



# The Existence of Employee Cooperatives as Organisational Support: A Survey of Members and the Role of Cooperative Managers

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**Abstract:** Employee cooperatives are part of a group or organization that contains people who agree and agree in supporting the common economy, besides that employee cooperatives also function as supporting factors for an institution, where the chairman and members are people in the institution itself, employee cooperatives are a forum for help in supporting common welfare, the development of technology is declining as well as the existence of employee cooperatives themselves In an institution, for that the author is very interested in examining the extent of employee cooperative support for institutions or organizations, the author uses descriptive qualitative methods where this method is pure research conducted and directed to understand organizational problems in depth and for the development of administrative and management science, which is based on reality and elements of positivism regarding the existence of cooperatives.

**Keywords:** Employee Cooperative, Organization, Management Role

## Introduction

In the era of 5.0 (Five point O) where humans develop and live side by side with technology, needs and costs of living that continue to increase, the existence of cooperatives is one good solution to meet employee needs and advance an organization, the phenomenon of online loans is also a form of technological progress that makes it easier for people to get additional costs when urgent, but by bearing relatively higher costs and interest, this is feared to be able to interfere with the electability and performance of these employees, so a system is needed that can overcome this problem, Cooperatives are legal entities established by individuals or Cooperative legal entities, with the separation of the wealth of its members as capital to run a business, which fulfills shared aspirations and needs in the economic, social, and cultural fields in accordance with the values and principles of cooperatives.

Article 1 number 1 of Law Number 17 of 2012, The history of Indonesian Cooperatives began in the 20th century. In general, the history of cooperatives began with the results of small businesses that were not spontaneous and were carried out by the common people. Low economic capacity encourages small businesses to escape from

suffering. The first cooperative in Indonesia was established in 1895 in Leuwiliang, founded by Raden Ngabei Aria Wiriaatmadja (Patih Purwokerto) et al. The cooperative was a savings and loan cooperative named "De Poerwokertosche Hulp-en Spaarbank der Inlandsche Hoofden" which means "Savings and Loan Bank for the Priyayi of Purwokerto". Which was intended to help their fellow native civil servants to be free from debt. After that it was developed by De Wolf Van Westerrode, assistant to the Resident of the Purwokerto Region in Banyumas. Next, Boedi Oetomo emerged which was founded in 1908 and Sarikat Islam which was founded in 1911 which advocated the establishment of cooperatives for household and daily needs. On July 12, 1947, the cooperative movement in Indonesia held its first Cooperative Congress in Tasikmalaya. Then that day was designated as Indonesian Cooperative Day. The first Cooperative Congress resulted in several decisions:

1. Establishing the central Indonesian People's Cooperative Organization
2. Establishing mutual cooperation as the principle of cooperatives,
3. Establishing July 12 as Cooperative Day

Until now, several employee cooperatives in Indonesia, both in an organization or an individual, have implemented the principles and values of cooperatives well so that the purpose of employee cooperatives is not only to help the economy of cooperative members but also to support several service functions in an organization, employee cooperatives are also a complementary means of supporting members, such as in an organization, namely the state civil apparatus (ASN) and those who will retire, the need for basic necessities and so on, it can be concluded that cooperatives have many uses in several things such as finance and other needs, both for members and organizations. The Directorate General of Immigration, which has Technical Implementation Units throughout Indonesia, namely the Immigration Office and Immigration Detention Center, is an organization that provides services to the community, where several technical implementation units have savings and loan businesses in the form of cooperatives, where this business is built and initiated by people/groups in the organization in supporting all shared needs, both basic needs and other supporting needs, in addition to these needs, cooperatives can also help the wheels of service in the organization.

