

Research Article

Morphological Analysis related to Collaborative Governance Innovation Smart City Development Availability of Platform Services for Job Seekers and Job Providers in the DKI Jakarta Province

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ORCIDMuammar Irsyad <https://orcid.org/0000-0002-8325-684X>**Abstract.**

The addition of the workforce in Jakarta, recorded from 2007 to 2011 continued to show significant numbers. During this period, the workforce grew by 4.7% per year. In 2007, the labor force reached 4,395,324 people, and in 2011 it increased to 5,143,830. For this matter, the DKI Jakarta Provincial Government's one of the program is increasing employment opportunities and improved manpower placement service system. Indicators to be achieved, include increasing the percentage of the number of job seekers placed and job seekers receiving job opportunity information. Therefore, the DKI Jakarta Provincial Government created a Smart City Development Availability of Platform Services for job seekers and job providers in the DKI Jakarta Province. The DKI Jakarta Provincial Government embraces stakeholders to collaborate in developing the Employment Service Provider system. This study aims to specifically describe the process and form of collaboration through a collaborative governance approach and provide recommendations for program improvement. This study uses a postpositivist approach with qualitative methods through interviews and literature studies. The results of this study indicate that the collaboration process takes place effectively between the relevant stakeholders. The collaboration that is formed in this context is represented through the analysis of the morphology of the implementation of the activity.

Keywords: morphological analysis, collaborative governance, innovation

1. INTRODUCTION

1.1. PRELIMINARY

The population of DKI Jakarta always increases every year. In 2020 the total population of Jakarta is 10,644,986. The population growth rate with the base year 2010 is 0.83%. The population density in 2020 will reach 16,072 people per km². The Administrative City of West Jakarta is the most densely populated area in DKI Jakarta, reaching 21

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million people/km². The working age population in February 2020 was recorded at 8,004.78 thousand people, of which 5,438.99 thousand people entered the workforce, so the work participation rate was 67.95 percent [1].

Faster, cheaper, easier and better public services must always be pursued and realized by the DKI Jakarta Provincial Government. This is inseparable from the role of DKI Jakarta as the state capital, which has a special position in the administration of regional government as regulated. With this position, DKI Jakarta becomes a role model and reference for other provinces in an effort to provide optimal services for the community.

The implementation of bureaucratic reform is the main way in order to realize more optimal government services. Continuous bureaucratic reform is an absolute must, where it can be realized if the Government is committed to implementing bureaucratic reform by focusing on institutional, apparatus and governance aspects by prioritizing the principles of accountability, transparency, and participation. The problems related to the implementation of bureaucratic reform include the need to strengthen the implementation of bureaucratic reform that prioritizes the principles of efficiency, effectiveness and transparency, reforming the bureaucracy related to changes in work culture that prioritizes professionalism and accountability for all government officials in an integrated and sustainable manner. Furthermore, it is also necessary to harmonize laws and regulations, adjust the organizational structure, and the number of employees to realize an organization of the right size and function that is more optimal in improving the quality and acceleration of public services. Another important aspect is the need for integrated data-based government policies and services as well as information and communication technology support.

Furthermore, in order to minimize the practice of KKN, conflicts of interest, and avoid the high cost economy, special regulations are needed that regulate inter-institutional relations, as well as whistleblowing supervision by relevant stakeholders, especially the community, with the principle of collaboration. The City 4.0 paradigm emphasizes collaboration between all elements of society and the government. More than half a century as an IKN, Jakarta is witness to all the socio-political changes in Indonesia. Jakarta is witness to the transition of military and civilian supremacy, and is a place where public discourses develop, where this becomes the main capital for mature government-civil society interactions.

In City 4.0, the government positions itself as a collaborator, while the community is a co-creator, leaving the old paradigm of occupant-administrator, consumer-service provider, and participant-facilitator. Thus, the City 4.0 policy approach will be more

inclusive and bottom-up so that policies are truly a product of people's aspirations. In supporting the climate of the Megapolitan City, the government will provide flexibility for the market and focus on providing public goods that support market efficiency and correct market failure, as well as prepare human resource capacity that can support the operation of advanced city principles, especially in the Smart People aspect in the Smart City concept [2].

