

## **BIPA AS AN ASSISTANT REGULATION OF THE MNINISTER OF MANPOWER NUMBER 16 YEAR 2015 (CASES IN YAMAHA MOTOR MANUFACTURING COMPANY JAKARTA)**

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### **Abstract**

This research has focused on teaching BIPA for foreign workers, the case of PT Yamaha Motor Manufacturing Indonesia, Jakarta. The purpose of this research is to identify and describe the phenomenon of BIPA in the company and its role as an escort Regulation of The Minister of Manpower Number 16 Year 2015 about Foreign Workers Requirements. A descriptive qualitative approach generated through that BIPA at PT Yamaha Motor Manufacturing Jakarta still hasn't been fullest because the target of this program are stakeholders originating from Japan. Indonesian Language only as as a means of communication with his subordinates.

**Keywords – BIPA, foreign learner, Permenaker Nomor 16 Tahun 2015, Yamaha Indonesia**

### **Introduction**

Indonesia at this time has become one of the countries that get attention from other developing countries. This is because Indonesia has its own attractiveness, including natural wealth, the diversity of tribal peoples, and natural wealth resources. At least, of these three things can already attract many foreign parties to be able to visit Indonesia (Saddhono, 2015). The positive side of the number of foreigners who enter Indonesia becomes a pride of its own. With the number of foreigners who enter Indonesia automatically has increase the country's foreign exchange. Not a few foreigners who come to Indonesia to travel, which in this case mostly found on the island of Bali, Karimunjawa, and Raja Ampat. Seeing this, the government continues to make improvements in the tourism sector so that other areas that have unique natural and cultural beauty can attract more foreign tourists.

Referring to the three things mentioned earlier, one of the pullers for foreigners coming to Indonesia is natural wealth resource. This is followed by the era of the ASEAN Economic Community (MEA) which prevailed in Indonesia since December 31, 2015. Those made the forms of economic activity between ASEAN countries become easier because of the implementation of free trade in the ASEAN region. An ASEAN economic integration to face of free trading among ASEAN countries. This phenomenon automatically leads to the increasing number of foreign parties who will go to Indonesia to work.

Following up on the occurrence of MEA phenomena, Indonesia which has national language needs to uphold the role of Indonesian language. This is necessary because there are concerns, especially felt by the language community, that later there will be a negative impact from MEA, that is Indonesian language become a foreign language in their own country. During this time many people found in Indonesia is using international language to foreigners rather than using the Indonesian language. Besides, the revision of regulations that eliminate a requirement for foreign workers should be able to speak Indonesian, precisely in

Permenaker No. 16 of 2015 Section 36. This would be weakens the Indonesian language, and the Indonesian nation itself.

Based on the explanation above, Indonesian language experts have a program that can maintain the existence and essence of the Indonesian language. This program is called Indonesian for Foreign Speakers (BIPA). This program is organized with the target of the speakers with the aim of academic and non academic, one of which is employment. The BIPA program plays a role in teaching Indonesian language so that foreigners coming to Indonesia should also be able to speak Indonesian (Saddhono, 2017).

## **Methodology**

This research analyzes the data in the form of foreign labor phenomenon in Indonesia. The data in this study is obtained through observation and interviews to some places that employ foreigners. By using purposive sampling technique, it got some places, one of them is Yamaha Motor Indonesia Manufacturing Company, East Jakarta. After the data obtained then validated by using triangulation technique. Triangulation is checking the credibility of data with various techniques of data collection and various data sources (Sugiyono, 2010). This triangulation technique is divided into three types, namely: triangulation with source, triangulation by method, and triangulation with theory (Moleong 2004).

## **Finding(s) and Discussion**

### **General Condition of Current Foreign Workers**

Foreign workers (*Tenaga Kerja Asing (TKA)*) who entered and worked in Indonesia since the implementation of the ASEAN Economic Community (MEA) in December 2015 until now has reached 5,339 people. The number of foreign workers is based on The Permission of Hiring Foreign Workers (*Izin Mempekerjakan Tenaga Kerja Asing (IMTA)*) as of the end of February 2016.

The total of foreign workers in Indonesia is 5,339 peoples, consisted of January period was 2,067 peoples for foreign workers who worked more than 6 months and 516 peoples for foreign workers who work under 6 months. While in February, there were 2303 peoples (more than 6 months) and 453 peoples (under 6 months). The number of foreign workers working in Indonesia is still within reasonable and controllable levels. Even in recent years there has been a decrease in the number of foreign workers every year. So, after the MEA, the number of foreign workers entering Indonesia is seen to decrease compared to the same period of the previous year

Based on the data of IMTA, in January 2015 there were 4,761 peoples recorded for foreign workers who worked more than 6 months and 2,604 peoples for foreign workers who worked under 6 months, while in February there were 2,898 peoples (more than 6 months) and 1,871 peoples ( under 6 months). During this time the application of the MEA many misunderstood and filled with rumors that making some people worried. The Indonesian people thought that as if everything is open to foreign workers when in reality it is not like that.

