WORKER PERFORMANCE FROM PERSPECTIVE OF PROFIT, QUALITY AND WORK ACCURACY IN TRADITIONAL FISHERY BUSINESS IN LAMPUNG PROVINCE

Helvi Yanfika[1], Siti Amanah[2], Anna Fatchiya[2], Pang S. Asngari[2]

[1]Agriculture Faculty, University of Lampung

[2]Department of Communication Science and Community Development,
Faculty of Human Ecology, Agricultural Institute of Bogor

ABSTRACT

The purposes of this study were to (1) analyze the performance of the profit, quality, and worker behavior in the traditional fishery business and; (2) analyze the factors affecting performance. The location of the research was conducted in three districts in Lampung Province, namely Tanggamus, Pringsewu and East Lampung. The research population was 570 traditional fishery workers (pemindangan, salting, fumigation and fermentation). The number of research samples was calculated by Slovin formula and obtained as many as 235 respondents. The number of respondents for each business unit was determined using proportional random sampling technique. Technical analysis of data using SPSS was multiple linear regression analysis. The variables in this research were motivation (X1) technical competence (X2), managerial competence (X3), social competence (X4), Performance of processor (Y). Field data were collected in July-September 2017. The results of this research were (1) Performance of processor when viewed from good profit perspective, especially in East Lampung, whereas in Kabupaten Tanggamus and Pringsewu still low, if seen from aspect of quality and work behavior worker in the three districts are good. Processing performance in Lampung Province seen from the aspect of profit was influenced by motivation and technical competence, quality and work behavior influenced by motivation, technical competence and social competence.

Keywords: performance, competence, quality, traditional fishery

INTRODUCTION

Small-scale business are a very important part of the fisheries and economic sectors globally. Small-scale fisheries have a very important role in almost all fish producing countries. For example, FAO (2014) notes that in the aquaculture subsector nearly 60 million people work in

the primary sector with 90% of them were small businesses. However, many studies have found that the income of small-scale entrepreneurs is very low (Loayza and Sprague, 1992, Cunningham, 1994) especially in developing countries, so low income levels become the benchmark of poverty (FAO, 2005). Reardon & Barret. (2000) and De Janvry & Sadoulet (2005) argue that producer countries, especially developing countries, have limited access to markets, lack of business capital and technological limitations.

The traditional fishery processing business in Lampung Province is a small-scale business which have problems; ranging from the use of raw materials, technology, facilities and infrastructure, and food additives to the handling and processing of raw materials (Yuliana et al., 2011; Riyadi et al.2012; B Lumban et al., 2014; Junianingsih 2014; Devi et al. 2016), related to processed products that are not safe for consumption. Related to this it is necessary to increase the competence of traditional fish worker to produce quality processed products. It is conceivable if traditional worker are not able to produce quality products then the processed products do not sell and the effort made will be a loss and close.

The above description is known that the processing performance is still low, running the management system in the processing business of fishery products. Factors that can affect performance are competence. According to Helmi (2003), Sapar et al (2012), Grudzinskiy A et al. (2015), Hladik & Jadama (2015), competence is a factor that can affect a person's performance, and with good competence will help in completing a task and responsibility in an effort. Self competence is an indicator that can estimate its performance. Performance is something that will be done and achieved in its activities (Ilyas 2002 and Wollfolk 2004), and according to Spencer and Spencer's (1993) competence is a form of motive, attitudes, skills, knowledge, behavior or other personal characteristics necessary to carry out his work.This research objective is: (1) analyze the processing performance in traditional fishery business, and (2) analyze the factors that influence the performance.

RESEARCH METHODS

This research was conducted by survey method in three regencies in Lampung Province; namely Tanggamus, Pringsewu and East Lampung. The population is traditional fishery processor (salting, fumigation, fermentation) and 570 workers. then the number of samples in each group is determined using proportional random sampling technique, then seen in Table 1.

Table 1: Total Population and sample of traditional fishery processing

Regencies	Activities							
	Salting		Fumigation		Pemindangan		Fermentation	
	Population (N)	Sample (n)	Population (N)	Sample (n)	Population (N)	Sample (n)	Population (N)	Sample (n)
Tanggamus	53	22	29	12	46	19	15	6
Pringsewu	0	0	2	1	131	54	0	0
Lampung Timur	216	89	10	4	15	6	53	22

Primary data collected through direct interviews with respondents in the form of data karakateristik individual and external factors respondents. Secondary data in this study was obtained from the Office of Fisheries and Marine Affairs, Statistics Agency of Lampung Province. data analysis using SPSS is multiple linear regression analysis. The variables in this research are motivation (X5), technical competence (Y1.1), managerial competence (Y1.2), social competence (Y1.3), Performance of processor (Y2). Field data taking in July-August 2017.

