

The Sustainable Agents of Habitus and Capital on Prospective *Kenshūsei* (Training) and *Jisshūsei* (Intern Training)

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Abstract

Japan is famous for its industrial and technological advances until today, after the 1990s Japan had an economic collapse and monetary crisis. With this phenomenon, Japanese companies are reducing local employees for counting bankruptcy and have started recruiting overseas employees for cheaper wages. Overseas employees and workers are *kenshūsei* and *jisshūsei* which is a short temporary contract work system in a company in Japan. This system became a pull factor for employees in Indonesia, which became a new habitus in the 2000s. The employees who want to migrate to Japan refer to the factors of habitus and capital they have. The theory and concept of this study use Pierre Bourdieu on habitus and capital, as well as Nanang Martono on social change strategies. The conclusion of this research is a perspective on the habitus and capital of Indonesian employees who will leave for Japan.

Keywords

Habitus, capital, agent, trainee, and employee.

1. Introduction

Japan is the country has meaning “the origin of the sun” or “the land of the rising sun” used to refer to Japan. Japanese society has a strong spirit and desire in any case, including in the world of work. In data from UNDP (United Nations Development Program), Japan entered the 17th rank worldwide with a per capita income of approximately \$37.268, while Indonesia ranked with per capita income of about \$10.053 in 2014. Progress factors in Japan are based on morals, ethics, culture, etc., that have existed since Nara period (710-794) (United Nations Development Programme 2018).

The progress in Japanese industry that began in the Meiji era around 1868 until now has been in great demand by other countries such as the automotive industry, food, electronics, toys, and so forth. The development of Japanese

industry in the 1940s has focused on military products for the war with other countries, such as China, Taiwan, Korea, and Southeast Asian countries. That products are related to air, ground, and marine technology, in addition there are the technologies adopted and cooperation with the German state which aims to master the attacks of the allied forces.

On August 15, 1945, Japan had surrendered unconditionally to its allies and on September 2, 1945, the Japanese signed an official treaty ending the war. After the World War II ended, the Japanese state had a population explosion known as baby boom or in Japanese which named *dankai no sedai* in 1947 - 1949. The second baby boom occurred again in 1971 - 1974, this is happened again because most people who born in the first baby boom years have grown, married, and have more than two children.

In 1990, Japan had a monetary crisis that resulted in the companies going bankrupt, inflation, and the cases of unilateral dismissal of employees. The companies are still surviving, they cut off the employees to save the expenses of employees' salaries. From these circumstances, the Japanese government took steps to create an employee recruitment system with recruiting foreign labor with wages below Japanese standards to save Japanese companies. The Japanese government took steps in cooperation in sending workers from outside Japan, one of state is Indonesia. By 2016, Indonesian ranked as the fourth in 8.2%, number about 18,744 employees from Indonesia working in Japan (Ministry of Health, Labour, and Welfare, 2016).

This number still grown up until now and Japanese government need this human resource to counter the out number of Japanese workers since 1990. The other factors of decline number on local labor in Japan is because the abolition of a lifelong work system or in Japan called *shūshinkoyō* (終身雇用), divorce, reduced birth rate, and family split. Thus, the decline in the number of Japanese employees, the Japanese government took steps to accept foreign workers, so that the opportunity of foreign workers who wander or migrate to Japan. Japanese government finally found a solution to keep the Japanese industry from bankrupt with recruiting foreign workers compared to local employees. The foreign workers program which named censuses and *jisshūsei*. The working system is divided into 2 periods known as censuses and *jisshūsei* (研修生・実習生), *kenshūsei* period which means training and *jisshūsei* period are intern training.

2. Discussion and Result

The trainee and intern trainee system for foreigners (外国人研修制・実習制度 / *gaikokujinkenshūsei* and *jisshūseiseido*) established since April 1993 and the needs continue to grow. Data from the Ministry of Health, Labor, and Social Affairs of Japan (2006), *kenshūsei* and *jisshūsei* who learn and working the science and engineering in small-medium enterprises in Japan, only few employees can develop science and technique after came back to Indonesia. The origin principle of the *kenshūsei* and *jisshūsei* system is *hitozukuri* which means "to form human beings". Everyone should be able to maximize and develop science and engineering in the company when in Japan according to ability and according to work, then able to apply his knowledge and techniques in his homeland, established a relationship between Indonesia and Japan in industry, science, and technology (Ministry of Health, Labour, and Welfare, 2016).

