

PATRON AND CLIENT IN SMALL TEMPE –TAHU INDUSTRIES IN BITUNG CITY

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ABSTRACT--*The purpose of this study is to describe the working relationship between employers and home industry Tempe-Tahu workers in the city of Bitung. The method used in this study is a qualitative approach by collecting data through observation, interviews and documentation studies. The results found in this study were employers from Java and Bitung workers (Sanger, Gorontalo, and Minahasa) who had good working relationships because they felt like their brothers. Salary payments are made by agreement between the employer and the worker (according to the UMR of Bitung city and other prizes). This study recommends that in the work of home industries, especially authentic foods from Java can be accepted by the people of the city of Bitung.*

Keywords-- *patron, client, home industry*

I. INTRODUCTION

The industry is identical to economic activities which process raw materials into semi-finished materials or finished materials. The types of industries seen from a large scale can be classified into small, medium and large industries. The characteristic of small industries is that their capital is relatively small, the technology used is simple, the workers are less than ten people (close relatives), the products are simple, and the marketing location of their production is still limited (local scale).

In an industrial business activity, both the scale is small, medium, and significant needs interaction between the owner and the workers. This relationship is known as a working relationship. Work relations are formed from the existence of contracts or work agreements made jointly between workers and employers (owners) of a business or company. The work contract is a statement of the ability of workers to carry out work by what is requested by the employer and the statement of the ability of the employer to pay wages to workers with a mutually agreed amount. After the work agreement is made, both parties have bound themselves to the agreed terms and conditions.

In work relations, three main elements have a significant influence and can cause problems-first, the work itself. In the employment relationship, there must be a type of work that is carried out to be carried out by workers. Before working, the worker knows what work he will do and how long he has to work on each day. Besides that, a worker must also know whether the type of work to be carried out is by the knowledge and skills he has. Problems often arise if the worker undertakes a job that requires specific skiing, while he does not have the intended skill. Second, Wages. Wages are the reason someone wants to work for someone who is a wage. The business owner is obliged to pay wages, and the worker is entitled to wages from the work he does. Problems that can arise regarding

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remuneration are the late payment of wages, the incompatibility of wages given by the previous agreement. Third, Commands. In a working relationship, an order is the right of the employer (employer), while the worker is obliged to carry out the employer's orders. Orders can cause problems (termination of work) if what is done by workers is not by the expectations of the employer.

In industries of medium and large-scale, recruitment (acceptance) of a worker is done through selection and requirements that have been standardized by the company. The work agreement has been written in the form of a written document so that if a dispute occurs between the worker and the employer, the settlement will be carried out based on a written work agreement. In small-scale industries (household scale) work agreements are usually only based on verbal talks just like in the small industries of Tofu and Tempe making in Bitung City.

In Bitung City, precisely in Girian Bawah Village, several small industries are making Tempe and Tahu. Tempe and Tahu are a type of food made from soybeans. For some Indonesians, Tempe and Tofu are used as substitute dishes or companions for fish or meat in the daily diet, more specifically for the Javanese people, the main menu. In Girian Village there are several small-scale industries with some workers ranging from 5 to 10 people how the relationship between workers and employers in the Tempe and Tofu manufacturing industry is the subject of this study.

The focus of the study in this study was formulated in the form of questions as follows: (1). What kind of relationship underlies the employer and workers in the Tempe-Tahu manufacturing industry in Bitung City (2). How loud can the wage system perpetuate the relationship between employers and workers in the Tofu Tempe industry in Bitung City?

This study aims to describe how the relationship between employers and workers in the Tempe-Tahu manufacturing industry in Bitung City.

II. LITERATURE REVIEW

2.1. Definition of Employers and Workers (Patron-Client)

The term employer and worker in sociological language is called Patron-client. Etymologically the word patron comes from Spanish which means someone who has power (power), status, authority, and influence. While the word client means subordinates or people, who are governed or told (Usman, 2004), in society, relations or relations between employers and workers are referred to as patron-client relationships, furthermore, the pattern of patron-client relations is an alliance of two community groups or individuals who are not equal, both in terms of status, power, and income, thus placing clients in a lower (inferior) position, and patron in a higher position (superior) Or, it can also be interpreted that patrons are people who are in a position to help their clients (Jarry & Jary, 1991; Scott, 2000).

