

Peran Generasi Muda Dalam Penyerapan Lapangan Kerja Dan Ekspor Bisnis Montong Durian Pada Manajemen Perubahan Di Pt. Changtu Jaya Indonesia, Kabupaten Parigi Moutong, Sulawesi Tengah

The Role of the Younger Generation in Employment Absorption and the Export of Montong Durian Business on Change Management at Pt. Changtu Jaya Indonesia, Parigi Moutong Regency, Central Sulawesi

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Abstrak

PT.Changtu Jaya Indonesia. Alamat desa dolago dan boyantongo Kec. Parigi selatan telah merekrut tenaga kerja lokal. Generasi muda laki-laki dan perempuan, yang dari desa-desa sekitar 200 orang yang memenuhi syarat tenaga kerja yang diterima yaitu: 1),tenaga kerja yang masih muda, 2),usia antara 21 s.d. 24 thn, 3),yang disiplin, 4),uang rajin, 5),yang pekah dengan perintah. Metode penelitian digunakan 1).Melakukan survei lokasi, 2). Melakukan wawancara terhadap tenaga kerja. 3), Mengedarkan kuisuner pada objek penelitian. Identitas responden, Tingkat jenis kelamin perempuan = 9 frekuensi yang dominan atau (0,6)%, dari pada jenis klatin laki-2 hanya (0,4)%. Tingkat umur/ usia 21 s.d 24 yang tertinggi =10 frekuensi atau (0,67)%.dan umur lainnya (0,33)%. Tingkat pendidikan, SMA yang dominan = 8 frekuensi atau (0,54)%, serta pendidikan lainnya (0,46)%. Peran Generasi Muda Penyerapan Tenaga Kerja: Terkait Pekerja”memiliki kondisi fisik” yang sehat, 10 frekuensi sangat setuju atau (0,067)%, dan lainnya (0,33). Terkait Bahan dan barang ”kesiapan material” tersedia, 9 frekuensi Sangat setuju atau (0,6)%, dan lainnya (0,4)%. Terkait Mengikuti ”pelatihan singkat”atau kursus tersedia,8 frekuensi Sangat setuju atau (0,53)%, dan lainnya (0,47)%. Ekspor bisnis durian montong: Terkait Ekspor bisnis durian”memperolek keuntungan yang besar” sangat setuju 13 frekuensi atau (0,87)%, dan lainnya (0,13)%. Terkait ”perkembangan bisnis” tersedia sarana dan prasarana, sangat setuju 10 frekuensi atau (0,67)%, dan lainnya (0,33)%. Terkait kesempatan perusahaan membuka” Isolasi wilayah kerja sama, sangat setuju 9 frekuensi atau (0,06), dan lainnya (0,4)%. Manajemen perubahan PT.Changtu Jaya Indonesia: Terkait motivasi memperoleh rewolds atau peningkatan karier, 10 frekuensi sangat setuju atau (0,67)%, dan lainnya (0,330)%. Terkait motifasi moral bekerja sama dapat diterima 8 frekuensi sanagt setuju atau (0,53)%, dan lainnya (0,47)%. Terkait motivasi kepatuhan bekerja terhadap pimpinan, 8 frekuensi sangat setuju atau (0,53)%,dan lainnya (0,47)%.

Kata Kunci: Tenaga Kerja, Manajemen Perubahan, Durian Mountong, Ekspor Bisnis, Parigi Moutung.

Abstract

PT. Changtu Jaya Indonesia. The villages of Dolago and Boyantongo in South Parigi Subdistrict have recruited local workers. Young men and women from the surrounding villages, approximately 200 people, met the following employment requirements: 1) young workers, 2) aged between 21 and 24 years old, 3) disciplined, 4) diligent, 5) obedient to orders. The research methods used were: 1) conducting a location survey, 2) interviewing workers, and 3) distributing questionnaires to the research subjects. Respondent identity: The female gender rate was dominant at 9 frequencies or (0.6)%, compared to the male gender rate of only (0.4)%. The highest age group was 21 to 24 years old = 10 frequencies or (0.67)%, and other ages (0.33)%. The dominant education level was senior high school = 8 frequencies or (0.54)%, and other education levels (0.46)%. The Role of Young People in Labour Absorption: Regarding workers 'having a