Kenshūsei period is usually for ten months and after that they must take the examines to became *jisshūsei* or intern training will take for two years and two months. The wage regulated by Japan's Ministry of Health and Labor and Social Affairs, their wages is enormous if calculated or compared to income in Indonesia. This phenomenon becomes a "pull factor" or driving for Indonesian factory workers willing to work or migrate to Japan to improve their family's economy, while wages of factory workers in Indonesia is a small and this is becoming a "push factor" to seek a better income.

If someone want to reach a higher career in the company, usually takes a long time to achieve a high enough position such as supervisor or manager. The employees appointed by his superiors to get promoted positions on condition that he/she must want to go to Japan or want to take as a shortcut, they will take *kenshūsei* and *jisshūsei* program. According to Sartain et. al. they motivated in their career categorized as follows (Syamsul 2015):

1. Motivation by force.
2. Motivation by enticement.
3. Motivation by identification / ego-involvement.

These three motivations result in different "goals", from which these motivations form a diverse habitus of employees, depending on the capital (strategy) they have during their lifetime. The capital owned by the employee formed from habitus and environment (field) from childhood to enter the company. If that employee has a family background with economically well-off and has a family, usually he/she only has a habit of working in the safe zone and will return to work in the company by positions or positions previously agreed.

According to Bourdieu, habitus is a system of disposition used at the practical level as categories and principles which become the principle of social organization to accept practical to the construction of objects. A person's habits formed from the experience and place he experiences. He usually takes results and acts on and finds ones that have become the principles that constitute a social institution or practical action that refers to his social circle.

Habitus is a complex concept, but easy to use if we can understand the structure based on, sensitivity, disposition, and taste. Habitus is usually an objective result against a social structure based on a person's level of subjectivity. Bourdieu gives of his explanation of the symbolic violence (symbolic violence) that cannot found in everyday life and becomes a dynamic relationship in social life (social domination) (Nicolaescu 2010).

1. Habitus is a generative dynamic structure that adapts and accommodates itself to another dynamic meso-level structure composed primarily of other actors, situated practices and durable institutions (fields). Meso-level is the level of research that leads to the location, size, or scale of research targets, such as clans, tribes, communities, villages, civilizations, etc.
2. Habitus is a purely rationalist positional formalism with social agents that can used in various forms of capital and social agents as a mechanism that develops, cognitive, emotional, orientation, physical, and institutional.
3. The constituent structure of an environment produces a habitus, a sustainable system, a transferable disposition, a structure intended to form a new structure, representation, as the principle of generation, and the arrangement of practice. The practices generated by the developmental habitus are the principles of a strategy generator that allows the agent to cope with changing needs and change.

After the trainee and intern trainee learn and working in Japan for three years, mostly they are changing. Like attitude, habit, intellection, appearance, etc. Those change into more advanced, mature, modest, intelligentsia, and more. They habit, or habitus was formed when they in Japan, it is a generative dynamic structure that adapts and accommodates itself to another dynamic meso-level structure composed primarily of other actors, situated practices and durable institutions (field).

Habitus appoints the durable and transposable dispositions system by which we perceive, judge in act in the society. These schemes which are not normally aware of bought by the durable exposure to conditions and social conditioning, by internalizing the constraints and external circumstances. This means that they shared by the persons who undergo similar experiences, even if each of them has an individual way of manifestation in that common matrix. Symbolic capital refers to the effects of any capital forms, as a resource and means of exercising power through symbolic domination. Thus, habitus is a set of durable and transposable dispositions which shape people's beliefs, judgement, and actions in the world (Edgerton and Roberts 2014).

IKAPEKSI (Ikatan Pengusaha *Kenshūsei* Indonesia) is stand for Association of Entrepreneurs *Kenshūsei* Indonesia, one of mission is to become an intermediary between alumni and Japanese companies. On March 20th, 2018, this association was start at meeting in BBLKN Cevest between IMM Japan Trainee Alumni, IMM Japan CEO, Expert Staff from KUKM (Koperasi Usaha Kecil-Menengah, which mean Cooperation of Small-Medium Enterprises), Marine, and many more. In this meeting they are looking for a solution and motivating several alumni to form trainee to build an association as motivator for apprentice alumni who wanted to build business (Ikatan Alumni *Kenshūsei* Indonesia 2018).

On April 20th, 2013, IKAPEKSI has been officially, while due to the continued increase of members who register after being socialized through social media (Forum *Kenshūsei*, Ikat Jepang, and others), email, and several actions at Seminars in Japan. IKAPEKSI has a vision and mission:

Vision:

- To have an active role in Indonesia's economic development.

