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JOBS AND WORK IN THE TOURISM INDUSTRY IN BALI: ON JOB SELECTION

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Abstract

Work should be chosen according to the desires and abilities of the individual and must have sufficient basic abilities to do it. Work must be the basis of life and provide a useful life, which means work must be chosen. Choosing a job must be comfortable so that doing the job does not cause work accidents. Work must apply ergonomics so that everything done is light without burden and everything done makes you healthy now and healthy in the future. Data was obtained by searching the special Bali statistics section and conducting a direct search in the field. Work in its application must comply with ergonomic work principles. Ergonomic working principles are applied to lifting and transport work and to the dock as a whole to ensure working comfort. The research was carried out in order to provide protection and explanation about insurance when participating to equip tourism actors to understand life and health. Insurance will provide a fortress for life in the future so that life and life will be healthy.

Keywords: Work, Choosing a job, Looking for a job, Comfort, Ergonomics

Introduction

How the tourism industry should be developed in accordance with the wishes of tourism lovers. Tourist enthusiasts have the right to ask for better treatment so that they can enjoy whatever is available in a place that can be enjoyed. The enjoyment provided is commensurate with the money spent so that you get enjoyment and comfort (Ahmad Ansyori Masruri, Rurry Patradhiani, 2019).

Tourists' enjoyment and comfort starts from the hotel, boarding the bus, arriving at their destination without any problems and returning safely to the hotel. Implementing tourism is not an easy thing because it is related to humans who always need comfort and security. Safety and comfort must be a top priority because many tourism actors are likely to be elderly (In-Ju Kim, 2018). Safety is related to the physical health process because the elderly are very vulnerable to accidents and comfort must be obtained because they have to pay a lot of money for the insurance process that is paid. Accidents can occur from leaving to reaching your destination and returning to the hotel. Accidents that occur include: tripping on the road because the road is uneven, riding a bus whose handle is too high, bus seats that are a bit high and not suitable for the height of the person sitting in the bus seat (Alireza Salehian A, Kayvan Aghabayk A, Mohammadali Seyfi A , Nirajan Shiwakoti B, 2023).

The cooler in the bus must be suitable for the passengers on the bus and the cooler must be able to be arranged in every place. Guests must be able to see the view while on the road and depending on the position of the existing seating design or the design of the height of the bus space. Places visited to see the view do not prioritize safety and comfort so improvements need to be made (Geetashree Bori, Nandita Bhattacharyya, 2016).

All car drivers and tour guides must understand how to support safety and comfort in the process of creating a safe, comfortable tour and how tour guides will work well for this safety. Bus drivers and tour guides are jobs that require special skills. Tour guides must carry out their duties well to ensure a good tour by implementing good ergonomics (In-Ju Kim, 2016).

LITERATURE REVIEW

The pleasure of traveling is very beneficial for the elderly while exercising and enjoying the expected clean air. According to him, tourism development in Bali is very promising, so that people's lives are almost entirely dependent on the tourism industry (Bairapaka Prashanth, 2022). In Padangbai the average person can speak English because there is accommodation on the beach and many tourists spend the night and enjoy the night on the beach. Near the beaches in Bali, there are many cheap accommodations for foreign tourists who aim to save more and reduce costs so they can stay longer in Bali. The island of Bali has become a choice of tourist destination with minimal costs as well as comfortable and safe religious tourism with the application of ergonomics to reduce risk factors due to work errors (Fahmi Sepwill Yoni1, Heriziana Hz, 2019). The island of Bali is a suitable destination to visit in any season because its conditions are quite good, even in extreme seasons. In any area on the island of Bali, houses, villas or business premises can be built, but all based on the decision of the Traditional Village or government authority. Bali places its hopes on tourism because Bali does not have mining products or other products for livelihood. Marine products are only enough for one day and cannot be as expected and promising as tourist results. From the results of this tourism, Balinese people began to improve their children's studies by attending tourism courses or schools to study foreign languages such as English and Japanese, which are the most popular. By speaking Japanese, they become female workers (TKW) who go to Japan to work as laborers in companies or as domestic servants. There are a small number of people who work on cruise ships, this is only a small part because working on a cruise ship is quite hard work. Balinese people choose to work on land as an alternative to working in factories and households to be safe and comfortable (Imtihan Hanom, Rachel Aleyda Rozefy, Hilmiyani Taqiyyah Filasta, Yasmin Raihana, 2020).

