

Intellituality Intensity Interaction Of Ethnic Community In Improving Of Plantation Production In Nusantara IV In Bandar Pasir Mandoge Asahan

Sismudjito, Syafruddin Pohan

Abstract: This research is about how the intensity of harmony of interaction between ethnic communities in improving production in PT Perkebunan Nusantara IV Bandar Pasir Mandoge which moved on the theory of Functional Structural and social harmony. This research uses quantitative approach. Of the population of 89 people, who became the sample in this study amounted to 47 respondents. Sampling technique in this research using random sampling, data analysis techniques using single table analysis techniques and cross table analysis techniques. Statistical analysis of the research is the two variables have a significant correlation value between the interaction intensity variables and the increased production variables have been shown to have a high relationship. In other words, the intensity of harmony of interactions between ethnic communities greatly encourages efforts to increase production of PT Perkebunan Nusantara IV at Bandar Pasir Mandoge. From the analysis table shows how harmonious among the workers of PT Nusantara Plantation IV in Bandar Pasir Mandoge, how attitude, the pattern of piker, and tolerance built in the middle of the plurality of tribal workers. The existence of a social community built among workers can bridge all the differences that exist and have a positive impact on improving the productivity of the company.

Index Terms: Interaction, Intensity, Ethnic Community, Increasing Plantation Production, Mandoge.

1 INTRODUCTION

Plantations have an important position in the development of agriculture, both nationally and regionally. The history of plantations in Indonesia is divided into 5 periods, namely the Dutch colonial era, Japan, Physical Revolution, Nationalization to the New Order until the current Reform Era. Based on 2006 data, Indonesia has become the largest CPO producing country in the world with total production of about 16 million tons. While our neighboring country Malaysia, which is currently in position no.1, is currently in second position with total production of 15.8 million tons. What is interesting about this data is that Indonesia is the world's No. 1 CPO producer, 4 years ahead of previous predictions, which Indonesia is expected to become the world's largest CPO producer in 2010 (Science and Technology News: 2007). North Sumatra is included in areas that produce a lot of palm oil. The oil palm plantation itself has started in North Sumatra since 1911 and to date North Sumatra is one of the main palm oil producing provinces for Indonesia. Palm oil for North Sumatra Province is one of the commodities that is enough to support the development, whether viewed from the foreign exchange generated or for the fulfillment of vegetable oil and is a source of income for the people who dabble in it. One of the big plantations in North Sumatra is Pt. Nusantara IV Mandoge Sand Garden. Perkebunan Nusantara IV Bandar Pasir Mandoge is located in Asahan Regency which is one of the central oil palm plantations in Indonesia. This is reflected from data cited from the Ministry of Agriculture in 2014 where Asahan district produces the second largest palm oil in North Sumatra of 554,910 tons or (15.28%). PT. Nusantara IV Mandoge Sand Garden is one of the plantations that are oriented to oil palm plantation.

This location was chosen as the development of oil palm because it has been considered in terms of soil fertility, climate, and rainfall is very suitable. PT. Nusantara IV Mandoge Sand Garden is one of several plantations that can process / produce their own plantation products, which is processing the yield from Fresh Fruit Bunches (FFB) to CPO. One of the social factors in improving the production result is human resources or labor that have good working relationships and kinship with each other. Pattern of labor relations is the most important in supporting the increase of palm oil production. The role is different from other production factors, where human resources play an important role in managing and utilizing various factors of production to produce goods. Manpower is an agricultural element in the production capability of goods and services and regulates other means of production such as raw materials, soil and water. Therefore, labor is needed in the improvement of production capability to increase productivity because the contribution of labor is assessed to determine the performance of farming which is still labor-intensive. The rapid development of oil palm plantation development in PT Perkebunan Nusantara IV, causing the areas around the plantation development emerged centers of economic growth in the countryside. This condition causes an increase in population growth in the area around the plantation. Residents from other regions came and joined the indigenous people who live in the plantation (Syahza, 2011). The Community of Pasir Farmers (hereinafter abbreviated as BP) Mandoge is a collection of various ethnic groups, whether in North Sumatra, West Sumatra and also outside of Sumatra. See where Administrative area, BP Mandoge ncluded in the Asahan District with the Kisaran Capital, which is identical with the Malay Asahan. However, the Malay community is widely spread in the coastal areas, such as Batu-Bara, Tanjung Tiram, Tanjung Balai, Sei Kepayang, and other areas. While BP Mandoge is an Asahan area that has been very far from Coastal Coast and is almost approaching mountains that are identical with agricultural areas and plantations. Geographical factors seem to affect the inhabitants of the area, so that in Pasir Mandoge Plantation is inhabited by various ethnic which is very contradictory when seen Bandar Pasir Mandoge as

