

**POLA NETWORKING PEREKRUTAN PMI BERBASIS ETNIS
MASYARAKAT NTT DALAM JALUR MIGRASI MELALUI BATAM KE
MALAYSIA TAHUN 2020-2025**

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ABSTRAK

Penelitian ini bertujuan menganalisis pola networking perekrutan Pekerja Migran Indonesia (PMI) berbasis etnis masyarakat Nusa Tenggara Timur (NTT) dalam jalur migrasi melalui Batam menuju Malaysia pada periode 2020–2025. Penelitian ini dilatarbelakangi oleh kuatnya peran jaringan sosial berbasis etnis, hubungan kekerabatan, dan kepercayaan dalam proses perekrutan PMI yang berpotensi mendorong migrasi nonprosedural. Penelitian menggunakan pendekatan kualitatif deskriptif dengan teknik pengumpulan data melalui wawancara, observasi, dokumentasi, dan studi pustaka. Informan penelitian terdiri atas PMI asal NTT, keluarga PMI, serta pihak KKPPMP, dengan data pendukung dari BP3MI Kepulauan Riau. Analisis dilakukan menggunakan model Miles dan Huberman serta Teori *Transnational Organized Crime (TOC)* dari *Phil Williams* (2001). Hasil penelitian menunjukkan bahwa pola perekrutan PMI asal NTT berlangsung melalui jaringan sosial berbasis etnis yang melibatkan keluarga, kerabat, teman sekampung, perekrut, tekong, dan jaringan penerima di Malaysia, dengan Batam sebagai wilayah transit utama. Jaringan tersebut memiliki karakteristik pembagian peran, hubungan yang fleksibel, dan koordinasi lintas negara. Ikatan etnis dan kepercayaan menjadi faktor utama yang mempermudah proses perekrutan, tetapi juga meningkatkan kerentanan terhadap migrasi nonprosedural. Oleh karena itu, diperlukan penguatan pengawasan, edukasi migrasi aman, dan kerja sama antarlembaga untuk mencegah praktik perekrutan ilegal.

Kata Kunci: Pola networking, Pekerja Migran Indonesia, etnis NTT, Batam, Malaysia, *Transnational Organized Crime*.

NETWORKING PATTERNS IN THE RECRUITMENT OF INDONESIAN MIGRANT WORKERS BASED ON THE ETHNIC COMMUNITY OF EAST NUSA TENGGARA IN THE MIGRATION ROUTE THROUGH BATAM TO MALAYSIA IN 2020-2025

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ABSTRACT

This study aims to analyze the networking patterns in the recruitment of Indonesian Migrant Workers (PMI) based on the ethnic community of East Nusa Tenggara (NTT) along the migration route through Batam to Malaysia during the 2020–2025 period. The research emerged due to the strong role of ethnicity-based social networks, family ties, and trust in the PMI recruitment process, which can encourage non-procedural migration. The study uses a qualitative descriptive approach with data collection techniques through interviews, observation, documentation, and literature review. The research informants consist of PMI from NTT, their families, and officials from KKPPMP, with additional data from BP3MI Riau Islands. The analysis is conducted using the Miles and Huberman model and the Transnational Organized Crime (TOC) Theory by Phil Williams (2001). Research results show that the recruitment pattern of Indonesian migrant workers from NTT happens through ethnic-based social networks involving family, relatives, friends from the same village, recruiters, brokers, and recipient networks in Malaysia, with Batam serving as the main transit area. These networks have characteristics like role division, flexible relationships, and cross-border coordination. Ethnic ties and trust are key factors that make the recruitment process easier, but they also increase vulnerability to irregular migration. Therefore, strengthening supervision, safe migration education, and inter-agency cooperation are needed to prevent illegal recruitment practices.

Keywords: *Networking patterns, Indonesian migrant workers, NTT ethnic group, Batam, Malaysia, Transnational Organized Crime.*