Job selection is based on experience and information from friends who have had work experience in that place. From work experience, decisions can be made according to each individual's interests and talents.

How the tourism industry should be developed in accordance with the wishes of tourism lovers. Tourist enthusiasts have the right to ask for better treatment so that they can enjoy whatever is available in a place that can be enjoyed. The enjoyment provided is commensurate with the money spent so that you can get enjoyment and comfort by implementing ergonomics thoroughly (Ergin Ay And Erol K, 2023).

Enjoyment and comfort must be enjoyed from leaving, boarding the bus, arriving at your destination without any problems and returning safely to the hotel. Implementing tourism is not an easy thing because it is related to humans who always need comfort and security. According to In-Ju Kim, 2018, safety and comfort must be a top priority because many tourism actors are likely to be elderly. Safety is related to the physical health process because the elderly are very vulnerable to accidents and comfort must be obtained because they have to pay expensive costs for the insurance process that is paid. Accidents can occur from leaving to reaching your destination and returning to the hotel. Accidents that occur include: tripping on the road because the road is uneven, riding a bus without handles or the bus is too high because the legs start to sag, the bus seat is a bit high and does not match the height of the person sitting (Adiputra, N. 2002). The cooler in the bus must be suitable for the passengers on the bus and the cooler must be able to be arranged in every place. Guests must be able to see the view while on the road and depending on the position of the existing seating design or the design of the height of the bus space. Places visited to see the view do not prioritize safety and comfort so improvements need to be made. All car drivers and tour guides must understand how to maintain safety and comfort in the process of creating a safe, comfortable tour and how tour guides will work well for this safety. Tour guides must carry out their duties well to ensure a good tour by implementing good ergonomics (Erlinda Muslim, Boy Nurtjahyo, and Romadhani Ardi, 2011). Tourism will depend on the conditions and security of the area concerned and must ensure the security and comfort of the area so that tourists do not become afraid, such as when Covid 19 occurred, tourism and the environment were very disturbed (Leticia Bergamin Januario, Svend Erik Mathiassen, Gunnar Bergstro "M, Jennie A. Jackson, 2024).

Material And Methods

Material

The material used is data from the Balinese population as a whole from the provincial level to the village level. Data is taken for 6 months and processed for 6 months with statistical analysis then analyzed permanently to get the desired results. Village data is also an additional analysis to obtain results with the best approach. Data from Padangbai village was taken directly because in this village analysis is used to produce final conclusions from a study.

Data from Bali

Table 1: Population in Bali Province

No.	Area	Total
1	Buleleng	827,642
2	Denpasar	653,136
3	Karangasem	522,729
4	Badung	517,969

5	Gianyar	501,870
6	Tabanan	465,086
7	Jembrana	325,899
8	Bangli	255,413
9	Klungkung	217,469
Total		4287,213

Table 2: Population by Gender in 2022

Regency/City	Male	Female	Total	%
Jembrana	163,648	162,594	326,242	7.58
Tabanan	233,566	235,031	468,597	10.89
Badung	259,809	262,187	521,996	12.13
Gianyar	251,321	250,752	502,073	11.66
Klungkung	109,551	109,561	219,112	5.09
Bangli	129,689	126,222	255,911	5.95
Karangasem	265,934	260,323	526,257	12.23
Buleleng	417,065	410,916	827,981	19.23
Denpasar City	327,418	328,987	656,405	15.25
Number of Provinces	2,158,001	2,146,573	4,304,574	100

Table 3: Jembrana Regency

District/City	Male	Female	Total	%
Negara	50,022	48,665	98,687	30.25
Mendoyo	34,796	34,782	69,578	21.33
Pekutatan	15,474	15,543	31,017	9.51