- Sismudjito, Faculty of Social and political Sciences, universitsa Sumatera Utara, Email: sismudjito_04@yahoo.co.id.
- Syafruddin Pohan, Faculty of Social and political Sciences, universitsa Sumatera Utara

part of Asahan area which is identical with Malay. As a Palm Oil Plantation that has a community consisting of various tribes, can not be denied there will be various perbedaan way of thinking, mindset, and cultural values that are believed among ethnic communities. The interaction results between these different ethnic communities leads to assimilation and even amalgamation. The interactions between the established ethnic communities determine whether a society reaches the so-called harmonic. Reality that describes interaction among ethnic communities, is basically a relationship of various tribes, religions, races and groups (sara) related to the characteristics or characteristics in the pattern of behavior that is based on the wealth of physics. From the above problems, it is clear that achieving productivity improvement is not easy if it is not accompanied by harmonious social relations among workers, in which the role of labor is the main foundation in contributing to improve the yield of palm fruit production. Moving from a series of propositions presented in the background of the problem can be formulated one main problem that is How is the intensity of harmony interaction between ethnic communities in increasing production in PT Perkebunan Nusantara IV Bandar Pasir Mandoge?

2 REVIEW STAGE

2.1. Structural Functionalism Theory Robert K. Merton

Structural Functionalism Theory emphasizes order and ignores conflicts and changes in society. The main concepts are function, dysfunction, latent function, manifest function and balance (equilibrium). According to this theory society is a social system consisting of interrelated and unified elements in equilibrium. Changes that occur in one part will bring change also to others. The basic assumption is that any structure in the social system is functional against the other. Conversely, if not functional then the structure will disappear by itself. Adherents of this theory tend to look only at the contribution of one system or event to another system because it ignores the possibility that an event or a system can operate against other functions in a social system. Extremely adherents of this theory assume that all events and all functional structures for a society (George Ritzer, 2013). In the perspective of Functionalism, a society is seen as an organized network of groups working in a somewhat disorganized fashion according to a set of rules and values shared by some people. This theory assumes that all the events and all functional structures for a society. Thus, like wars, social inequalities, racial differences and even "needed" poverty in a society. Changes can occur slowly and even if a conflict occurs, the adherents of this theory focus on the problem of how to solve the problem so that people return to a balance. Society is seen as a tendency to maintain a harmonious and balanced working system. Social change disrupts the balance of a stable society, but soon there is a new equilibrium. Values or events at a time or place can be functional or dysfunctional at different times and places. If a particular social change promotes a harmonious balance, it is considered functional when the social change disturbs balance, it is a functional disorder, if social change does not have an effect, then it is not functional. The idea of function is useful for us to keep an eye on what is contributed by a part of the structure to the system being analyzed or more precisely, what function the system is running. Society is an organization that does not stand alone, but merges with its group in the division of tasks, which in fact

relate to the types of norms or social rules that bind individuals to their social circumstances. Merton rejected the crude structural functional postulates which spread the notion:

1. A functional community unity

This postulate maintains that all standardized cultural and social beliefs and practices are functional for society as a whole as well as for individuals or societies.

