



## Orientation of Cultural Values of Javanese Ethnic as Migrant Contract Workers During Sugar Cane Harvest Period at PTPN I Regional 1 Kebun Bulu Cina, Deli Serdang Regency

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**Abstract.** This study aims to analyze the orientation of Javanese ethnic cultural values in work ethics that can be seen from the activities and behavior of contract migrant workers while working at PTPN I Regional 1 Kebun Bulu Cina. The research method used in this study is a qualitative method with a descriptive approach. This research was conducted at PT Perkebunan Nusantara I Regional 1 Kebun Bulu Cina. The data collection techniques used were by conducting observations, direct interviews and documentation. The results of this study indicate that the Javanese ethnic group as contract migrant workers in carrying out their work are very oriented towards cultural values such as ulet, persistence, responsibility, harmonious harmony, guyub rukun, obedience to superiors, friendly, polite, courteous and andhap ahsor or noble. The Javanese ethnic group as contract migrant workers has also become a transitional society that has an orientation towards the future.

**Keywords:** Contract Migrant Workers, Cultural Value Orientation, Javanese Ethnic

### 1. INTRODUCTION

Plantation is one of the important sectors that support the human economy. The existence of plantations is inseparable from the existence of labor. The existence of labor is also an important factor in supporting the success of a company in achieving the vision and mission that are the foundation of a company in carrying out work activities in order to realize the ideals that a company wants to achieve.

The workforce is every individual who is able to work and do work with the aim of producing goods and services, either to meet their own needs or those of the community (Soleh1, n.d.). The workforce is generally the term for every resident who is 15 years of age and over who is able to work (Maryati et al., 2021).

Workers also have a period of time in working, workers who work for a long period of time are called permanent workers, while workers who work for a short period of time and have a fixed-term work agreement (PKWT) are called non-permanent or contract workers. While the meaning of a Fixed-Term Work Agreement (PKWT), namely a work agreement between workers and employers to establish a work relationship for a certain time or job (Shalihah, 2017). There are several companies that still use a contract system for their workers, one of which is the company PT Perkebunan Nusantara I Regional 1 Kebun Bulu Cina.

The total area of sugarcane plantations owned by PT Perkebunan I Regional 1 Kebun Bulu Cina is 2.958,46 hectares (PT Perkebunan Nusantara II, 2022). The large area of sugarcane land owned by PT Perkebunan I Regional 1 Kebun Bulu Cina will certainly require a long time and a large number of workers to harvest sugarcane when the sugarcane harvest season arrives. The very large demand for workers has made PTPN I Regional 1 Kebun Bulu Cina form a partnership with CV. Indokarya as a Vendor. CV. Indokarya as the Vendor will then contact the foreman or head of the felling outside Sumatra Island, especially in Java Island and the East Java region, that PTPN I Regional 1 Kebun Bulu Cina requires at least 30% or around 100 sugarcane felling workers who will be contracted by PTPN I Regional 1 Kebun Bulu Cina during the ±6 month felling period in 2024. Then, the foreman on Java Island will look for workers who will be sent to the PTPN I Regional 1 Kebun Bulu Cina plantation.

Contract workers on plantations must now be willing to sign a Fixed Term Work Agreement (PKWT) according to the company's needs. This is also done by sugarcane cutting workers who are dominated by Javanese migrants at PTPN I Regional 1 Kebun Bulu Cina. The foremen or felling heads have signed all agreements in the work including working hours.

In relation to the context of mass labor utilization, Indonesia often uses labor and services from Foreign Workers (TKA). As many as 98,902 people are TKA working in Indonesia in 2020 (Djazuli, 2021). This is feared to be a factor in the narrowing of job opportunities for local workers (Indonesia) and of course increasing unemployment. Local workers are considered not to have high enthusiasm and work ethic (Hardianty1 et al., 2015). In fact, in this case, PTPN I Regional 1 Kebun Bulu Cina predominantly contracts workers from Java. (Sugianti, n.d.) revealed that Javanese people are known as workers who have high work ethic and enthusiasm. According to (Indhie Saha, 2022) the term ethos is a fundamental character or spirit of culture, various expressions that show the beliefs, habits, or behavior of a group of people.

