Strategy of Preparing Language Skill for Nurse Manpower facing Asean Economic Community

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Abstract. Asean Economic Community (AEC) has been ratified by the Government. Therefore Indonesia must be preparing human resources as quantity and quality that is English language skills for nurses. based on the information in this study, the government educational institutions including nurses to improve be more proactive in preparing themselves to face the MEA so that Majene regency can produce labor that is competitive and proportional to it must be able to produce workers who are able to communicate using foreign languages, where the language agreed upon by ASEAN members is English. Based on result of this research have explained that (1) the resluts of IFAS and (EFAS) obtained the value of SO 3.10 followed by the value ST 2.80 WO 0.61 and WT 0.47 and (2) the condition of the health worker of regional hospital of Majene regency of West Sulawesi on the quadrant 1 showing in this study have implivations for the inception of several strategies that can be used in improving the ability of speaking primarily English-speaking.

Keywords: Language Skills, Nurse, ASEAN Economic Community (AEC).

1. Introduction

The realization of the ASEAN Economic Community (AEC) has started since 1 january 2016 deal that had been made by the 10 ASEAN members country in 2007 creating a single market in Southeast Asia, this means that Indonesia must be prepared with the consequences that have been put in place an ASEAN Economic Community (AEC) namely liberazation of trade goods, services, skilled without a hitch, and non tariff. Thats not only not, AEC is also open market professional or free skill labour, which there are 8 (eight) professions that have been opened as offered of free skills labour in metrotvnems.com, they are: engineers, architects, nurse, survey of tourism personnel, medical practitioners, dentists, and accontant. Therefore Indonesia must improve the quality and quantity of so as not be a house hold in ASEAN environment including the ability of foreign language [1].

In this situation likes this really need to prepare strategies for the Indonesian language skill for the work force. This is a major consideration so that the research proposed. Associated with the issuance of presidental decree number 37th. 2014, in an effort to increase national competitiveness and the readiness of the implementation of the AEC and through the

presiudental instructions, the President asked ministers of united cabinet II, the secretary of the cabinet, at torney general, the chief of police of Republic Indonesia, the head of the government institution non ministry, governor, mayor or regent throughout Indonesia to take the necessary measures in accordance with the function of task, and the authority respectively. To make improvements to national competitves and getting started to face EAC, which one of the intended strategy is the development of manpower in improving the competitiveness of the workforce increased competence and productivity of the workforce so the future Indonesia not lag with countries in Southeast Asia which is based on the Human Development Index countries of ASEAN, Indonesia reached 6 with the acquisition (0,629). While retained the top five are Singapura (0,895), Brunei (0,855), Malaysia (0,769), Philipina (0,690), and Thailand (0,645).

According to the medium-term development plan of Majene regency of the year 2012-2016 reported as a regency of West Sulawesi province, Majene regency is a growing district economic conditions from year to year have increase in all aspect. One of the fields or aspects that continue to be developed in the field of health. Majene regency has many medical personnel that are ready to be powered on, one of which is the filed of nursing but they had probelms and contraints in this case it is linguistic aspects [2].

According to the 8 (eight) professions have been opened or free skill labour in AEC, one of the profession will be offered is nurse and based on the result of Human Development Report above, Indonesia need more informations about the preparing language skill for Nurse manpower facing ASEAN Economic Community especially in the aspect of language therefore it so important to do research. During this time many studies regarding the AEC but didi not directly allude to the strategy of preparing language for labor, which thus becomes a very fundamental aspect.

2. Economic Community (AEC)

The establishment of the ASEAN Economic Community (AEC) in 2015 is a major milestone in regional economic integration agenda in ASEAN, offering opportunities in the form of a huge market of 2.6 trillion dollars and over 622 millions people. In 2014, AEC was collectivity the third largest economy in Asia and the seventh largest in the world.

The AEC is the realization of the region's end goal of economic integration. It envisions ASEAN as a single market and production base, a highly competitive region, with equitable economic development, and fully integrated into the global economy.Once AEC is realised. ASEAN will be characterized by free movement of goods, services, and investment as well as freer flow of capital and skills. With harmonized trade and investment destination.

Initiatives towards the establishment of the ASEAN Economic Community (AEC) can be traced back to as early 1992 when ASEAN leaders mandated the creation of the ASEAN Free Trade Area (AFTA).In 2003, ASEAN leaders agreed to build-on the momentum and progress it gained in AFTA and other efforts to broaden and deepen region cooperation. Through Bali Concord II, ASEAN leaders committed to maximize opportunities for mutually beneficial regional integration and declared the AEC as an of the three pillars of the ASEAN Community. Suceeding years saw the signing of several regional cooperation agreements, some of which replaces or improves ealier agreements, to support the realisation of the economic community [3].