2. THEORETICAL STUDY

2.1. SMART CITY

To support various urban infrastructure development activities and provide good services to the community, local governments need adequate technology to be able to carry out all their activities. In creating a global, competitive society, as well as a smart and livable city, each Regional Government must establish the right policy by preparing a quality future city development concept, which is called a Smart City or Smart City. The concept of a smart city is believed to be a solution to the problem of urban development in the region. Smart Cities are designed to be able to increase the productivity of the people who live in them, resulting in the structuring and management of the city that is carried out by utilizing information and digital technology optimally in all aspects. Starting from the building management system, environmental quality management, as well as public services. In short, the city is developed into an engine of economy and productivity which in turn makes its people healthy, productive and prosperous. Successful government programs have various strategies and ways to gain recognition and trust from the community that the City does have advantages over the existing regions. To create a City as a Smart City, the government continues to make efforts to realize the infrastructure needed by the community [3].

2.2. LABOR AFFAIRS

The performance of manpower affairs can be explained as follows:

A total of 25,121 job seekers were successfully placed during 2017. This number has increased significantly until 2019 has reached 24,141 job seekers who have been successfully placed. Although there was a decrease of job seeker who successfully placed in 2020 the pandemic, in 2021 there was a significant increase to 28,168 people. In its development, the level of education does not guarantee that job seekers will easily

No.	Uraian	Tahun				
		2017	2018	2019	2020	2021
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Jumlah Pencari Kerja yang berhasil di tempatkan	25.121	24.042	24.141	17.281	28.168
2.	Jumlah pencari kerja yang berwirausaha	1.040	1.152	3.483	6.679	4.568

Figure 1: 46 Number of Successfully Placed Job Seekers and Entrepreneurs in DKI Jakarta Province in 2017-2021.

find work. On the other hand, the available job opportunities are very limited. The high supply (job seekers) and the limited available job vacancies (demand) resulted in the occurrence of unemployment with a high level of education. Therefore, apart from creating job opportunities, Employment policies are directed to shift the paradigm of looking for work (job seeking) to creating jobs or entrepreneurship. As many as 1,040 entrepreneurial job seekers in 2017, the number also continues to increase until in 2021 it will reach 4,568 job seekers. The following is an overview of labor inspection in DKI Jakarta Province during the 2017-2021 period:

No.	Uraian	Tahun				
		2017	2018	2019	2020	2021
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Jumlah Perusahaan yang menjalankan Norma Ketenagakerjaan	6.543	3.872	4.186	3.740	3.822
2.	Jumlah Perusahaan yang menjalankan K3	1.432	2.617	3.155	1.410	2.302

Figure 2: 47 Compliance with the Provisions of Manpower Regulations in DKI Jakarta Province in 2017-2021.

Furthermore, as an effort to create harmonious industrial relations, the settlement of industrial relations disputes is carried out first through amicable settlement through bipartite negotiations, which must be completed within 30 working days. If one of the parties refuses to negotiate, or until the deadline has not reached an agreement, the bipartite negotiation is considered a failure, and the dispute must be registered at the Manpower and Transmigration Office for later conciliation to resolve disputes over interests, disputes over layoffs, or disputes between trade unions, which if it cannot be resolved through mediation and conciliation, then the disputing parties can file a lawsuit through the Industrial Relations Court. For disputes of interest or disputes between trade unions, can be resolved by arbitration. Settlement of industrial relations disputes by arbitration cannot proceed to the Industrial Relations Court, because the arbitrator's decision is final and final. The following is the number of industrial relations cases that entered the Collective Agreement level in DKI Jakarta Province in 2017-2021.

No.	Indikator	Tahun				
		2017	2018	2019	2020	2021
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Jumlah kasus Hubungan Industrial yang masuk ke tingkat Perjanjian Bersama	238	173	120	149	170

Figure 3

2.3. QUALITY OF LABOR

The ratio of university graduates working in DKI Jakarta has continued to increase since 2019. In 2019 there was one university graduate who worked from 1 resident. Meanwhile, in 2021 there will be a slight improvement, in 11 residents of DKI Jakarta there is one person who has a college diploma [2].

