

## The Notion of State Owned Plantation Enterprises

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### Abstract

Pluralism is the character of Indonesia as a nation, this has produced nationalism to be a unifying symbol of social life in Indonesia. All elements of the nation cannot prioritize the ego as one of the dominant entities, both state institutions, and existing community groups. The love of homeland must be instilled in every move, step, and policy adopted to maintain the integrity of Indonesia as an independent and sovereign nation. Thus, the goal of the nation will be realized for the creation of prosperity for all Indonesian. The presence of SOE (State Owned Enterprises) as a State company bears great hopes for the Indonesian prosperity. Thus, SOE must be able to become a pillar of the nation's economy and drive the economy for private businesses and cooperatives. In carrying out the mandate of the constitution, SOE management must receive support from all elements of the nation, its existence must be protected as a national vital object that has a great impact on the life of the nation and state. The negative stigma that appears to SOE entities should be able to be a whip for SOEs to be able to continue to look for the best

format in its management, not necessarily to make the perspective of SOE as an exclusive business entity so as to bring it down. SOE is a proud entity of Indonesian people who carry the mandate of the Constitution to realize the goals of the State.

Keywords: enterprise, business, state owned enterprise, plantation, management

## **1. Introduction**

In carrying out its business activities, SOE Plantation is supported by company organizational instruments, such as, executive managers and field executors. All of these elements are company assets that cannot be valued with the material, because their existence is very urgent to boost the company's performance which consists of a single unit as a whole. One area supports other fields in carrying out corporate actions, for example a food chain, if one is broken it will have a full impact on the other [1].

From the long history that has been passed by plantation employees starting from the dimension of slavery to the dimension where their dignity and dignity are elevated and glorified, it should leave a trail of very imprinted experience and should be used as a whip to change the paradigm of the current plantation employees [2]. It would be naive if the suffering and pain that has been endured for hundreds of years as well as the hard struggle which full of intimidation that has been taken, is combined with the euphoria that colors the views and actions in carrying out duties and responsibilities both as an individual employee and as a bearer of the state mandate in the context of SOE employees Plantation [3].

Part of the plantation community that manages state assets, the spirit of nationalism must fill the mindset of the employees. This attitude will present a sense of company belonging for the Indonesian, although the community of plantation employees does not represent the majority of

the community in Indonesia, the awareness of the mandate carried out by the State should be able to defeat the selfishness as an individual who prioritizes opportunities in their daily life [4].

Nationalism in the SOE plantation community can be implemented when carrying out corporate actions, so that the public can know and feel what the company has done in every company policies that prioritize the interests of the wider community [5]. This can be exemplified by the policies that have been carried out by Perkebunan Nusantara III, Ltd when Indonesia experienced an economic shock in 2015, this company saved up to Rp. 1 trillion by issuing a policy to make the efficiency of employee expenditure budget, this has an impact on reducing employee income [6]. Policies carried out by this company can be categorized as an effort made by the company so that the savings made can increase state revenue from the plantation sector. This policy is a form of patriotism that prioritizes the interests of the nation and the state by being concerned with the problems faced by the state [7].

Indonesia is a pluralistic country with a variety of existing diversity. But it should be a lesson for all Indonesian children when reviewing the history of Pancasila as the basis of the country as described in the earlier chapters. The Jakarta Charter which formed the background for the establishment of Pancasila explicitly stated in one of its points: "God with the obligation to carry out Islamic law for its adherents". For the sake of the integrity of the newly born nation, Muslim nationalist figures representing the majority Muslim community in Indonesia do not prioritize their egos in facing this crucial situation [8].

On August 18, 1945, before the PPKI session began, Mohammad Hatta invited Ki Bagus Hadi Koesomo, Wahid Hasim, Mr. Kasman Sing Odim Edjo, and Mr. Teuku Hasan from Sumatra held a preliminary meeting to discuss the basic problems of the state. In order to avoid the disintegration of the nation, Hatta and his friends agreed to eliminate the part of the sentence

that pierced the hearts of non-Muslims and replaced it with "God Almighty". If a serious problem that can endanger the integrity of the state can be resolved in a small session of no more than 15 minutes, it is a sign that the leaders at that time really concerned the fate and unity of the nation [9].

The Law differences between Muslims and non-Muslims will be found mainly in the field of family law. In other areas of civil law, commercial law does not need to be any difference. In this field, there must be legal unity for the people of Indonesia as a whole. It might be a little adat influence in carrying out the law, but it will not affect its basic points [10].

Seeing the national and state experience at the time, at least what Hatta and other Muslim nationalists were doing was a leader's heart which was an extension of all Muslim people in Indonesia at that time, but an unpopular policy for Muslims taken by Hatta and friends at that time were more about the desire to prioritize the integrity of the nation and state. However, it has an impact on the integrity of the nation, and generally Muslims can understand what is the decision of Muslim nationalist leaders at this time [11].