The agreements aims to: i) facilitate the movements of goods, services, investments, capital, and skills; ii) increase trade (good and services) and investment among Member

States; iii) promote and expand regional production sharing and network; iv) promote higher level of transparency and predictability.

The AEC Blueprint 2025, adopted by the ASEAN leaders at the 27th ASEAN Summit on 22 November 2015 in Kuala Lumpur, Malaysia, provides broad directions throughstrategic measures for the AEC from 2016 to 2025, and the ASEAN Political-Security Community (APSC) Blueprint 2025, the AEC Blueprint 2025 forms part of ASEAN 2025: Forging Ahead Together. It succeded the AEC Blueprint (2008-2015), which was adopted in 2017.

The AEC Blueprint 2025 consits of five interrelated and mutually reinforcing charateristics, namely: (i) A highly integrated and cohesive Economy; (ii) A competitive, Innovative, and Dynamic ASEAN; (iii) Enhanced Connectivity and Sectoral Cooperation; (iv) A risilient, Inclusive, people-Oriented, and People-Centred ASEAN; (v) A Global ASEAN. These charateristics support the vision for the AEC as envisaged in the ASEAN Community Vision 2025 [4].

The AFC Blueprint 2025 sets out the strategic measures under each of the five charateristics of AEC 2025. To operationalise of the Blueprint's implementation, these strategic measures will be further elaborated in and implemented through the work plans of various sectoral bodies in ASEAN. The sectoral work plans will be reviewed and updated periodically to ensure their relevance and effectiveness. Partenership arrangements with the private sector, industry associations and the wider community at the regional and national levels will also be actively sought and fostered to ensure an inclusive and participatory approach to the integration process. Institutions will be strenghened and enhanced approaches to monitoring and public outreach will like wise be developed to support the effectiveness implementation of the Blueprint.

The inaugural issue of the ASEAN Economic Integration Brief (AEIB) was released on June 2017. The AEIB provides regular updates on ASEAN economic integration progress and outcomes, and is demonstration of ASEAN's commitment to strenghen communication and outreach to raise stakeholder awareness of the AEC.

Harian Rakyat Merdeka (2013) Minister of manpower and transmigration Muhaiman Iskandar upset to seeing indonesian human resources competence that is still dwelling on compulsory education 6-9 years. With this condition, Indonesia is included in the category of emergency human resources. On the influx of labour between countries ini ASEAN are not ustoppable again. If the competence of human resources is still present then the Indonesian workforce will be hard to compete [5].

The opening of labor access opens the labor market and services in the some aspects. These workers can work cross border easlilyt. The opening opportunities for the professions are offered of free skills labour in metrotvnems.com, they are: engineers, architects, nurse, survey of tourism personnel, medical practitioners, dentists and accontant. It is Economic Community (AEC), therefore Majene regency could be sued for produce the competitive workforce and proportional [6].

The language profiency (English language is the ability of this one is an obstacle for them, therefore Majene regency should prepare to have the ability to speak or communicate with the foreign language considering English is the language of instruction come within ASEAN. If do not want wasted from AEC competition. Moreever Singapore and Malaysia are already first use English as conversations in daily life, so it will be easy for them to community with the English language [7].

Based on the explanations above, it can be concluded that Indonesia should prepare to overcome it especially for Majene regency in the aspect of employment and one of the aspect is able to communicate by using a English foreign language and as regency termed as

education in the West Sulawesi should be more active in producing workforce is able to compete in Southeast Asia. Based on the explanation and observation, the researcher would focus on readiness nurse manpower facing asean economic community (AEC).

3. Method

SWOT analysis technique was used to indicate the current constraints and future possibilities of the strategy of preparing language skill for nurse manpower facing Asean Economic Community (AEC) in the Majene hospital of West Sulawesi, Indonesia.The population of this study comprised wheat nurse (N=530), and the sample size (n=50) was selected by purposive sampling. In this study, the following phases were used:

    a. Designing external and internal factors matrix.
    b. Analyzing SW OT matrix.
    c. Designing quantitative strategic programming matrix (QSPM).
    d. Priorities identified strategies.

4. Result

a. Calculation of the Weighting of Internal and External Analysis

SWOT anaysis of data to plan strategies to preapare nursing indonesian power capability in the face of ASEAN Economic Community (AEC) in the regional public hospital of Majene regency uses two matrix that is the Matrix Internal Factor Analysis Summary (IFAS) and Matrix External Factor Analysis Summary (EFAS). For table 5.5 and 5.6 the result of calculation weighting factor of internal anad external factors. Table 5.7 and Table 5.8 show up the Matrix Internal Factor Analysis Summary (IFAS) and Matrix Eksternal Factor Analysis Summary (EFAS). From the result obtained in table 5.7 on the internal factors strenhts and weaknesss get the total calculation of each indicator to the value weights strengh 0,90 and total value of 3,10 and on the weakness get total value weight 0,30 as well as the value of this score of 0,47. The analysis internal factors using a table ofEFAS are used to formulate strategies of external factors analysis within the framework of the opportunities the threat of the weights. From the resluts obtained in table 5.8 on external oppotunity 0,80and the total value weight 0.38 as well as the value of the score 0.61.

