

## CHAPTER 1

### INTRODUCTION

#### 1.1 Reason for Choosing the Title

In this globalization era, the role of employee is very important. Every company and office must have employee because they are members of society who are ready and capable to give their contribution toward the attainment of the organizational goal.

Employee is the main company resource in the agent of the community development. The important goal of the community is the people's prosperity including employees or labors. The company does not want to have problems with the employees because every employee has an important role for company. Now every employee must be critical to the problems faced by every company.

In the other hand, one of the main problems faced by Indonesian employee is difficulty to get job. There is no balance between employee and job vacancy. It is caused by some factors such as whether any kinds of job are visible or not. Otherwise, the government did some ways to solve this problem, but the people who are job applicants do not know how to find the information of job appropriate to their skill.

To avoid this problem, Department of Labor and Population Resettlement gives opportunity to find jobs for people who are looking for a job and job supplier by 2 (two) programs that are Special Job Market (BKK) and Online Job Market (BKO), but people prefer to choose by online system or Online Job

Market (BKO) because it is easy to browse, faster, cheap and also more effective.

In this website people can get the information and can registration directly.

Online Job Market or online system is kind of job fair that is usually called by Job Market Fair (JMF) which is held by Department of Labor and Population Resettlement Semarang.

Online Job Market is job exhibition job fair through internet. Online Job Market was launched in 5 may 2005 together with grand opening ceremony. People used this facility, whether job applicant, job supplier and person who want to know about content and information in Online Job Market website.

Department of Labor and Population Resettlement Semarang has duty as job organizer service that has web e-government basis. It will improve public service especially in Central Java population. We can use the facility at [disnakertrans-jateng.go.id](http://disnakertrans-jateng.go.id) or [bursakerja-jateng.com](http://bursakerja-jateng.com) that is job information service by internet. On the other hand, online system tools provided that is 4 (four) units computer from government, at Department of Labor and Population Resettlement Semarang, Sub Distribution and Replacement of Employee, Information employee, Population Resettlement and Job Fair at Jl. Brotojoyo 2A Semarang. This facility can be browsed freely every day.

The government did some ways to socialize this program, such as by mass media and sending the letters to some companies in 35 regencies and cities in Central Java to give contribution which is called job vacancy.

Department of Labor and Population Resettlement Semarang as job market organizer in Central Java, so that this facility is not only for Central Java society

but also in all MPU (Mitra Praja Utama) members in 8 provinces especially to give job vacancy from other region as developer.

Based on the problem, the role of Online Job Market (BKO) for Job applicant and Job supplier at Department of Labor and Population Resettlement is very important for job applicant and job supplier, so the writer chooses this title

## **1.2 Statement of the Problem**

The problem of this paper is :

1. What are the benefits of Online Job Market (BKO) for job applicant?
2. What are the benefits of Online Job Market (BKO) for Job supplier?

## **1.3 Limitation of the Problem**

In order to represent the problem of the paper, it is necessary for the writer make limitation of the problem, there for the description of the paper will focus on The Benefits of Online Job Market (BKO) for Job applicant and Job supplier at Department of Labor and Population Resettlement Semarang.

## **1.4 Objective of the Study**

The objective of the study is to describe what is The Benefits of Online Job Market (BKO) for Job applicant and Job supplier at Department of Labor and Population Resettlement Semarang.

### 1.5 Significance of the Study

#### 1. To the writer

- a. To know about a job vacancy in general
- b. To know about The Benefits of Online Job Market (BKO)

#### 2. To the institution

The paper can be used as input and information of how large The Benefits of Online Job Market (BKO) in the society.

#### 3. To the university

This paper can be used as reference for students who have planning to look for a job. And for lectures can be used as the information about job vacancy for them who are want to move to or look for a new job.

### 1.6 Implementation of the study

The study was held for one month (21 January-21 February 2008). The writer conducted the study at Department of Labor and Population Resettlement Semarang, which is located at JL. Pahlawan no.16 Telp.(024) 8311713 Fax (024) 8311711.

No	WEEK	ACTIVITIES
1.	1 <sup>st</sup> Week	<ol style="list-style-type: none"> <li>a. Introduction to all about Job vacancy</li> <li>b. Explaining the duty of each staff in the Job vacancy division by Head of the job vacancy division</li> </ol>

		<ul style="list-style-type: none"> <li>c. Documenting the Information of Market Job(IPK)</li> </ul>
2.	2 <sup>nd</sup> Week	<ul style="list-style-type: none"> <li>a. Briefing</li> <li>b. Documenting the Information of Market Job (IPK) in central java.</li> <li>c. Reviewing the Information of Market Job(IPK) report from January-December 2007</li> </ul>
s	3 <sup>rd</sup> Week	<ul style="list-style-type: none"> <li>a. Briefing</li> <li>b. Scoring the Psychological test (PBJ) from high school in central java</li> <li>c. Correcting the Psychological Test (PBJ)</li> </ul>
4.	4 <sup>th</sup> Week	<ul style="list-style-type: none"> <li>a. Briefing</li> <li>b. Inserting job vacancy into website at bursakerja-jateng.com</li> <li>c. Interviewing Mr. Romzi, Mrs. Eni, and Mr. Eko about The Benefits, the function, and the result of BKO in the society</li> </ul>

### 1.7 Method of Data Collection

In writing this paper, the writer used some methods to collect the data. There are three methods of data collection used by the writer in writing this paper, namely:

### 1. Observation

The observation was conducted while the writer did the job training at Department of Labor and Population Resettlement Semarang, from the beginning to the end of the job training the writer observed Benefit of Online Job market (BKO) for Job applicant and Job supplier from the data at Department of Labor and Population Resettlement both written files and data from the website.

### 2. Interview

The interview was guided by the writer by asking some questions related to the problem. The writer interviewed some staff such as Mr.romzi who is in the Job vacancy division about The Benefits of Online Job market (BKO) for Job applicant and Job supplier. To support the interview, the writer has prepared some questions related to the problem

### 3. Library Research

The Library research was conducted to add more data and to find the books containing the data related to the problem. To complete study, the writer visited two libraries of Department of labor and Population resettlement Library and Dian Nuswantoro University Library. The research was also conducted at Department of Labor and Population Resettlement's Library and the data are intended to know the actual condition.

## 1.8 Paper Organization

The paper is organized in 4 chapters as follows:

Chapter I : Introduction. This chapter tells about the reason for choosing the title, Statement of the Problem, Limitation of the Study, Objective of the Study, Significance of the Study, Implementation of the Study, Method of Data Collection, and Paper Organization.

Chapter II : Literature Review. This chapter tells with Literature Review about the definition of The Benefits, definition of Job applicant, definition of Job supplier and definition of Job analysis.

Chapter III : The Benefits of Online Job Market (BKO) for Job applicant and Job supplier at Department of Labor and Population Resettlement Semarang. This chapter consist of the history of Department of Labor Population Resettlement Semarang, organizational structure of department of Labor and Population Resettlement Semarang, job description, The Benefits of Online Job Market (BKO) for Job applicant and Job supplier at Department of Labor and Population Resettlement Semarang, The Bases of Online Job Market Implementation, The aim and purpose of Online Job Market , The target of Online Job Market activity, The result of Online Job Market , The Benefits of Online Job Market for Job applicant, The Benefits of Online Job Market for Job supplier and The mechanism of Online Job Market .

Chapter IV : Conclusion and Suggestion.