2. Universal Functional

This postulate states that all forms of culture and social and structures that already have a positive function.

3. Indispensability

This postulate states that all aspects of society that have been standard not only have a positive function, but also reflect the parts that are indispensable for the functioning of society as a whole.

According to Robert K. Merton, the 3 postulates relied on a nonempirical statement, based on an abstract theoretical system. Merton's target audience includes social roles, institutional patterns, social processes, cultural patterns, culturally patterned emotions, social norms, group organizations, social structures, social control tools and so on. In this case Merton's concern is more about whether the objective consequences increase the ability of the social system to survive or not, regardless of the motives and objectives of individual subjectivity. Culture is defined as a series of regular normative values that control the same behavior for all members of society. The social structure is defined as a series of regular social relationships and influences the members of certain societies or groups which in various ways involve members of the community in it. Anomism occurs when there is a breakdown of the strict relationship between socially and socially structured norms and cultural goals with group members to act according to the norm and purpose. Merton's analysis of the relationship between culture, structure, and anomy. Culture is defined as a series of regular normative values that control the same behavior for all members of society. The social structure is defined as a series of regular social relationships and influences the members of certain societies or groups which in various ways involve members of the community in it. Anomism occurs when there is a breakdown of the strict relationship between socially and socially structured norms and cultural goals with group members to act according to the norm and purpose.

2.2.Social Harmony

The reality that describes inter-ethnic community interaction is basically a connection of various tribes, religions, races and groups (sara) related to the characteristics or characteristics in the pattern of behavior that is based on the wealth of psycis. According to Weber (in Anwar and Adang, 2013) there are several integrated and coherent models for the explanation of ethnic relationships, as follows: ethnicity as a form of group status, ethnicity as a mechanism of social monopolistic exposure, diversity of ethnic forms of social organization and ethnicity and political mobilization. Pluralization is an impossible thing to avoid, but we as a great nation must vigorously make pluralization a national asset rather than a media that can divide the social, social and religious life of

Peter L. Berger in Evers (1988), clearly illustrates the difference between ancient society and modern society. It is said that pluralization takes place in the world of personal human life and also in the general environment. Both must live together in a harmonious and harmonious atmosphere. With the creation of a harmonious and harmonious state builds a strong integration. The role of common valuation standards or fundamental fundamental social values ultimately creates social integration of existing community members. The integration of one community with another through interwoven networks according to the formula of Parson (1962) and his followers in Nasikun (1995) that the theory of integration expresses society as a system functionally integrated into a form of equilibrium. Basically the community is integrated on the basis of the agreement of its members on certain social values that have the power to overcome differences of opinion and interests among the members of society. In another sentence, people develop into human beings when people take part in social interactions. Typical human qualities and behaviors include the ability to use symbols, think and plan, take on other human roles, develop self-awareness and participate in complex forms of communication and social organization (Hall 1972; Strauss 1993). The continuity of interaction between members of the community in the long term intensity continues to increase along with the changing era. The process of increasing interaction interwoven further embodies the balance (equilibrium) of harmony, and harmony between communities with one another in interaction. When communities engage in social relationships through interaction based on different cultural backgrounds on one hand, it leads to a balance situation, on the other hand causing an imbalance. For example society A has social values that are different from group B, so at the beginning of interaction is often colored by an imbalance between social value A and B. Harmonious interaction occurs when there is a balance (equilibrium) social system in society. Social harmony in society is based on equilibrium and equality, then its conception refers to obtaining equal treatment and obtaining equal opportunity in all aspects of life. These patterns are in line with the results of Susyanto's research, 2005, entitled Inter-Ethnic Relationships in the Framework of Ethnicity and the Combination of Social and Cultural Values. (Study between Immigrants and Local Communities in Bengkulu).