No.	Indikator	Tahun				
		2017	2018	2019	2020	2021
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Jumlah lulusan S1/S2/S3	1.354.875	930.292	798.417	974.795	988.391
2.	Jumlah penduduk	10.374.235	10.467.600	10.557.800	10.562.088	10.644.771
3.	Rasio Lulusan S1/S2/S3	17,66	15,08	16,06	110,83	110,71

Source : Central Bureau of Statistics DKI Jakarta Province, 2022

Figure 4: 96 Ratio of Working People of DKI Jakarta Province by Education Graduated in 2017-2021.

In order to achieve the success of the JakNaker program, of course, it really requires strengthening with other stakeholders, such as the private sector and the community. This is in line with what Donahue & Zeckhauser stated that collaboration is a solution in modern public administration to increase productivity and use resources more efficiently [4]. Along with the development of the governance paradigm, the collaborative governance model was born to overcome the government's limitations in dealing with increasingly complex public problems [4].

States that collaborative governance is an innovation or breakthrough in research related to the paradigm of public management theory [5]. In collaborative governance, the government does not only rely on its internal capabilities but also on external organizations in implementing policies and implementing programs. Therefore, collaborative governance can be said as a process that involves interaction between actors in collective decision making for joint problem solving and value creation [4].

collaborative governance comes from Ansell & Gash (2008), namely collaborative governance can be a strategy in governance that is carried out to make all stakeholders come together in the same medium to make a common consensus in solving public problems, in this case the problem. increasing workforce information through the JakNaker program. Collaborative governance is more deeply defined by Ansell & Gash (2008) as a government management effort that facilitates the resolution of public problems together by involving parties outside the government in its implementation. Collaborative governance is also the arrangement of one or more public institutions. These institutions involve non-public stakeholders in the collective decision-making process. The process is formal, oriented to shared indicators in decision making, and deliberative and intends to design or implement policies [6].

The following is a collaborative governance model described by Ansell & Gash (2008).

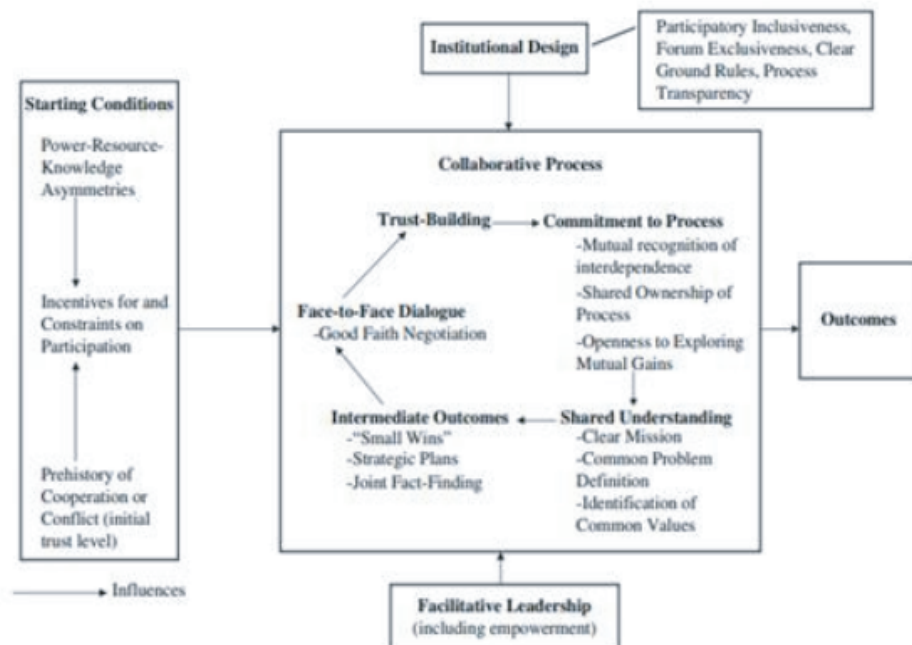


Figure 5

Based on the picture above, it shows that there are four main dimensions of the collaborative governance model from Ansell & Gash (2008). These dimensions consist of initial conditions, facilitative leadership, institutional design, and collaborative processes.

1. Initial Conditions (Starting Condition) This first dimension consists of three indicators that influence both hinder and encourage collaborative processes. Indicators that influence these include imbalances of power or resources, incentives to participate, and prehistory of conflict or indicators.

