

Meaning Of Work And Work Ethos Amungme In Pt Freeport Indonesia In The District Mimika

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Abstract: This article aims to describe how Amungme interpret the concept of work and work ethics in view of its culture, and how the process works undertaken by Amungme in his involvement in the company of PT. Freeport Indonesia. This study used a qualitative descriptive approach, where researchers try to capture the meaning of work and the work ethic Amungme in the company. The results showed that the formation of the meaning of work it is dependent on how their perceptions about her experiences during the interaction with the various circumstances that exist at the location where they work. This could be explained if our starting point on the premise that the meaning of work that is basically identical to the value that is believed to be someone on the activities of the operation, in which these values are acquired and developed from one's experience.

Keywords: work ethic, Amungme, work, Freeport.

1. INTRODUCTION

Work ethic is high generally arise from a variety of challenges, hopes and exciting possibilities. So with a situation where the man worked with diligent, conscientious, and dedicated as well as a great responsibility. The emergence of a society's work ethic was born and developed based on the standards and norms that serve the community orientation. The work ethic of a society is indeed a desired attitude freely growing from an awareness to always work diligently. Conversations about work ethic received considerable attention, both among scholars, practitioners, as well as among governments. The work ethic at the Javanese, Bugis, Batak, and some tribes that inhabit Indonesia has a high work ethic. This is evident from a wide range of creativity and economic growth in the tribal region of the nation. Compared with the work ethic of the people of Papua. Amiruddin research results (2003) show that the work ethic and the meaning of work for the Papuans were deemed to be minimal. This resulted in the people of Papua is difficult to compete with the newcomers in developing its economy. Friedman and Havighurst in Yaktiningsasi (1994: 40) states that the establishment of the meaning of work is in fact vary for each person, and it depends on the individual experience and how to look at the experience it for himself.

A study he did on five groups of workers, ie workers in the steel industry, craftsmen art, mine workers, salespeople, and medical experts showed that on average they still make sense and put his work as a means to satisfy their economic needs (Yaktiningsasi, 1994) , If these symptoms appear strongly in all groups, then it is understandable given that the study was conducted during an imbalance occurs or the unsettled nature of the world economy. However, the five groups of workers is also considered that besides containing economic significance, which also means being able to hold his life, through their work activities can fill his days positively. Means to gain the respect of others seem to also be regarded as equally important aspect for the five groups. Simply put, the word ethos can be defined as the basic character of a society. Embodiment ethos can be seen from the structure and social norms of that society. As the nature of the community ethos of the foundation for one's own behavior and the surrounding environment, which is reflected in the life of society (Geertz, 1973 : 127). Because ethos form the basis for human life, the ethos was also deals with aspects of the evaluative nature assess in people's lives. Therefore ethos itself can not be separated and even an integral part of a cultural system that is owned by a community. As the basic character of a society, ethos rooted in the culture of the society itself. Culture, as a system of ideas which possessed a knowledge society of the learning process, is the parent of the ethos. If the culture of a society there is a judgment that people who work rated higher status than those who are unemployed, then it means that the work ethic of society is quite high, while the unemployed despised. But of course, this explanation is not that simple. Various cultural barriers can lead to bias on the simple explanation, because in society there are always those systems associated with the system of division of labor based on gender, social status, and so on. There are people who consider that man who worked hard in the fields, a high status in the community, but there is also a look at the man who did the job as it was low social status. Although awareness of these differences, but to talk about the work ethic, the people of Indonesia is seen as an entity that has a relatively similar culture. The work ethic according to Geertz (in Bachtiar, 1998) is in recent Anthropological discussion, the moral (and aesthetic) aspects of a given culture, the evaluative elements, have commonly been summed up in the term "ethos" while the cognitive, existential aspects have been designated by the

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term "world view". A people's ethos is the tone, character, and quality of Reviews their life its moral and aesthetic style and mood; it is the underlying attitude toward Themselves and their word that Reflects life. The fundamental attitude toward self and world view is emitted through meaning; containing evaluative value and are considered, both a moral component. The work ethic is an aesthetic and moral about how should the rhythm, nature, and quality of life as a basis for action which is reflected in the life (Bachtiar, 1998). Amungme faced with the corporate culture of international standard. The company needed a reliable human resource and can contribute significantly to the advancement of the company. HR is the environment around operational areas should receive serious attention from the company, the community of Amungme for their stay and live in the surrounding neighborhood area companies that have different customs and culture with the culture in the company. The potential of the Amungme could be a supporting force of the company but also can be a heavy burden if companies do not manage ethos that is part of the culture Amungme.