Melaya	31,875	31,733	63,608	19.5
Jembrana	31,481	31,871	63,352	19.42
Total District	163,648	162,594	326,242	100

Table 4: Tabanan Regency

District/City	Male	Female	Total	%
Sukawati	53,142	53,279	106,421	21.2
Blahbatuh	36,665	36,821	73,486	14.64
Gianyar	50,568	50,045	100,613	20.04
Tampaksiring	26,120	25,560	51,680	10.29
Ubud	35,664	35,688	71,352	14.21
Tegallalang	26,100	26,186	52,286	10.41

Table 5: Badung Regency

District/City	Male	Female	Total	%
Selemadeg	10,974	11,247	22,221	4.74
East Selemadeg	12,073	12,362	24,435	5.21
West Selemadeg	11,045	11,031	22,076	4.71
Kerambitan	21,070	21,496	42,566	9.08
Tabanan	37,534	37,698	75,232	16.1
Kediri	43,750	43,856	87,606	18.7

Table 6: Gianyar Regency

District/City	Male	Female	Total	%
Kuta	28,392	28,102	56,494	10.82
Mengwi	65,071	65,640	1,30,711	25.04
Abiansemal	48,751	49,694	98,445	18.86
Petang	16,463	16,184	32,647	6.25
Kuta Selatan	58,011	58,715	1,16,726	22.36
Kuta Utara	43,121	43,852	86,973	16.66

Table 7: Klungkung Regency

District/City	Male	Female	Total	%
Nusa Penida	31,847	31,334	63,181	28.84
Banjarangkan	23,380	23,283	46,663	21.3
Klungkung	32,768	33,250	66,018	30.13
Dawan	21,556	21,694	43,250	19.74
Total District	1,09,551	1,09,561	2,19,112	100

Table 8: Bangli Regency

District/City	Male	Female	Total	%
Susut	24,748	24,375	49,123	19.2
Bangli	27,082	26,995	54,077	21.13
Tembuku	21,952	21,389	43,341	16.94
Kintamani	55,907	53,463	1,09,370	42.74
Total District	1,29,689	1,26,222	2,55,911	100

Table 9: Karangasem Regency

District/City	Male	Female	Total	%
Rendang	21,998	21,501	43,499	8.27
Sidemen	19,813	19,699	39,512	7.51
Manggis	28,850	28,511	57,361	10.9
Karangasem	53,091	52,273	1,05,364	20.02
Abang	44,336	42,878	87,214	16.57

Table 10: Buleleng Regency

District/City	Male	Female	Total	%
Gerokgak	51,765	51,243	1,03,008	12.44
Seririt	47,463	47,679	95,142	11.49
Busungbiu	26,993	26,560	53,553	6.47
Banjar	44,488	43,856	88,344	10.67
Sukasada	47,299	46,795	94,094	11.36

Table 11: Denpasar Regency

District/City	Male	Female	Total	%
South Denpasar	89,701	91,012	1,80,713	27.5
East Denpasar	59,979	60,050	1,20,029	18.3
West Denpasar	93,870	94,198	1,88,068	28.7
North Denpasar	83,868	83,727	1,67,595	25.5
Total District	3,27,418	3,28,987	6,56,405	100

		Year 2016	Year 2017	Year 2018	Year 2019	Year 2020	Year 2021	Year 2022	Year 2023	% Increase / Decrease
1	January	3,42,207	4,72,027	3,88,097	4,54,101	540,23	32	17	3,40,806	100
2	February	3,42,245	4,63,411	4,74,663	4,51,436	36,144	35	1,574	3,25,640	100
3	March	3,42,205	4,39,361	5,20,118	445083	1,67,842	2	15,603	3,77,510	96
4	April	3,64,846	4,97,629	5,51,611	4,78,315	651	57	60,128	4,23,324	86
5	May	3,96,133	5,05,012	5,60,742	4,77,067	134	19	1,19,029	4,50,003	74
6	June	4,03,084	5,31,021	5,93,304	5,58,996	76	12	1,85,271	4,85,805	62
7	July	4,72,244	6,19,325	6,61,352	5,99,350	356	12	2,56,719	5,51,729	53
8	August	4,26,992	6,15,861	6,01,109	6,05,133	176	23	2,83,239		
9	September	4,31,107	5,65,573	5,87,698	5,73,105	40	22	2,97,391		
10	October	3,97,413	3,82,072	5,48,161	5,33,160	42	29	3,12,783		
11	November	3,69,601	3,85,323	4,82,304	4,79,040	81	20	2,96,492		
12	December	4,17,177	3,33,887	5,42,451	5,42,124	160	13	2,83,543		