Next. The ethos is connected to the concept of cultural value orientation and ethics in working, so it is in line with the description of (Bungaran Antonius Simanjuntak, 2010) that every nation has something that is valued and appreciated very highly. Even considered as a very challenging value in the regulation and control of the socio-cultural life of the nation. The cultural value system is the basis of all applicable social rules, norms, customs, customary laws and habits, social systems and so on.

Therefore, it is important to research and analyze in depth and scientifically the basic reasons why Javanese (migrants) are chosen as sugarcane cutters at PTPN I Regional 1Kebun Bulu Cina. Although research on the work ethic of Javanese people has been studied, a fundamental study on the cultural value orientation of Javanese migrant workers needs to be studied comprehensively. Moreover, if studied from the perspective of Javanese people as migrants who certainly experience a process of adaptation and obstacles, then research is also needed. In addition, this research is an effort to dispel and reduce the concerns of the Indonesian people about the presence of Foreign Workers (TKA) in Indonesia.

## **2. LITERATUR REVIEW**

(Herdiansyah, 2017) in his research on the lives of Javanese contract laborers on tobacco plantations in East Sumatra in 1929-1942. The results of the study revealed that the entry of Javanese people into East Sumatra was due to the ethical politics of the Dutch colonial government, which was called migration. In the end, Javanese people were sent as laborers to a plantation in East Sumatra. The presence of Javanese people in East Sumatra to be used as plantation workers. Several plantation owners tied the laborers who worked on their plantations by tying them to regulations so that the laborers would not run away in the middle of their work. So, in other words, laborers who were bound by agreement were also called contract laborers. (Rusli et al., 2023) studied the study of the productivity of sugarcane cutting workers at the Madukismo sugar factory, which revealed that the success of sugar production by producing quality sugar was certainly inseparable from the productivity of the sugarcane cutting workers. (Fadilah et al., 2023) in their research on the value of Javanese ethnic harmony towards the motivation of Javanese people's behavior, which revealed that people of Javanese ethnicity uphold Javanese cultural values in order to motivate Javanese people to behave. Javanese cultural values and beliefs that have been passed down from generation to generation in Javanese society have influenced them in behaving in all aspects of their lives. The values and beliefs in Javanese culture are also used to face the challenges of globalization, thus making Javanese society a society that is not easily eroded by the currents of globalization. (Sugianti, n.d.) in their research on the work ethic of Javanese people in managing a food stall business in Kendari City, which revealed that the application of the work ethic used by Javanese people in working is honesty, punctuality, achievement orientation, work creativity, change orientation, humility, patience, responsibility, work is art and tenacity. The various references above can help researchers to answer the focus of the research, namely regarding the orientation of the cultural values of migrant contract workers

from Java who work as sugar cane cutters at PT Perkebunan Nusantara I Regional 1 Kebun Bulu Cina in working

### **3. RESEARCH METHODS**

This study uses a qualitative method with a descriptive approach. Qualitative research is a research method that focuses on in-depth observation. Therefore, the use of qualitative methods in research can produce a more comprehensive study of a phenomenon. Using qualitative research will reveal a phenomenon that is described using an in-depth explanation to be able to uncover the phenomenon and find information that is in accordance with the research problem. According to Bogdan and Biklen in (Sugiyono, 2021) the descriptive qualitative research method is the collection of data in the form of words and sentences or pictures, so that qualitative research does not emphasize numbers. Researchers choose this type of qualitative research with a descriptive approach because through this method researchers will obtain in-depth data and information regarding the adaptation strategies and cultural value orientations of Javanese ethnic migrant workers in working naturally, with data collection techniques directly to the research location and creating an atmosphere as natural as possible between researchers and informants.

