indonesia. (Setiawan, 2015). The labour relations Indonesia-Japan used in this research is TITP (Technical Intern Training Program). TITP (Technical Intern Training Program) was established in 1993 by the Ministry of Manpower and Transmigration R.I. with Japan. Amended back in February 2010 by the Minister of Manpower and Transmigration Muhaimin Iskandar and President Director of IM Japan Kyoe Yanagisawa. More on this Program from 1993 to 2009 has sent 29,587 people. Amount this does not include from 2010 to 2015. From 2010 to 2015 there was an increase in sending Indonesian Human Resources to Japan by 19,195 growth in shipments has doubled in 5 years achievements. The author will examine how cooperation between Indonesia and Japan in human resource development can increase skills and expertise in the contexts of the background information that has been provided, as well as how Indonesia HR can benefit from their experience working in Japanese industry.

Japanese Labor System

The Labor Standards Act (1945) is the principal body of law governing working conditions in Japan. The foundational ideas are based on articles 14 and 27 of the Japanese constitution.

Article 14. everyone is equal under the law and there should be no barriers in political, economic or social relations because of race, creed, gender, social status or family origin.

Article 27. everyone has the right and obligation to work. Standard for wages, hours worked, rest and other working conditions must be set by law. Children should not be exploited.

Non-Discrimination and Equality

Any discrimination based on race, creed, gender, social status or family origin is prohibited by article 14 of the Constitution.

Article 3 of the Labor Standard Act Further prohibits prohibition against persons due to nationality, etc, To influence their wages or working condition.

Article 4 Guarantee equal wage rights for both men and women.

3. RESEARCH METHOD

This research is a qualitative research using observation techniques and literature studies from books, journals, websites from internet and etc. In this study the author will provide an overview of how International human resource management and labour relations in developing human resources Indonesia-Japan (Technical Intern Training Program).

4. Research Result

In IHRM, the Organization's competitive approach, mode of operation, and dedication to specific markets are all reflected in its strategy. This strategy is developed in two ways: 1. Proactively, as a proactive strategy to address expected market forces. 2. Reactively, in reaction to the market conditions, the organization is facing. In the majority of business, a combination of these forces leads to the development of strategies.

The form of cooperation between Indonesia and Japan in functional cooperation. Even though Japan is the initiator country in this case study in the formation of this TITP program, there are interests between the two countries that need one another. Through the transfer of skills helped by professionals, the goal of this collaboration is to accept young employees from developing nations as job training participants in the Japanese industry within a set time frame. With the objective of creating human resources that can contribute to the industrial economy of the nation.

5. Conclusion

Even if Japanese businesses do business abroad, there is a strong sense of nation pride in Japan. Local human resources receive the organization culture of Japanese enterprises' spirit in the form of qualities like discipline, not giving up easily, and others, etc. Corporate culture has the power to inspire employees to work hard. The dominant ideals that are communicated throughout the organization and used by employees as a point of reference or as a working guideline are known as corporate culture. However, they are (1996) stated that International Human Resources Management (IHRM) is "the collections of specific tasks and procedures focused on luring, fostering, and preserving MNC's people resources. It is a complication of the many HRM tools employed by the MNC to manage personnel both domestically and internationally". And the way to increase these human resources is through a work program made by Indonesia-Japan, namely TITP. TITP is a program that accepts young workers from developing countries as apprentices in Japan for a specified period of time, with a view to transfer capabilities to developing countries supported by professional workers. Aims to develop human resources who can play a major role in the development of the industrial economy in their home country. Which type of work offered by Japan in the sectors of Agriculture, Fishing, Construction, Food Manufacturing, Textiles, Machinery & Metals, and Others.

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