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INTEGRATED MODEL OF TRANSMIGRATION PRODUCTIVITY (MIPT): A FRAMEWORK FOR MEASURING AND MANAGING REGIONAL PRODUCTIVITY IN SUPPORTING TRANSMIGRATION TRANSFORMATION (5T)

MODEL TERINTEGRASI PRODUKTIVITAS TRANSMIGRASI (MIPT): KERANGKA KERJA UNTUK MENGUKUR DAN MENGELOLA PRODUKTIVITAS WILAYAH DALAM MENDUKUNG TRANSFORMASI TRANSMIGRASI (5T)

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Abstract

Transmigration Transformation is a new paradigm for regional development that positions transmigration not merely as an instrument for population movement but as a region-based economic development strategy aimed at creating new growth centers, increasing productivity, attracting investment, strengthening downstreaming, and promoting equitable national development. In this paradigm, transmigration areas are positioned as development ecosystems that integrate natural resources, human resources, technology, investment, and economic institutions to produce added value and sustainable competitiveness. However, the measure of success of transmigration development has so far been dominated by physical and administrative indicators, such as the number of transmigrant placements, settlement development, and provision of infrastructure, so that it has not been able to fully describe its contribution to economic growth and regional development. This paper aims to develop an Integrative Model of Transmigration Productivity (MIPT) as a conceptual framework that connects regional productivity and organizational productivity in supporting the implementation of Transmigration Transformation. The study is conducted through a conceptual approach by synthesizing various theories of economic growth, productivity, human capital, regional development, *growth pole theory*, and *collaborative governance*, as well as examining policies and experiences of transmigration area development in Indonesia. The results of the study show that the success of transmigration development is determined by the ability to integrate regional productivity factors including land, labor, technology, investment, infrastructure, access market, And Innovation, with organizational productivity factors including competence, loyalty, execution capability, collaboration, and adaptability. The integration of these two dimensions creates a development ecosystem capable of sustainably increasing regional productivity while strengthening transmigration's contribution to national economic growth. The novelty of this paper lies in the

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development of the Integrated Transmigration Productivity Model (MIPT), the Transmigration Transformation Productivity Formula (PTT), and the Transmigration Area Productivity Index (IPKT) as conceptual instruments for measuring, evaluating, and managing transmigration area productivity more comprehensively. That, writing this also also propose Roadmap Productivity Area Transmigration 2025–2045 as a long-term transformation framework that describes the stages of transmigration area development from strengthening the foundations of productivity, accelerating regional economic growth, to achieving global competitiveness. The roadmap represents the author's academic elaboration and conceptual development of the Transmigration Transformation paradigm developed by the Ministry of Transmigration. Therefore, this paper is not intended as an official document of the Ministry of Transmigration, but rather as a contribution of academic thought to enrich policy discourse and support the development of the direction of transmigration development currently underway. Thus, the model and roadmap offered are expected to serve as a reference in formulating policies for developing more productive, competitive, inclusive, and sustainable transmigration areas towards the realization of Golden Indonesia 2045.

Keywords : Transformation Transmigration, Productivity Area, Integrative Model Productivity Transmigration (MIPT), Index Transmigration Area Productivity (IPKT), Productivity Roadmap, Development Region, Golden Indonesia 2045.

