

# The Influence of Motivation, Managerial Ability, Facilities and Infrastructure on Productivity and Welfare of Fishermen in Marine Fisheries in the South Coast of South Sulawesi Province

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## Abstract

*This research aims to analyze the influence of motivation; Managerial ability Facilities and infrastructure Managerial ability affect the welfare of fishermen in South Sulawesi Province. This research is exploratory. From the aspect of the data, it is research. From this point of view, it is a causal study. The results showed that motivation had a positive and insignificant effect on productivity. The managerial ability has a positive and significant influence on productivity. Infrastructure has a positive and significant impact on productivity. Motivation has a significant influence on the welfare of fishermen. The managerial ability has a negative and insignificant effect on the welfare of fishermen. Infrastructure has a positive and significant influence on the welfare of fishermen. Motivation has a positive and significant influence on the welfare of fishermen through productivity. The managerial ability has a negative and insignificant effect on fishermen's welfare through productivity. Infrastructure has a positive and significant influence on the welfare of fishermen through productivity. Productivity has a positive and significant influence on the welfare of fishermen.*

**Keywords:** Motivation; Managerial Ability; Infrastructure

Date of Submission: 07-09-2021

Date of Acceptance: 21-09-2021

## I. Introduction

Indonesia has 17,508 small islands scattered throughout Indonesia, in addition to the previously known large islands. This is what makes Indonesia an archipelagic country. Of these, 10,160 islands have been surveyed and verified. Indonesia's great marine potential has contributed to foreign exchange of US \$ 2.6 billion (2008). This amount is better than 2007 which was only US\$ 2.3 billion. Indonesia's marine and fishery potential reach 70 per cent of the territory of the Republic of Indonesia as a whole.

The handling of the marine fisheries sector with the resulting products in the form of fish and marine products needs to be handled by human resources who have work motivation with managerial abilities to utilize facilities and infrastructure in increasing the productivity of marine fishery products for the welfare of the community. However, in reality, the management of the marine fisheries sector in South Sulawesi Province has not been optimal than expected. This indication shows in the report of Indonesian marine fisheries observers (2012) that the marine fisheries sector in South Sulawesi Province has not been optimally managed, only reaching 18.7% of marine catch management. The distribution of marine fishery potential in South Sulawesi Province from 21 districts and cities, not all districts/cities have marine fisheries potential.

In South Sulawesi Province, many regencies have potential fish catches above 3.5 tons, where the districts with the largest catches are Bone Regency (18.4 tons), Bulukumba Regency (16.8 tons) and Selayar Regency (14.7 tons), with the number of fishermen for Bone Regency as many as 22,854 people, Bulukumba Regency as many as 20,334 people and Selayar Regency as many as 18,479 people.

South Sulawesi Province needs to think about developing marine fisheries potential to increase the contribution of marine fish catch productivity in improving the welfare of the Indonesian people in general and the people in South Sulawesi Province in particular whose productivity is still low. The catch of marine fish in five years has increased. In 2012 it reached 259,881.5 tons until 2017 the catch reached 359,770.1 tons, this means that the productivity of fishermen's catches has increased which directly or indirectly affects the level of welfare.

Considering the need for the development of human resources engaged in marine fisheries, in this case, fishermen who are trying to catch fish to increase their work motivation, managerial abilities, support for infrastructure facilities that are utilized to further increase productivity and welfare. It can be seen that there are

still many marine fisheries fishermen in South Sulawesi Province that need to improve human resources in managing marine fisheries business.

The phenomenon shows that generally marine fishers in South Sulawesi Province, work motivation is still low. This phenomenon shows that marine fishers are still less motivated to increase marine catches because they are still struggling with meeting the necessities of life. These reasons are important for the application of work motivation through the provision of encouragement, stimulation, excitement and encouragement to be motivated to pursue marine fisheries.

The phenomenon shows that marine fishers pursuing marine fishing businesses still have limited managerial abilities in managing their business. This gap occurs because the level of knowledge, skills and mastery of work is still low in terms of the implementation of management functions. Good in terms of the ability to plan, organize, direct, control and evaluate the results of fishing that are produced at any time. This managerial ability has little effect on increasing the productivity and welfare of marine fishers.

A phenomenon that often becomes a complaint of marine fishers is the lack of infrastructure assistance to increase the productivity of marine fishery catches which leads fishermen to be able to improve their welfare. Looking at the condition of infrastructure facilities in general, marine fishery communities in Indonesia in general and in South Sulawesi Province in particular, there are still infrastructure facilities that do not support marine fishers to be able to develop their business potential, considering that the available infrastructure is still limited and not feasible.