2.3. Participation

Participation comes from the English language "participation" is the taking part or the participation. According to Keith Davis (1995), participation is a mental and emotional involvement of a person to the achievement of goals and take responsibility in it. In the definition of the key thinking is the involvement of mental and emotional, thus from some understanding above, it can be concluded that participation is a mental and emotional involvement and physical participants in responding to activities undertaken. In this case the participation may be: (1) Involvement, as explained by Alex Inkeles and McClelland (1981) that people who have high participation or people who have high creations of course, the working of the elements of participation can be increased sense of social solidarity. (2) Social Solidarity, According to Kartodirjo in Colletta and Kayam (1978), gotong royong is a form of mutual help prevailing in villages in Indonesia, especially traditional agrarian societies. In mutual assistance these societies are tied to each other on the basis of social relations called primordial ties, namely

through family ties, geographical proximity and faith faith. (3) Social organization, organization according to Winardi (2003) can be subkonkusiusi that the elements or subsystems that exist in the organization related to each other in a unity that can not be separated, so that the malfunction of one of the existing subsystem will cause dysfunction in other subsystems (Figure 1).

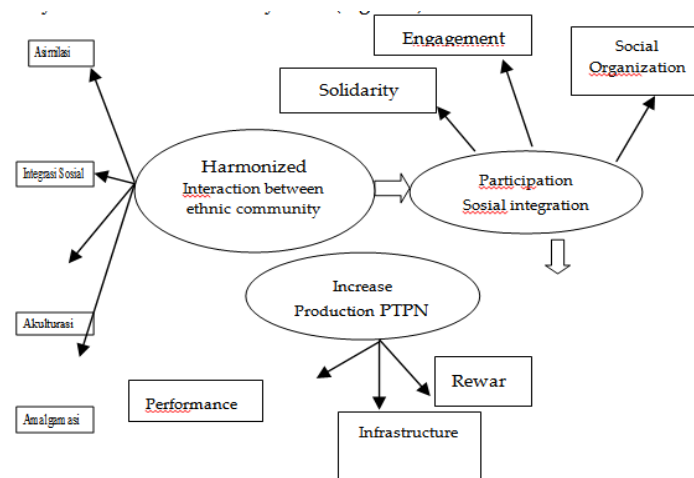


Figure 1. Drawings of inter-ethnic harmony in PT. Pasir Mandoge

Concerning the problems of ethnic differences in PT. Pasir Mandoge, besides that, despite being faced with multi ethnic differences it can still increase productivity and production. Therefore, with the presence of ethnic differences it is necessary to have harmonious interaction between ethnic groups. Inter-ethnic harmony as in this study can be illustrated in the flowcharts as shown above.

3 Research Methods

This research uses a type of correlation research with a quantitative approach. In correlation research, it is intended to see whether there is a relationship or relationship capacity between two or more variables. This research was conducted in the Nusantara IV Plantation of Pasir Mandoge Regency in Asahan Regency, North Sumatra. In research, the researcher will see Intensity of Interaction of Interaction between Ethnic Communities in Increasing Production of PT. Nusantara IV Plantation in Pasir Mandoge Asahan. This research uses questionnaire as a data gathering medium, as well as observation. The population of this research is employees who work at PTPN IV B. P. Mandoge Kab. Asahan is Processing, Plant, Human Resources and General, while the population working in PTPN IV B. P. Mandoge is 89 people. Samples are part of the population to be researched and are considered to represent the population. Due to time and cost problems, the sample size is determined using the Slovin formula in Umar (2005: 78), namely: the sample of this research is 47 respondents. Sample technique in this research is by using random sampling that is taken randomly. The data analysis technique uses a single emblem analysis technique or analytical process using SPSS program. While cross-tab analysis technique. This technique is used for observation of interval data which shows a linear relationship. With respect to the magnitude of the number, if 0 then it means no correlation at all and if the correlation 1 or -1 then the relationship

between the two is stronger. As if r approaches 0 means the relation of two variables is getting weaker. In addition to the magnitude of the correlation, the correlation sign also affects the interpretation of the results. Negative sign (-) at output indicates an opposite direction, while positive (+) indicates the same direction. To find out the Intensity of Interaction between Ethnic Communities in improving the production, the following interpretations are used in Table 1:

