

The Role of Employers' Associations in Increasing Work Productivity and Conductivity

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Abstract

The rapid development of the industrial world at the global and national levels has given rise to various challenges in terms of industrial relations. Healthy and productive industrial relations depend heavily on the synergy between employers, workers, and the government, all of whom must understand each other and work together to create conditions conducive to industrial sustainability. However, in reality, many countries and industrial sectors face industrial relations problems that can disrupt productivity and work conductivity. This phenomenon does not only occur at the local level, but is also global, where the problems that arise often involve differences in employment policies, social inequality, and economic instability. Based on the discussion in the journal regarding "The Role of Employers' Associations in Increasing Work Productivity and Conductivity", it can be concluded that employer associations play a very important role in creating a productive and conducive work environment. Through various activities and policies implemented, associations can be a liaison between workers, employers, and the government, and play a role in providing training, counseling, and support to employers to create a more efficient and harmonious workplace.

Keywords: *Employers' Associations, Work Productivity, Conductivity*

Introduction

The rapid development of the industrial world at the global and national levels has given rise to various challenges in terms of industrial relations. Healthy and productive industrial relations are highly dependent on the synergy between employers, workers, and the government, all of whom must understand each other and work together to create conditions that are conducive to the sustainability of the industry. However, in reality, many countries and industrial sectors face industrial relations problems that can disrupt productivity and work conductivity. This phenomenon does not only occur at the local level, but is also global, where the problems that arise often involve differences in employment policies, social disparities, and economic instability. This productivity is the ability of employees to achieve work targets as quickly and efficiently as possible. Productivity is the achievement in the ability of employees to fulfill certain tasks with the standards and speed that exist in the company in order to create effective and efficient utilization of human resources. This productivity can be triggered by the level of

skills, training to instill attitudes, discipline and work ethics in the company as well as education and motivation from the work environment itself that supports the availability of production facilities and health for employees. This productivity trigger can be owned by every employee because it is facilitated solely by the company itself.

At the global level, industrial relations are often affected by rapidly changing economic dynamics, technological advances, and globalization that causes cross-country labor mobility. On the one hand, globalization offers opportunities for companies to access wider markets and utilize lower-cost labor, but on the other hand, it often creates tensions between employers and workers. Differences in work standards, workers' rights, and socio-economic conditions in various countries are sources of conflict that can affect the stability of industrial relations. In addition, the increasing use of automation and digitalization technology in industry can also affect the role of workers in the production process, adding new challenges to industrial relations. Meanwhile, at the national level, especially in Indonesia, industrial relations are often colored by a mismatch between workers' expectations and employer policies. Issues such as unfair wages, imbalances in profit distribution, and irregularities in social protection and working conditions often trigger tensions that have a direct impact on work productivity. Strikes, demonstrations, and debates over labor laws are concrete examples of industrial relations problems that often arise. This tension, if not handled properly, can disrupt the smooth operation of companies and reduce the competitiveness of the industry at the global level.

As one of the important stakeholders in the industrial world, employer associations have a crucial role in creating harmonious industrial relations conditions and supporting increased productivity and work conductivity. Employer associations function as a communication bridge between employers, workers, and the government, with the aim of fighting for the interests of their members and creating a conducive industrial climate. Through the policies they promote, employer associations strive to maintain a balance between workers' rights and the need for efficiency and business sustainability. Employer associations also have the responsibility to facilitate dialogue between employers and unions, resolve industrial disputes, and develop training programs that can improve the skills of the workforce so that they are able to adapt to technological developments and market demands. However, although the role of employer associations is very important, there are various challenges faced in efforts to create productive industrial relations. In Indonesia, for example, differences in interpretation of employment regulations between employers and workers often lead to conflict. In addition, the increasing number of informal workers, who are often not covered by employment protection policies, is also a major challenge for employer associations in creating inclusive and fair industrial relations. At the global level, employer associations must face the challenge of harmonizing the different employment policies in each country where companies operate.