This pattern of relations in Indonesia is commonly referred to as the relationship between fathers and subordinates, where father gathers power and influence by building a large family or extended family (Jackson, 1981: 13-14). After that, you must be prepared to spread your responsibilities and establish relationships with these men personally, not ideologically and not politically. At a later stage, the client retaliates by offering general support and assistance to the patron (Jarry & Jary, 1991; Scott, 1972).

An almost similar opinion is also expressed by Palras (1971), according to which patron-client relations are an unequal relationship, intertwined individually between a community leader and some followers (Palras, 1971).

Furthermore, Palras reveals that this kind of relationship is based on the exchange of services, where the client's dependence on his patron is paid or rewarded by the patron by protecting his clients.

2.2. Dependency Theory – Power

To explain more about how relations between employers and workers in the Tahu-Tempe industry can take place, it can be explained using the theory of power dependence proposed by Richard Emerson. Emerson defines power as a potential loss level that can be used by one actor to influence the other actors to accept, while dependence means the potential loss level that an actor will receive in a relationship. Furthermore, it is explained that Emerson's dependency theory is summarized by Yamagisi, Gilmore, and Cook in the following sentence: "The power of one party over another in exchange relations is a function opposite to dependence on the other." Unequal power and dependence produce imbalances in relationships, but over time they move towards a more balanced power dependency relationship (Ritzer, 2011).

The dependence of workers on employers in the Tahu-Tempe industry is not absolute dependence. Otherwise, the employer's dependence on workers is also not absolute. The employer will depend on the worker if the employer cannot do the work himself. Instead, workers will depend on the employer as long as the worker has no other job choice. In the Tahu-Tempe industry, the employer is the owner but at the same time can do all the work of making tofu from tempeh to z. So he does not depend entirely on workers. As long as both parties need each other, there is a mutually beneficial relationship, the interdependence between workers and employers will be stronger.

III. METHODOLOGY

This research approach uses a qualitative approach, aimed at providing an overview of how workers and employers relate to the Tempe-Tofu manufacturing industry in Girian Bawah Village, Bitung City. The total number of workers in the Tempe-Tofu manufacturing industry is recorded at 95 out of 10 industrial houses. The sampling technique used is snowball sampling. Stopping sample is stopped after the required data has reached a saturation point. Respondents in this study were workers and employers often tofu tempe industry houses. The number of respondents from workers interviewed amounted to 15 people while on the employer's side there were five people. The method of data collection is done through observation and in-depth interviews with workers and employers. Observation is carried out during working hours. In between observations the researchers also conducted interviews with workers and employers.

IV. RESULTS AND FINDINGS

The Tahu and Tempe manufacturing industry in Girian Bawah Village is generally cultivated by Javanese ethnic groups. The eating habit of Tahu and Tempe is a Javanese custom which is then transmitted to residents. The Manado people as a term for residents in North Sulawesi Province initially only knew fish, chicken, and meat as a side dish for their daily diet. Migrating Javanese to Manado and the surrounding cities that bring the habit of

using Tofu and Tempeh as side dishes and snacks make Manado people also like Tahu and Tempe. Javanese ethnic who have been living in Bitung for a long time now like to eat fish and still make Tofu and Tempe a favorite food. Conversely, Manado people have made Tempe-Tahu as a complementary food on their diet. Therefore the Tempe-Tahu industry continues to grow.