RESEARCH RESULT AND DISCUSSION

Performance

Every business or business undoubtedly wishes to achieve a predetermined goal or wants to achieve "business success". One measure to measure success is to conduct a performance assessment. Performance appraisal in this research is profit, quality and accuracy in work. Furthermore, it can be seen in Table 2.

Table 2: Worker Performane of Traditional Fishery

No	Variable	TGM(n=59)		PRS (n=55)		LTM (n=121)		Jml (n=235)	%
		total	Average	total	Average	total	Average		
1	Profit								
	Very low (1-5 jt)	33	55.9	32	58.2	38	31.4	103	43.8
	Low(6 jt-10 jt)	17	28.8	23	41.8	30	24.8	70	29.8
	High (10 jt-20jt)	5	8.9	0	0	31	25.6	36	15.3
	Very high (>20 jt)	4	6.8	0	0	22	18.2	62	11.1
	Average	8,073,126 (Low)							
2	Qualty								
	Very low (0-25)	2	3.4	0	0	0	0	2	0.9
	Low (25,1-50)	27	45.8	6	10.9	6	5.0	39	16.6
	High (50,1-75)	27	45.8	49	89.1	41	33.9	117	49.8
	Very High (75,1-100)	3	5.1	0	0	74	61.2	77	32.8
	Average	67,4 (High)							
3	Work Behavior								
	Very Low (0-25)	5	8.5	0	0	0	0	5	2.1
	Low (25,1-50)	12	20.3	0	0	1	0.8	13	5.5
	High (50,1-75)	24	40.7	49	89.1	26	21.5	99	42.1
	Very High (75,1-100)	18	30.5	6	10.9	94	77.7	118	50.2
	Average	73.7 (High)							

Profit

The performance of traditional fisheries worker can be seen from the advantages and quality of production and the working behavior of traditional fishery worker. In general, traditional fishery processing business is quite good, especially in East Lampung the profit earned on average more than Rp. 10.000.000 per month, this is because the processing business in the dominance of salting business, and is quite advanced and become central in Lampung Province. Marketing results have been to the island of Java, and Sumatra, while businesses in Tanggamus and Pringsewu still need to be improved, the advantage of the two districts ranged from Rp. 5,000,000

The worker in Kabupaten Tanggamus and Pringsewu mostly (above 50%) receive profit ranging from Rp 1.000.000-Rp 5.000.000). The result of salt preparation in Tanggamus Regency is marketed to Palembang and Medan, but for processed fumigation, pengerapan and fermentation of Tanggamus regency only, especially mountainous area, or even order. Processing results in

Pringsewu district most of the worker are still small-scale business processing and marketing is still in the subdistrict only, in contrast to the fumigation already marketed to Palembang and its products have been entered in the shop typical lampung and minimarket in Pringsewu region, but still very few who do smoke catfish business, the dominant pengolah tongkol pengolah.

The average profit received by the processor in each month the traditional fishery processing profits in Pringsewu District is the smallest when compared with the advantages obtained by traditional fishery worker in Tanggamus and East Lampung. One of the facts of low profit margins, is the marketing aspect. O'neil and Crona (2017) argued that the marketing aspect is a complex aspect, so it is a matter of concern for future efforts, that is to increase profits, the market is essential to ensure the traditional fishery business continues to grow and sustain, and in the opinion of Emery et. al. (2017) to increase revenues and profits in fisheries business in Australia is needed the role of government, therefore to increase the profit of worker in Lampung Province required support the government, both from marine and fishery agencies or other related agencies.

Quality

In general, the average quality of processed fish from the three districts are in the high category. This can be seen from the results of the process related to the smell, color, texture, appearance, and taste of the product. Furthermore, it can be seen in Table 3. It is also supported from the results of consumer preference analysis that traditional fish processing products have been very good, far from the hygienic principle, this is in line with the results of research Thaheer (2015) states that the product of pemindangan in West Java is still far from the principle of food hygiene, Infrastructure owned is very minimal and very likely to cause cross contamination, Heruwati (2002) traditional processed products still have a bad image in the eyes of consumers, due to the low quality and nutritional value, inconsistency of functional properties, and the absence of quality assurance and food security for consumers, in line with the results of the research Sample (2015) stated that traditional fish worker such as salting and fermentation in Bohemia South quality of processed fish is affected during action during processing and preparation.