Abstrak

Transformasi Transmigrasi merupakan paradigma baru bagi pembangunan wilayah yang menempatkan transmigrasi bukan sekadar sebagai instrumen perpindahan penduduk, melainkan sebagai strategi pembangunan ekonomi berbasis wilayah. Strategi ini bertujuan untuk menciptakan pusat-pusat pertumbuhan baru, meningkatkan produktivitas, menarik investasi, memperkuat hilirisasi, serta mendorong pembangunan nasional yang merata. Dalam paradigma ini, kawasan transmigrasi diposisikan sebagai ekosistem pembangunan yang mengintegrasikan sumber daya alam, sumber daya manusia, teknologi, investasi, dan kelembagaan ekonomi untuk menghasilkan nilai tambah serta daya saing yang berkelanjutan. Namun, selama ini tolok ukur keberhasilan pembangunan transmigrasi masih didominasi oleh indikator fisik dan administratif—seperti jumlah penempatan transmigran, pembangunan permukiman, dan penyediaan infrastruktur—sehingga belum mampu menggambarkan secara utuh kontribusinya terhadap pertumbuhan ekonomi dan pembangunan wilayah. Tulisan ini bertujuan untuk mengembangkan Model Produktivitas Transmigrasi Integratif (MIPT) sebagai kerangka konseptual yang menghubungkan produktivitas wilayah dengan produktivitas organisasi dalam mendukung pelaksanaan Transformasi Transmigrasi. Studi ini dilakukan melalui pendekatan konseptual dengan menyintesis berbagai teori—meliputi teori pertumbuhan ekonomi, produktivitas, modal manusia, pembangunan wilayah, teori kutub pertumbuhan (*growth pole theory*), dan tata kelola kolaboratif—serta menelaah kebijakan dan pengalaman pengembangan kawasan transmigrasi di Indonesia. Hasil studi menunjukkan bahwa keberhasilan pembangunan transmigrasi ditentukan oleh kemampuan untuk mengintegrasikan faktor-faktor produktivitas wilayah (seperti lahan, tenaga kerja, teknologi, investasi, infrastruktur, akses pasar, dan inovasi) dengan faktor-faktor produktivitas organisasi (seperti kompetensi, loyalitas, kemampuan eksekusi, kolaborasi, dan kemampuan beradaptasi). Integrasi kedua dimensi ini menciptakan ekosistem pembangunan yang mampu meningkatkan produktivitas wilayah secara berkelanjutan sekaligus memperkuat kontribusi transmigrasi terhadap pertumbuhan ekonomi nasional. Kebaruan dari tulisan ini terletak pada pengembangan Model Produktivitas Transmigrasi Integratif (MIPT), Formula Produktivitas Transformasi Transmigrasi (PTT), dan Indeks Produktivitas Kawasan Transmigrasi (IPKT) sebagai instrumen konseptual untuk mengukur, mengevaluasi, dan mengelola produktivitas kawasan transmigrasi secara lebih komprehensif. Selain itu, tulisan ini juga mengusulkan Peta Jalan

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Produktivitas Kawasan Transmigrasi 2025–2045 sebagai kerangka transformasi jangka panjang yang menjabarkan tahapan pengembangan kawasan transmigrasi—mulai dari penguatan fondasi produktivitas dan percepatan pertumbuhan ekonomi wilayah, hingga pencapaian daya saing global. Peta jalan ini merupakan penjabaran akademis dan pengembangan konseptual dari penulis mengenai paradigma Transformasi Transmigrasi yang disusun oleh Kementerian Transmigrasi. Oleh karena itu, tulisan ini tidak dimaksudkan sebagai dokumen resmi Kementerian Transmigrasi, melainkan sebagai kontribusi pemikiran akademis untuk memperkaya diskursus kebijakan serta mendukung pengembangan arah pembangunan transmigrasi yang tengah berjalan. Dengan demikian, model dan peta jalan yang ditawarkan diharapkan dapat menjadi acuan dalam merumuskan kebijakan untuk mengembangkan kawasan transmigrasi yang lebih produktif, kompetitif, inklusif, dan berkelanjutan, demi mewujudkan Indonesia Emas 2045.

Kata Kunci : Transformasi Transmigrasi, Kawasan Produktivitas, Model Integratif Produktivitas Transmigrasi (MIPT), Indeks Produktivitas Kawasan Transmigrasi (IPKT), Peta Jalan Produktivitas, Pengembangan Wilayah, Indonesia Emas 2045.

1. INTRODUCTION

National development in essence aim realize welfare society, accelerate equality development interregional, and strengthening integration national. In the context of Indonesia as an archipelagic country with level inequality spatial which is still enough high, development area be one of instrument strategic for reach objective the.

Transmigration since long ago become part from development strategy national. Law Number 29 of 2009 concerning Transmigration confirm that transmigration aim increase welfare transmigrants and society around, speed up development area, strengthening unity and oneness nation, as well as support equality development national.

However thus, development global economy, progress technology, change structure economy national, and increasing demands Power competition require existence transformation paradigm development transmigration. Transmigration area No Again Enough positioned as area settlement new, but must develop become center growth capable economy produce mark add, investment, field work and power regional competition.

Transformation paradigm the in line with direction policy new transmigration developed by the Minister of Transmigration, Muhammad Iftitah Solomon Suryanagara, through the Transformation program Transmigration is one of the main agendas of the Ministry of Transmigration.

In various opportunity, Minister of Transmigration confirm that future transmigration No Again viewed solely as a transfer program resident or opening settlement new, but rather as instrument development creation-oriented area centers growth economy new, improvement productivity, strengthening investment, downstreaming, creation field work, and improvement welfare public in a way sustainable.