2. RESEARCH METHODS

The method used is qualitative focus dig up information about the work ethic and the meaning of work Amungme working at PT. Freeport Indonesia. A qualitative approach is based on data or information in the form of words describing the details of the situation, the incident, the perpetrator and the observed behavior. Data were collected observation, interviews, documentation of employees at PT Freeport Indonesia originating from Amungme. The

observations were made in order to collect data relating to the activity of working at the company. This participant observation conducted by researchers with the means to stay and settle down for some time at the location of PT. Freeport and in the neighborhood Amungme. Depth interviews were conducted to gather information from informants who came from the Amungme and the manager of the company. Data and research information collected and analyzed by descriptive qualitative.

3. RESULTS AND DISCUSSION

1. Meaning of Work

Based on research data that the number of workers at PT Freeport Indonesia to the data in August 2014 amounted to 12768 people consisting of employees from Papua, Papua and non Expat. Of the total number of employees of the people of Papua that included seven tribes that person, Amungme, the Dani, the Lani, the Mee, the Ekari, the Kamoro and the Damal, and Moni amounted to 1805 people and the people of Papua are not included seven parts totaling 2620 people and that of non-Papuans as many as 8343 people. The number of the many employees, there are some 322 workers who came from Amungme with details, the number of male employees 305 people and 17 people and women workers in the grade which is already a staff of 40 people and non staff of 282 people comprising men 37 people and women as much as 3 people. To be able to be seen in the table below;

Table 1. Labor PT. Freeport Indonesia Originating of Amungme 2014

Amungme Ptfi Employee									
Grade / Level	Last Education						Sex		Total
	College / University	High School	Junior High School	Elementary school	No Formal Education	Other	Male	Female	
Ns Grade F	2	-	-	-	-	5	6	1	7
Ns Grade E	3	9	5	2	1	18	36	2	38
Ns Grade D	2	6	10	4	5	4	29	2	31
Ns Grade C	3	18	12	9	23	3	63	5	68
Ns Grade B	5	13	12	11	38	-	76	3	79
Ns Grade A	2	3	12	5	37	-	58	1	59
Staff Level1	8	1	2		15	1	27	-	27
Stafflevel 2	4	-	-	2	4	-	7	3	10
Staff Level 3	-	-	-	1	-	-	1	-	1
Stafflevel 4	1	-	-	-	-	-	1	-	1
Staff Level5	-	-	-	-	-	-	-	-	-
Staff Level 6	-	-	-	-	1	-	1	-	1
Grand Total	30	50	53	34	124	31	305	17	322

Source: PT. Freeport Indonesia, in 2014.

Table 2. Distribution of Labor Division of PT. Freeport Indonesia of Amungme 2014

No	Division	Non Staff	Staff	Total
1	Central Services	27		27
2	Community Development	12	1	13
3	Community Infrastructure Development	2		2
4	Community Relations & Human Rights	19	10	29
5	Concentrating	28	3	31
6	Environmental	5	1	6
7	Executive		1	1
8	Geo Services	4	2	6
9	Government Relations – Papua	1		1
10	Industrial Relations	3	4	7
11	Maintenance Support	1		1
12	Manpower Management	2	1	3
13	Mine Maintenance	35	6	41
14	Mine Surface	31	1	32
15	Mine Underground	58	2	60
16	Organization Development	2	1	3
17	Papuan Affairs		1	1
18	Security Risk Management	14	3	17
19	Strategic Dev. Business Services	24	2	26
20	Supply Chain Management	6		6
21	Tax	1		1
22	Workplace Compliance	7	1	8
Grand Total		282	40	322