healthy physical condition', 10 respondents strongly agreed or (0.067)%, and others (0.33). Regarding the availability of materials and goods, 9 respondents strongly agreed (0.6%) and the rest agreed (0.4%). Regarding the availability of short training courses, 8 respondents strongly agreed (0.53%) and the rest agreed (0.47%). Montong durian business exports: Regarding durian business exports 'gaining large profits', 13 respondents strongly agreed (0.87%), and the rest (0.13%). Regarding 'business development' facilities and infrastructure, strongly agree 10 frequencies or (0.67)%, and others (0.33)%. Regarding the opportunity for companies to open 'isolated work areas for cooperation', strongly agree 9 frequencies or (0.06), and others (0.4)%. Change management at PT.Changtu Jaya Indonesia: Regarding motivation to obtain rewards or career advancement, 10 respondents strongly agreed (0.67%), and the rest (0.33%) disagreed. Regarding moral motivation to work together, 8 respondents strongly agreed (0.53%), and the rest (0.47%) disagreed. Regarding motivation for compliance with leadership, 8 respondents strongly agreed (0.53%), and the rest (0.47%).

Keywords: Workforce, Change Management, Moutung Durian, Export Business, Parigi Moutung.

INTRODUCTION

Parigi Moutong Regency was established based on Law No. 10 of 2002. It separated from Donggala Regency in Central Sulawesi Province. Parigi Moutong Regency consists of 23 sub-districts, stretching from Tinombo Sub-district in the north to Sausu Sub-district in the south. The northern part of Parigi Moutong Regency borders Gorontalo Province, the southern part borders Donggala Regency, the eastern part borders Poso Regency, and the north-eastern part borders Tomini Bay. South Parigi Sub-district consists of nine villages, namely 1. Tindaki Village, 2. Nambaru Village, 3. Sumber Sari Village, 4. Masari Village, 5. Dolago Village, 6. Dolago Padang Village, 7. Boyantongo Village, 8. Lemusa Village, and 9. Olobaru Village. The sub-district capital is located in Dolago Padang Village.

The area of Parigi Moutong Regency in Central Sulawesi is 199.68 km², with demographic and geographic conditions. Parigi Moutong Regency in Central Sulawesi is located at 4.40° north latitude and 0.4° south latitude, as well as 119° 4.5' 121° 06' east longitude. The population of Parigi Moutong Regency, Central Sulawesi, which consists of 23 sub-districts, is 457.03 million people per km², or 14.49% of the total population according to the 2024 BPJS census data. Processing of Montong durian: Since February 2025 (approximately 2 weeks = 14 days) from Polman/Polowali Mandar, South Sulawesi, and other locations such as

Palopo Masamba, on 9 February 2025, the transportation of Montong durian was carried out using Hilux vehicles and large trucks from Polman and Palopo to Parigi, Donggala Regency, Central Sulawesi Province.

PT. Changtu Jaya Indonesia's transport vehicles. Hilux vehicles transport an average of 4 tonnes per trip, while large trucks transport an average of 8 tonnes per trip. Durian montong is transported using 3 Hilux vehicles and 13 large trucks, with a total of 16 trips. Using Hilux vehicles for 3 trips with an average load of 4 tonnes per trip, this equals $3 \times 4 = 12$ tonnes. Using large trucks for 13 trips with an average load of 8 tonnes per trip, this equals $13 \times 8 = 104$ tonnes. The total load is $12 + 104 = 116$ tonnes or 116,000 kg.