2. **Facilitative Leadership** This second dimension refers to the role of a facilitative leader in building the indicator itself. Leadership is also a crucial part of the collaborative process to organize and maintain the collaboration process, build trust, facilitate dialogue and explore mutual benefits.
3. **Institutional Design (Institutional Design)** The third dimension focuses on the basic rules that can be used as legitimacy indicators of the collaborative process. In institutional design, it is also necessary to have a clear division of roles between indicator with stakeholders. It is also important to note that deadlines are clear and realistic.
4. **Collaborative Process** This dimension is the core of the conceptual model used in looking at collaborative governance. This dimension consists of five indicators that are mutually sustainable, namely face-to-face dialogue, building trust, commitment to the process, understanding indicator, and provisional results. Basically the success of the collaborative process can be reviewed through the five indicators. Therefore, collaboration actors play an important role in executing the collaborative process so that it can then create intermediate outcomes in the form of temporary results or small wins. These temporary results can be the momentum that leads to the success of the Collaboration [6].

Increased Employment Opportunities and Manpower Adaptability Ensuring an inclusive and sustainable urban economy can be done by developing local economic activities and providing opportunities for everyone to be able to have decent work. Another impact of technological advances is the changing demand for labor; routine, manual, and cognitive work will be reduced. So to minimize disruption, skilled labor is needed with high productivity and adaptability to be able to compete in a competitive job market. The main challenges in the world of employment today are the demographic bonus of the productive age population, which is greater than the unproductive age population, the impact of the pandemic which has resulted in a wave of layoffs, decreased demand and production of goods,

In order to answer the existing challenges, as well as increase job opportunities and empower the workforce, the efforts to be made include:

1. **Developing a Digital Employment Ecosystem** Developing an employment information and service system as an employment digital ecosystem
2. **Transformation of Job Training Centers** Carry out structured, systematic and massive repositioning and re-functionalization to make the Job Training Center a