## Methodology

This study uses a descriptive qualitative method where the research method is based on the philosophy of post-positivism, used to research the natural conditions of objects (as opposed to experiments) where the researcher is the key instrument, data collection or sampling is carried out by purposive and snowball methods, data analysis is inductive or qualitative, and the results of this study emphasize meaning rather than generalization, where the researcher determines the informants who are considered to be able to provide information related to the problems being studied. The selection of a qualitative approach in this study is based on the opinion of Bogdan and Biklen (Sugiyono, 2013) that the characteristics of qualitative research are as follows:

1. Qualitative research has the natural setting as the direct source of data and the researcher is the key instrument. This means that qualitative research is research that

uses natural conditions as a direct source of data, and the researcher is the key instrument;

2. Qualitative research is descriptive. The data collected is in the form of words or pictures rather than numbers. This means that qualitative research is descriptive. The data collected tends to be in the form of words or pictures rather than numbers;
3. Qualitative research is concerned with process rather than simply with outcomes or products. This means that qualitative research is more emphasized on the process than on products or results;
3. Qualitative research tends to analyze their data inductively. This means that qualitative research tends to analyze data inductively. 5. "Meaning" is of essential to the qualitative approach. This means that "Meaning" is an important thing in the qualitative approach.

Another opinion was also put forward by Erickson (Sugiyono, 2013:14) who stated that the characteristics of qualitative research, namely qualitative research methods, are carried out intensively, researchers participate in the field for a long time, carefully record what happens, conduct reflective analysis of various documents found in the field, and make detailed research reports. where the locus of this research is at the Medan Immigration Detention Center which is a Technical Implementation Unit under the auspices of the Directorate General of Immigration, Ministry of Law and Human Rights of the Republic of Indonesia by using a survey distributed electronically to all employees as members along with virtual interviews with cooperative administrators at the Class I Immigration Office specifically for Non-TPI South Jakarta, Class I Immigration Office Central Jakarta, Class I Immigration Office Specifically for TPI Surabaya.

## Result and Discussion

In this study, it will analyze the technical implementation unit work unit under the auspices of the Directorate General of Immigration, Ministry of Law and Human Rights of the Republic of Indonesia, namely the Class I Immigration Office specifically for Non-TPI South Jakarta, Class I Immigration Office Central Jakarta, Class I Immigration Office specifically for TPI Surabaya where employee cooperatives in this unit have been running and have provided benefits to the organization and its members, in Article 33 of the 1945 Constitution of the Republic of Indonesia Article 33 paragraph 1 emphasizes that the basis of economic democracy is stated, production is carried out by all, for all under the leadership or ownership of community members. The prosperity of the community is prioritized, not the prosperity of an individual. Therefore, the economy is structured as a joint venture based on the principle of family.

This refers to cooperatives where Law Number 17 of 2012 concerning cooperatives in Article 1 number 1, namely Cooperatives are legal entities established by individuals or Cooperative legal entities, with the separation of the wealth of its members as capital to run a business, which fulfills aspirations and shared needs in the economic, social, and cultural fields in accordance with the values and principles of cooperatives. Article 4 also states that "Cooperatives aim to improve the welfare of members in particular and society

in general." Cooperatives can also play a role in sectoral procurement in organizations and non-sectoral procurement such as procurement of basic materials for employees, office stationery, food for on-duty officers and supporting organizations in terms of meeting service needs such as services to improve the quality of public services, employee cooperatives can also provide support for the advancement of employee welfare, both when they are still active as active cooperative members (before retirement) or non-active cooperative members (retirement), referring to Presidential Regulation Number 12 of 2021 concerning amendments to Presidential Regulation Number: 16 of 2018 concerning Government Procurement of Goods/Services, Article 1 number 1 states "Government procurement of Goods/Services, hereinafter referred to as procurement of goods/services by Ministries/Institutions/Regional Devices funded by the APBN/APBD, the process of which starts from identifying needs, to handover of work results" Article 4 letter c states: "Procurement of Goods/Services aims to increase the participation of micro businesses, small businesses, and Cooperatives" Article 65 Part One Participation of Small Businesses and Cooperatives number 6 states: "The Ministry that organizing government affairs in the field of cooperatives and small businesses and local governments expand the role of small businesses and cooperatives by listing goods/services produced by small businesses and cooperatives in the Electronic Catalog" Number 7 states: "Providers of non-small businesses or cooperatives that carry out work carry out business cooperation with small businesses and/or cooperatives in the form of partnerships, subcontracts, or other forms of cooperation, if there are small businesses or cooperatives that have the ability in the relevant field", it can be concluded that cooperatives are an organization that is worthy of being formed with good management of course, employee cooperatives are also able to develop the cooperative itself with the aim of being able to support the organization and improve the welfare of employees, such as employee cooperatives that have been formed by several technical implementation units of immigration under the auspices of the Directorate General of Immigration, Ministry of Law and Human Rights of the Republic of Indonesia, the Medan Immigration Detention Center is the main reference for researchers in terms of cooperative development where cooperatives that have been formed and agreed upon together are able to make breakthroughs to register their legality and register officially in the e-catalog for procurement of goods and services.