Table 1. Coeficient Internal Values

| Coeficient Internal | Level Relation |
|---------------------|----------------|
| 0,000 – 0,199 | Very low |
| 0,20 – 0,399 | Low |
| 0,40 – 0,599 | Medium |
| 0,60 – 0,799 | Higher |
| 0,80 – 1,000 | Very higher |

Source: (Sarwono, 2011)

4. Results and Discussions

PTPN IV is a company engaged in the field of agroindustry business that includes the processing of plantations and plants, nurseries and cultivators that produce commodities raw materials of various industries. PTPN IV is engaged in the plantation and processing of oil palm and tea commodities which has 30 Business Units that manage oil palm cultivation and 1 Business Unit that manages the cultivation of Tea and 1 Unit of Palm Plasma Garden and 1 Business Unit of Workshop (PMT Dolok Ilir) spread in 9 regencies, namely Langkat, Deli Serdang, Serdang Bedagai, Simalungun, Asahan, Labuhan Batu, Padang Lawas, Coal and Mandailing Natal. PTPN IV has a legal basis established based on Government Regulation no. 9 of 1996 dated February 14, 1996 on the merger of the Company PT.Perkebunan VI, PT.Perkebunan VII and PT.Perkebunan VIII. Became a Company of PT Perkebunan IV (Statute Book of 1996 No. 5) in accordance with Notarial deed No. 38 of Harun Kamil, SH dated March 11, 1996. And in accordance with the latest amendment of the Company's Articles of Association based on the Deed of Decision of Shareholders of PT. Perkebunan Nusantara 4 Number PTPN IV / RUPS / 01/10/2014, Nomor.SK-51 / D1.MBU / 10/2014 dated October 7, 2014 on amendment of the Articles of Association No.25 dated October 23, 2014, made before Notary Nanda Fauz Iwan, SH, M.Kn. as follows.

4.1. Commitment to Realize PTPN IV Clean Program

Some regulations and policies that support PTPN IV program are clean, ie:

- PTPN IV has a Code of Conduct based on Joint Decree of the Board of Commissioners and Board of Directors number DK-54 / Kpts / XI / 2013 - 04.03 / Kpts / 06 / XI / 2013 dated November 15, 2013.
- Whistleblowing System, pursuant to the Joint Regulations of the Board of Commissioners and Board of Directors number DK-60 / PER / XI / 2013 - 04.03 / PER / 13 / XI / 2013 dated 26 November 2013.
- Guidelines on Gratification Handling, based on Joint Regulation of Board of Commissioners and Board of Directors number DK-59 / PER / XI / 2013 - 04.03 / PER / 12 / XI / 2013 dated 26 November 2013.
- Conflict of Interest Guidelines, pursuant to Joint Regulation of Board of Commissioners and Board of Directors number DK-58 / PER / XI / 2013 - 04.03 / PER / 11 / XI / 2013 dated 26 November 2013.

The rules and decisions referred to above shall be known by all personnel working in PTPN IV Bandar Pasir Mandoge.

4.2. Vision and Mission of the Company

Vision: To be an excellent company in integrated agro industry business. Mission: (1) Running business with best business principles, innovative, and highly competitive. (2) Organizing coconut oil, tea and rubber based agro-industry. (3) Integrating upstream, downstream and new agro-industry, agro-industry support and asset utilization with preference to proven and environmentally sound technologies.