Source: PT. Freeport Indonesia, 2014

From these data, a native Amungme workforce numbering 322 people, before they worked at PT. Freeport are all doing work activities in connection with the work of the individual or the family or group of kinship are as described above, and to meet the food needs is by farming or gardening is still relatively modest among them plant Ubi edible, especially Erom (sweet potato) and Mo (sweet taro), bananas (Kalakel), Pumpkin, Vegetable Gedi, fruit Red Pandan (wisam, Kweng). Erom and Mo has a very specific meaning in the culture Amungme Erom is female plants and Mo are the property of men. Mo could only be planted in the area of primary forest or secondary by men while EROM planted by women in the forest that were previously overgrown shrub, bush or grass by using traditional tools, namely a wooden stick (drill) to punch in any soil and planting crops the. This is the kind of work that is not binding, because the method of planting is very Alamia where after planting is left alone until harvest time and on the sidelines waiting for harvest time, they hunt animals around that, Kus-kus (mkam-mkam), Wild Boar (Buwe), cassowary (jalauki), Kangaroos (calluses), Mambruk (cookies) and so forth, the which is a source of food containing protein, then they hunt by using equipment such as bows and arrows and create meshes to block pig,

cassowary, Mambruk and chicken forest, located typically within the forest which is the customary rights of the population itself. Hunting places are usually located far from their homes and hunting time can sometimes be up to a month old. Otherwise gardening and hunting they undertake activities together relatives by way of gathering together in the homes or relatives as described above. The routines reflect the Amungme have never conduct the works as well as the type of jobs available in PT. Freeport yet implemented company policy is to hire workers from the tribe Amugme since 1973 with the position of workers lifting equipment to carry out exploration and so on from year to year the company doing the hiring. When they are accepted as workers, companies do training in order for them to have knowledge of the type of their work and increase their abilities and become skillful. In connection with the recruitment of interests is that no Amungme community can work in PT. Freeport and generate revenue for the needs of individuals and families and get to know about the job and doing work for the benefit of the company. In the implementation of the work in the early days there were many mistakes, but it is not used as a measure to assess employee performance Amugme origin but continuously nurtured to get a performance according to their field of

work. The world of work is the human world, how does one perform its role when the work will be largely determined by the man himself, by his faith, he knew the value of work, the work experience he gained, and what meaning or significance to work for himself. In a variety of workers, they are divided into two categories, namely employees in the line of managerial and non-managerial line. The division or office strata is thought to bring a certain influence on their understanding of the nature of work and the behavior of their work. Working here is "an activity that produces something of value for others", and in doing so they must be affiliated with an organization that formal employment. Related to this limitation, the meaning of work itself in principle with regard to a person's concept of the nature of understanding to work as an activity that produces something useful for others. The meaning of work is reflected in its dimensions, namely the centrality of work in the life of the dimension, the dimension of social norms regarding work, work valued results dimension, the dimension of the interests of the aspects of work, as well as the dimensions of the role work. While the work itself reflects the extent to psychological resources, energy and time devoted person in performing their duties. Meaning of work for employees of Amungme stated that the beginning of work at PT Freeport's, starting with applying for work and until otherwise accepted and began working a very difficult process even if the location works are in the area of customary rights them in the area of mining or mine, the processing area (concentrating), Tembagapura (68 mill and 66 mill) to Kuala Kencana, but here they feel the meaning of the sense of working in different companies with the work they do outside the company. As for the meaning of work for employees Amungme is to be able to support the family, as it also with their work can help those families who need help. For Amungme with work they can give each Naga o wei), or they are very easy to give to others or relatives. As dictated by the employee (DM) who has 22 years of work and it's staff since August 2013, said the meaning of working for him is a gift from God and be a channel of blessing to the family and relatives who need me in Amungme (Menawagol him jagawin me, me me universe imayo eneti nat nat ungangme agikma me universe iwin no we diiye). Furthermore, an employee (WB) also interpret the work by saying working for me means to support a family, educate children and to make ends meet. Likewise, according to interpret the YW work is doing a job that has not been done before, in order to prepare a future for his family. Subsequently An employee (WB) also interpret the work by saying working for me means to support a family, educate children and to make ends meet. Likewise, according to interpret the YW work is doing a job that has not been done before, in order to prepare a future for his family. Further interviews with one of the female employees (MK) which has become the staff at PT Freeport, backgrounds S1 and have been working for seven years, to interpret the work associated with the need to work with both personal and family needs can be met for that he felt grateful and can assist the family because the family is number one. Furthermore, one of the employees working non-staff stated meaning for me is very meaningful, especially to finance my children school, let me not completed primary school but importantly my children must go to school. Likewise delivered by cpc (SN) is one of the