## Discussion

The following is a short interview with several members of the employee cooperative and its management which has been running in the technical implementation unit of immigration, Directorate General of Immigration, Ministry of Law and Human Rights of the Republic of Indonesia, with the following questions:

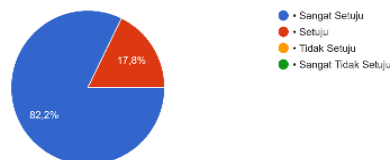
1. Bagaimana menurut Saudara peran koperasi pegawai dapat meningkatkan kesejahteraan dari anggotanya yang merupakan pegawai negeri sipil  
90 jawaban



**Figure 1. Interview 1**

[https://docs.google.com/forms/d/e/1FAIpQLSfk0zOqWtC689UwxT405MCfKGhDhOWjhZk6YQ7m4QXmZo\\_aSNQ/viewform?usp=pp\\_url](https://docs.google.com/forms/d/e/1FAIpQLSfk0zOqWtC689UwxT405MCfKGhDhOWjhZk6YQ7m4QXmZo_aSNQ/viewform?usp=pp_url)

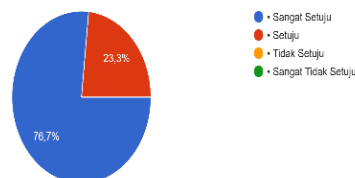
2. Menurut Saudara Koperasi Pegawai selain usaha simpan pinjam juga melaksanakan usaha lainnya seperti warung, toko kelontong, cetakan dan lainnya  
90 jawaban



**Figure 2. Interview 2**

[https://docs.google.com/forms/d/e/1FAIpQLSfk0zOqWtC689UwxT405MCfKGhDhOWjhZk6YQ7m4QXmZo\\_aSNQ/viewform?usp=pp\\_url](https://docs.google.com/forms/d/e/1FAIpQLSfk0zOqWtC689UwxT405MCfKGhDhOWjhZk6YQ7m4QXmZo_aSNQ/viewform?usp=pp_url)

4. Bagaimana menurut Saudara usaha yang dilakukan koperasi juga menyediakan yang dibutuhkan oleh organisasi atau kantor  
90 jawaban



**Figure 3. Interview 3**

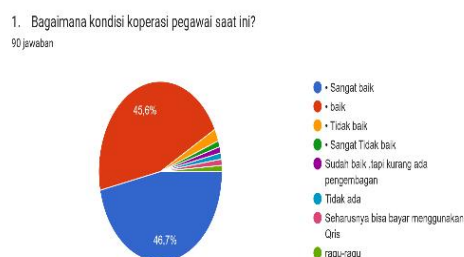
[https://docs.google.com/forms/d/e/1FAIpQLSfk0zOqWtC689UwxT405MCfKGhDhOWjhZk6YQ7m4QXmZo\\_aSNQ/viewform?usp=pp\\_url](https://docs.google.com/forms/d/e/1FAIpQLSfk0zOqWtC689UwxT405MCfKGhDhOWjhZk6YQ7m4QXmZo_aSNQ/viewform?usp=pp_url)

5. Bagaimana menurut Saudara koperasi dengan menjual barang-barang kebutuhan dari organisasi dapat membantu organisasi itu sendiri  
90 jawaban



**Figure 4. Interview 4**

[https://docs.google.com/forms/d/e/1FAIpQLSfk0zOqWtC689UwxT405MCfKGhDhOWjhZk6YQ7m4QXmZo\\_aSNQ/viewform?usp=pp\\_url](https://docs.google.com/forms/d/e/1FAIpQLSfk0zOqWtC689UwxT405MCfKGhDhOWjhZk6YQ7m4QXmZo_aSNQ/viewform?usp=pp_url)