4.3. Purpose and Objectives of the Company

The Company's aims and objectives according to the Company's articles of association are as follows

- Conducts and supports government policies and programs in the field of economic and national development in general, especially in the agricultural sub-sector in the widest sense with the aim of fostering profit based on the principles of a healthy company.
- Conducting business activities include: 1) Seek cultivation of plants, including the opening and processing of land, nurseries, planting and maintenance as well as perform other activities related to the cultivation of the plant., Production, including the collection of crops, processing of crops themselves or parties others become semi-finished goods or finished goods. 2) Trade, encompassing the conduct of marketing activities of various kinds of production and conducting other goods trading activities related to the company's business activities. 3) Business development in plantation of banana, agro business and agro business. 4) Establish / operate a company and other business that is related to agricultural business, individually or jointly with other bodies, to the extent that it is not contrary to applicable laws and regulations.

4.4. Corporate Culture

Giving, guiding and encouraging the behavior of all company employees in performing the task always: a) Positive thinking to capture every opportunity, b) Proactive in producing innovation and achievement, c) Teamwork to build strength. d) Placing the interests of the company as a primary consideration for any decisions taken by each ranks of the company. e) Placing an increase in employee welfare as an integral part of achieving company goals.

4.5. Corporate Value

Corporate value is the values embraced by a firm that is rooted and a benchmark that is held by all workers to run their activities and internalization themselves. PT. Perkebunan Nusantara IV (Persero) has a Corporate Value consisting of 5 (five) values, namely: P R I M A
Profitability (Prioritize Profit)
Responsibility (Responsible Stakeholders)
Integrity (Integrity)
Market Ahead (Always Foremost)
Accountability (Trusted)

4.6. Strategy

Regarding the strategy in this case the strategies contained in PTPN IV include Corporate Strategy, Business Strategy and Operational Strategy.

4.7. Production

- Replanting / Replanting Year 2006 = 11,582 ha, Year 2007 = 11,142 ha, Year 2008 = 8,072 ha, Year 2009 = 8,019 ha, Year 2010 = 6,188 ha
- Expansion of palm oil area from cocoa conversion, Year 2006 = 1,856 ha, Year 2007 = 560 ha. Respondents in this study are workers and workers families residing in the area of PT Company Perkebunan Nusantara IV Bandar Pasir Mandoge region which amounted to 47 respondents. Analyzing data is an attempt to organize and classify data into one part - a particular section based on respondents' answers. Analysis of the data in question is a direct interpretation based on data and information obtained in the field. The data sets analyzed in this chapter are as follows:

4.8. Statistical Test Results

Based on the result of Pearson correlation calculation in table 2 using the calculation system through SPSS 22 application showed that the correlation coefficient between interaction intensity variables with production increase of 690 **. This shows the significance of the correlation between the two variables. In other words, the intensity of interaction greatly affects the increased production of PT Perkebunan Nusantara IV in Bandar Pasir Mandoge area.

Table 2. Correlations Scores

| | | Intensitas Interaksi | Peningkatan produksi |
|----------------------|---------------------|----------------------|----------------------|
| Intensitas Interaksi | Pearson Correlation | 1 | .690** |
| | Sig. (2-tailed) | | .000 |
| | N | 47 | 47 |
| Peningkatan produksi | Pearson Correlation | .690** | 1 |
| | Sig. (2-tailed) | .000 | |
| | N | 47 | 47 |

** . Correlation is significant at the 0.01 level (2-tailed).

We have seen before that the value of the correlation coefficient between the intensity of interaction with increased production is 0.690. Therefore based on the internal value of the coefficient on the statistical test with the cross table we can see that the relationship between the two variables is a high correlation relationship. Where the intensity of harmony interactions between ethnic communities is very encouraging in an effort to increase production of PT Perkebunan Nusantara IV in Bandar Pasir Mandoge (Table 3).