The above description has a support of the leader of the largest Islamic organization in Indonesia today, Nahdhatul Ulama. Seeing the current state and state conditions, we are facing people who have lost their sense of belonging to the Unitary State of the Republic of Indonesia. These people are "boarding" people in this country. For them, the most important thing is "love of religion" and throw away "love of homeland". Siroj compared this situation with the mindset of past Islamic leaders, he mentioned that Islamic preachers had not necessarily done "scorched earthwaters" for local wisdom which had long been scattered across the archipelago [12]. It means that they did not consider that the existing archipelago heritage needed to be destroyed and then replaced frontally with literal Islamic symbols [13].

In state law, Pancasila outlines four national law guides. First, the laws in Indonesia must guarantee the integration or integrity of the nation so that there cannot be discriminatory laws based on primordial ties. The substantive purpose of this guide is that national law must maintain the integrity of the nation and state both territorial and ideological. Second, the law must be created democratically and non-democratic based on wisdom [14]. His actions must absorb and involve the aspirations of the people and be carried in legal or procedural fair. Law and law enforcement are not enough to just use democracy based on the majority of votes, but it must also be in accordance with the rule of law with the underlying philosophy or recommendation [15]. Third, the law must encourage the creation of social justice which is characterized by efforts to close the gap between the strong and the weak, or between the rich and the poor with special protection by the state against weak communities so that they are not allowed to compete freely, but it has never been balanced with a small group of powerful people. Fourth, there should be no public law (binding communities with diverse primordialities) that are based on certain religious teachings because the state of law of Pancasila requires the appearance of laws that guarantee tolerance of religious and civilized life [16].

The above description becomes a valuable lesson for the management of SOE Plantation that has carried out the mandate of 1945 Constitution in realizing prosperity for the people of Indonesia. Even though it is not a majority group, the impact of the implemented corporate actions provides benefits that can be felt by all the nation's children, good and measured nationalism is the basis for Plantation SOEs to become a business entity that is loved by the community, because nationalism implies a relationship harmonious reciprocity between fellow children of the nation [17].

## **2. Stakeholders of the Existence of SOE Plantation**

All elements of Indonesian society are stakeholders of the existence of SOE Plantation. The elements of the nation become a separate part in the company's journey, although they are not an internal structured of the management, the nation's elements will always highlight every move and step taken by the company. The public, state administrators, non-governmental organizations (NGOs), including Media People always monitor corporate actions that also indirectly carry out a supervisory role in every action taken by SOE Plantation, even though the mechanism and rules of the company never regulate this. High expectation for the achievement of Plantation SOE is something that all elements of the nation want to feel. As a public dimension company, this desire is a natural thing [18].

As explained earlier, nationalism requires a harmonious reciprocal relationship between fellow children of the nation. SOE Plantation is demanded to achieve the best performance as a State company, but it should be noted that all elements of the nation must also be able to give an appreciation for what has been done by SOE Plantation as the constitutional mandate bearer. All company instruments, including company employees, must be seen as part of the nation's element, even though the status of being a SOE employee places it as a trustee. Negative assumptions related to the existence of employees are still strongly felt in the journey of SOE Plantation, this can worsen the work atmosphere that impacts on the decline in work ethic and morale. It is like a movie star, SOE Plantation's employees are public figures who receive sharp scrutiny from all elements of the nation. The above conditions are legitimate if seen from the perspective of balancing the situation and carrying out the role of supervision, as a company whose formation is capitalized by the state, this situation becomes a consequence as a business

actor on behalf of the State. Constructive criticism and suggestions for an objective condition is valuable as a contribution to the progress of state enterprises [19].

The emergence of a negative stigma against employees of SOE Plantation when the nation's element considers SOE Plantation to be a purely business entity as a civil legal entity will greatly impact on the destruction of the corporate cultural order that should prioritize GCG principles. The executive, legislative, and judicial will use the influence of the power they have to carry out bureaucratic actions whenever they are confronted directly with employees of SOE Plantation [20].

Bureaucracy is a system in organizing the state with very complex tasks and this clearly requires the control of good government management operations. It is unfortunate, if the routine work of the bureaucratic apparatus often causes new problems that make the bureaucratic static and less sensitive to environmental changes and even seem to be resistant to reform. This condition often leads to the potential for Mal-administrative practices that lead to corruption, collusion, and nepotism. Starting from this condition, the central and regional government need to immediately carry out bureaucratic reform not only at the level of commitment but also at the level of real life.

The person who administers the state sometimes forgets that the SOE Plantation is a State company, even though in the course of carrying out its activities, it is transformed into a private entity. The Indonesian State Order is in a democratic nature in the form of a republic, so that all personnel in the SOE Plantation is also part of the Indonesian plantation community.