Table 12: Tourist Arrivals Each Month per Year

Table 13: Number of Foreign Tourist Arrivals

Tourist Entrance	Number of Monthly Foreign Tourists to Bali According to Entrance (Person)						
	2023						
	January	February	March	April	May	June	July
Ngurah Rai Airport	3,30,037	3,17,109	3,66,956	4,10,281	4,39,454	4,78,127	5,41,272
Benoa Harbor	1,875	6,514	3,739	1,229	21	71	81
Total	3,31,912	3,23,623	3,70,695	4,11,510	4,39,475	4,78,198	5,41,353

Table 14: Employment Conditions in Bali Province According to City Regency, 2023

Description	Regency/City									Bali
	Jembrana	Tabanan	Badung	Gianyar	Klungkung	Bangli	Karangasem	Buleleng	Jembrana	
Working Age Population	222,517	373,825	572,909	420,949	144,389	181,4	326,632	519,62	800,943	3,563,142

Workforce :	179,356	287,569	417,078	337,855	115,235	151,2	278,92	391,69	579,643	2,738,539
- Work	172,282	276,569	388,428	314,934	112,973	150	270,291	371,33	550,214	2,607,070
- Unemployment	7,074	11	28,65	22,921	2,262	1,146	8,629	20,358	29,429	131,469
Not the Labor Force	43,161	86,256	155,831	83,094	29,154	30,17	47,712	127,92	221,3	824,603
Labor Force Participation Rate (%)	80.6	76.93	72.8	80.26	79.81	83.36	85.39	75.38	72.37	76.86
Open Unemployment Rate (%)	3.94	3.83	6.87	6.78	1.96	0.76	3.09	5.2	5.08	4.8

Table 15: Population of Karangasem

District	Male	Female	Total	%
Rendang	21,998	21,501	43,499	8.27
Sidemen	19,813	19,699	39,512	7.51
Manggis	28,850	28,511	57,361	10.90
Karangasem	53,091	52,273	1,05,364	20.02
Abang	44,336	42,878	87,214	16.57
Bebandem	29,316	28,774	58,090	11.04
Selat	23,301	23,285	46,586	8.85
Kubu	45,229	43,402	88,631	16.84
Total	2,65,934	2,60,323	5,26,257	100

Table 16: Population of Manggis District

Manggis	Gegelang	4,770	4,512	9,282
	Antiga	3,692	3,799	7,491
	Ulakan	3,066	3,025	6,091
	Manggis	3,587	3,520	7,107
	Nyuh Tebel	1,388	1,372	2,760
	Tenganan	2,353	2,192	4,545
	Ngis	1,240	1,177	2,417
	Selumbang	1,914	1,883	3,797
	Padangbai	1,824	1,852	3,676
	Antiga Kelod	2,819	2,877	5,696

	Pesedahan	906	941	1,847
	Sengkidu	1.291	1,361	2,652

Table 17: The workload of transporting goods for foreign tourists

Variable	Before Repair		After Repair		Different	P value
	Average	SD	Average	SD		
Pulse rests	77.4	8.504	76.45	8.456	0.95	0
Working Pulse	138.1	7.312	88.67	7.312	49.43	0
Pulse of Work	60.7	88.67	11.517	11.517	11.517	0

Table 18: Musculoskeletal complaints in people transporting goods for foreign tourists

Variable	Before Repair		After Repair		Different	P value
	Average	SD	Average	SD		
Musculoskeletal Complaints Before Work	29.8	1.77	29.7	1.73	0.1	0,08
Musculoskeletal Complaints After Work	60.5	3.56	33.5	2.73	27	0,001
Difference	30.7	1.79	3.8	1	26.9	0,001

Data Description

This data was obtained from data from the Bali Tourism Office. Tourism in Bali is a sector that has developed rapidly since 1969. The natural beauty and culture of Bali have the potential to attract tourists. Apart from that, Bali also has advantages that are very difficult to match, with its very strong customs and culture and various unique features that can be enjoyed by everyone.

