

## Research Article

# Training and Development of Human Resources for the Oil and Gas Industry in Indonesian Good Governance

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**ORCID**Mursalin Thohir: <https://orcid.org/0009-0007-7748-4161>**Abstract.**

One of the districts in the South Sumatra Province with significant oil and natural gas potential is Musi Banyuasin Regency (MUBA). At the moment, Musi Banyuasin is home to seven oil and gas cooperation contract contractor companies. The importance of human resources cannot be overstated in any kind of organization, including businesses and institutions. The oil and gas sector places a high value on human resources development and training because it expects job candidates to be competent or able to perfectly perform work-related tasks. This affects how people see consumers as well. In order to support the company's present and future performance, the Musi Banyuasin Regency Employment Service is dedicated to enhancing each applicant's competence and potential at all organizational levels. The purpose of this study is to ascertain, characterize, and evaluate how the Musi Banyuasin district's job seekers are served by the training and development of human resources (HR) in the oil and gas industry sector. This kind of study is qualitative descriptive in nature. An interactive model will be the data analysis method employed in this study. The study's findings indicate that the best possible training and development programs for job seekers in the Musi Banyuasin district have been put in place through the provision of apprenticeships and on-the-job training for qualified and certified human resources in the oil and gas industry who have fulfilled the requirements and received a competency certification from the Professional Certification Institute (LSP).

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## 1. Introduction

The Republic of Indonesia is currently entering a period of recovery due to the prolonged economic crisis. All parties, including the government itself, are trying to overcome this by carrying out reforms in all fields. One effort to restore economic, social and political conditions is to restore people's trust in the government by trying to create a clean and authoritative government or what is known as good governance, the main elements of efforts to realize good governance are transparency, fairness, responsibility and accountability. Meanwhile, believes that the elements of good governance are

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demands for openness (transparency), increased efficiency in all fields (efficiency), clearer responsibilities (responsibility) and fairness (fairness). This actually emerged as a result of the development of the democratization process in various fields as well as advances in professionalism. Thus, the government as the main actor in implementing good governance is required to provide more transparent and accurate accountability. This is increasingly important to do in this reform era by empowering the role of control institutions as a counterbalance to government power. Musi Banyuasin Regency (MUBA) is one of the regencies in South Sumatra Province which has enormous oil and natural gas potential. Currently, there are seven oil and gas Cooperation Contract Contractor Companies (CCCC) operating in Musi Banyuasin. Apart from that, there is potential for sufficient human resources to support oil and gas operations. However, the absorption of local workers is still very minimal who work in the oil and gas industry. This requires serious attention from the Musi Banyuasin Regency government [1, 2].

Humans are one of the driving forces in thinking and planning to achieve an organizational goal, so the government must pay attention to the training and development of the job-seeker workforce to improve their abilities and competencies so that they can have additional skills or find out what potential is within them and realize it. that they are valuable assets owned by the company. Training and human resource development programs are needed to increase competence and ability in carrying out their work, which ultimately supports the achievement of the goals vision and mission of a region. The quality of human resources is a very important component of organizational success, so every organization must try to improve the quality of its workforce, one of which is through training and development programs [3].

This law regulates the implementation of regional autonomy in Indonesia. In regional autonomy, regions are divided into provincial areas and provincial areas are divided into districts and cities, each of which has a regional government. The division of government affairs is carried out by dividing the affairs of the central government and regional government. Regional governments carry out government affairs that fall under their authority, except for government affairs which are determined by this Law to be the affairs of the central government. The main provisions in this Law include: the establishment of special regions and regions; government administration; regional personnel; regional regulations and regional head regulations; regional development planning; and regional finance [4].

Therefore, regional governments have a contribution to develop initiative and creativity to think, formulate, and plan how to explore, manage and utilize the real potential that exists in the region to carry out development for regional independence.

Objectively, in measuring the increase in government accountability in the implementation of training and human resource development, there are various difficulties, including; there has been no government intervention regarding regulations in the form of regional regulations, employment development planning has not been included in the district government's main indicators, it has not become a priority scale for the district government in allocating the training and human resource development budget at the employment service, and finally there has been no revitalization of government job training centers. regency.

In this condition, the above difficulties in implementing training and developing human resources will greatly determine the increase in the ability and expertise of the workforce seeking work in Musi Banyuasin district.

Based on this background, this research aims to analyze how to increase government accountability in implementing training and human resource development in the oil and gas industry for the job-seeking workforce in Musi Banyuasin district, South Sumatra province.