There is a phenomenon that infrastructure facilities in supporting the increase in production and welfare of fishing communities are still lacking, especially those related to capital facilities, docks and boats, as well as materials and tools that support fishing productivity. Limited capital facilities make it difficult for marine fisheries fishermen to develop their businesses, the lack of operating docks causes the catch to be reduced, as well as the use of boats that are still traditional reduce catches in quantity and quality, including in this case the limited quality and quality fishing gear and materials. environmentally friendly. Infrastructure facilities are important for marine fishers to increase their productivity and welfare.

The importance of the infrastructure needed by marine fishers is very relevant to the facility *theory proposed* by Hamilton (2007:16) that achieving maximum results must be supported by the availability of facilities (infrastructure). In the field of marine fisheries, infrastructure plays an important role in obtaining maximum fish catches. Efforts to provide infrastructure are certainly not easy, because they require a budget, operating docks and boats and tools and equipment that support the realization of increased productivity and welfare of fishermen.

It means that work motivation, managerial ability and available infrastructure affect increasing the productivity and welfare of marine fishers. Until 2012 the productivity of marine fisheries catches in South Sulawesi Province has not been maximized. This is because the level of acquisition of the catch (*output*) is still low compared to the number of costs incurred. The fact found in marine fishers is that the sales, income, market share and risk of selling marine fish are almost the same as the number of production costs and equipment incurred. This means that marine fishers have a low productivity level.

Understanding the condition of achieving the productivity of marine fishers who have decreased, has an impact on the level of welfare. It is difficult for marine fishers to improve their welfare because economic stability in terms of income is still low, fishermen do not have additional work, the conditions for a living are below the poverty line and the level of fulfilment of physical and spiritual health needs is not met. This insecure condition is the cause of the difficulty for marine fishers to get a level of welfare.

The phenomenon of low welfare experienced by marine fisheries fishermen are often complained of, namely the lack of fish catches that affect income generation in helping to strengthen economic stability, because work in this field depends on the climate, fishermen are often unemployed and do not use their time to do other productive businesses to increase their income. , coupled with the condition of poverty that ensnares fishermen in terms of the condition of their food, clothing and housing, fishermen find it difficult to meet the demands of a physically and mentally healthy life. This complaint is a sign of the low level of fishermen's welfare.

Understanding the welfare phenomenon above, it is proper for marine fishers to apply the welfare *theory from* Adam Smith in Salvatore (2001: 55) which states that the characteristics of a prosperous country are a society that is well-established in terms of economy, profitable work, and the feasibility of living a healthy, physically and spiritually healthy life. . This opinion becomes a benchmark to see and improve the welfare level of marine fishers, who currently have an unsettled economic condition, no alternative work without (usually unemployed), an inadequate life (poor) and poor physical and mental health conditions. guaranteed.

### **Hypothesis**

1. Motivation affects the productivity of fishermen in South Sulawesi Province.
2. Managerial ability affects the productivity of fishermen in South Sulawesi Province.

3. Infrastructure affects the productivity of fishermen in South Sulawesi Province.
4. Motivation affects the welfare of fishermen in South Sulawesi Province.
5. Managerial ability affects the welfare of fishermen in South Sulawesi Province.
6. Infrastructure affects the welfare of fishermen in South Sulawesi Province.
7. Motivation affects welfare through the productivity of fishermen in South Sulawesi Province.
8. Managerial ability affects welfare through the productivity of fishermen in South Sulawesi Province.
9. Infrastructure has an effect on welfare through the productivity of fishermen in South Sulawesi Province.
10. Productivity affects the welfare of fishermen in South Sulawesi Province

## II. Research Methods

The research approach is designed to answer the problems that have been formulated and the objectives to be achieved and test hypotheses. The research approach is distinguished as follows:

1. This research is exploratory research that seeks to find relationships that are relatively new, and *explanatory*, that is, research is carried out by explaining the symptoms caused by an object of research.
2. Judging from the data aspect, it is *ex post facto research*, namely research that is a systematic empirical search in which research cannot control the independent variables of events that have occurred or cannot be manipulated.
3. Judging from the objective, this is a causal study that seeks to explain the causal relationship of the influence of motivation, managerial ability, and infrastructure on the productivity and welfare of fishermen in South Sulawesi Province.

The location of the research was carried out in South Sulawesi Province because the object of this research is related to the influence of motivation, managerial ability, and infrastructure on the productivity and welfare of marine fisheries in South Sulawesi Province.