Jobs that are directly related to this sector include tour guides, tourist bureaus, tourist transportation services, and water sports equipment rental. Tourism also indirectly advances other sectors, such as trade, hospitality, culinary, arts, crafts and many more.

Based on data from the Directorate General of Population and Civil Registration (Dukcapil), the population of Bali Province will be 429 million people in June 2022.

The development of male and female births which are almost the same every year is a challenge for the government in providing employment opportunities. Annual growth in working age reaches a range of 6 to 22 percent per year per district in Bali. The growth in working age must be accompanied by growth in employment opportunities so that there is no excess age in the workforce which will lead to intense competition between the workforce. The working age population must receive structured guidance so that they understand good organization and work procedures.

Judging from the results of workload measurements (Table 17) which were measured directly before repairs were carried out, there was a very high workload with an average of 138.10 ± 7.312 , as a result the goods carrier was very tired and short of breath, breathing felt irregular. After the work is completed, the work pulse is measured to make improvements (Roy Wahyudi, Rida Zuraida, Felicia Pangestu, 2018). After improvements were made by providing working tools in the form of a two-wheeled push tool, the workload value was 88.67 ± 7.312 . The change in workload after improvement of 7.312 is a very significant change (0.000).

Musculoskeletal complaints in Table 18 before repairs were carried out after completion of work was 60.50 ± 3.56 and after repairs were carried out by providing work tools musculoskeletal complaints changed to 33.50 ± 2.73 . This work tool provides living comfort for the future workforce (Rekha Vyas, 2014). The change after using work tools was 27 and this change experienced a significant change (0.001). Searching for data in Table 18 was carried out by providing a questionnaire.

Methodology

The method used is to take secondary data obtained from Google or from data sources from the statistics department. Data is processed and analyzed according to its function and benefits and some data is obtained directly in the field and by means of interviews. The data obtained through interviews is recorded, then collected and then processed statistically so that it matches expectations. A method is a way to obtain official data to carry out a research process. There are many types of methods used in research to obtain data, such as interview methods, directly in the field as well as direct measurements to obtain data (primary data) and also data requests for data from a group or in books (secondary data). All of this data must be recorded in official records that can be officially accounted for.

DISCUSSION

Balinese People

Bali has a population of 4,304,574 people with a male population of 2,159,001 and a female population of 2,146,573. The number of male and female residents is almost the same and the largest population is in Buleleng Regency. (827,981) 656. The second largest population with a population of 656,405 people is in Denpasar City Regency. The third population is Karangasem Regency with a population of 526,527 people, this data is based on 2022. Balinese people generally do not like to migrate, preferring to stay at home and are reluctant to migrate to work. As the population increases and the workforce increases and land for work becomes increasingly difficult, Balinese people will open their minds to working abroad along with the opening up of employment and tourism opportunities. Bali does not have oil fields or any fields for Balinese products and Bali only has traditions and customs that can be sold to foreign tourists. It turns out that the power of its traditions is very interesting and can be sold to see its sacredness as a tourist attraction.

a. When Covid-19 occurred, tourism was in a very bad situation, even in 2020, there was a drastic decline from January to 2022 in December (Leticia Bergamin Januario, Svend Erik Mathiassen, Gunnar Bergstro"m, , Jennie A. Jackson, 2024). In January 2023, tourism development will begin

with an increase in foreign tourists and tourism will be opened with the conditions (Source (Consolidated Clean Data Semester Ii 2022 Siak Ministry Of The Ministry):.

b. According to sources, foreign tourist arrivals are divided into two arrival areas, namely from:

- From Ngurah Rai Airport Harbor in 2023 from January to July there will be an increase.