TABLE 1: Number of Registered Job Seekers According to Highest Level of Education Completed and Gender of Musi Banyuasin Regency in 2021.

Highest Education Completed	Gender		
	Man	Woman	Amount
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
No/Never been to school	0	0	0
No/Not yet finished elementary school	0	0	0
Elementary school	1	0	1
Junior high school	5	3	8
Senior High School	569	146	715
Vocational High School	530	111	641
Diploma I/II/III/Academy	131	92	223
Diploma IV/Strata 1 (D.IV/S1)	264	126	390
Stratum 2	1	1	2
Stratum 3	0	0	0
<b>Amount</b>	<b>1,501</b>	<b>479</b>	<b>1,980</b>

## 2. Methods

In terms of the aim of this research, which is to find out the training and human resource development program in the oil and gas industry at the Manpower Office of Musi Banyuasin Regency, this research is more likely to use qualitative research methods.

TABLE 2: Number of Registered Job Seekers According to Highest Level of Education Completed and Gender of Musi Banyuasin Regency in 2022.

Highest Education Completed	Gender		
	Man	Woman	Amount
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
No/Never been to school	0	0	0
No/Not yet finished elementary school	0	0	0
Elementary school	43	1	44
Junior high school	19	5	24
Senior High School	221	61	282
Vocational High School	222	75	297
Diploma I/II/III/Academy	53	25	78
Diploma IV/Strata 1 (D.IV/S1)	146	56	202
Stratum 2	0	1	1
Stratum 3	0	0	0
<b>Amount</b>	<b>704</b>	<b>224</b>	<b>928</b>

TABLE 3: Number of Registered Job Seekers According to Highest Level of Education Completed and Gender Musi Banyuasin Regency until August 2023.

Highest Education Completed	Gender		
	Man	Woman	Amount
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
No/Never been to school	0	0	0
No/Not yet finished elementary school	0	0	0
Elementary school	9	3	12
Junior high school	9	3	12
Senior High School	171	60	231
Vocational High School	145	29	174
Diploma I/II/III/Academy	37	23	60
Diploma IV/Strata 1 (D.IV/S1)	65	48	113
Stratum 2	1	3	4
Stratum 3	0	0	0
<b>Amount</b>	<b>437</b>	<b>169</b>	<b>606</b>

Qualitative research methods are research that intends to understand the phenomena experienced by research subjects (for example behavior, perceptions, actions, etc.), holistically, and using descriptions in the form of words and language. in a special natural context and by utilizing various natural methods. Bungin said that qualitative research aims to explore and build a preposition or explain the meaning behind reality. In qualitative research, researchers are based on reality or events that take place in the

field. In qualitative research, data is presented descriptively in the form of reports and descriptions [5, 6].

This research uses primary and secondary data. Primary data comes from the results of interviews and observations carried out by researchers. The informants in this study consisted of regional heads (1 person), persons in charge of the training program (1 person), and training participants (2 people). Meanwhile, secondary data in this research comes from documents related to the implementation of Human Resources Training and Development at the Manpower Office of Musi Banyuasin Regency.

### 3. Results and Discussion

#### 3.1. Training and development

Training is intended to improve mastery of various skills and techniques for carrying out specific, detailed and routine work. Meanwhile, development has a wider scope in efforts to improve and enhance knowledge, abilities, attitudes and personality traits [7]. The objectives of training and development are as follows, (1) Increasing productivity, (2) Improving the quality of the workforce, (3) Improving decisions in human resource planning, (4) Increasing work morale, (5) Attracting and retaining skilled workers. good, (6) Maintain work health and safety, (7) Support personal growth.

The problem of labor and skills has not been placed as the core obstacle to economic prosperity, because so far the issue of employment has only been associated with the problem of unemployment. The employment issue is very important in economic and social development, apart from issues of poverty and economic growth. Our perspective on employment is still wrong, because it places employment on the periphery and as a residue of other policies, not at the center. This perspective causes the perspective of policymakers not to see employment indicators as macroeconomic indicators.