## III. Results

### Measurement Results for Each Construct or Latent Variable

**Table 1** Evaluation of Criteria for *Goodness of Fit Indices* Oxygen Variable

The goodness of fit Index	Cut-off Value	Model Results*	Description
Chi_Square	Expected small	287,905 (0.05:62= 81.381)	Marginal
Probability		0.000	Marginal
GFI	0.90	0.854	Marginal
CFI	0.94	0.828	Marginal
TLI	0.94	0.783	Marginal
RMSEA	0.08	0.124	Marginal

Source: Appendix 4

**Table 2** Regression Values for Measurement of Exogenous

Variables Indicators indicators	Loading Factor(X)	Critical Ratio	Probability (P)	Information
Motivation				
M1	0.661	2,190	0.029	Significant
M2	0.926	2,215	0.027	Significant
M3	0.861	2,212	0.027	Significant
M4	0.635	2,185	0.029	Significant
M5	0.149	FIX	0.000	Significant
Capabilities Managerial				
Km1	0.742	7817	0.000	Significant
KM2	0.950	8147	0.000	Significant

KM3	0.625	7115	0.000	Significant
KM4	0.518	FIX	0.000	Significant
Infrastructure				
SP1	0.563	7,419	0.000	Significant
SP2	0.573	7,531	0.000	Significant
SP3	0.871	9,273	0.000	Significant
SP4	0.662	FIX	0.000	Significant

Source: Appendix

**Table 3** Evaluation of Criteria for Goodness of Fit Indices Endogenous Variable

Goodness of fit index	Cut-off Value	Model Results*	Description
Chi_Square	Expected small	130,935 (0.05:13= 22.3620)	Accepted
Probability		0.000	Marginal
GFI	0.90	0.889	Marginal
CFI	0.94	0.904	Accepted
TLI	0.94	0.845	Accepted
RMSEA	0.08	0.196	Marginal

Source: Appendix 4

**Table 4.** Evaluation of Criteria for *Goodness of Fit Indices Overall Model*

Goodness of fit Index	Cut-off Value	Model Results*	Description
Chi_Square	Expected small	314,761(0.05:121= 147,674)	Accepted
Probability		0.000	Marginal
GFI	0.90	0.895	Marginal
CFI	0.94	0.946	Accepted
TLI	0.94	0.915	Accepted
RMSEA	0.08	0.082	Accepted

Source: Hair (2006), Arbuckle (1997)

#### IV. Discussion

Of the total capital, seven channels have a significant influence. The interpretation of table 17 can be explained as follows:

1. Motivation has a positive and insignificant effect on productivity with a direct influence value of 0.037 and p value = 0.419 > 0.05.
2. Managerial ability has a positive and significant effect on productivity with a direct influence value of 0.394 and p-value = 0.000 <0.05.
3. Infrastructure has a positive and significant effect on productivity with a direct influence value of 0.448 and p-value = 0.000 <0.05.
4. Motivation has a positive and significant influence on the welfare of fishermen with a direct influence value of -0.101 and p-value = 0.044 <0.05.
5. Managerial ability has a negative and insignificant effect on fishermen's welfare with a direct influence value of -0.010 and p-value = 0.824 > 0.05.

6. Infrastructure has a positive and significant influence on the welfare of fishermen with a direct influence value of 0.221 and p-value = 0.000 < 0.05.
7. Motivation has a positive and significant influence on fishermen's welfare through productivity with an indirect effect value of 0.033 and p-value = 0.044 < 0.05.
8. Managerial ability has a positive and insignificant effect on fishermen's welfare through productivity with an indirect effect value of 0.350 and p-value = 0.824 > 0.05.
9. Infrastructure has a positive and significant impact on fishermen's welfare through productivity with an indirect effect value of 0.433 and p-value = 0.000 < 0.05.
10. Productivity has a positive and significant effect on the welfare of fishermen with a direct influence value of 0.888 and p-value = 0.000 < 0.05

### **1. The Influence of Motivation on Fishermen's Productivity**

The motivational effect observed in this study is the motivation possessed by marine fishers in the form of enthusiasm or encouragement from within and from outside themselves to work seriously in their work to increase their work productivity. The expected increase in productivity for fishermen's work motivation is the realization of production results as increased output by minimizing inputs in the form of costs incurred in pursuing work in the marine fishery sector. Based on the results of the study, it shows that motivation has a positive but not significant effect on the productivity of marine fish capture. This can be seen from the *direct effect (direct effect)* which is positive with a *p-value* which reveals insignificant.

### **2. Effect of Managerial Ability on Fisherman Productivity**

The effect of managerial ability observed on marine fishers in question is the development of potential possessed by fishermen to be able to manage marine fisheries business following their ability to increase the productivity of marine fish catches. The managerial ability that is required of fishermen is the ability of a fisherman to plan, organize, direct, control and evaluate the catch he is engaged in increasing his productivity.