- From Benoa sea port in May, June, July 2023 there will be a quite significant decline because this decline will have a big impact on tou tourism conditions.

Definition of Foreign Tourists

The definition of foreign tourists is that the duration of the visit is no more than 12 (twelve) months. This definition includes two categories of foreign guests, namely,

Tourist

is every visitor who stays at least twenty-four hours, but not more than twelve (12) months in the place visited for the purpose of the visit, among others:

a. vacation, recreation and sport

b. business, visiting friends and family, missions, attending meetings, conferences, visits for health, study, and religious reasons (Haemoon Oh, Byeong-Yong Kim, Jee-Hye Shin, 2004).

Traveler (Excursionist)

is any such visitor who stays less than twenty-four hours in the place visited any visitor who arrives in a country by ship or train, where they are not staying in accommodation available in that country (Joko Mariyono, 2017).

Definition of Hotels and Other Accommodation in Indonesia

Accommodation Business

is a business that uses a building or part of a building that is specially provided, and everyone can stay, eat, and obtain services for a fee.

Star Hotel

is a business that uses a building or part of a building that is specially provided, and everyone can stay overnight, eat, and obtain other services and facilities with payment and has fulfilled the requirements for a star hotel as determined by the Regional Tourism Office (Diparda). The special feature of this hotel is that it has a restaurant which is under the hotel's management.

Non-Star Hotels

is a business that uses a building, where everyone can stay, eat, and obtain other services and facilities with payment and does not yet meet the requirements for a star hotel but has met the criteria for a budget hotel issued by the Regional Tourism Office (Diparda).

Youth Inn

is a lodging service business for teenagers as accommodation for tourism activities with the aim of recreation, expanding knowledge/experience.

Tourist lodge

is a lodging service business for the public carried out by individuals using their residence for a daily payment.

Campsite

is a business providing accommodation in the open air using tents.

Other accommodations

is a business providing accommodation that does not include the above criteria.

Average Labor Per Business

is the result of dividing the number of workers in accommodation businesses (according to classification) by the number of accommodation businesses.

Average Labor Per Room

is the result of dividing the number of workers in the accommodation business by the number of rooms in the accommodation business (according to classification).

Average Guests Per Day

is the average number of guests who come and stay at hotel accommodation per day, calculated based on guests who come and stay during the year.

Job Seeker

Searching for data is very difficult because competition is very tight for the annual workforce of job seekers (Hui Fua,* , Fevzi Okumusb , Ke Wua , Mehmet Ali Köseoglu, 2019). As the population increases, it will be increasingly difficult for the government to provide employment opportunities contextually. Basically, jobs will be chosen by job seekers based on their abilities and desires based on the diplomas they have. Based on the diploma, it is formal, but many people choose the informal one and some think it comes from work. The jobs chosen are sometimes based on the conditions of the area where they come from.

Padangbai in 1969 was an area where people fished (fishermen) but now it has completely changed into a tourist area with the people busy from morning to evening waiting for the arrival of tourists on the beach through the arrival of ships or the departure of ships (Amina Kombo Omar and Abdalla Ussi Hamad, 2022). The younger generation, like it or not, is very reluctant to leave to look for work because in their place in Padangbai there are already jobs that they consider capable of supporting their families.

Tourism life is very promising for them so this small area is already busy with their lives (Bairapaka Prashanth, 2022). Their life until they had children and now their house is in the mountains to the right and left of Padangbai Village. Many villas were also built because many tourists stayed on the beach or in mountain villas. Not only Padangbai people work, but there are also many people outside Padangbai who work to earn a living in Padangbai. This job is not based on scientific discipline (formal) but they may be bored with school and may not want to burden their parents, Padangbai is now a good place to stay for tourists, a crossing point to Gili Gili and

Nusa Penida. In Padangbai, there is a small tourist pier that can accommodate 3 boats anchored to pick up and drop off tourists. Apart from the mountains, there are also tourist attractions that are no less good, namely Baong-Penyu and Bias-Tugel, both places really need promotion via the internet or other media (Neli Hajar, Al-Munfarijah, Laelatul Maghfiroh, 2021).