leaders in the PT Freeport said that the meaning of work in us that has been scaled back by his parents who used to be a precursor to pave the way together with strangers who find a place that is now so largest companies in the world, namely PT Freeport, with working capital of parents are now scaled to my son saying although parents naked wear penis gourds, dumb but know that the parents had set aside for their children so that can continue the work he had done, with the motto let parents naked dumb and blind children but we have to open your eyes and work well together capital for posterity or the next generation. Thus this SN cpc interpret the work that was what he now felt by working hard will get maximum results and I also may be entrusted to be one of the Vice President in this great company. Furthermore, based on interviews with several employees who have staff and non staff still shows a different understanding of the meaning of work. For those who have staff say that they are very happy to be working in this company and considered by the management company so that they can enjoy all the facilities, so as to support their day-to-day in their respective departments to earn or salary-sufficient and the welfare of his family, so they work in earnest and are afraid of making mistakes in the work. As expressed by one of the staff (WHO), states that want to learn the meaning of work and study in order to cash a lot and learn more. Likewise, one of the staff (DJ), said that by working in this company is certainly very grateful for the work I was able to enjoy the work and can result from working and can help my brothers and for that I am also obliged to save this company, because this my place and I had to work, because if the company closed meant I became a victim. While some employees who are still non-staff, to interpret the work with are unhappy and feel neglected by the management company so that they make sense of the work was mediocre to supplement the family income, so that among them often commit offenses that can harm themselves and also the company, For example the expression of one of the employees of non staff (PN), I felt the work was useful for me and the family, but I was disappointed with the management we selected for longtime but not on sale, so work for me was mediocre, but I've been in new promotion I want to work fine. Listening to the fact that most or even some of them are using more than one-third of daily active period, for the sake of working, then it could be understood that this Working activities occupy an important place in the life of a human being or worker / employee in question. Not surprisingly, there are some people who think that working is the center of everything, including being the center of his life. To them it always occurred to thinking about work or anything related to his work, including his future. In themselves they are always met their demands for the sake of demands, whether it came from within himself and from outside. These are the things that drive them to always align, which is not Directly make them should be involved in its work. Work itself is actually an activity of human invention, which is used as a means to realize their dreams, desires and to sustain life. So it is natural to say that through the work of man can meet his needs. As experienced by employees Amungme people who work in PT Freeport that work and work becomes a necessity. In accordance with the explanation can be found at the beginning of this paper, the formation of Working Meaning is determined by various

factors in the surrounding areas. Factors that influence the formation Meaning of Work is not just coming from the self, as well as the background of the people concerned, but also the influence it can also come from factors others, relating to the work and various things that occur in the work environment. Meaning of Work was also developed under the influence of various conditions at the macro level, such as the condition of the Company, state, socio-cultural influences, and the events that took effect on all employees. The interaction of various things is why an individual, both as individuals and as members of a society, will look at the dimensions of the meaning of this Working in a different order of importance. In the process, the establishment of Working Meaning it really depends on how their perceptions about her experiences during the interaction with various circumstances earlier. This could be explained if our starting point on the premise that the meaning of work itself is basically identical to the value that is believed to be a person about his work activities, where these values are obtained and developed from one's experience. This means that as the 'output', the values that are believed in work is what will give you directions on attitudes, beliefs and behavior of a person's work, because the value itself basically have the element guidance or directive element 'as claimed by Kluckhohn and Strodtbeck (1961: 4), and developed due to its interaction with various surroundings.