More than that, employment is closely related to education, access and poverty. In BPS data for 2022, the majority of Indonesia's population works in the informal sector, namely 59.31 percent. South Sumatra Province recorded 63.28 percent and Musi Banyuasin Regency recorded 62 percent. This indicates that some workers in Indonesia fall into the category of vulnerable workers where informal workers generally do not receive adequate social and employment protection. Based on statistical data in 2023, it shows that the population of Musi Banyuasin Regency in 2022 recorded at 633.124 soul. The Labor Force Participation Rate (TPAK) is 71.12 percent, Open Unemployment Rate (TPT) is as big as 4.40 percent. Whereas the total workforce is

346,278 people. Of the existing workforce, 331,037 people are already working or owning a business. Meanwhile, the number of workers who have not yet worked or are openly unemployed is 15,241 people or 4.40 percent of the total workforce (Musi Banyuasin Regency in Figures for 2023). Data on the number of job seekers is based on Registered Job Seeker (AK1) data at the Musi Banyuasin Regency Manpower and Transmigration Service based on education and gender classification.

Based on the results of in-depth interviews, it was found that the oil and gas sector training program for the job-seeking workforce is very important because training has an impact on increasing the abilities and skills of job seekers in carrying out their work so that they can improve performance and excellence so that it becomes an added value when looking for work in oil and gas sector companies. This statement is supported by the results of the researcher's document review of training and development activities at the Musi Banyuasin Regency Employment Service based on the results of in-depth interviews with training and human resource development participants in the oil and gas sector.

### 3.2. Training Stages

Training and development for organizations must be carried out, several stages must be passed to obtain effective results, namely (1) Determining training needs, (2) Designing training programs, (3) Implementing training, and (4) Evaluation. Development is a person's effort to achieve a career plan.

Based on the results of in-depth interviews with employment service informants, it was found that the training stages have been adapted to the conditions of the Musi Banyuasin Regency Government area where the need for training in the oil and gas sector is very much needed by the workforce seeking work where this sector still requires a lot of competent human resources who have expertise in this field and are supported by research document that the Musi Banyuasin Regency Government through the employment office has carried out the training stages as needed.

### 3.3. Oil and Gas Industry

Based on the results of in-depth interviews with the employment service, it was found that Banyuasin district is one of the districts in South Sumatra that has abundant natural resources, especially natural gas and petroleum. In line with this, Musi Banyuasin district has become an investment destination strategic in the oil and gas sector which is

currently being managed by several oil and gas companies including 1)PHR Regional 1 Zone 1 - Jambi Merang Field, 2) Medco E&P Grissik Ltd, 3) Medco E&P Indonesia (SSB), 4) Medco E&P Indonesia (Rimau), 5) PHR Regional 1 Zone 4 (Pendopo Field), 6) PHR Regional 1 Zone 4 (Pendopo Field), 5) Repsol Sakakemang BV, 6) Tately NV Apart from that, based on the results of interviews with the regional head of Musi Banyuasin Regency, it was found that Musi Banyuasin district, which is the target of investment in the oil and gas sector, coupled with plans to develop the Sakakemang oil and gas block, will, of course, require a lot of workers or new companies to support the operational activities of companies operating in Musi Banyuasin district. This must be welcomed by the Regional Government of Musi Banyuasin Regency in developing and preparing its community to take an active role in this investment. Apart from the oil and gas sector, Musi Banyuasin district also attracts investment in the mining, plantation, agriculture and fisheries sectors, which are sectors that support the regional economy. Likewise in the oil and gas sector.

One of the most critical problems facing the workforce today is the skills gap. The skills gap refers to the gap between the skills that employers require and the skills that job seekers have. This gap is caused by a mismatch between the education system and the demands of the job market.

The skills gap is caused by many factors, including changes in technology, the nature of work and digitalization. Many jobs that were previously done by humans are now automated and require new jobs and advanced technical skills. If this is explored further, it turns out that the skills gap is not just an individual problem, but a systemic problem. The education system has not been able to keep up with these changes and many graduates do not have the skills that companies need.

Presenting training institutions and training and human resource development programs for the workforce seeking jobs in the oil and gas industry sector is the main key to getting quality in improving job seekers when looking for work in companies and overcoming skills gaps. Thus, it can be said that the aim of training is to develop knowledge, attitudes, work skills and morale of job seekers in their efforts to increase competitiveness and quality in entering the job market. Apart from that, it is also to close the gap between employee work abilities and job demands. So that in this way a mutually beneficial condition will be achieved for both the company and the employees.

Human resources in an organization or company are not only objects (considered as part of the production) but also as subjects that determine the company's success in achieving its goals. He goes on to say that human resources are more important than

any machines or equipment in the company. It is inconceivable that a company can run smoothly without human resources in it.