### **4. RESULT AND DISCUSSION**

Based on research conducted in the field for 21 days, it is known that the contract work system implemented by PT Perkebunan Nusantara I Regional 1 Kebun Bulu Cina against Javanese ethnic workers from Java Island, especially East Java, who work as seasonal sugarcane cutters has been going on for 15 years, starting in 2009. The selection of Javanese ethnic groups from East Java, of course, PT Perkebunan Nusantara I Regional 1 Kebun Bulu Cina has several reasons, one of which is the orientation of cultural values held by migrant contract workers in work ethics, obedience and responsibility in working as sugarcane cutters at PT Perkebunan Nusantara I Regional 1 Kebun Bulu Cina.

Javanese ethnic groups act and behave in accordance with the cultural values that are embraced and upheld as a norm to regulate the lives of Javanese people. According to Kosasih (juwati, 2019) cultural values are related to thoughts, habits, and human creative works. These cultural values are not only an icon for the Javanese ethnic group, but these cultural values have become an orientation or view for the Javanese ethnic group to determine the attitudes and behavior of the Javanese ethnic group in all aspects of life, including at work. These cultural values are also upheld by contract migrant workers who are

Javanese and come from Java Island who work as sugar cane cutters at PT Perkebunan Nusantara I Regional 1 Kebun Bulu Cina.

In accordance with the concept of the cultural value orientation theory by C. Kluckhohn, namely regarding the problem of the nature of human life, the problem of the nature of human work, the problem of the nature of human position in space and time, the problem of the nature of humans with their surroundings, and the problem of the nature of human relations with each other, then divided into 3 (three) categories of society which are distinguished based on their attitudes and behavior, namely traditional, transitional, and modern societies (Koentjaraningrat, 2018) which are described as follows.

### **The Problem of the Nature of Human Life**

Based on the five concepts of cultural value orientation put forward by Kluckhohn, the first concept is related to the problem of the nature of human life which discusses the perspective of society or a culture about life. So this study found that contract migrant workers from Java Island, especially East Java, have been oriented as a modern society. This can be seen from their perspective on life, they have the view that life is difficult but must be fought for. Contract migrant workers no longer have the view that life is good or bad, but have entered the highest stage, namely that life is difficult but must be fought for.

Then, contract migrant workers also never give up in fighting for life. Contract migrant workers are aware that they have a responsibility to their families to meet their daily needs. This can be seen from contract migrant workers who are never satisfied with the results of their hard work in their home villages. This shows that contract migrant workers who come from East Java and are of Javanese ethnicity have a cultural value orientation towards themselves, namely the value of being diligent and persistent in working. The word tenacious itself has the meaning of being a hard worker and never giving up (Hidayatullah, n.d.). Contract migrant workers also have a value of responsibility towards their families.

### **The Problem of Human Work**

Based on the five concepts of cultural value orientation put forward by Kluckhohn, the second concept of the problem of human work is related to the perspective of society or culture towards the work they do. The nature of human work is divided into 3 (three) aspects according to the category of society which is distinguished from the aspects of attitude and behavior. First, traditional society views that work is a livelihood, meaning that work is only to meet the needs of life. Second, transitional society views that work is to gain position and

honor or prestige. So, transitional society views work not only to meet the needs of life, but there are other interests that must be achieved in a job, namely gaining position and honor or prestige. Third, modern society views that work is to increase prestige which aims to help other people who are less fortunate, and to develop and produce other new works.

The results of this study indicate that the cultural values upheld by the Javanese ethnic group are certainly very visible among migrant contract workers as sugarcane cutters at PT Perkebunan Nusantara I Regional 1 Kebun Bulu Cina who have been oriented as a modern society, who really want to be individuals who can help others from their work. However, the reality faced by migrant contract workers who work as sugarcane cutters today, the results of their work are only enough to connect and meet the needs of life. Migrant contract workers do not have a position and position that can influence to provide a prestigious job to others.