This study aims to explore the role of employer associations in improving productivity and work conductivity amidst the growing industrial relations problems, both at the national and global

levels. The main focus of this study is to analyze how employer associations can act as mediators in resolving labor conflicts and creating a conducive work climate for all parties involved. In addition, this study will also discuss various strategies that can be carried out by employer associations to improve the quality of the workforce through training and development programs, as well as creating policies that support the achievement of a balance between the interests of employers and worker welfare.

By delving deeper into the role of employer associations in the context of industrial relations, it is hoped that this study can provide a positive contribution in creating more effective solutions to improve productivity and work conductivity, both at the national and global levels. In turn, this will help create an industry that is more competitive, sustainable, and able to adapt to the increasingly rapid changes of the times.

Employer associations play a key role in industrial relations by encouraging policies that improve productivity and work conductivity. At the global and national levels, the challenges that exist require these associations to adapt to the times, from dealing with the impacts of globalization to overcoming national policies that sometimes conflict with the interests of employers. Healthy social dialogue, skills training and application of technology are key factors in creating a work environment conducive to higher productivity and harmonious relations between employers and workers.

Method

The design of this study is a Literature Review; Literature review studies are used to collect data or synthesize 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 Employers' Associations in Increasing Work Productivity and Conductivity".

Discussion

Here are some roles of business associations in improving conducive industrial relations in companies, namely: It is stated that the dissemination of information on selling and buying prices, among others, is legitimate and does not conflict with the public interest. The importance of this information is greater for industries with many competitors offering relevant products and spread across various regions. However, in the industrial structure this action can be viewed as a means of collusion. Cost is the process of collecting and disseminating information about the production costs of an industry, which refers to the activities of business organizations related to prices. Labor, materials, promotion, taxes, packaging, and insurance are examples of these costs.

In most cases, actors who are preparing their companies to enter the market need this information so that market players can measure their level of efficiency and competitiveness.

In fact, business organizations have the ability to unite their members to take collective action in the form of joint protests that must be obeyed by all members. Business organizations can decide that their members are only allowed to do business, or they can decide, control, reject, or instruct regarding distribution, and the best time to do business. In addition, these instructions can be activated to prohibit business with third parties. Businessmen can also play a job related to trade carried out together by their members, to face competition with similar businesses from international market competitors. Business organizations can act as trade specialists for them. Product standardization in an industry can also be influenced by business organizations. This normalization is applied to the type, type, size of the product so that it is natural that there are options to reduce the costs that arise. As input for business actors, business organizations provide information to members about credit conditions. It has also been shown that members of business organizations benefit from information about these activities in terms of managing financial positions, reducing financial risks, and making decisions based on actual financial conditions. Innovation and Research with business organizations to improve product standardization, safety, and efficiency in their industries is another useful activity. Business organizations also have other cooperation related to transportation. Business organizations have set standard rates for transportation costs from the company and to the production site. Prices published by manufacturers and transportation costs that are not based on the production site are shown in Basis Points. So that members can lower the selling price of their goods, this aims to cut costs.

Conclusion

Based on the discussion in the journal on "The Role of Employer Associations to Increase Productivity and Work Conduciveness", it can be concluded that employer associations play a very important role in creating a productive and conducive work environment. Through various activities and policies implemented, associations can be a liaison between workers, employers, and the government, and play a role in providing training, counseling, and support for employers to create a more efficient and harmonious workplace. The recommendation for companies is to collaborate more actively with employer associations in developing training programs and improving worker competencies. Companies also need to create an open and transparent work environment so that industrial relations can be maintained properly. By increasing productivity, companies will not only gain greater profits but also create a healthier work atmosphere, which ultimately contributes to worker welfare. For workers, it is recommended that they be more active in participating in training and development programs organized by employer associations. Workers need to improve their skills and knowledge in order to adapt to the ever-changing industry. In addition, it is important for workers to maintain good communication with management in order to create a harmonious and productive working relationship. For the government, the advice given is to continue to support the activities of employer associations by

providing policies that support increasing workforce productivity, including in terms of regulations.

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