The foreign workers in general get better positions and facilities than Indonesian workers. This creates an unharmonious relationship among workers, as happened in some areas of the

country. Free trading liberalization must be faced carefully by all parties, including the field of employment. Workers in Indonesia will be exposed to the competition openly.

#### The Basis of BIPA Normative Teaching to the Foreign Workers

Indonesian Government Regulations have set the conditions to be able to employ foreign nationals with some rules and laws. First, Presidential Decree no. 75 of 1995 on the use of the Foreign Migrant Workers. Presidential Decree No. 75/1995 only manage that foreign workers must obtain permission from the government before working in Indonesia, administrative obligations to be performed and the willingness of foreign workers to educate Indonesian workers as their successors. The Presidential Decree does not set the competency standards that must be owned by foreign workers or tests to be followed before working in Indonesia. Second, the Decree of the Minister of Manpower and Traditional of the Republic of Indonesia Number: Kep-20 / men / III / 2004 on the procedure of obtaining permission to employ Foreign Workers and set the requirements that must be owned is able to communicate in the Indonesian language. Although in reality, the implementation of the requirement is almost never implemented.

Third, Utilization of Foreign Workers by Bank shall be regulated in Bank Indonesia Regulation (BPI) no. 9/8 / PBI / 2007. The circular requires the executive officer and foreign advisor or consultant to be able to speak Indonesian. They were given one year at the latest to complete the requirement after the foreign Bankers are in their positions.

Fourth, the Law of the Republic of Indonesia Number 24 Year 2009 on Flag, Language and State Symbol and National Anthem. In article 33 according to the workers in Indonesia must be able to communicate with the Indonesian language.

Fifth, Regulation of the Minister of Manpower Number 12 of 2013 Article 26 which explains that foreign workers must be willing to transfer their ability to Indonesian workers and to be able to communicate in Indonesian language. But this is very unfortunate when it appears Regulation of the Minister of Manpower No. 16 of 2015 Section 36 which eliminates the points of foreign workers should be able to communicate in the Indonesian language.

#### BIPA Learning in Yamaha Motor Manufacturing Company Jakarta

BIPA program for foreign workers in other areas is also found in Jakarta, precisely in PT Yamaha Motor Indonesia Manufacturing. Around 51 Japanese people work in this company, including Nakano Kenji, Yaguchi Takanori, Fujii Hiroshi, Kojima Amane, Kuboyama Norikazu, and Tsuji Katsuki. Almost all workers from Japan are in important positions, such as supervisors until the general manager.

BIPA learners in Yamaha is getting BIPA lessons twice in one week. It can also be regarded as a short course, but its curriculum and syllabus are from the general curriculum used in teaching language in general to foreigners. BIPA teachers comes from private parties who give the service of teaching Indonesian language to foreigners. They learn through general teaching materials, not specific to what is appropriate to what the company is handling.

The aim of learning Indonesian for foreign workers is so that they can transfer their expertise using Indonesian language to Indonesian peoples. In addition, they learn Indonesian language is so that they can communicate simply with Indonesians based on the culture in where they live.

The mastery of Indonesian language for BIPA learners in Yamaha is different, depending on the department. BIPA learners who are in the production are expected to speak more Indonesian because they are dealing directly with the workers who come from Indonesia, which in fact many of the high school graduates. Then for BIPA learners who are in the Research and Development section do not often use Indonesian language because they are more often meet with staff who can speak English.

In general, the mastery of BIPA learners in Yamaha is still below average. This is because, the main reason BIPA learners in Yamaha to learn Indonesian just to communicate, especially with his subordinates. BIPA learners still often use English when it comes to meeting some other important guests or staff. Some commonly used words like *tolong*, *antar*, *kembali*, *pulang*, *selamatdatang*, and *terimakasih*.

Based on the data obtained, it can be identified that the teaching of BIPA in PT Yamaha Motor Manufacturing is still not maximal. This inaccuracy is influenced by the lack of meaningfulness of learning Indonesian language for those who incidentally hold an important position in the company. This is because when communicating with those who hold important positions in other divisions, they are still more able to use English or Japanese because the parties are also foreigners.

However, BIPA has been able to become a program that upholds the existence and essence of Indonesian language, as well as the requirements of foreign workers as stated in Manpower Number 16 Year 2015.

### **Conclusion(s)**

BIPA programs for foreign workers are still less than optimal if the target is the stakeholders in a company. This is because the Indonesian language only serves as a means of communicating to its subordinates, while foreign workers continue to use English when discussing with staff who can use the English language. But with the BIPA program, the foreign workers, especially in PT Yamaha Motor Manufacturing, has been able to speak Indonesian to communicate with Indonesian people.

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