Table 3: Product Quality of Processed Tradional Fishery

N o	Quality	Category			
		Very low	Low	High	Very high
		%	%	%	%
1	Product Flavor	5.53	7.23	21.7	65.53
2	Product Color	4.26	28.51	35.32	31.91
3	Product Texture	4.26	30.64	43.4	21.7
4	Sighting of Fish to be processed	1.7	9.36	63.83	25.11
5	Product tastes itchy	5.96	36.17	35.32	22.55

Accuracy of work

In addition to the business profit and the quality of products produced, the performance of traditional fisheries worker can be seen from the precision of processing work. In Table 4. Indicates the processor has largely worked according to the procedure, using the appropriate equipment function, and very rarely the accident at work, and the processor works at a predetermined rate.

Table 4: Work Accuracy of Traditional Fishery Worker

No	Work behavior	Category			
		Very low	Low	High	Very high
		%	%	%	%
1	Work according to procedure	2.13	5.53	50.64	41.7
2	Using equipment that fits its function	2.55	5.96	53.19	38.3
3	Low work accidents	1.7	15.96	54.47	37.87
4	Keeping the equipment	1.7	5.96	66.38	25.96
5	Works at a predetermined rate	1.7	5.96	66.38	25.96

Factors that affect the performance of traditional worker

The results of regression analysis, states that the factors that affect the performance of traditional fisheries worker are influenced by motivation, technical competence, managerial competence and social competence. The performance of traditional fishery worker can be seen in terms of profit, quality and working behavior of traditional fishery worker.

1. Profit

Profit, influenced by motivation and technical competence, with 99 percent confidence level, with regression equation Y2.1 = 1,680 + 0,010 X1 - 0,040 X2; R2 = 14.3%.

The motivation of traditional fishery worker in carrying out traditional fishery processing business that is because the business tesebut can meet the needs of the family, can absorb labor and the number of requests for these products of traditional fishery processed is quite high. Motivation significantly affect the performance of worker in view in terms of profit obtained by traditional fishery worker. Influence given the motivation is positive value which means if there is an increase in the motivation pengolah in running its business it will increase the profit of traditional fisheries worker. The value of the regression coefficient of motivation is sebesae 0.010 which means that any increase in processing motivation by one unit will increase the profit of traditional fishery processing by 0.01 units.

The technical competence of traditional fisheries worker includes the processing capability in the selection of raw materials, the use of additional materials, the selection of locations and business buildings, equipment and equipment used in running the business, sources of clean water supply, packing and product pelebelan and product distribution. Technical competence has a significant effect on the 99 percent confidence level. The value of regression coefficient of technical competence is equal to -0,040.

Table 5: The Factors influencing the profit

Variable	B	t-Value	Sig	R2
Constants	1.680	4.896	0.000**	0.143
Motivation (X_1)	0.010	3.882	0.000**	
Technical Competence (X_2)	-0.040	-3.661	0.000**	
Managerial Competence (X_3)	0.000	0.060	0.952	
Social Competence (X_4)	0.004	1.080	0.281	

Note: **there's a real influence in level 0.01, * there's a real influence in level 0.05

2. Quality

Quality of traditional fishery processed products and influenced by technical competence and social competence of traditional fishery worker. As can be seen from the results of regression influence is as follows:

$$Y_{1.2} = 36.552 + 1.925 \, Y_{1.1} + 0,723 \, Y_{1.3} \; ; R^2 = 44,6\%$$

Table 6: The Factors influencing the quality performance of worker

Variabel	B	t-Value	Sig	R2
Contants	36.552	4.302	0.000**	0.446
Motivation (X_1)	0.207	6.016	0.000**	
Technical Competence	1.925	7.624	0.000**	
Managerial Competence (X_3)	0.133	1.36	0.175	
Social Competence (X_4)	0.723	9.637	0.000**	

Keterangan: ** there's a real influence in level 0.01, * there's a real influence in level 0.05

The motivation of traditional fishery worker in managing their business has a positive effect on the quality of traditional fishery processor at 99 percent confidence level. The value of variable regression coefficient of motivation to the quality of processing performance yiatu of 0.207 which means any increase in processing motivation in managing their business for one unit will improve the quality of traditional processed fishery products by 0.207 units.

Technical competence has a significant and positive effect on traditional fishery processing quality at 99 percent confidence level. The value of regression coefficient marked positive indicates if any increase in technical competence will improve the quality performance of traditional fishery processor. The value of regression coefficient of technical competence is equal to 1,925 which means that every increase of technical competence of one unit will improve the performance of processing quality of traditional fishery equal to 1,925 unit.

