

The Role of Government in Increasing Work Productivity in Business Organizations

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Abstract

Industrial relations between the government and workers are very important in increasing work productivity. The government can make policies that support increased work productivity, develop infrastructure, and develop human resources. Thus, good industrial relations between the government and workers can increase work motivation, quality of life, and economic growth. The design of this study is Literature Review, Literature review studies are used to collect data or a synthesis of sources related to research topics from various sources, including journals, books, documentation, the internet and libraries. The literature study method is a series of activities related to the method of collecting library data, reading and recording, and managing writing materials. The method of searching for articles in research journal databases and searching via the internet. The database search used is Google Scholar from 2019 to 2024. For article searches, the keywords used are also included in the data collection, namely "The Role of Government to Improve Performance". In an effort to create conducive industrial relations, both at the manufacturing company level and in a broader context, it is important for all parties, namely employers, workers, and the government to work together in maintaining harmony and creating a stable, productive, and mutually beneficial work environment. The government has a very crucial role in creating fair regulations, setting work safety standards, and facilitating dialogue between employers and workers. On the other hand, employers and workers also have a big responsibility to maintain open and constructive communication to resolve any problems that arise.

Keywords: *Productivity, Industrial, government relations.*

Introduction

Industrial relations is a system that regulates the relationship between workers, employers, and government in an industry. However, in recent years, industrial relations have experienced several significant problems in the global, national, and corporate scope. In the Global Scope, the Change in Job Structure from manufacturing to services has caused changes in industrial relations, Globalization which Globalization has caused tighter competition between companies, thus affecting industrial relations. and The global economic crisis has affected economic stability and affected industrial relations. In the National Scope,

changes in government policies related to industrial relations have affected the dynamics of industrial relations, Uneven economic growth has affected industrial relations and The role of trade unions in advocating for workers' rights has affected industrial relations. In the Corporate Scope, namely Company policies related to industrial relations have affected the dynamics of industrial relations, Effective communication between workers and employers has affected industrial relations and Human resource development has affected industrial relations.

Industrial relations are one of the important aspects in the world of employment that includes interactions between employers, workers, and the government. This relationship has a direct impact on productivity, worker welfare, and the country's economic stability. However, the phenomenon of industrial relations problems in the global and national scope shows increasingly complex challenges along with the development of the times. This article will review the problems that occur in industrial relations, both at the global and national levels, and their impact on the world of work. At the global level, industrial relations problems are generally related to economic dynamics, international trade policies, and shifts in the labor market influenced by globalization. Some phenomena that often occur at the global level include. The phenomenon of industrial relations problems at the global, national and company levels does require serious attention. Changes in the global economic structure, employment challenges, and more inclusive and fair policies for all parties are the keys to creating harmonious and productive industrial relations. For this reason, close collaboration between employers, workers, and the government is essential in finding the best solution for all parties.

Method

The design of this research is Literature Review, Literature review study is used to collect data or a synthesis of sources related to the research topic from various sources, including journals, books, documentation, the internet and libraries. The literature study method is a series of activities related to the method of collecting library data, reading and recording, and managing writing materials. The method of searching for articles in research journal databases and searching via the internet. The database search used is Google Scholar from 2019 to 2024. For the search for articles, the keywords used are also included in the data collection, namely "The Role of Government to Improve Performance"

Dicussion

Conducive industrial relations are an important key to creating a stable, productive, and fair working environment, both at the national and global levels. In this case, the role of government is vital to ensure the creation of harmonious relations between employers, workers, and other related parties. The government, with the right policies and regulations, can create a climate that supports the achievement of shared prosperity. This article will review the benefits of the government's role in improving conducive industrial relations, especially in the global scope. One of the main roles of the government in creating conducive

industrial relations is through the creation of clear and fair regulations. Appropriate regulations will provide clear guidelines for employers and workers to carry out industrial activities properly, reduce the potential for conflict, and increase legal certainty in the workplace. The existence of clear regulations provides certainty for employers and workers about their rights and obligations. This reduces tensions that can arise due to uncertainty in employment relations. A government that is able to create transparent and fair employment regulations will improve the investment climate. Entrepreneurs tend to be more confident in investing in countries with clear regulations, which in turn creates jobs and improves the economy.

The government can facilitate social dialogue between employers, workers, and trade unions to create more harmonious relations. The government can provide a platform for the parties involved to discuss labor issues and find joint solutions. With dialogue facilitated by the government, employers and workers can understand each other's perspectives and work together to find fair solutions. Open dialogue can reduce the possibility of major conflicts that can disrupt industrial and economic stability. With good communication channels, problem solving becomes faster and more effective. The government plays an important role in designing economic policies that support both parties, both employers and workers. Fiscal policies, taxes, subsidies, and labor training programs can encourage better industrial relations. The government also plays a role in ensuring that companies comply with human rights principles in carrying out their activities, both domestically and internationally. The government can establish regulations that prohibit discrimination, slavery, forced labor, and child labor. In the global context, labor migration is one of the major issues that needs to be managed wisely by the government. The government can play a role in creating agreements between sending and receiving countries to ensure the protection of migrant workers' rights. The role of the government in improving conducive industrial relations, both at the national and global levels, is very important. Through fair policy-making, increasing social dialogue, and protecting workers' rights, the government can create a stable and productive climate for employers and workers. This will not only have a positive impact on the country's economy, but will also contribute to the creation of harmonious industrial relations at the global level. A government that is proactive in managing industrial relations will strengthen its position in the international arena and create better economic opportunities for all parties.

Conducive industrial relations in the manufacturing environment are essential to achieving common goals for both employers and workers. In the manufacturing sector, which often involves a large number of workers and a high dependence on productivity and efficiency, the importance of harmonious relations between employers, workers, and the government cannot be underestimated. The government plays a major role in creating a legal, social, and economic framework that supports the creation of healthy and productive industrial relations. This article will review the benefits of the government's role in improving conducive industrial relations in the manufacturing environment.

Conclusion

In an effort to create conducive industrial relations, both at the manufacturing company level and in a broader context, it is important for all parties, namely employers, workers, and the

government to work together to maintain harmony and create a stable, productive, and mutually beneficial work environment. The government has a very crucial role in creating fair regulations, setting work safety standards, and facilitating dialogue between employers and workers. On the other hand, employers and workers also have a big responsibility to maintain open and constructive communication to resolve any problems that arise. Employers need to continue to build good communication with workers through discussion forums or trade unions to listen to their aspirations and needs. This collaborative approach can reduce tensions and improve shared prosperity. In addition to ensuring occupational safety and health, employers need to commit to worker welfare policies such as providing fair wages, benefits, and opportunities for skills development. Conducive industrial relations between employers, workers, and the government will create good economic stability and support the progress of the manufacturing sector. All parties need to commit to working together to create a harmonious, transparent, and equitable environment. Through a mutually supportive and understanding approach, it is hoped that healthy industrial relations can be achieved, which in turn will increase the company's competitiveness and workers' welfare in a sustainable manner.

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