Abdul Kadir in the writing "Mentrans : Transmigration 4.0 Instrument Push Economic Growth" (2025) states that thinking the reflected in various strategic forums attended by the Minister of Transmigration, including the Eastern Indonesia Regional Economic Forum at Hasanuddin University, Makassar, when he introduce draft Transmigration 4.0 as instrument growth economy based productivity, investment, and exports.

Besides that, in various meeting work and policy forums national , he also introduced approach new through the Transformation program Transmigration (5T), namely Trans Tuntas, Trans Lokal, Trans Patriot, Trans Karya Nusa, and Trans Gotong Royong, which places area transmigration as ecosystem productive, inclusive and sustainable development.

Aryodamar in the writing "Mentrans" Iftitah Solomon Introduce Transmigration 5.0, What That ?" (2025) stated that idea the develop to direction draft Transmigration 5.0 which emphasizes development area based economy green (green development), village smart (smart village ecosystem),

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strengthening citizenship, development cross generation, as well as planning based on data and digital technology. In framework this area transmigration positioned as room grow new capable integrate source Power nature, source Power people, technology, investment and innovation For produce mark plus sustainable economy.

Based on paradigm new mentioned, writing This leave from view that success development transmigration in the future No Again measured from amount displaced population or wide opened areas, however from ability area transmigration in increase productivity economy, interesting investment, creating field work, push downstreaming, increasing Power regional competitiveness, as well as contribute to growth economy national. Therefore that, productivity area transmigration placed as draft central in formulate direction Transformation Transmigration going to an advanced, independent, sustainable and empowered region global competitiveness.

Next, in various opportunities and forums, the Minister of Transmigration also explained about productivity area transmigration with use perspective economy formulated macro through the following formula.

Based on this formula, Consumption (C), Investment (I), Spending Government (G), Exports (X), and Imports (M) become component main former growth economy things. This show that improvement investment and export is factor important in strengthen growth economy national.

In context development area transmigration, contribution to growth economy No Enough only through opening of the region or placement population, but must realized through improvement productivity capable areas interesting investment, encourage downstreaming, creating field work, and produce products that have Power competitive. On the basis of that , productivity become draft central in Transformation Transmigration (5T).

Study Gap

Various study about transmigration has discuss regional development , commodities flagship, development social, entrepreneurship, and strengthening institutional area. Idrus (2016) emphasized importance development area transmigration based commodities featured area . Asriati (2015) shows that success area is greatly influenced by ability develop product featured based One Village One Product (OVOP) approach. Ningsih and Najamuddin (2021) highlight role transmigration in equality regional development, while Super Concerned et al. (2025) emphasized importance collaboration multi-stakeholder in development area transmigration sustainable. Although thus, some big study Still look at productivity area and productivity organization in a way separate. There is no an integrating framework both of them in one complete development model.

Objective Writing

Writing article this aim for:

a. Developing an Integrative Model Productivity Transmigration (MIPT);
b. Explain connection productivity area with productivity organization;
c. Developing a Productivity Formula Transformation Transmigration (PTT);
d. Develop Index Transmigration Area Productivity (IPKT) as instrument measurement productivity area;
e. Developing implications policy for implementation Transformation Transmigration (5T).

2. RESEARCH METHOD

This article use conceptual paper approach through method synthesis theoretical (theoretical synthesis). Approach This used For build a conceptual model new with integrate various theory and results relevant studies . Source references includes:

a. Theory Economic growth;
b. Theory Productivity;
c. Human Capital Theory;
d. Growth Pole Theory;
e. Theory Superiority Regional Competitiveness;

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f. Collaborative Governance Theory;
g. Document National Policy;
h. Literature on Transmigration Area Development.

Model development is carried out through four stages, namely:
a. Identification factor productivity area;
b. Identification factor lever productivity;
c. Identification factor productivity organization;
d. Integration of the whole factor to in the Integrative Model Productivity Transmigration (MIPT).

3. RESULT AND DISCUSSION

Productivity as New Paradigm of Transmigration Development

Transformation Transmigration demand change paradigm from development based placement resident going to development based productivity area. Size success No Again determined by the number head placed families or wide opened land, but by ability area produce:
a. investment;
b. field Work;
c. improvement income public;
d. value plus economy;
e. export;
f. growth regional economy.

With thus, productivity become indicator main success development area transmigration.

Regional Productivity Model

This study develop a Regional Productivity Model built on five factors main:

$$PK = L \times TK \times T \times I \times M$$

Information:
L = Land
TK = Labor Force
T = Technology
I = Investment
M = Market Access

This model show that productivity area No can built only through provision land and labor work. High productivity need support technology, investment, and adequate market access .