Mission:

- Encourage enterprising spirit for alumni *kenshūsei* and *jisshūsei*.
- Establishing *kenshūsei* and *jisshūsei* alumni business community.
- Establish cooperation with Japanese companies.
- Cooperating between member and other members.
- Promoting member companies to Japanese investors.

The routine activity is introducing the business prospect in Indonesia for *kenshūsei* alumni who just arrived in Indonesia. For the business prospect in Indonesia divided into three terms:

Short-term

- Entrepreneurship Training, Business Proposal Creation.
- Making workshop seminar and business motivation.
- Grouping of business fields for each member.

Medium-term

- Analyze competitive business prospects.
- Developing Human Resources to compete globally.
- Assist in building independent business for new members.

Long-term

- Build a company that has high competitiveness.
- Promoting themselves to Foreign Investors, especially Japanese Investors.
- Building the nation through an active role in the Nation's economy.

Those *kenshūsei* and *jisshūsei* alumni who came back from Japan, they will be recruiting to an agent society of business with Japanese company. The workers came back to last work or position, IKAPEKSI build upon *kenshūsei* and *jisshūsei* alumni to stand as businessperson and build Indonesian industry with Japanese company. Business with Japanese company which mean together build and helping Japanese company and country. Together analyze the most competitive business prospect for future, together forming the cooperation the business, building a trust relationship and networks for business partner.

According to Cassirer, the field is not a thing-concept, but relation-concept. It is not composed of pieces but is a system, a totality of lines of force. If Japan and Indonesia relationship will grow and bonding, this field will be making the power of relations will stronger. As cited from Bourdieu, a field is an autonomous domain of activity that responds to rules of functioning and institutions that are specific to it and which define the relations among the agents (Kementerian Tenaga Kerja dan Transmigrasi 2018).

As mission of IKAPEKSI, *kenshūsei* and *jisshūsei* alumni needed and hopefully can give workshops or seminars to candidate employees who will go to Japan. They will explain the experiences when in Japan, key success tips, and remind the candidates that after returning to Indonesia, they can contribute and build the Indonesian industry. The experiences such a using innovative technology, methods, Japanese ethics, morals, culture, etc. Employees hard to believe what happen or experienced by alumni, only hearing with no experience, and just imagine what they said.

IKAPEKSI will give tasks to write down the essay to candidate about future after going back to Indonesia. As interviewed with Drs. Bagus Marijanto, MA (Planning Bureau Chief on KEMENAKERTRANS), the trainee alumni had succeeded because they start from well-off economy, broken home, and had a bad reputation from school. After they got training, workshop, and seminar from *kenshūsei* and *jisshūsei* alumni, they want and must success through the *kenshūsei* and *jisshūsei* program. The candidate thinking, they will not only be working for money, but they are also thinking and want to build the new movement or innovation after they came back to Indonesia.

Kenshūsei and *jisshūsei* alumni recruited by IKAPEKSI, they have gained high science and technology while working in Japan. It will develop in a Japanese company or build its own company with the science and technology what it has learned. According to Bourdieu, employee habitus hasan elevated level of education and specialized to form competent human resources and easy to gain a career in the company (Martono 2016).

Bourdieu and Wacquant also pointed out, social agents are of course not particles, mechanically pushed and pulled by external forces: ‘They are, rather, bearers of capitals and, depending on their trajectory and on the position, they occupy in the field by their endowment (volume and structure) in capital, they have a propensity to orient themselves actively either towards the conservation of the distribution of capital or towards the subversion of that distribution’ (Damsar&Indrayani, 2009).

Based on data from JETRO (Japan External Trade Organization) in 2014, the number of Japanese companies listed in Indonesia there are 1449 companies. This number still grown up because Japanese enterprises or companies trusted Indonesian company and more important is what IKAPEKSI work on Japanese company. Alumni *kenshūsei* and *jisshūsei* will always recruited by Japanese companies and what more better things is alumni make their own company in the hope to cooperate or as a supplier of Japanese companies. These companies already understand what is needed by Japanese companies, such as speed, accuracy, tidiness, cleanliness, and so forth by Japanese cultural and business ethics.

On Sunday, October 8th, 2017; IKAPEKSI INDONESIA held the 2nd Alumni Internship of Japan Magical Reunion, which is a meeting and celebrating with fellow friends, *kōhai* (juniors), *senpai* (seniors), *sachō* (directors), and *sensei* (lectures). In this opportunity also went with the agenda business matching, sharing business & networking, job fair, motivation & training of entrepreneurship, and business inspiration’s workshop at Grand Karawang Indah Hotel and Amaris Hotel (Kompas 2017).