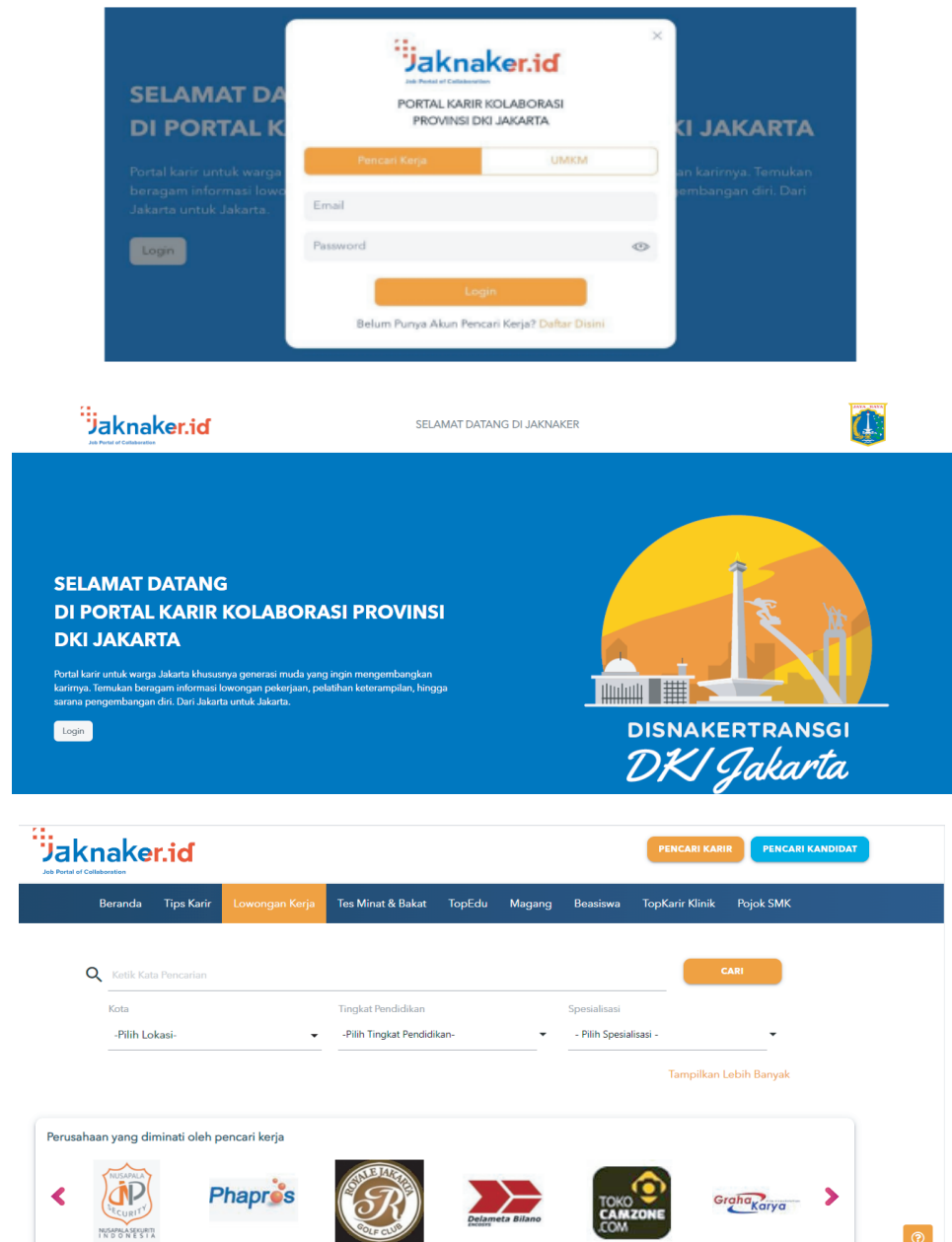


Figure 6: Pictures of Career Development Platform and Job Vacancies Informasi. Source: Jaknaker.id

center for competency development and workforce productivity that is competitive at national and international levels. Preparation of new competencies through curriculum re-design and job training with a triple skilling policy: skilling, re-skilling and up-skilling.

3. Employment Link and Match Build the integration of training, certification and workforce placement in a complete and effective business process through the development of institutional networks, coaching and tiered training services according to the demands of the labor market.

4. Transformation of Employment Opportunities Develop effective entrepreneurship to form entrepreneurs in order to expand measurable and sustainable employment opportunities
5. Development of Young Talents Managing and optimizing the creative potential of the millennial generation into young talents who are ready to welcome dynamic and flexible future jobs by identifying their interests and potential through increasing competencies and skills as needed.
6. Expansion of the Domestic Job Market Develop the domestic job market by facilitating broad job market communication forums and maximizing work-to-work services.
7. New Vision of Industrial Relations To develop industrial relations that are more qualified and fair and oriented towards improving the quality and welfare of the workforce in a sustainable manner.
8. Supervision Reform Improving the quality and effectiveness of the labor inspection system that can ensure the implementation of labor inspection with integrity and credibility. Labor inspection policies are directed so that the implementation of labor laws and regulations is carried out consistently by business actors/companies that utilize manpower. Given the importance of labor inspection and the many obstacles experienced by labor inspectors, it is necessary to reform the world of labor inspection, including through:
 - (a) Strengthening sanctions for actions that hinder the task of labor inspection; Centralization of supervisory staff at the provincial level;
 - (b) Sufficient number of labor inspection personnel compared to the number of registered business entities/companies;
 - (c) Reform of the flow of law enforcement processes/criminal investigations by employment PPNS and functional establishment of employment PPNS;
 - (d) Optimization and collaboration of supervision through external personnel and agencies;
 - (e) Making an application system for the labor inspection work unit [7].

3. METHOD

3.1. Research methods

This study uses a post-positivist approach with qualitative data collection techniques through interviews and literature studies [8]. Data collection techniques are divided into primary data and secondary data. Interviews in this study were used to test the accuracy and stability of the data obtained from the sources directly. The interviewees are the leading sectors of the JakNaker program. Then, secondary data is data obtained through literature study or literature review through books, journal articles, and electronic sources in the form of official government websites and other electronic sources relevant to the research topic. Based on the time dimension, this research is a cross-sectional study because it was only conducted in one particular time period.

The target of this research is the Government as a policy maker, the private sector as a partner in the JakNaker program, and the public who are officially incorporated in the JakNaker program as program beneficiaries. This study uses triangulation of data sources by exploring the truth of certain information through various sources, namely elaborating primary and secondary data sources [4].

The scope of this research emphasizes the process and form of collaboration between collaborative governance actors consisting of the government, the private sector, the community, as well as institutions or civil society for the JakNaker program in DKI Jakarta. Determining the scope of the research is aimed at avoiding deviations and widening at the core of the problem, making the discussion in research more concentrated, and achieving research objectives.