Job Selection

Choosing a job usually starts with studying at a tourism school or by learning a foreign language on your own. Learning a foreign language has a high sense of desire to be able to speak the language well or just to be able to. Speaking a foreign language requires good courage and having the courage to speak a foreign language by communicating with foreigners. Speaking a foreign language, you must have the courage to have the ability to speak and have the courage to speak and joke and converse (communicate) with foreigners. Having a foreign language has an extraordinary opportunity to progress in life. Formal schools will be unable to compete with people who have foreign language skills. According to one of the people who works in the tourism sector and working with foreign language skills is very easy and does not require a lot of money, the important thing is to have courage. As a result of this condition, many young people who are prospective for work choose the short and short path to a sustainable life. Informal work is very promising at the moment, but it is an option for work that is increasingly becoming more popular. Judging from life by looking directly at it, life in the tourism sector is very promising to date.

If we compare this way of working between formal and informal, these two ways of working are very different:

1. Choosing to work formally is also good but this method takes a long time and requires a lot of money to have sufficient skills. This method requires schooling to a certain level so that it is sufficient to work and choose a job that can provide life and a good life. Life that is lived using a formal approach is sometimes successful good, but sometimes it is not.
2. Choosing to work informally is a way to work until you graduate from high school (High School) or through skills courses such as special foreign languages or tourism. Until now, the choice of working informally is the largest choice of work in Bali or Padangbai.

Working informally is very interesting and the work is free and the rules are made by yourself without being ordered by other people, but there are cases when working informally and being ordered if you work in a group such as an official tour guide company. Working in this way really means that work requires good discipline honesty and politeness must be maintained.

Informal workers have their own risks that must be taken care of because there is no insurance that will cover them if there are work consequences such as accidents, so you have to be careful. The application of work ergonomics must be implemented in order to have high alertness to reduce the risk of accidents, especially when lifting and transporting goods until they arrive on the ship.

Job selection can be done according to your interests and abilities, because there are many job options that are generally available at tourist ports, such as working in accommodation, as a tourist goods carrier, as a crew member or as a helper pulling ship ropes when the ship comes to the dock. If a ship arrives, tourists need to be directed and show the vehicle they want to board and take them to their destination. Parking attendants also need to arrange for cars to be placed neatly. This

work must be enjoyed, it must be done and done well according to the job owner in order to get good wages too.

Application Of Ergonomics To Lift And Transport To The Ship.

Transport workers who carry tourist goods to the ship are very risky in lifting goods. The goods carried are lifted on the shoulders and taken to the ship. This way of carrying items is not ergonomically permitted because in the future it can cause damage to the spine. According to ergonomics, this type of lifting method can be done by providing tools to make work easier and reduce the risk of problems occurring in the future:

- a. There are no lifting tools that can make work easier, such as push lifting tools, so that workers do not need to lift equipment. This kind of equipment must be made so that luggage carriers do not carry tourists' goods on their shoulders, so that in the future it will be ergonomically safe (Annett Dalbøge, Jeppe Frost, Regine Grytnes, Jean-Sebastian Roy, Afshin Samani, David Høyrup Christiansen, 2024).
- b. There is no insurance that can be relied upon in the event of a work accident to cover all accidents for treatment until they return to normal and can return to their activities.
- c. The workplace is not very clean and leftover items such as rope left over from pieces of ship's rope are still on the road, which can result in work accidents (Bell, J.L., Collins, J.W., Chiou, S., 2019).
- d. You can still see intact ship ropes at the pier which can be reused at any time if a ship comes and these ropes can still cause work accidents.
- e. There are no seats to rest while waiting for the ship to arrive.
- f. There is no handrail on the pier to prevent accidents from falling into the sea if a disaster occurs at any time (Meri Andriani, Subhan, 2016).
- g. The floor must not be slippery to prevent slipping because the pier is open and sea water often rises and rises onto the pier because the pier is made of cast cement which over time becomes slippery (Kurt E. Beschorner, Mahiyar Nasarwanji, Chris Deschler, Sarah L. Hemler, 2023).
- h. Crossing tickets are made practical or sold online to make things easier and safe from touts and commotion.
- i. Tour guides or tourist luggage carriers should have retirement savings to ensure life in old age.
- j. Bias-Tugel Beach has not been managed well, it has been proven that finding Bias-Tugel beach is still difficult because there is no definite road. The road to Bias Tugel is not neat and Bias Tugel is still hidden and has lots of thorns. It would be better for the community to carry out repairs and organize it well and the arrangement will definitely make money.
- k. Humans can only lift objects weighing around 20 kg on their shoulders and not more (Wenxiu Yang, Tingshu Chen, Renke He , Richard Goossens, 2024). Sometimes people don't understand these rules so the behavior is still carried out to get money.
- l. Workload measurements were measured directly at the place where people worked to obtain conditions that were so extraordinary that changes had to be made by providing additional