Table 3 Coefisient Internal Values

| Coefisient Internal | Level Relation |
|---------------------|----------------|
| 0,000 – 0,199 | Very low |
| 0,20 – 0,399 | Low |
| 0,40 – 0,599 | Medium |
| 0,60 – 0,799 | Higher |
| 0,80 – 1,000 | Very higher |

4.9. Analysis of Test Result With Theory Used

According to the functional structural theory of society is a social system consisting of elements - elements that are interconnected and mutually united in balance. This is in line with the results of the research that has been done. The result of statistical test analysis shows that there is a significant

relationship between the intensity of interaction that occurs in driving the increase of production in PT Perkebunan Nusantara IV Bandar Pasir Mandoge. Therefore we can see the connection between functional structural theory and the field conditions. Where each element - elements in PTPN IV are interrelated and mutually integrated in each interaction that is formed and give a positive impact in improving the productivity of the company. While social harmony is a reality that describes the interactions between ethnic communities which is basically a relationship of various tribes, religions, races and intergroups that are related to the characteristics or characteristics in each pattern of behavior. It is also seen in the results of research, where every element in PT Perkebunan Nusantara IV does not distinguish and does not have divider barriers berdasarkan sara them. Instead they build social communities among workers who have active roles and functions. Workers also have a harmonious relationship even though they have different ethnic or ethnic backgrounds. This is what indicates social harmony among workers who have a positive impact in improving the productivity of the company.

5. CONCLUSIONS

The rapid development of oil palm plantation development in PT Perkebunan Nusantara IV caused the emergence of economic growth in the surrounding rural sector. As a company that is in the midst of multicultural society consisting of various tribes, it can not be denied the possibility of cross-references that will arise in the middle of community life. Therefore, economic growth in the corporate sector and the surrounding community will only be realized if the creation of social harmony in every element of life. Based on the data analysis table in the previous chapter has been explained, among others:

- Both variables have a significant correlation value between the interaction intensity variables and the variable increase in production has been shown to have a high relationship. In other words, the intensity of harmony of interactions between ethnic communities greatly encourages efforts to increase production of PT Perkebunan Nusantara IV in Bandar Pasir Mandoge.
- From the analysis table we can see how the harmony among the workers of PT Perkebunan Nusantara IV in Bandar Pasir Mandoge, how the attitude, the pattern of piker, and the tolerance that is built in the pluralism of the tribe of the workers. The existence of a social community built among workers can bridge all the differences that exist and have a positive impact on improving the productivity of the company.

SUGGESTIONS

Based on the results of research and observation during the research process, researchers see there are some things to note. This suggestion represents a report of 70% of the research process that has been done. This suggestion is expected to be a positive input for the common good. The suggestions are as follows:

- To the community, especially the employees in the environment of PT Perkebunan Nusantara IV Bandar Pasir Mandoge in order to maintain solidarity, tolerance and inter-ethnic interaction in order to create a harmonious society.
- Increasing social activities and active role of social

community within PT Perkebunan Nusantara IV Bandar Pasir Mandoge to strengthen bonds in all levels of society.

3. To the leadership and employment tools would be able to improve the welfare of workers to be able to increase productivity for PT Perkebunan Nusantara IV Bandar Pasir Mandoge.

6. REFERENCES

- [1] BPS Sumatera Utara. 2015. North Sumatra In Figures. BPS: North Sumatra
- [2] Bungin, Burgin. 2005. Quantitative Research Methodology. Jakarta: Kencana Prenada Media Group.
- [3] Lubis, Ekalaya Indra. 2014. Influence Motivation And Work Experience To Work Productivity Of Employees Ptpn Iv Bandar Pasir Mandoge Asahan District. Medan: University of North Sumatra
- [4] Saragih, Ririn Wirdasari. 2011. Analysis of Factors Affecting Palm Oil Production Results with Study on PTPN IV Plantation of Mandoge Sand Garden. Medan: University of North Sumatra.
- [5] Syahza, Almasi. 2011. Acceleration of Rural Community Economic Empowerment With Palm Oil-Based Agroestate Capital. Journal of Economics 12 (2): 45-52.
- [6] Ritzer, George. 2013. Modern Sociological Theory. Jakarta: Kencana Prenada Media Group.