4. RESULTS AND DISCUSSION

Innovation is a key value creator for organisations. It is perceived to be a key driver of growth (through introduction of new products and services) and efficiency (through process improvements) in organisations. In times of intense competition, an organization's success depends on its ability to continuously innovate faster and better. Morphological analysis is an invaluable tool for organizations to achieve breakthrough innovations and indulge in continuous research and development. Morphological analysis helps capture the 'form' and 'structure' of entities (both physical and conceptual) and serve multiple purposes. It facilitates new product development by highlighting gaps in existing products, thereby aiding in identifying new market opportunities. It can also be used as a learning tool by academicians/researchers to teach new concepts and identify research gaps [9].

As mentioned earlier, morphological frameworks are powerful in representing the anatomies of entities – both physical and conceptual. Morphological frameworks consist of two components:

(1) the dimensions of the entities; and

(2) the options of the dimensions. These dimensions and options completely represent the form and structure of the entities. The steps to be followed in developing a morphological framework as recommend by Zwicky (1967) are underlined in Table 1. These steps are more relevant for organizations wanting to use MA for problem solving or developing new products/services [9].

Table 4: A Basic Morphological Framework of Innovation

<i>Dimension</i>	<i>Options</i>				
Types	Product		Process		Structural
	Continuous/Incremental		Radical/Breakthrough/Disruptive		
Stages	Ideation	Selection	Development	Implementation	Dissemination
Modes	Concentrated		Distributed		
Participants	Organization	Customers	Suppliers and Partners	Education and R&D Institutions	Competitors
Strategies	Outsourced		Self-Managed		
Outcomes	<i>Tangible</i>	Patents, Products, Processes, etc.			
	<i>Intangible</i>	Frameworks, Architecture, Brand, etc.			
Context	New Product Development	Training and Development	Customer Support	Operations	

Figure 2

Dimensions of Morphological Analysis

(Annual Research Journal of SCMS, Pune, 2014).

Figure 7: Steps in Morphological Analysis. (Annual Research Journal of SCMS, Pune, 2014).

As has been stated regarding the Morphological Steps of the analysis above, a morphological analysis is carried out for each stage as follows:

1. Formulate the problem to be solved

Talking about Manpower issues in DKI Jakarta Province, we can see from the Regional Medium Term Program Plan (RPJMD DKI Jakarta Provincial Government for 2017-2022) that the number of workforce in DKI Jakarta Province, from 2007 to 2011 tends to continue to increase. During this period the total workforce grew by 4.7 percent per year. The labor force in 2007 reached 4,395,324 people and in 2011 increased to 5,143,830 people. The development of the Labor Force and Unemployment Levels can be seen in the following figure. The Labor Force Participation Rate (TPAK) in Jakarta has increased significantly. In 2011 LFPR reached 69.36 percent. This percentage increased by 4.41 points from 2007.4.6 million. In line with this, The Open Unemployment Rate

(TPT) in Jakarta has decreased by an average of 1.07 points or 33,074 people per year. If in 2007 the TPT reached 12.57 percent, so that in 2011 the TPT was recorded as the open unemployment rate reached 10.80 percent (Figure 8.28). The economic sector that absorbs the most labor is the Trade, Services and Manufacturing Industry Sector. In 2010 the majority of Jakarta's workforce worked in the Trade, Restaurant and Hotel Sector as much as 36.97 percent, followed by the Service Sector as much as 25.73 percent, and the Manufacturing Industry Sector 16.10 percent (RPJMD DKI Jakarta Province). The economic sector that absorbs the most labor is the Trade, Services and Manufacturing Industry Sector. In 2010 the majority of Jakarta's workforce worked in the Trade, Restaurant and Hotel Sector as much as 36.97 percent, followed by the Service Sector as much as 25.73 percent, and the Manufacturing Industry Sector 16.10 percent (RPJMD DKI Jakarta Province). The economic sector that absorbs the most labor is the Trade, Services and Manufacturing Industry Sector. In 2010 the majority of Jakarta's workforce worked in the Trade, Restaurant and Hotel Sector as much as 36.97 percent, followed by the Service Sector as much as 25.73 percent, and the Manufacturing Industry Sector 16.10 percent [10].