Pricing, in terms of the prices applied at the Dolago and Boyantongo warehouses, differs from the export prices to Thailand, Taiwan, and China. Purchase prices for durians at the Dolago and Boyantongo warehouses. The prices for Gredingan A type montong durians are IDR 31,000/kg, Gredingan B type are IDR 25,000/kg, and Gredingan C type are IDR 18,000/kg. Workforce recruitment: PT. Changtu Jaya Indonesia employs approximately 200 people, mainly with daily wages ranging from IDR 100,000 to IDR 175,000 per day. There are around 10 types of jobs, ranging from sorting durian seeds, splitting, transporting, labelling, cooling, cleaning up waste, and so on. Young men

and women who meet the requirements set by the labour company are: 1) young, 2) aged between 21 and 27 years old, 3) disciplined, 4) diligent, and 5) responsive to instructions.

METHOD

Survey research is conducted to gather information by compiling a list of questions to be asked to respondents. Survey research is used to study the characteristics of a group or individual behaviour. Frequency data is defined as the arrangement of data from smallest to largest, dividing the amount of data into several classes. The purpose of data included in frequency distribution is to facilitate data presentation, making it easy to understand and read as information material. In turn, it is used to calculate statistical graphs in various forms of data presentation.

Research conclusions. If we look at the type of data, there are two (2) types of data, namely qualitative data and quantitative data. In qualitative data, the processing is compared with standards based on criteria set by the researcher. Therefore, the conclusions obtained based on these criteria include: in accordance with standards, less in accordance with standards, or not in accordance with standards. If the data is quantitative, researchers can process it using statistical and non-statistical methods. Non-statistical analysis can be done by finding proportions, percentages and ratios. If the data analysis is in the form of percentages, proportions and ratios, then the conclusions drawn are in accordance with the problem.

RESEARCH RESULTS

Processing of Montong Durian: Since February 2025 (approximately 2 weeks = 14 days) from Polman/Polowali Mandar, South Sulawesi, and other places such as Palopo Masamba, on 9 February 2025, Montong durian was transported using Hailuxs cars and large trucks from Polman

and Palopo to Parigi, Central Sulawesi. to the Montong Durian Processing Warehouse (PT. Changtu Jaya Indonesia) in Dolago Village and Boyantonggo Village.

Table 1
The Role of Young People in Labour Absorption

No	Statement/Question	Amount					
		STS	TS	N	S	SS	Total
1	Workers must be in good physical condition to be eligible.	0	0	0	5 (0,33)	10 (0,67)	15 100%
2	Workers are very grateful that the company provides sufficient equipment.	0	0	0	6 (04,)	9 (0,06)	15 100%
3	Sufficient opportunity to 'use time'	0	0	0	7 (0,47)	8 (0,53)	15 100%
4	Materials and goods 'material readiness' available.	0	0	0	6 (0,4)	9 (0,06)	15 100%
5	Attending short training courses on educational resources or other available courses.	0	0	0	7 (0,47)	8 (0,53)	15 100%
6	Supervision and guidance for each worker by a supervisor."	0	0	0	2 (0,13)	13 (0,87)	15 100%
7	Designing packaging for goods in accordance with organisational design.	0	0	0	3 (0,2)	12 (0,8)	15 100%
8	Guiding each worker through training to achieve their work goals.	0	0	0	4 (0,27)	11 (,073)	15 100%
9	Carrying out tasks is a privilege that provides opportunities.	0	0	0	5 (0,33)	10 (0,67)	15 100%

Processed data source for 2025.

Based on Table 1. The role of the younger generation in labour absorption at PT. Changtu Jaaya Indonesia, South Parigi District, Parigi Mautong Regency.