Then in other cases, contract migrant workers said that helping people is an obligatory act to do. For example, giving a little sustenance to people who are more in need, and offering work as sugarcane cutters to relatives if the company needs more workers. This shows that some contract migrant workers have cultural values as Javanese people, namely the value of mutual assistance or mutual cooperation. According to (Darmawan, 2023), the meaning of mutual cooperation is working together to achieve the desired results. Then the value of harmonious relationship can also be seen from the way contract migrant workers behave towards their relatives or other people.

### **The Problem of Human Nature in Space and Time**

Based on the five concepts of cultural value orientation put forward by Kluchkhon, the third concept is related to the problem of human nature in space and time which discusses the orientation or perspective of society or a culture about space and time, namely orientation to the past, present, and future, in this study it can be seen from the way contract migrant workers allocate wages or salaries obtained from work. This study shows that contract migrant workers from Java Island, especially the East Java region, already have a view as a modern society, meaning that they already have a desire to save as provisions in the future. However, their condition is still at the stage of a traditional society, where most of them, namely a father and son, work in the same scope of work, namely as contract migrant workers who work to cut sugar cane belonging to PT Perkebunan Nusantara I Regional 1 Kebun Bulu Cina.

Migrant contract workers from Java Island, especially from East Java Province who work as sugarcane cutters at PT Perkebunan Nusantara I Regional 1 Kebun Bulu Cina have

been oriented to become a modern society that has an orientation towards the future. This means that several informants, namely migrant contract workers, consider that having savings is very important to be used in the future. However, the reality of some of them who get it, with the salary as a sugarcane cutter, it turns out that it can only be used to meet daily needs. But some of them are also able to save even though the amount is small.

The reality they get turns out to categorize migrant contract workers only as far as the community that has a present-oriented. Although some of them are also able to save, but in general migrant contract workers only use their salaries to meet their living needs and live in simplicity and use their money for important things only and do not act wastefully.

### **The Nature of Human Relations with the Environment**

Based on the five concepts of cultural value orientation put forward by Kluchkhon, the fourth concept is related to the problem of human relations with the surrounding environment which discusses the perspective of society or a culture on the relationship of their lives with nature. The results of this study indicate that contract migrant workers have used the Pronoto Mongso system. Pronoto mongso (from Javanese, *pranâtâmangsâ*, which literally means "seasonal conditions") is a type of agricultural calendar specifically used for farming and fishing purposes (Atmojo, 2023). Contract migrant workers use the Pronoto Mongso system or calendar system in farming. This indicates that contract workers have been oriented towards the present, because they do not fully depend on nature, but there is knowledge about the calendar system by looking at the moon and weather which aims to obtain maximum harvest results.

There is a unique belief held by migrant contract workers, namely the belief that a plant is the same as a human being who has a family. Migrant contract workers believe that the sugar cane plant consists of a mother, father, and child. So, when cutting sugar cane, they always assume that when the mother and father (sugar cane plants that are ready to be harvested) are cut down, the sugar cane children (small sugar cane, which live around the sugar cane that is ready to be harvested) will feel sad. Therefore, migrant contract workers will cut down all the families of the sugar cane plant. This means that they cut down all the sugar cane that is ready to be harvested and that is still young. This indicates that migrant contract workers who are Javanese and come from East Java have a cultural value called *andhap ashor* which means noble.

## **The Nature of Human Relations with Humans**

Based on the five concepts of cultural value orientation put forward by Kluchkhon, the last concept is related to the nature of human relations with humans, in this study discusses the relationship between contract migrant workers and their superiors, namely foremen, and the relationship between migrant workers and each other. Contract migrant workers uphold the cultural value of *Guyub Rukun* which can be interpreted as the meaning of life that is meaningful for Javanese people. *Guyub Rukun* itself means togetherness that begins with harmony.