### **3. Effect of Infrastructure on Fisherman Productivity**

The effect of infrastructure facilities observed on marine fishers in question is an effort to facilitate and expedite the realization of large catches from the availability of supporting infrastructure. The availability of infrastructure is needed in pursuing a marine fishery business in increasing the productivity of fishermen. Infrastructure is needed as a support for catching fish and facilitating fishing activities and selling the products of the catch obtained. Based on the results of the study, it is known that the influence of facilities and infrastructure owned by fishermen has a positive and significant influence on their productivity.

### **4. The influence of motivation on the welfare of fishermen**

Based on the results of the study indicate that motivation has a positive and significant effect on the welfare of fishermen. Judging from the (*direct effect*) is negative with *Value* a significant. This means that the work motivation of fishermen has been sufficiently motivated in running a fishing business to affect the improvement of their welfare. Although fishermen often complain about the low catch which does not increase the level of family economic capacity, they consider the work they do as a job that does not fulfil their standard of living and often suffers from risks both physically and spiritually.

### **5. Effect of managerial ability on fishermen's welfare**

Based on the results of the study, the managerial ability possessed by marine fishers has a negative and significant impact on fishermen's welfare. This can be seen from the *direct effect of the* negative with a significant p-value on the welfare of fishermen. This means that the managerial ability possessed by fishermen is still lacking in the development of the fishing business so that it has little influence on improving the welfare of fishermen.

### **6. The Influence of Infrastructure on Fishermen's Welfare**

The availability of infrastructure is needed in pursuing a marine fishery business to improve the welfare of fishermen. infrastructure is needed as a support for catching fish. Based on the results of the study, it is known that the facilities and infrastructure owned by fishermen have a positive and significant influence on their welfare. This means that the infrastructure owned by fishermen supports optimal fishing methods and techniques to improve the welfare of fishermen.

### **7. The Effect of Motivation on Fishermen's Welfare through Productivity**

Based on the results of the discussion described previously, it is known that motivation has a positive and significant effect on fishermen's welfare. Indirectly, the work motivation of fishermen has a positive and significant influence through the work productivity of fishermen in doing business in the field of fisheries. Directly and indirectly, work motivation has a real or significant effect on improving the welfare of fishermen, despite efforts to increase the productivity of fishermen in fishing.

### **8. Effect of Managerial Ability on Fishermen's Welfare through Productivity**

The results of the discussion described previously, it is known directly that managerial ability has a negative and insignificant effect on fishermen's welfare. Indirectly the managerial ability of fishermen has a positive and insignificant effect through the work productivity of fishermen in doing business in the field of fisheries. Directly and indirectly, the influence of managerial ability has a real or insignificant effect in improving the welfare of fishermen, through efforts to increase the productivity of fishermen in fishing.

### **9. The Effect of Infrastructure on Fishermen's Welfare through Productivity**

The results of the discussion previously described, it is known that infrastructure has a positive and significant impact on fishermen's welfare. Indirectly, fishermen's infrastructure has a positive and significant impact on the work productivity of fishermen in doing business in the field of fisheries. Directly and indirectly, the influence of infrastructure has a real or significant influence in improving the welfare of fishermen, through efforts to increase the productivity of fishermen in fishing.

### **10. Effect of Productivity on Fishermen's Welfare**

The results show that the effect of productivity on welfare directly has a positive and significant effect. This means that the productivity achieved by fishermen in pursuing the fisheries sector has a significant effect on realizing the welfare of fishermen. Efforts to increase productivity are important for fishermen to realize prosperity.

## **V. Conclusion**

Motivation has a positive and insignificant effect on productivity. The managerial ability has a positive and significant influence on productivity. Infrastructure has a positive and significant impact on productivity. Motivation has a significant influence on the welfare of fishermen. The managerial ability has a negative and insignificant effect on the welfare of fishermen. Infrastructure has a positive and significant influence on the welfare of fishermen. Motivation has a positive and significant influence on the welfare of fishermen through productivity. The managerial ability has a negative and insignificant effect on fishermen's welfare through productivity. Infrastructure has a positive and significant influence on the welfare of fishermen through productivity. Productivity has a positive and significant influence on the welfare of fishermen.

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Abdullah, et. al. "The Influence of Motivation, Managerial Ability, Facilities and Infrastructure on Productivity and Welfare of Fishermen in Marine Fisheries in the South Coast of South Sulawesi Province." *IOSR Journal of Business and Management (IOSR-JBM)*, 23(9), 2021, pp. 40-45.