The social competitiveness of traditional fishery worker is related to the social relationship of the processor to the community around the business location, the relationship with other worker and to the threat of new competitors in traditional fishery processing business as well as the attitude of the worker in the face of criticism and suggestions that appear for the products it produces. Social competence has a significant and positive effect on the quality performance of traditional fishery processor at 99 percent confidence level. The value of regression coefficient of social competence of traditional fishermen processing is 0.723 which means that every increase of social competence of traditional fishery processor by one unit will improve the quality of processing of traditional fishery by 0,723 unit.

3. Work Accuracy

The performance of traditional fishery processing is seen from the aspect of working behavior of the processor. Regression analysis results can be seen in Table 6 and the obtained equation is as follows; $Y_1 = 7.423 + 0.418 X_1 + 0,675 X_2 + 0,287 X_4$; $R^2 = 46,5\%$

Motivation of traditional fishery worker in running the processing business is to meet the needs of families and absorb labor and demand for fishery products are quite high. Motivation positively affects the performance of traditional fishery worker viewed from the working behavior of worker. Positive influence of motivation can be seen from the large value of regression coefficient is equal to 0.418 which means if there is an increase in the motivation of worker in running their business for one unit it will improve the performance of traditional fishery processing worker behavior of 0.418 units.

Table 7: The Factors influencing the performance of worker behavior

Variabel	B	t-Value	Sig	R2
Contants	7.243	0.922	0.357	0.465
Motivation (X_1)	0.418	7.151	0.000**	
Technical Competence	0.675	2.688	0.008**	
Managerial Competence (X_3)	0.046	0.522	0.602	
Social Competence (X_4)	0.287	3.633	0.000**	

Keterangan: ** there's a real influence in level 0.01, * there's a real influence in level 0.05

Technical competence positively affects the work behavior of traditional fishery worker which means if there is an increase in technical competence of traditional fishery processor then it will improve the working behavior of traditional fishery processor. The value of regression coefficient of technical competence to work behavior is 0.675 which means that if the increase of technical competence of traditional fishery processing processor one unit then it will increase the behavior of traditional fishery processing worker is 0,675 unit.

The traditional social competitiveness of traditional fishery worker involves the presence of traditional fishery worker at gatherings in the area around the business location, processing attitudes towards fellow worker related to the availability of raw materials, business competition with new worker and acceptance of worker against criticism and suggestions given related to the products produced. The traditional social competitiveness of traditional fishery worker has a positive effect on traditional fishery worker. The higher the social competence possessed by traditional fishery worker, the higher the working behavior of traditional fishery worker. The value of regression coefficient of social competence of tardisional fishery processing process is 0.287, which means that if there is an increase of social competence of one unit of food will improve the accuracy of fishery processor processing tardisional by 0,287 unit.

The results of the study revealed that motivation, technical competence, and social competence, and some of the results of the research are in line that states that motivation affects performance (Hanafi and Yohana, 2017; Hanantoko and Nugraha 2017; Juneantara and Riana 2015)

CONCLUSION

1. The performance of traditional fishery worker in East Lampung Regency is quite good, whereas in Kabupaten Tanggamus and Pringsewu is still limited, when viewed from the aspect of profit but the quality and accuracy of work is good.
2. Factors affecting performance are motivation, technical competence, and social competence.

SUGGESTION

1. There is a need for government support in increasing revenues and profits.
2. Technical training related to improvement of processed products based on hygienic principles.
3. Management-related training in running the business.

REFERENCES

Cunning, J.G. 1994. Textbook of veterinary physiology. 2nd Ed. Philelphia.

Devi KPT Suamba IK. Artini NWP. 2016. Analisis pengendalian mutu pada pengolahan ikan palagis beku. *Jurnal Agribisnis dan Agrowisata*. 5(1):1-11.

Emery T J, Gardner C, Hartmann K, Cartwright I. 2017. *Journal Marine Policy*.doi.org./10.1016/j.marpol.2016.11.018.

(FAO) Food and Agriculture Organization of the United Nations. 2005. *The State of Food and Agriculture.* Food and Agriculture Organization of the United Nations. Roma

(FAO) Food and Agriculture Organization of the United Nations. 2014. *The State of World Fisheries and Aquaculture.* Food and Agriculture Organization of the United Nations. Roma

Grudzinskiy AO. Zakharova L. Bureeva N. Leonova I. Mahalin A. 2015. Personal Competences of Succession Pool for Management Positions within University Competitiveness Increase: Meaning and Identifications. *Procedia Sosial and Behavior Science*. 214(2015); 586-597.