b. SWOT Analysis

SWOT analysis is an examination of an organization's internal strengths and weaknesses, its opportunities for growth and improvement, and the threats the external environment presents to its survival. Originally designed for use in other industries, it is gaining in-creased use in healthcare [8]. After identifing the result of internal and external factors, it is made in the cartesius SWOT analysis diagram. The first table yang di dapat dari matrik IFAS dan matrik EFAS. The data entered, namely a total of multiplication between (rating x weighting). Here's an overview of the stages of the matching used the swot matrix on the strengths and weaknesss.

Analysis Matrix SWOT to Strategy SO. After seeing the strengh and opportunities owned by nurses in regional hospital of Majene Regency improve the language skill strategy in the face of AEC and then they should increase the forces to advantageous the opportuniy to contribute or compete in ASEANs' Market of AEC or free skill labour. Beside the strengh and the oppurtunity have explain above, the nurse of regional hospital of Majene regency should increase their Englsh skill through build up the communication through English area. English

area is the area for the nurses to communicate in English language. Communication with colleagues by using English speaking ability can train someone to Improving the quality and quantity is one of the competence in the AEC area [9].

Analysis Matrix for Strategy WO. From the weakness and the opportuinities of the nurses in the regional hospital of Majene regency of West Sulwesi could arrange the many strategies through share and giving information about free skill labour of ASEAN Economic Communiti (AEC) and from the information all nurses of the regional hospital of Majene regncy open the their mind through more preparing to facing it. Especially in preparing English language skill through always practice their English skill with thier collagues.

Analysis Matrix SWOT for Strategy SW. Based on the strengh and the treathts in the nurses of the regional hospital of Majene Regency use the strengh to overcome and always to update the new information about AEC. Improving the quality and quantity is one of the competence in the AEC area, Young and skilled is ine provision that is important for nursing personnel, and al elements such as govenment and their institution is giving oupportunity for all nurses of the regional hospital of Majene regency of West Sulawesi to The openness and avilability of training or internship for nursing personel.

c. Analysis Matrix SWOT to Strategy

Based on the strengh and treaths of the nurses, they should advantage and use their strenghs through to access news or information about ASEAN Economic Community (AEC) through via the android may improve the English skills of the nurse and then the all nurses build the English community to facilitate nurses to face of AEC.

Table 5.1. Matrix Planner Combination Quantitatify Strategy.

IFAS	Strength (S)	Weakness (W)
Opportunities (O)	Strategi SO: Use the Strenghs to advantage the opportunities "3,10"	Strategi WO: Minimalize the weakness to advantege the opportunities "0,47"
Treaths (T)	Strategi SW: Use and make the strengh to face treaths "2,80"	Strategi WT: Minimilize the weakness to avois the treaths "0,61"

Analysis Matrix SWOT for Strategy WT. On the weakness and the treats for the labour of regional hospital of Majene regency of West Sulawesi in preparing language proficiency in the face of sweeping free market for the nurses in the Southeast Asia or better known as the ASEAN Economic Community (AEC). The more medical personnel take to adntage of all oppurtunities that exist and make a basic capital strengh to join in the competition [10].

d. Analysis Matrix SWOT to Strategy

The Proposed Strategy in Preparing for Language Skills, [11]After doing combination strategy of SWOT matrix analysis to make further quantitative models as the basis of the amount of the value of the score in each factor in the SO, ST, WO, and WT strategies, here's an overview of quantitative models with the formulation of the strategy suggests that the health workforce strategies need to the nurses of the regional hospital of Majene regency of

West Sulawesi to advantage strategy of strength and opportunities (SO) the highest score is 3.10, and the then the second rank followed by strength dan treaths (ST) 2.80 and the weakness and opportunities (WO) 0.61, the last weakness and treaths (WT) 0.47. The strategy that has the highest have meaning that is so maxime the information regarding about ASEAN Economic Community (AEC), the nurses are expected to form a community in which the community become a source information, frequently asked questions about free-market labor or free skill labour, established a to form the English area for practicing English skills, as wellas providing one of several books about basic mastery of the English language.

5. Conclusion

Based on the calculation have explained, it can be concluded that (1) the resluts of the internal factors (IFAS) and eksternal factors (EFAS) obtained the value of SO 3.10 followed by the value ST 2.80 WO 0.61 and WT 0.47 and (2) the condition of the health worker of regional hospital of Majene regency of West Sulawesi on the quadrant 1 showing in this study have implivations for the inception of several strategies that can be used in improving the ability of speaking primarily English-speaking.

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