Social interaction between workers and employers in the Tempe-Tahu industry in Girian Bawah Village originated from a work agreement by mutual need and mutual benefit. The occurrence of work relations here is a very simple process. The first way is for prospective job seekers to come to prospective employers on the recommendation of workers who have already worked. Usually, the recommended relatives are themselves or friends. The second way is for prospective workers to come to the prospective employer themselves, offer to work. If in the case of a Tempe-Tahu industry still requires labor, then the next stage, the employer will ask this job seeker (Sanger and Gorontalo people) about their work experience in the field of making Tempe-Tahu. Information about this work experience will be used to determine what wages will be given. At this stage, there is almost no bargaining. Workers usually surrender to employer decisions. Wages are given in the form of daily, weekly or monthly wages. Daily wages are given every day after work hours are over. The range of wages from Rp. 30,000 to Rp. 100,000. Depends on the skills of workers. New entrants will be paid between Rp. 30,000 to Rp. 50,000. And this wage will increase as the skills of workers increase. Usually, workers with daily wages do not live in industrial houses. Because the work starts early in the morning until late afternoon, even at night, the workers are fed at meal times with the menu as is. For workers who have been working for a long time, they usually take weekly or monthly wages and usually stay at work. Generally, workers who live in the place of business are those who are still unmarried. The interaction between workers and employers takes place in a pattern of interaction between workers and employers that focuses on work issues. Here the employer can arrange, order what the worker must do (there is a division of labor). Apart from work-related matters, interactions between workers and employers take place like father and son. Whether or not the relationship between workers and employers depends on the benefits of both (exchange). As long as the employer feels his workers are giving him benefits, their relationship will continue. Likewise with workers, as long as he feels he is still getting a salary and proper treatment from the employer he will keep working.

Humans as individual and social beings will display certain behaviors, there will be an event of influence affecting one individual with another individual. The results of the events influence each other, so certain social behaviors arise which will color the patterns of behavior of each individual. Individual social behavior will be displayed when interacting with other people. In this case the individual will develop certain response patterns that tend to be consistent and stable so that they can be displayed in different social situations (Mighfar, 2015). Because there are no contracts or work agreements that are binding, it often happens, if workers feel the wages they receive are inadequate, and there are offers of work in other places that are considered more profitable (higher wages), a worker will opt out and move to other work. Likewise, the employer, if he views workers as not profitable for him, such as lazy workers, low work productivity, or other reasons, the employer can unilaterally dismiss the worker.

A patron-client relationship is a relationship where a patron provides services, rewards, or protection to a number of clients in return for their personal loyalty. Guard controls resources; such clients in dependency relationships. The weak bonding relationship between employers and workers in the Tempe-Tahu industry in Bitung is inseparable from wage issues. Relatively low wages (below regional minimum wages) cause workers to

be easily affected by other job offers. For example, being a construction worker, working in a fish canning factory in the city of Bitung. Working in the Tempe-Tahu making industry requires workers to get up early because soybeans as a raw material must be soaked since dawn and the process of making it into Tahu-Tempe which is ready to be marketed can last until evening. A tiring job.

Besides the employment relationship, between employers and workers in the industry, there is an emotional bond that cannot be measured with the material. Some of the workers interviewed admitted that their emotional relationship with the employer was so tightly established that they felt the employer was like their parents. This can happen because employers generally work together with workers. Eating together (what the employer eats is also eaten by workers), watching television together and chatting together during leisure time. In the condition that a worker desperately needs money for a very urgent need such as to pay for a child's school fees, pay for family care at a hospital, an employer will provide a loan or financial assistance to the person concerned. This condition is the reason why a worker can work for an employer for years even though the wages they receive are relatively small.

Finally, the Tempe-Tahu, which was only known and liked by Javanese ethnicity, nowadays Tofu Tempe has become a favorite food of the people of Manado, both made as a side dish or as a raw material for making snacks such as tofu and fried tempeh.

V. CONCLUSION

1. The employment relationship between employers and workers in the Tempe-Tahu manufacturing industry in Bitung City is based on a non-binding employment agreement.
2. On the one hand the employer can terminate employment with the worker, on the other hand, the worker can choose to stop working whenever he wants.
3. The emotional relationship between the employer and worker that is formed from the interaction of the employer and the worker, regardless of the wage issue is the reason for the employer and the worker to maintain their relationship.
4. The principle of exchange (mutual benefit) in working relations between employers and workers is key to the perpetuation of employers 'and workers' ties to the Tempe-Tahu making industry.
5. Tempe-Tahu among Manado people has now become a favorite food both as a side dish and as a snack food.

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