Hanafi BD, Yohana C. 2017. Pengaruh motivasi, dan lingkungan kerja, terhadap kinerja karyawan, dengan kepuasaan kerja sebagai variabel mediasi padat PT BNI lifeinsurance. *Jurnal Pendidikan Ekonomis dan Bisnis*. 5(1); 73-89. Doi.org/10.21009/JPEB.005.1.6.

Hanantoko DA, Nugraheni R. 2017. Analisis pengaruh motivasi kerja, kepemimpinan dan budaya organisasi terhadap kinerja karyawan. *Diponegoro Jaurnal of Management*. 6(4); 1-8.

Helmi Z, Sumardjo, Purwaningsih N, Tjitropranoto P. 2013. Hubungan kompetensi penyuluh dengan karakteristik pribadi, persepsi penyuluh terhadap dukungan kelembagaan dan persepsi penyuluh terhadap sifat inovasi cyber extension. *Jurnal Agro Ekonomi*. 31(1): 1-18.

Heruwati ES. 2002. Pengolahan ikan secara tradisional; prospek dan peluang pengembangan. *Jurnal Litbang Pertanian*. 21(3); 92-99.

Hikmayani Y, Yulisti M. 2015. Dampak ekonomi program pengembangan usaha mina pedesaan (PUMP) pada usaha pengolahan dan pemasaran hasil perikanan. *Jurnal Sosek Kelautan dan Perikanan*. 10(2); 229-240.

Hladik J, Jadama L M. 2015. Multicultural Competence of Helping Profession Students; Cross Cultural Comparison Between Europe and Africa. *Procedia - Sosial and Behavioral Sciences*. 214 (2015); 586 – 595.

Ilyas Y. 2002. Kinerja: Teori, Penilaian, dan Penelitian. Depok (ID): Pusat Kajian Kesehatan, Fakultas Kesehatan Masyarakat. Universitas Indonesia.

Janvry D, Sadoulet E. 2005. Achieving success in rural development; toward implementation of an integral approach. Agriculture Economic 32, 75-89.

Junianingsih I, Hakin L, dan Harahab N. 2014. Local wisdom of smoked fish processing as tourism productin Situbondo regency. Malang. Universitas Brawijaya. *Jurnal,2(3)(2014)*.

Juniantara IW, Riana IG. 2015. Pengaruh motivasi dan kepuasaan kerja terhadap kinerja karyawan koperasi di Denpasar. *E-Jurnal Ekonomi dan Bisnis Universitas Udayana*. 4 (09); 611-628.

Loayza EA, Sprague LM. 1992. A strategy for fisheries development. World Bank Fisheies Series Discussion Papers No. 135, World Bank, Washington DC, 88 pp.

Lumban RM, Maulina I, Gumilar I. 2012. Analisis pengembangan usaha pemindangan ikan di Kecamatan Bekasi Barat. *Jurnal Perikanan dan Kelautan*. 3(1): 17-24.

O'neill ED, Crona B. 2017. Assistance networks in seafood trade – A means to assess benefit distribution in small-scale fisheries. *Journal Marine Policy*. Doi.org/10.1016/j.marpol.2017.01.025.

Reardon T, Barret CB. 2000. Agroindustrialization, globalization, and international development. An overview of issues, patterns, and determinant.Agricultural Economic 23, 195-205.

Riyadi PH, Bambang AN, Agustini AW. 2015. Analisis kebijakan keamanan pangan produk hasil hasil perikanan di Pantura Jawa Tengah dan DIY.

Sapar. Jahi A. Asngari PS. Saleh A. Putupurnaba IG. 2012. Penyuluh pertanian dan dampaknya pada kompetensi petani Kakao di empat wilayah Sulawesi Selatan. *Jurnal Penyuluhan, 8(1);29-41.*

Sampels S. 2015. The effects of processing technologies and preparation on the final quality of fish product. Food Science & Technology. 55(2015); 131-146.

Spencer LM, Spencer SM. 1993. Competence At Work; Model for Superior Performance. New York (US): John Miley & Sons. Inc.

Woolfolk A E. 2004. Educational Psychology. Ed. Ke-39. Needham Heigts, Boston MA; Pearson Education Inc. dan Allyn and Bacon.

Yuliana E. Suhardi DA. Susilo A. 2011. Timngkat penggunaan bahan kimia berbahaya pada pengolahan ikan asin. Kasus di Muara Angke dan Cilincing ; Jakarta. *Jurnal Pengolahan Hasil Perikanan Indonesia*. XIV (1) : hal ; 14-21.

www.ijsser.org
Page 589