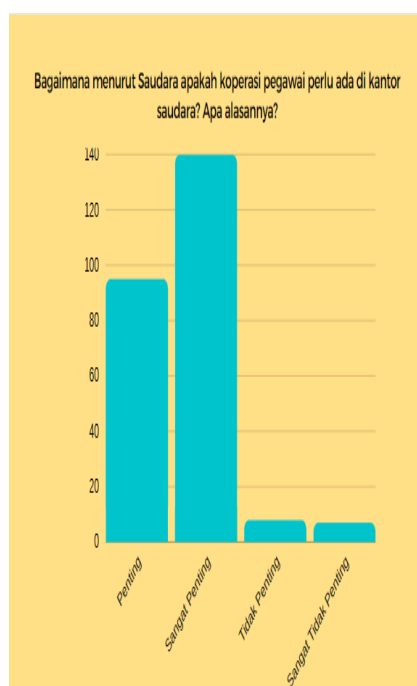


**Figure 5. Interview 5**

[https://docs.google.com/forms/d/e/1FAIpQLSfk0zOqWtC689UwxT405MCfKGhDhOWjhZk6YQ7m4QXmZoaSNQ/viewform?usp=pp\\_url](https://docs.google.com/forms/d/e/1FAIpQLSfk0zOqWtC689UwxT405MCfKGhDhOWjhZk6YQ7m4QXmZoaSNQ/viewform?usp=pp_url)

In addition to the above questions, there are also additional questions for employee cooperative members, namely:

1. What do you think, is an employee cooperative necessary in your office? What are the reasons?



**Figure 6. interview chart**

The number of correspondents used was 250 (two hundred and fifty) people from 3 (three) Immigration Technical Implementation Units in this study. It can be concluded that cooperatives greatly support the needs of organizations in completing service needs, cooperatives can also help increase individual interest and desire to become entrepreneurs, of course with good and accountable management, cooperatives can not only help organizations but cooperatives can also increase MSMEs both from internal members of employee cooperatives and the surrounding community. From the description of the rules, as well as in-depth data tracing and interviews with members and management of employee cooperatives above, it can be concluded that the role of



cooperatives is very important and can help the economy of members and can support the progress of the organization, that cooperatives are already allowed in government procurement of goods/services. Where the government currently supports small and medium enterprises.

The Immigration Office and Immigration Detention Center as work units of the Directorate General of Immigration carry out programs and activities with the APBN and thus the method of procurement of goods and services is in accordance with the rules above. In this case, the Immigration Office and Detention Center organizations can already use the cooperatives in the office, namely employee cooperatives with existing business units. This is a form of how the relationship between the Organization and the Cooperative in carrying out its duties and functions and can run side by side and support each other. With better cooperation and management of employee cooperatives, the organization greatly benefits from the flexibility in selecting goods for service needs, not only that SHU (Surplus Results) is a benefit that will be obtained by members where this result is the result of the employee cooperative's efforts itself, thus that cooperatives can also play a role in improving employee welfare, where cooperatives can also have a positive impact on their members to become entrepreneurs.

### **Before the Employee Cooperative**

Before the formation of the cooperative at the Immigration Detention Center, employee needs such as food for on-duty/guard officers were the personal responsibility of the employee, the organization's needs in meeting office stationery needs used third parties, where almost all sectoral needs in this office were transferred to third parties in their fulfillment.

### **After the Employee Cooperative Exists**

With the existence of a cooperative, the need for office stationery and other needs such as meals for leaders, basic food needs for employees and detainees can be available and provided by the cooperative, with the hope that the results of this cooperative's efforts can later be felt by all members as well as the organization.

### **Conclusion**

From the research presentation above, it can be concluded that the Existence of Employee Cooperatives Against Organizations as Organizational Supporters, especially in the technical implementation unit of immigration, has a great impact. where employee cooperatives can also be involved in sectoral procurement in the agency, improving public services to employee welfare can be helped, cooperatives can also expand their businesses by involving all members or existing MSMEs, cooperatives can also foster a spirit of entrepreneurship for their members. The suggestion that can be obtained is that cooperative management is expected to get assistance from a financial consultant so that business activities carried out by the cooperative can run well

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