equipment in the form of a pushcart with two wheels to reduce the workload (Iin Emy Prastiwi, Sri Laksmi Pardawanati, Deni Kurniawan, 2022).

Musculoskeletal complaints are bone pain that causes pain in all bones, especially in the shoulders. If this complaint is left unchecked it will result in continued pain in the future and can cause bending of the bones. Data regarding musculoskeletal complaints was obtained by giving questionnaires to goods transporters (Rashid Heidari Moghaddam, Mohammad Babamiri, Majid Motamedzade, Maryam Farhadian, Kamal Ebrahimi, 2018).

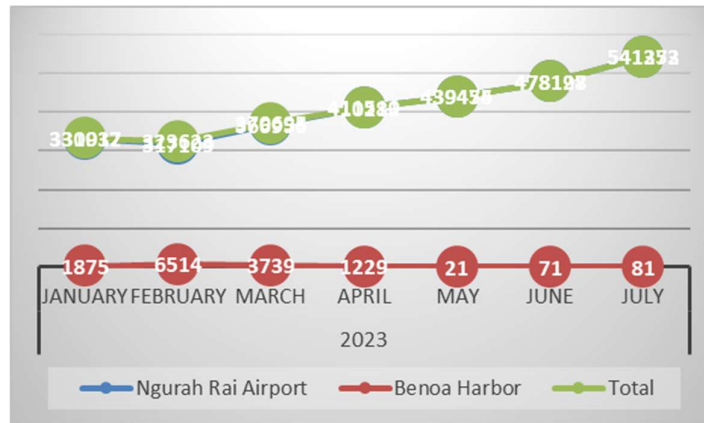


Figura 1. Arrival of Foreign Tourists via Benoa Airport and Harbor from January to July 2023

RECOMMENDATION

Jobs in Padangbai are service jobs for foreign tourists which will be the job of choice for the community so they can work well. Working according to our own desires will make us enthusiastic and can do the work more easily (Imtihan Hanom, Rachel Aleyda Rozefy, Hilmiyani Taqiyah Filasta, Yasmin Raihana, 2020). The desire to work and get a job that suits your desires makes everything better. Wants and desires that have been fulfilled make work easier to do so that work can be completed with pleasure. The job of helping foreign tourists crossing from Bali (Padangbai) to Gili Gili (North Lombok) is a routine job that is done every day to earn a living and support the family (Iin Emy Prastiwi, Sri Laksmi Pardawanati, Deni Kurniawan, 2022).

The recommendation offered is the comprehensive application of ergonomics to be able to make life more comfortable in the future (Chavalitsakulchai, P. & Shahnava, H. 1991). Applying ergonomics can do the job well without any problems in the future (Ergin Ay And Erol K, 2023). The application of ergonomics as a whole means starting from the way of working, the workplace to the application of insurance

CONCLUSION

Work issues are never completely discussed because work is a very basic issue and is related to life. Humans have to work to be able to live sustainably and when they are old, what should the old people do? Therefore, there is a program that benefits people who will get attention, namely by implementing ergonomics for parents. Parents must also receive attention so that parents feel cared for and possibly still be employed.

Ergonomics can be applied to home kitchens wherever people work so that workers feel healthy and comfortable.

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