### **a. The Relationship Between Migrant Contract Workers as Sugarcane Cutters and Foremen**

*Guyub rukun* is two different terms, namely: *guyub* and *rukun*, in Javanese literature *guyub* has the meaning of (togetherness, unity), while *rukun* has the meaning of without conflict or avoiding conflict (Sri Sudarsih Iriyanto Widisuseno, 2021). The value of *Guyub Rukun* can also be seen from the relationship between migrant workers and their superiors, namely sugar cane foremen, in working and doing activities by building an atmosphere of togetherness and harmony, because they think that life must help each other, must chat because humans are also social beings whose harmony must be maintained. Likewise, in working, of course, it requires harmony, cooperation and mutual cooperation. Because without harmony, cooperation and mutual cooperation, contract migrant workers ensure that the work they do and are engaged in will definitely not be able to run well and according to expectations.

In addition, respect and submission to superiors are also highly respected by migrant contract workers as sugarcane cutters from Java Island, especially East Java. Migrant contract workers as sugarcane cutters are very obedient and respectful to their superiors, namely a foreman. This respect, obedience, and submission is called *Andhap Ashor*. *Andhap Ashor* itself has the meaning of an attitude of politely humbling oneself and is the correct behavior and must be shown to people who have the same degree or higher position (Nida, 2020).

### **b. Relationships Between Migrant Contract Workers as Sugarcane Cutters and Each Other**

In addition to the sugarcane foreman, the contract migrant workers also have a harmonious relationship among fellow contract migrant workers who work as sugarcane cutters. This can be seen from the contract migrant workers who carry out mutual cooperation activities in the joints of their lives.

The work system that uses groups for sugarcane cutters certainly creates mutual cooperation and togetherness in working. This work system divides the sugarcane cutters



into several groups, in 1 (one) group consisting of 8 (people) sugarcane cutters. Then when getting wages from the results of the sugarcane cutting, the cutters who are members of 1 (one) group will get wages according to the weight of the sugarcane they cut. This shows that they must be compact, work together, work together and be solid, so that the results of the cutting can reach the target and the migrant contract workers will get higher wages.



**Figure 1.** Togetherness of Migrant Contract Workers during Break Time

The picture above shows the togetherness and harmony of contract migrant workers who are ethnic Javanese and come from East Java during break time. The togetherness and harmony are not only seen during work time, when the contract migrant workers are resting in the house provided by PT Perkebunan I Regional 1 Kebun Bulu Cina, the togetherness and harmony that they build can also be seen. This was conveyed by several informants above, that during the 6 (six) months they were in the same house, there had never been a single conflict or commotion between the contract migrant workers. This is certainly proof that the contract migrant workers truly uphold the cultural values that they bring and apply in their daily lives, namely the value of *Guyub Rukun* or togetherness that begins with harmony.

## 5. CONCLUSION

Based on the results of the research that has been conducted, it can be concluded that the cultural value orientation possessed by the Javanese ethnic group is related to 5 (five) aspects that refer to the theory of cultural value orientation by Kluchkhon, namely 1) the problem of the nature of human life. The Javanese ethnic group as contract migrant workers views that life is difficult and hard but must be fought for, with this the Javanese ethnic group has

cultural values in the form of values of responsibility and tenacity in working. 2) the nature of human work. The current conditions faced by the Javanese ethnic group as contract migrant workers do work only to meet the needs of life, but contract migrant workers view that prestige is also important to have which is useful for helping others get jobs, in this case the Javanese ethnic group as contract migrant workers has a cultural value of *guyub rukun* or *gotong royong*. 3) the problem of the nature of humans in space and time, the Javanese ethnic group as contract migrant workers has become a society that is oriented towards the future because it has considered that saving for the future is important. 4) the nature of human relations with the surrounding environment, the Javanese ethnic group as contract migrant workers has become a society that is in harmony with nature. *Pranotomongso* or the calendar system in agricultural activities used by the Javanese people shows that the Javanese ethnic group as migrant contract workers are oriented towards the present. The cultural values they have are *andhap ahsor* which means noble. 5) The Nature of Human Relations with Humans, in this case migrant contract workers are still a traditional society that is dependent on superiors, namely foremen, but the relationship between foremen and fellow migrant contract workers is harmonious.

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