1) Respondents' answers regarding workers having healthy physical conditions that meet the requirements. 5 frequencies agree or (0.33)%. and strongly agree 10 frequencies or (0.067)%, 2) Respondents' answers regarding workers being very grateful that there is sufficient equipment available at the company 6 frequencies agree or (0.4)%. and strongly agree 9 frequencies or (0.06), 3), respondents' answers regarding time usage 8 frequencies strongly agree or (0.53), and others (0.47)%, 4), respondents' answers regarding materials and goods 'material readiness' available 6 frequencies agree or (0.4). and strongly agree 9 frequencies or (0.6), 5), respondents' answers regarding 'short training' educational facilities or courses available 7 frequencies agree or (0.47). and strongly agree 8 frequencies or (0.53)%. 6) Respondents' answers regarding 'supervision and guidance for each worker' showed 13 frequencies of strongly agree (0.87%) and others (0.13%). 7) Respondents' answers related to 'Designing product packaging in accordance with organisational design' showed 3 frequencies of agreement (0.2%) and 12 frequencies of strong agreement (0.8%). 8) Respondents' answers regarding 'Guidance for each worker' training 'to achieve work' 4 frequencies agreed or (0.27)%, and strongly agreed 11 frequencies or (0.73)%. 9) Respondents' answers regarding Performing tasks is 'luck' that provides opportunities: 5 frequencies or (0.33)% and strongly agree 10 frequencies or (0.67)%.

Table 2
Montong Durian Business Exports

No	Statement/ Question	Amount					
		STS	TS	N	S	SS	Total
1	The durian export business has generated substantial	0	0	0	2 (0,13)	13 (0,87)	15 100%

	profits.						
2	Opportunities for employees to 'open up business opportunities'	0	0	0	8 (0,53)	7 (0,47)	15 100%
3	Enhancing the growth of the company's 'economic benefits'	0	0	0	6 (0,4)	9 (0,06)	15 100%
4	Business development 'available facilities and infrastructure'	0	0	0	5 (0,33)	10 (0,67)	15 100%
5	Opportunities for companies to open up 'isolated areas for cooperation'	0	0	0	6 (0,4)	9 (0,06)	15 100%
6	Enhancing equitable development in various regions	0	0	0	7 (0,47)	8 (0,53)	15 100%

Processed data source for 2025.

Based on Table 2, durian montong exports by PT. Changtu Jaya Indonesia, South Parigi District, Parigi Mautong Regency, Central Sulawesi.

1) Respondents' answers regarding the durian export business: 'obtaining large profits' 2 frequencies agree or (0.13)%. and strongly agree 13 frequencies or (0.87)%. 2) Respondents' answers regarding opportunities for employees to 'open business opportunities' were 8 frequencies of agree (0.53%) and 7 frequencies of strongly agree (0.47%). 3) Respondents' answers regarding 'increasing growth' and 'economic benefits' for the company were 6 frequencies of agree (0.4%) and strongly agree 9 frequencies or (0.06%), 4) Respondents' answers regarding 'Business development' and 'availability of facilities and infrastructure' 5 frequencies agree or (0.33%) and strongly agree 10 frequencies or (0.67)%, 5), respondents' answers related to the opportunity for companies to open up 'isolated areas for cooperation' 6 frequencies agree or (0.04). and strongly agree 9 frequencies or (0.06). 6) Respondents' answers regarding

improving equitable development in various regions: 7 frequencies of agree (0.47%) and 8 frequencies of strongly agree (0.53%).

Table 3
Change management at PT. Changtu Jaya
Indonesia

No	Statement/Question	Amount					
		STS	TS	N	S	SS	Total
1	Motivation to obtain rewards or career advancement.	0	0	0	5 (0,33)	10 (0,67)	15 100%
2	Motivation to be loyal to one's profession or job.	0	0	0	6 (0,4)	9 (0,6)	15 100%
3	Moral motivation because working together is acceptable.	0	0	0	7 (0,47)	8 (0,53)	15 100%
4	Motivation to exercise one's expertise in order to improve quality.	0	0	0	9 (0,06)	6 (0,4)	15 100%
5	Motivation because it is in line with an honest attitude towards life.	0	0	0	10 (0,67)	5 (0,33)	15 100%
6	Motivation to obey one's superiors and authorities.	0	0	0	8 (0,53)	7 (0,47)	15 100%

Processed data source for 2025.