Human resource development is to improve the technical, theoretical, conceptual and moral abilities of human resources so that their work performance is good and achieve optimal results. Training programs and human resource development must be based on job needs for various factors, namely time, cost, number of participants, basic education level of participants, background of participants, etc. achieve maximum work results. To be able to increase work enthusiasm and enthusiasm, the secret is if we know precisely the needs of job seekers, which if we fulfill them will make it easier for the job seeker workforce to get a job in a company, especially in the oil and gas sector.

Government accountability in countries that adhere to democracy is inseparable from the basic principle of democracy, namely that sovereignty is in the hands of the people. A democratic government carries out and regulates the lives of the people in a state by issuing several regulations and taking and using public funds. The government is obliged to provide accountability for all its activities to the community. Along with increasing government activity in regulating trade and industry, protecting human rights and property and providing social services, widespread awareness has emerged to create a more comprehensive government accountability system. This system includes, among other things, a revenue and expenditure budget system, government service organizations, professional regional management and the development of accounting and financial reporting practices. It turns out that in practice, public curiosity about government accountability cannot be met with financial information alone. The public wants to know more about whether the government they elect has operated economically, efficiently and effectively. Several techniques developed to strengthen the accountability system are strongly influenced by methods widely used in accounting, management and research such as management by objectives, performance budgeting, operations research, compliance and performance audits, cost accounting, financial analysis and surveys conducted on the community itself. Of course, these techniques are also used by the government itself to improve its performance.

## 4. Conclusion

The results of the research show that training and development of qualified and certified human resources in the oil and gas industry for the job-seeking workforce in Musi Banyuasin district has been implemented through training and development based on the provision of apprenticeships and on-site training for program beneficiaries who have



TABLE 4: Training Data For The Oil And Gas Industry Sector In Musi Banyuasin District In 2021.

NO	TRAINING	DURATION	PARTICIPANT
1	Load Tieman (Rigger)	15 days	20 people
2	Scaffolding Operator (Scaffolder)	14 days	20 people
3	Welder	21 days	20 people
4	Piping System Engineer (Pipefitter)	14 days	13 people
	<b>Amount</b>		<b>73 people</b>

TABLE 5: Training Data For The Oil And Gas Industry Sector In Musi Banyuasin District In 2022.

NO	TRAINING	DURATION	PARTICIPANT
1	Load Tieman (Rigger)	90 days	10 people
2	Scaffolding Operator (Scaffolder)	90 days	10 people
3	Welder	90 days	9 people
4	Piping System Engineer (Pipefitter)	90 days	25 people
5	Electrical Technician (Electrical)	90 days	30 people
	<b>Amount</b>		<b>84 people</b>

TABLE 6: Data On Oil And Gas Training Absorption In 2021 And 2022.

NO	INDUSTRIAL SECTOR	AMOUNT (Person)	PERCENTAGE (%)
1	Oil and gas	64	41
2	Mining	20	13
3	Power	10	6
4	Infrastructure	3	2
5	Shipyards	43	27
6	Plantation	3	2
7	Service	9	6
8	Family matters	5	3
	<b>Amount</b>	<b>157</b>	<b>100%</b>

completed the program and are declared competent by the Professional Certification Institute (LSP).

From the data sources above, it can be concluded that unemployment, skills gaps and job market information can be overcome with government intervention by providing training institutions and training programs that are needed by the industrial world. And by carrying out cooperation or collaboration between local governments and all employment stakeholders, especially between training institutions and industry.

TABLE 7: Training Data For The Oil And Gas Industry Sector In Musi Banyuasin District In 2023.

NO	TRAINING	DURATION	PARTICIPANT
1	Load Tieman (Rigger) + on site training	27 days	50 people
2	Level III Welder	59 days	20 people
3	Scaffolding Operator (Scaffolder)	17 days	43 people
4	Well Maintenance Floor Operator + on site training	32 days	48 people
5	Forklift Operator	17 days	20 people
6	Utility Systems Technician	17 Days	30 people
	<b>Amount</b>		<b>211 people</b>

Regional governments must put training programs to address the problem of skills gaps as a top priority in development and public services. Regional governments must also allocate budgets that are proportional to growth needs and the number of job seekers per year. Regional governments must also build cross-sectoral collaboration with various industrial parties, whether local, regional, national and international.

Performance measurement is divided into three categories of indicators, namely (1) indicators for measuring service efforts, (2) indicators for measuring service accomplishments, and (3) indicators that link efforts with accomplishments. Apart from that, it is also necessary to provide certain explanations regarding this performance reporting (explanatory information). These measurements report what services are provided by the government, whether these services have met the specified objectives and what effect they have on the recipients of these services.

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