The Employment-related Programs that will be implemented in DKI Jakarta Province in the DKI Jakarta Provincial RPJMD are as follows:

1. (a) Employment Opportunity Improvement Program and Workforce Placement Service System Improvement Indicators to be achieved include increasing the percentage of the number of job seekers placed and the number of job seekers receiving job opportunity information.
- (b) Workforce Competency and Productivity Improvement Program The indicators to be achieved are increasing the percentage of labor productivity levels.
- (c) Workforce Social Security and Protection Program The indicator to be achieved is the increasing number of companies implementing labor social security programs.
- (d) Program for Strengthening Systems and Supporting Facilities for Job Training Centers Indicators to be achieved include increasing the percentage of the number of graduates of Job Training Centers (PPK) placed.
- (e) Program to improve facilities, infrastructure for manpower and transmigration The indicator to be achieved is an increase in the percentage of the number of transmigrants placed.

Therefore, based on the problems and program plans mentioned above, the DKI Jakarta Provincial Government has initiated) program, namely the Innovation for the

Employment program related to the Collaboration Development. Availability of Platform Services for job seekers and job providers in the DKI Jakarta Province.

1. Identify all parameters/dimensions and variants/options.

It was explained by that there is a framework that we can branchmark so that it can be developed in the KSD Progress Collaboration program for Smart City Development.

Table 1: Steps in Morphological Analysis

<i>Step</i>	<i>Tasks</i>
One	Formulate the problem to be solved (e.g. designing a new product or feature)
Two	Identify all the parameters/dimensions and corresponding variants/options of the key entity in focus
Three	Construct the morphological framework by mapping the dimensions (and sub-dimensions if any) and the corresponding options of the entity
Four	Scrutinise and evaluate all the options available in the morphological framework
Five	Choose the best option that solves the problem that was formulated in step one

Image 1
Steps in Morphological Analysis
 (Annual Research Journal of SCMS, Pune, 2014).

Figure 8: Dimensions of Morphological Analysis. (Annual Research Journal of SCMS, Pune, 2014).

1. Building a Morphological Framework by mapping the dimensions and appropriate options of the entity

From the Morphological Analysis Dimension Table, we can see that there are several indicators in the be able to compile the analysis, including: type of innovation, innovation stage, innovation mode, innovation participant, innovation strategy, innovation result and innovation context.

1. (a) Type

Innovation is generally classified into two types, product and process innovation (Utterback and Abernathy, 1975). However, Pavitt (1990) cites Schumpeter’s view of Innovation, which includes new forms of organization, new markets, and new sources of raw materials. Here we classify innovations into three types:

- 1) Products and Services
- 2) Process and
- 3) Structural

As for the Innovation Platform, the provider of work is more about products and services aimed at the people of the DKI Jakarta Provincial Government in collaboration

with the Private Sector in development where after development it is hoped that the platform can be sustainable in its implementation.

1. (a) Stages

Innovation process in organizations goes through various stages starting from idea generation, and ending with commercialization (in the case of product innovation) or implementation (in terms of process and structural innovation). The first stage in the innovation process is the creation of a suitable environment for generating new ideas. Only 'promising' ideas are selected for further development. Managers allocate resources for the growth of selected ideas. Once an idea is sufficiently developed, it can be brought to market. When a creative idea is implemented it turns into an innovation. The next stage is the diffusion of knowledge about this Innovation within the boundary organization. Thus, the innovation process goes through the stages of (idea) generation, selection, development,

The following are the steps that need to be carried out in the Collaboration for the development of a Work Service Provider Platform with the Private Sector in DKI Jakarta Province, as follows:

1) Company/Startup Curation.

Curation was carried out with companies / startups.

2) Audience Meeting

Conducting Audience Meetings with 2 (two) companies / startups for collaboration service provider platforms are as follows:

3) Company / Startup Determination

Determination of Companies/Startups for collaboration related to the availability of work provider services in the DKI Jakarta Province Region.

4) Meeting to discuss the Cooperation Agreement

Conducting technical discussion meetings of application platform services for job seekers and job providers with the following Scope:

1. Microsite and dashboard creation as a platform that contains:
2. Job vacancy,
3. Training,
4. Article,
5. Scholarship,

6. Entrepreneurship,
7. Apprenticeship vacancies,
8. expert consultation,
9. Interest and aptitude test owned by the private sector.
10. Training on the use of Microsite and dashboard by the Private Sector.
11. Platform Launch and socialization process;
12. Monitoring and evaluation;
13. Reporting.