2. Work Ethic

Papuans and especially for the Amungme and more specifically for employees who work at PT Freeport, we can see through what activities undertaken by them to survive. Eg community or residents in the area of ecological zone bogs gathering Sago is a business activity or play Reviews their livelihood, it's different with people or communities that are in the area of ecological zone ridges or economic livelihood of farming. The different types of businesses livelihood greatly affect the form of the work ethic of each group. In communities classified into the first group or Concocting Sago, for example, include the Asmat, Kamoro, Waropen, Bauzi, Inanwatan that live in swamps and highly dependent on efforts livelihood mix sago, with the aim of what they do in respect of by concocting sago on that day to meet the basic needs a moment alone or work today to meet the needs of enough food for that day, or enough to eat one day, then tomorrow or find another job for that day onwards. This kind of work ethic is based on the basic premise that the purpose of life is to be enjoyed. Thus According to Reviews their views on what should take pains to collect excessive if that had been collected was enough to be enjoyed. Such a view is quite reasonable Because every family that serves as a production group in society gatherers do the same thing, there are no differentiation of work, so that each family was economically independent, not dependent on family or other production groups. Emphasis gatherers working group is collecting the results already available in nature, yet at the level of effort to produce and maintain a production that has been generated. This can be changed if work ethic created differentiation of labor between them by Exploiting the potential available in the local natural environment. In addition, it should be given assistance to enable them to engage in a market economy such as empower them to be Able to switch from business to collect the results of the

which have been available in nature to the level of effort to produce and Facilitate sold the results that have been produced in the market centers. The next gatherer societies: Life in the Swampy, necessities of life are available (Nature Provides all), Concocting as the main economic activity of work only to meet the basic needs of society alone. Ethos moment gatherers, do not work hard / routines long time value is not dominant, Orientation present, disciplined work ethic low, low hygiene ethos, ethos lower order, and values that Directly understood. Another thing with the work ethic found in the population in the zone of ecological Mountains include Amungme oriented farming livelihoods, for Reviews their work ethic is the work not to meet the current needs but people working to a make ends meet at a time when the future. Event open plot of land into fields, requires a long process from cleaning / cutting trees, planting, caring for, until the harvest. This whole process takes varies between six to ten months. Sometimes more than ten months Depending on the type of crop cultivated. This is done by the Amungme especially for the employees of PT Freeport, the which before they work at the company. That work ethic differences between the Amungme in Rawa ecological areas and ecological area Mountains. Region Amungme terrain is heavy and difficult to pass and be developed using simple equipment. It gives the Amungme people work hard and should be more taxing and mind to conquer nature in order to survive. The phases of work through a long process that requires diligence and work one's craft. This shows that the work ethic of the people in this mountainous ecological zone in Papua and in particular for employees Amungme can be categorized as a hard work ethic. It is the researchers noticed immediately that employees Amungme the work shows the spirit or working hard with job categories in the field that requires expertise and in occupations that are not supported by the expertise for example, employees who have a different staff with yet staff and usually because of which many are non-staff employees who are the focus of work includes heavy work such as working as a laborer in a tunnel or in places that are severe or high risk, but those with the spirit demonstrated their hard work. Although it is said that the farming population there is a hard work ethic, but it should be noted that the size of the hard work ethic that is within the economic needs of households own and not to the needs of the market economy. So for the Amungme or especially employees Amungme they always work Immerse it really Regardless of heavy or light work but theta they work with passion and hard work in order to meet the needs of future life and them and their families. The emphasis for work in the future as it is in society's actually a positive Amungme capital. The question now is how to provide the stimulation that can boost the level of work ethic that already exist Become higher to accumulate more results for roomates markets in turn will generate capital that can be used for further development. Amungme society cultivators who live especially in the highlands and mountains, Rework nature to life, Nature does not provide all, Know period of effort, Work for long-term needs, they are more progressive or hard work. The ethos of this society is the ethos of hard work for the future orientation came and high work ethic discipline. One thing that should be mentioned here anyway since it relates to the work ethic is about the competitive