Findings this in line with Idrus (2016) stated that that development area transmigration must based on potential featured integrated area with system better economy wide.

Innovation and Collaboration as Factor Lever

Development modern economy shows that factor production classic No Again Enough For create Power competition area. Therefore that, productivity model area perfected with add two factors lever :

$$PK = (L \times TK \times T \times I \times M) \times (In \times Co)$$

Information :
In = Innovation
Co = Collaboration

Asriati (2015) shows that innovation products and market access are factor important in development area based product featured. Meanwhile that, Suprehatin et al. (2025) emphasized that collaboration multi-stakeholder become condition main success development area sustainable transmigration.

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Productivity Organization as Factor Acceleration

Success development the area is very much determined by the quality the organization that manages it. In this paper, productivity organization formulated as:

$$PO = K \times Lo \times E \times A$$

Information :
K = Competence Lo = Loyalty E = Execution
A = Adaptability
This model confirm that success development area No only determined by the source available power, but also by capacity organization in manage and accelerate development.

Integrative Model Productivity Transmigration (MIPT)

Based on integration all over factors , developed Productivity formula Transformation Transmigration (PTT):

$$PTT = [(L \times TK \times T \times I \times M) \times (In \times Co)] \times (K \times Lo \times E \times A)$$

The formula show that productivity area and productivity organization are two interconnected systems influence. Areas that have potential big No will develop without capable organization execute the program effective . On the other hand, a strong organization No will produce optimal impact if area No have an adequate productivity base.

Index Transmigration Area Productivity (IPKT)

This article propose formation Index Transmigration Area Productivity (IPKT) so that the model can implemented in a way operationa.

IPKT Table

Dimensions	Weight (%)
Land	15
Power Work	15
Technology	15
Investment	20
Access Market	15
Innovation	10
Collaboration	10
Total	**100**

Formula

$$IPKT = \Sigma (Skor\ Variabel \times Bobot)$$

Table Classification Score

Score	Category
<50	Low
50– 69	Develop
70– 84	Proceed
≥85	Independent

IPKT can used as instrument evaluation, mapping area, and base taking decision policy.

Implementation of MIPT in Transformation Transmigration (5T)

a. Trans Completed

Focus on completion legality land, certainty assets and infrastructure basic. This program strengthen factor land (L) as foundation productivity.

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b. Local Trans

Focus on empowerment public local, MSME development, and improvement quality power work. This program strengthen factor power work (TK) and collaboration (Co).

c. Trans Patriot

Focusing on developing superior human resources, entrepreneurship, and mastery technology. This program strengthen technology (T), innovation (In), and competence (K).

d. Trans Karya Nusa

Focusing on investment, downstreaming, industrialization, and creation field work. This program strengthen investment (I) and market access (M).

e. Trans Gotong Royong

Focus on collaboration multi-stakeholder between government, business world, universities high, state-owned enterprises, cooperatives, and the community. This program strengthen factor collaboration (Co).

Reforming the Role of the Ministry of Transmigration

In perspective productivity, the role of the Ministry of Transmigration need develop from just implementer development area become manager ecosystem economy region (economic ecosystem orchestrator). This role includes:

a. connecting investors with area;
b. connecting technology with public;
c. connecting industry with commodities featured;
d. connecting the market with results production area.

With thus, the size success ministry No Again only based on physical output, but based productivity the resulting area.

Transmigration Area Productivity Roadmap 2025–2045

2025–2045 Transmigration Area Productivity Roadmap is proposal conceptual development based on thinking writer For describe stages transformation area transmigration going to a productive, advanced and empowered area global competitiveness.

This roadmap arranged as framework strategic term length that directs development area transmigration through three stages main, namely development foundation economy, acceleration productivity based assets and infrastructure, as well as strengthening Power global competitiveness based on innovation, economy green, and digital econom. Through approach gradually said, the area transmigration expected capable develop become center growth economy new sustainable and providing contribution real to achievement vision of Golden Indonesia 2045. This roadmap, author serve in table following.

Transmigration Area Productivity Roadmap Table 2025–2045

Stage	Focus
Stage I (2025– 2029): *Foundation Building*	Focus on investment, downstreaming, strengthening MSMEs, cooperatives, and the application of technology.
Phase II (2030– 2034): *Productivity Acceleration*	Focus on legalization asset, development basic infrastructure, and the formation of IPKT.
Phase III (2035– 2045): *Global Competitiveness*	Focus on exports, green economy, digital economy and development area transmigration independent Which globally competitive.