(a) Mode

Mode of innovation process according to the Annual Research Journal of SCMS in 2014 can be in the form of:

- a. Concentrated – Tasks are allocated to small teams and the entire process takes place in small units
- b. Distributed – Small teams organization working of Innovation. The choice of generation mode will depend primarily on the type of innovation, infrastructure and knowledge requirements.

Based on the description that has been described previously, the following analysis is produced:

1. Stakeholder analysis has been carried out. Stakeholders are all parties who have an interest in handling work provider service problems in the DKI Jakarta Province.
2. An analysis of the business process design has been carried out to support the design of the work provider service platform in the DKI Jakarta Province.
3. That the Mode in the Platform Development is in the Distributed option where there is Small teams spread across spatial units (dashboard admins and super admins within each region) within an organization working.

(a) Participant

Innovation process is increasingly becoming collaborative. Now, Innovation is not simply an organizational process in which only employees belonging to an organization's R&D unit contribute. It has grown to include a multi-disciplinary team that makes it an organization-wide process.

There are 3 lines of participants in the collaboration, namely:

- a) Government
- b) Private Sector
- c) Society

Talent interest test for 3 million youth in DKI Jakarta valid for people aged 15 - 25 years (equivalent to 9th grade junior high school students to final year students, valid 1x for each person free of charge after registering and being verified on the Microsite; Society of job seekers, and Society of job training seekers.

1. (a) Strategy

There are two broad innovation strategies according to the Annual Research Journal of SCMS in 2014 as follows:

- a. Self Managed where the entire Innovation process is managed within the organization, using its own resources.
- b. Outsourced – adopted especially when an organization does not have the necessary infrastructure, resources or competencies, or the desire to focus on its core competencies.

In the literature it can be concluded that the Strategy in the Work Provider Service Collaboration Program is to use an Outsourced strategy, which uses human resources (Experts) from the Private Sector in Platform development, Maintenance, Business process preparation, deployment to Platform launch. And the DKI Jakarta Provincial Government provides Regulations and Cooperation Agreements during the concession period to be later owned by the DKI Jakarta Provincial Government.

1. (a) Results

The main result of the Innovation for the Development of Work Service Provider Platforms in the DKI Jakarta Province is as a new product. These innovations also generate knowledge assets - both tangible (such as products, patents, processes, designs, etc.) and intangible (such as new frameworks, architectures, competencies, brand image, etc.)

1. (a) Context

Lastly, the context in which Innovation occurs within an organization can be:

- (1) New Product Development;
- (2) Training and Development;
- (3) Customer Support (DKI Jakarta Provincial Government Community)

1. Researched and evaluated all available options on the Morphological Analysis Framework:

Based on the 3 steps above, an analysis research and evaluation of the options available in the Smart City Development Action Plan regarding the benefits and the best options in the service provider platform in the DKI Jakarta Province was carried out as follows:

1. Become an implementation of the portal technology provision program related to careers and workforce in the Province of the Special Capital Region of Jakarta.
2. Can help the public, especially the people of Jakarta, in obtaining information on digital-based job vacancies through the official channels of the DKI Jakarta Provincial Government,
3. Carry out inter-work activities in accordance with applicable regulations.
4. Job seeker registration (AK1/yellow card) and Company registration (Mandatory Reporting).
5. Enriching Employment data, especially in inter-work service activities.
6. Providing Portal Services that can be accessed by the public in the DKI Jakarta Province area for free, supported by the implementation of telecommunications and information technology-based infrastructure in collaboration with Companies / Startups.
7. Career Development through information presented by the company / startup, which will then be displayed on the domain provided by the DKI Jakarta Provincial Government

5. CONCLUSION (Selecting the best option from the Problem Formulation)

In the Morphological Analysis, it can be found that the Smart City Development Action Plan regarding the best benefits and options in the Employment Service Platform in the DKI Jakarta Province can be an innovation in developing affairs and answering employment problems in the DKI Jakarta Province where there are many benefits for community welfare in DKI Jakarta Province.

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