Regarding Democracy, Montesquieu revealed that the principle of democracy is broken even the spirit of equality goes out, but also when the people fall into the spirit of extreme equality, and when every citizen feels happy at the level of those who have been elected to

govern it. Then the crowd felt unable to hold the power they had surrendered, wanted to self-regulate everything, debated the senate, acted in the place of a judicial official, and decided the case to replace the judge. If this is the case, the virtues cannot be maintained so that they remain alive in the form of a republic. The people are passionate in carrying out the functions of the judges they no longer respect. The deliberations in the senate diminished and all respect for the senators disappeared.

### **3. The Spotlight on SOE Plantation Emerged from the Mass Media**

In addition to state administrators, the spotlight on SOE Plantation also emerged from the mass media, the existence of journalist in post-reform era has occurred since freedom of expression. Lots of positive impacts are felt with the information disclosed to the public, the public will be more aware of the factual conditions that occur in the history of the nation and state. The journalist emerged as a way to obtain information for the public, even at this time the journalist was able to herd public opinion based on information conveyed through various media.

The journalist members in their journey must be able to prioritize the objectivity of all information delivered to the public, all published news should be reviewed in a balanced manner. Because the existence of the journalist in the context of the nation and state should be able to realize the modern and advanced society paradigm. The journalist is an effective means of changing society, it is as same as a law which functions as a means of changing society with its regulatory instruments.

Muchtar Lubis, dubbed the jihadist journalist, stated that the Indonesian Journalist was born and developed during the Dutch colonial era. Their presence in this homeland is an inseparable part of emancipation struggle of our nation, which has risen to the struggle for

national independence. The Indonesian journalist grows together with the growth of Indonesian nationalism. Hence, the ethos from the beginning was based on the struggle for the defense of truth, justice and independence, and the progress of the nation.

During the Dutch colonial period, some Indonesian journalists were arrested and sentenced to prison by the Dutch colonizers. Together with the leaders of Indonesian nationalism, the Indonesian journalist stood and fought in the forefront of the nation's struggle against colonial rule. When Indonesia became a sovereign country, we should look back at the history of the Indonesian journalist and the mass media especially in the midst of technological progress, especially the world of information technology. In this case, there is a problem, the role and responsibility of the media in the development of the nation's historical journey. It is not only the freedom of the press which is put forward, but it is how the press thinks independently. The mass media is not just the best-selling according to the market, but the most important thing is something that is fought for this nation and country.

Freedom of the press must be interpreted as freedom of the press itself. Evidently, according to World Bank research in a country where there is freedom of the press, economic growth is better compared to countries in a pressured state. However, the press must also be aware of the freedom, so that no party in the press itself betrays and taints the freedom of the press, because it can invite threats that come from outside the press, whether in the form of accusations, direct violence and so forth. Bagir Manan revealed that every independence is the result of the struggle, the perpetuation of struggle depends on the ability to properly maintain it. The perpetuation of freedom of information, as part of freedom of the press, will only succeed, if it is discipline and responsible. Independence or freedom of information, always faces challenges. So, it needs continuous struggle.

Both state administrators and mass media are elements of the nation that are able to support the life of the nation and state in the direction and ideals of the State's goals, these nation elements should prioritize the principle of fairness in seeing the existing objective conditions. It is worthy of consideration of all nation elements for all the contributions of employees of SOE Plantation to realize a competitive and professional company. When this condition can be realized, it will have a direct impact on national economic development that can be felt by all elements of the nation. If punishment is given for all kinds of mistakes, then the reward must also be given for the achievements that have been achieved. This is the real nationalism which is applied in the mutual relations of the nation's children.

If we analogize this from the perspective of law enforcement in Indonesia, if law enforcement official has the authority to provide punishment for anyone who violates the law, then law enforcement officers who violate the rule of law should be given a sentence that is more severe than normal penalties that apply to Public. Likewise with the State Owned Enterprises (BUMN) representatives, they should be given something more on the achievements that have been made to the entire community in improving the country's economy on the good achievements of the company [21].

The employee's demand of SOE Plantation puts forward a sense of belonging to the company, however, the outsider actions that are part of a unity of the nation and the state do not support this, the demands given are anomalous. This condition is a big problem for the realization of the ideals in forming a State enterprise that carries a great mandate, which is prosperity for all the people of Indonesia. The comfortable working must be a priority for the management of a SOE considering the high public expectations for its existence. So that the

perspective of the SOE Plantation and its instruments must be re-aligned to get the best format in the management of State enterprises.

#### 4. Conclusion

The regulations that are enforced should not only be limited to a line of sentences, existing concepts should be a whip for employees to be able to improve performance at work, because the law has an executor nature. CSR and share for employees is an existing concept in the management of SOE, both the Limited Liability Company Law and SOE Law have governed it since the regulation was enacted. There has not been a policy that provides for the constitutional rights of these employees, so that SOE employees remain workers as constitutional trustees with heavy burdens. The author is concerned that if this continues, what is expressed by Montesquieu above becomes a reality in the Republic of Indonesia that we love so much. SOE must be an entity that can unite all elements in this country instead of entity that can divide the nation's children.

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