Phase I (2025–2029): Foundation Building

Stage First directed at development foundation productivity area transmigration. In the phase this, focus main is push improvement investment as driving force growth economy area, good investment government and private sector. Simultaneously with that, done development downstreaming commodities superior so that the area transmigration No only produce material raw, but also capable create mark plus through processing results production.

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Strengthening Micro, Small and Medium Enterprises (MSMEs) and cooperative become priority For expand chance work, improve income society, and strengthen institutional economy local. Besides that, the implementation technology agriculture, fisheries, animal husbandry, and digital technology is starting introduced in a way gradually use increase efficiency and productivity business public transmigration.

At the end stage This expected formed ecosystem economy more areas productive , adaptive to change technology , and have Power pull strong investment as runway for growth at the stage next .

Phase II (2030–2034): Productivity Acceleration

Stage second is phase acceleration productivity area. Focus main directed at completion legalization assets, in particular certainty right on land and assets productive public transmigration. Certainty law This become factor important For increase access financing, investment and development business.

In a way parallel, done acceleration development infrastructure base like road production, network irrigation, electricity, clean water, telecommunications, and facilities supporting logistics connectivity area with centers growth economy. Adequate infrastructure will lower cost economy, smoothing distribution goods and services, as well as increase Power competition product area transmigration.

Stage this is also marked with formation and strengthening Index Transmigration Area Productivity (IPKT) as instrument measurement performance development area in a way comprehensive. IPKT is expected become tool evaluation, control, and basis formulation policy data-based for ensure improvement productivity area ongoing in a way measurable and sustainable.

At the end phase This expected area transmigration has own certainty assets, support adequate infrastructure, as well as system measurement productivity that is capable become base taking decision development.

Phase III (2035–2045): Global Competitiveness

Stage third is phase consolidation power regional global competitiveness transmigration. Focus development directed at improving orientation export commodities featured and products downstream which has mark plus high. Transmigration area No Again only play a role as center production, but develop become center growth integrated economy with chain supply national both global and international.

Development economy green become one of the main pillars through implementation principle development sustainable, efficient source power, utilization energy renewable, as well as management responsible environment answer. On the other hand, the digital economy is developed through utilization technology information, digital trading platforms, systems agriculture smart agriculture, as well as various digital innovation that is capable increase efficiency, productivity , and market access.

At the end stage this area transmigration expected develop become area independent who has productivity high, innovative, inclusive, sustainable, and capable compete at the level national and international. With thus, the area transmigration can transform become one of the growth engines economy new support equality development and improvement welfare public in a way sustainable.

4. CONCLUSION

Transmigration transformation is essentially a transformation of productivity. The success of regional development is no longer determined by the number of people relocated or the size of the area opened, but rather by the region's ability to generate investment, added value, employment, and community welfare. From this perspective, transmigration regional development needs to be positioned as a system capable of integrating various productivity levers, both at the regional level and at the implementing institutions. Based on this thinking, This paper develops the Integrative Model of Transmigration Productivity (MIPT) which integrates productivity area And productivity organization into the One development framework. Through the Transmigration Transformation Productivity Formula (PTT) and the Transmigration Area Productivity Index (IPKT), this paper offers

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instruments that can be used to more comprehensively measure, manage, and evaluate the success of transmigration area development.

This framework further guides a shift in perspectives on transmigration itself. Transmigration is no longer understood as a mere population transfer program, but rather as a region-based economic development strategy oriented toward creating new growth centers, accelerating equitable development, strengthening national integration, and increasing national competitiveness. With this orientation, the success of transmigration is measured by its ability to create regions. Which productive, interesting investment, expand chance Work, And improving community welfare in a sustainable manner as part of efforts to realize the vision of Golden Indonesia 2045.

Departing from this paradigm, the 2025–2045 Transmigration Area Productivity Roadmap presented in this paper is an attempt to translate the idea of Transmigration Transformation into a more operational, measurable, and long-term-oriented conceptual framework. Therefore, it is important It is emphasized that this roadmap is the author's academic elaboration of the Transmigration Transformation paradigm initiated by the Minister of Transmigration. This document is not intended as an official document of the Ministry of Transmigration, but rather as a conceptual development that seeks to enrich the theoretical and methodological foundations for implementing this transformation.

With this position, this article is expected to provide academic contributions in the development of science and practice of transmigration area development, as well as being a reference for policy formulation, preparation of performance measurement instruments, and the development of a more productive, inclusive, competitive, and sustainable regional development model. Ultimately, the productivity of transmigration areas will not only be a measure of the program's success but also a strategic instrument in encouraging the emergence of new centers of economic growth that can accelerate the realization of Golden Indonesia 2045.

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