nature contained in the mountain community, has a very strong competitive nature between them. They are competing to become the highly respected people in their own ranks as the richest man, the most clever diplomacy, the most clever strategy of war, being the person most knowledgeable about indigenous issues, the most intelligent or the most powerful organization in witchcraft. The highly competitive nature is a trait that is considered very good in modern life, is owned by the Papua and in particular the Amungme in the which employees Amungme in Freeport, when Researchers observed several employees in terms of Reviews their work is very tenacious, diligent, passion and hardworking, one of the employees said we do not need in the given study or theory, but we are used to working with other words we learn from the experiences alone. The basic value orientation and cultural values and work ethic of the people living in the ecological zone of the Himalayas show that they are more creative, to work progressively, always have a plan of life for the future, more horizontally oriented, confidence is higher, creative work in meeting life, the progress of individuals take precedence in determining men's prestige in its capacity as an authoritative, top notch leaders obtained through achievement or effort to achieve, and they are more quickly adapt to innovation in development. While the work ethic they are hard-working, diligent, creative, progressive, responsible and high labor productivity. This can be seen in some of the original employees Amungme, where they labored vigorously in order to become a person who respected, appreciated, and being a role model for the people this can be seen from the figure of a Vice President Advisor, Employee Development derived from native son Amungme, he said although I was not a school like our brothers from other tribes who have higher education and I do not have it, but I worked hard and responsible work and responsibility given to me, and these are also made my brothers and my people said. Likewise, the same thing was conveyed by one of the employees Amungme whose status at the time of interview was still a non-staff while waiting in the near future at that time would be promoted to be the staff at level 1, Mr. (PO), who has worked more than 23 years old, from the writer's observation, that he worked very enthusiastic to show his ability to physically very strong and high-spirited work, when investigators want to interview at that time he was working alternating lifting some bags containing fertilizers plant in the Facilities Department. From the interview he said that I had to work hard for my son 6 I had to finance their schooling until they could be scholars even though I never went to school. This is the picture that the work ethic of Amungme is very tenacious, diligent and eager. Employees People Amungme is a community Peladang who was used to living in the highlands and mountains, Cultivate nature to live, nature does not provide for all Reviews their needs, identify periods of effort, Work for long-term needs, more progressive (hard work) and oriented to the future, it is like what is dictated by employees both staff and non-staff. For Amungme original employees working at PT Freeport, had the motto morale and work Because We work on our own soil. Original employees Amungme Also greatly appreciate the work or Reviews their work, it is the authors observed while working actually they appreciate the work and responsibility that is given to each employee, and Among

Them Also created kinship very close and good between the employees who staff and non staff.

4. CONCLUSION

Meaning of Work in the order of different interests. In the process, the establishment of Working Meaning it really depends on how their perceptions about his experience during the interaction with the various circumstances that exist at the location where they work. This could be explained if our starting point on the premise that the meaning of work itself is basically identical to the value that is believed to be a person about his activities, where these values are obtained and developed from one's experience. The work ethic is a set of attitudes or fundamental views held by a group of people or employees to assess the work as a positive thing for improving the quality of life, thus affecting his behavior. Various aspects mentioned above, it can be concluded that a person who has a high work ethic will continue to strive to improve themselves, in contrast to those who have a work ethic low will also affect the level of satisfaction with work, so the value of her work not only productive materialistic but also involves satisfaction spirituality and emotional. Mental attitude, determination, discipline and morale can also be referred to as a cultural ethos. Then operationally cultural ethos is also referred to as the work ethic. The quality of work ethic is determined by the orientation system of cultural values of the peoples concerned. People who have advanced cultural value system would have a high work ethic. Conversely, people who have culturally conservative value system will have a low work ethic, even did not have a work ethic.

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