Thus, based on Table 3, change management at PT. Changtu Jaya Indonesia in South Parigi Subdistrict is as follows:

1) Respondents' answers regarding motivation to obtain rewards or career advancement: 5 respondents agreed (0.33%) and 10 respondents strongly agreed (0.67%). 2) Respondents' answers regarding motivation for loyalty to their profession or job: 6 respondents agreed (0.4%) respondents' answers 9 frequencies strongly agree or (0.06)%, 3), respondents' answers related to moral motivation because working together is acceptable. 8 frequencies strongly agree

or (0.53)%, and others (0.47)%, 4) Respondents' answers related to motivation to exercise expertise to improve quality: 9 frequencies of agree or (0.06)%, respondents' answers: 6 frequencies of strongly agree (0.04)%, 5) Respondents' answers related to motivation because it is in line with an honest attitude to life: 10 frequencies of agree or (0.67)%, and strongly agree 5 frequencies or (0.33)%, 6), respondents' answers related to motivation for compliance with work leaders or authorities 8 frequencies agree or (0.53)%, and strongly agree 7 frequencies or (0.47)%.

CONCLUSION AND RECOMMENDATIONS

Using local labour, young men and women, recruited from surrounding villages, totalling 200 people who meet the requirements set by PT.Changtu Jaya Indonesia. The accepted workers are: 1) young, 2) aged between 21 and 24 years old, 3) disciplined, 4) diligent, 5) responsive to instructions.

1) Regarding workers having healthy physical conditions that meet the requirements, strongly agree 10 frequency or (0.067)%, and others (0.33)%. 2) Regarding workers being very grateful for the availability of sufficient equipment at the company, strongly agree 9 frequencies or (0.06)%, and others (0.4)%, 3) Regarding sufficient use of time, strongly agree 8 frequencies or (0.53)%, and others (0.47)%, 4) Regarding the availability of materials and goods, strongly agree 9 frequencies or (0.6)%, and others (0.4)%, 5) Regarding the availability of short training courses or educational facilities, 8 frequencies or (0.53)%. And others (0.47)%. 6) Regarding supervision and guidance for each worker by 'supervisors',

- strongly agree 13 frequencies or (0.87)%, and others (0.13)%. 7) Regarding 'designing product packaging in accordance with organisational design', strongly agree 12 frequencies or (0.8)%. And others (0.2)%, 8), Regarding 'Guidance for each worker' training "to achieve, Strongly agree 11 frequencies or (0.73)%. And others (0.27)%, 9), Respondents' answers related to performing tasks as 'luck' that provides opportunities, Strongly agree 10 frequencies, (0.67)%. And others (0.33)%.
- 2) Regarding exports, the durian business has reaped huge profits, with 13 respondents strongly agreeing (0.87%) and others agreeing (0.13%). 2) Regarding opportunities for employees to 'open business opportunities', 8 respondents strongly agreed (0.53%) and others (0.47%). 3) Regarding 'increasing economic growth' for the company, 9 respondents strongly agreed (0.6%) and others (0.04%). and others (0.04%), 4) Regarding business development 'availability of facilities and infrastructure' 10 frequencies strongly agree or (0.67%) and others (0.33%), 5) Regarding the opportunity for companies to open 'isolated areas for cooperation' 6 frequencies agree or (0.04%) and
- strongly agree 9 frequencies or (0.06), 6), Regarding improving equitable development across various regions 7 frequencies agree or (0.47) and strongly agree 8 frequencies or (0.53)%.
- 3) Regarding motivation to obtain rewards or career advancement, 10 respondents strongly agreed (0.67%) and the rest agreed (0.33%); 2) Regarding motivation for loyalty to the profession or job, 6 respondents agreed (0.4%) and 9 respondents strongly agreed (0.06%); 3) Regarding moral motivation because working together is acceptable, 7 respondents agreed or strongly agreed (0.47%), 8 respondents strongly agreed (0.53%), 4) Regarding motivation to exercise expertise to improve quality, 9 respondents agreed or strongly agreed (0.06%), respondents' answers 6 frequencies strongly agree (0.04)%, 5), Related to motivation because it is in line with an honest attitude to life 10 frequencies agree or (0.67)%, and strongly agree 5 frequencies or (0.33)%. 6) Regarding motivation for compliance with superiors or authorities, 8 respondents agreed (0.53%) and 7 respondents strongly agreed (0.47%).

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