3. Conclusion

Indonesian employees or workers who works in Japan as recruiting by Ministry of Manpower and Transmigration with IMM Japan, they projected to be agents of new habitus for building industry and economy of Indonesia country. Before going to Japan, they get the training and knowledge by some agents from IKAPEKSI (Alumni Association of Kenshūsei Indonesia). Then they go to Japan as *kenshūsei* and *jisshūsei*, they must build and creating a competent labor for Indonesia in Japan. After three years, they will back to Indonesia as alumni *kenshūsei* and *jisshūsei* to be actors or agents that supply new habitats to prospective *kenshūsei* and *jisshūsei*. After return to Indonesia, they can join to IKAPEKSI to re-build industry and economy of Indonesia and preparing the candidates *kenshūsei* and *jisshūsei* to Japan.

The *kenshūsei* and *jisshūsei* alumni will be the sustainability of agents to continuing the prospective *kenshūsei* and *jisshūsei* for build and create a new habitus for them. The new habitus is a habit formed between culture, work ethics, science, Japanese work techniques, etc. The formation of new habitus from these agents can form like a snowball, building a good connection, and the results can share between Japan and Indonesia. This sustainable system must be supporting together, therefore Japan and Indonesia can developing the industry and economic for future and beyond.

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Biographies

Roberto Masami Prabowo is born with Javanese and Japanese ancestry. After graduating from undergraduate and postgraduate studies, he worked in Japanese industrial companies. In 2005 - 2008, he worked at Mitsui Shipyard, Tamano-Shi, Japan. In this company, he got stories about Indonesian workers who transformed the *kizukai* culture of the Japanese people. Since 2012, he decided to work in education at BINUS University. He wrote about Japanese social obligation (*giri*), gift giving culture (*zōtobunka*), Japanese hospitality (*omotenashi*), and Japanese culture of concerns (*kizukai*). He captivated by the research work of Pierre Bourdieu, Daniel Batson, Daniel Goleman, Minami Hiroshi, Iwamoto Hidekazu, Takahashi Kensuke, and others.

Together with Dade Mahzuni, Yuyu Yohana Risagarniwa, and Putri Andam Dewi as co-author and promotor, we still researching. Recently, I processed to authoring a dissertation in Padjadjaran University about the habits and motivations of concerns for Indonesian workers who have been to Japan.

Dade Mahzuni has been a lecturer at Padjadjaran University since 1990. He lecturer at History Department of Padjadjaran University. He disciplines Historical Anthropology and Cultural Anthropology. The Skills and expertise are Cultural Studies, Social & Cultural, Anthropology, and Ethnography. The studies that he has done are related to culture and the environment, including books that have published, including Ecosystems, Capital, and Cultural Change; Poverty, Environmental Pressure, and Fisherman Resistance; and Indonesian Folklore. Mostly he researches with core of Pierre Bourdieu's works, such habitus, capital, and arena.

Yuyu Yohana Risagarniwa born in Ciamis, West Java, he graduated from the Japanese Literature Study Program, Faculty of Letters, Padjadjaran University-Bandung. In 1991, graduated from the master's Program, Graduate School of Osaka Kyoiku University-Japan. On March 27, 2006, he graduated from the Doctor of Philosophy in Japanese Linguistic Program from Nagoya University-Japan.

He actively teaching at the Japanese Literature Study Program, Faculty of Cultural Sciences, Padjadjaran University, he is also actively conducting translation and linguistic research, especially those related to Japanese Onomatopoeia. In addition, he has also guided and graduated doctors in the field of Linguistics and Culture. Recently, he has actively invited as a resource person and speaker at seminars related to cooperation in sending Indonesian human resources to Japan.

Putri Andam Dewi is a lecturer and Research Coordinator at the Japanese Department at Bina Nusantara University. She finished her Doctoral Program at the University of Indonesia, majoring in Gender Negotiation and Japan's popular culture from a cultural studies perspective. Upon graduating, she teaches courses such as Scientific Research Methodology, Ideas and Images of Japanese Culture, and Reflection of Japanese Society. As a research coordinator, she is having responsible for coordinating all the research activities of students and lecturers in the Japanese department. She is having responsible proposal preparation, study design, theoretical framework, and monthly discussion among the students and lectures.

She is capable and experienced in research projects while working at Bina Nusantara University. She has been a very productive researcher. She has received three research grants and written three international publications, beneficial for our university's recognition and accreditation.