Sustainable Livestock Production in the Perspective of Food Security, Policy, Genetic Resources, and Climate Change

Proceedings
Full Papers
10-14 November 2014, Yogyakarta, INDONESIA

The 16th AAAP Congress
SUSTAINABLE LIVESTOCK PRODUCTION IN THE
PERSPECTIVE OF FOOD SECURITY, POLICY, GENETIC
RESOURCES, AND CLIMATE CHANGE

PROCEEDINGS

FULL PAPERS

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The 16th AAAP Congress
Cataloguing-in-Publication Data

The 16th Asian-Australasian Associations of Animal Production Societies
Proceedings Full Papers
Sustainable Livestock Production in the Perspective of
Food Security, Policy, Genetic Resources, and Climate Change
10-14 November 2014, Yogyakarta, Indonesia / editors Subandriyo et al;
2825 p: ill.; 21 x 29,7 cm
Organized by Indonesian Society of Animal Sciences
In Collaboration with Ministry of Agriculture
Faculty of Animal Sciences Universitas Gadjah Mada
4. Genetic Resources 5. Climate Change
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Correlation between Wage Perception with Poultrymen’s Working Motivation on Rural Broiler Farms in Tempel District, Yogyakarta, Indonesia

Siti Andarwati, Budi Guntoro, and Reza Purwantara Firdaus
Faculty of Animal Science Gadjah Mada University, Yogyakarta, Indonesia
Corresponding email: standarwat@gmail.com

ABSTRACT

This study aimed to analyzed: 1) The amount of wages received by poultrymen and how the system of wages payment, 2) Perception of poultrymen towards wages, 3) Poultrymen’s working motivation, and 4) The relationship between perception of wage with the poultrymen’s working motivation on rural broiler farms in Tempel District. This research was conducted in Tempel District and involved 30 respondents from different broiler farms. Respondents were elected by purposive sampling method. The methods that used to calculate the wages by farmers were different but had a similar form. Overall average of wages that poultrymen received on one period from rural broiler farm in Tempel District was IDR 2,253,867. Poultrymen perception on wage was high rank with 93% of them had high perception of wage. Working motivation was also high with 80% of poultrymen had high motivation. The result of correlation between wage perception and poultrymen’s working motivation showed didn’t have correlation in both.

Key Words: Correlation, Wage perception, Motivation, Poultrymen

INTRODUCTION

Remuneration was one of the ways in which business owners to increased motivation, achievement and job satisfaction of employees. Wages according to the definition of the National Wages Council was defined as an acceptance of the benefits of hiring a receiver to worked for a work or service which had been and will be carried out, served as a guarantee of a decent life for the survival of humanity and production, expressed or assessed in the form of money determined according to an agreement, laws and regulations and paid on the basis of an employment agreement between the employer and the recipient of the work (Ranupandjojo and Husnan, 2002).

According to the Ministerial Decree No. 1 of 1999 Article 1, paragraph 1, the minimum wage was the lowest monthly wage consisting of basic salary including fixed allowances. This wage applied to those who were single and had been work experience of 0-1 years, served as a safety net, established by Decree of the Governor on the recommendation of the National Wages Council and was valid for one year running. Minimum wages were set through the district Decree of the Governor of Yogyakarta (DIY) number 370/KEP/2012 about 2013 minimum wage in DIY by IDR1,026,181. The wage was the lowest wage every month consisting of basic wage and fixed allowances (Disnakertrans DIY, 2013).

Perceptions of wages was the process of how someone viewed, interpreted, and gave meaning to the wage in the enterprise, consisting of wage adequacy in fulfilling the needs of poultrymen living in material and non-material. Muljani (2002) and Herpen (2005) stated that there was a significant positive relationship between wages and motivation.

Every poultrymen who worked must be had the urge within to do the work. That impulse could be interpreted as a motivation. Motivation was defined as the drive needs and desires of individuals were directed to the goal of achieving satisfaction. So the urge to had close links to individual needs. Motivation also determined the size of a person’s participation in group activities undertaken. The size determined of the participation motivation’s size. Based on the background of these problems, the main problems could be formulated to be answered in this
study. This study aimed to analyzed: 1) The amount of wages received by poultrymen and how the system of wages payment, 2) Perception of poultrymen towards wages, 3) Poultrymen's working motivation, and 4) The relationship between perception of wage with the poultrymen's working motivation on rural broiler farms in Tempel District.

**MATERIALS AND METHODS**

The material in this study were 30 workers (poultrymen) on the rural broiler farm with a total population of broiler under or equal to 15,000 birds every cycle in the Tempel district, Sleman regency. The criteria for selection were those poultrymen who have been worked at least one year. Tempel district has been chosen with consideration of having the highest number of broiler farm in Sleman and didn't directly affected by the eruption of Merapi volcano in 2010.

The research was conducted using household survey with interviews involving respondents selected. Sampling was done by using the Purposive sampling methods. Assessment of the perceptions and motivation of poultrymen at Tempel District was based on criteria according to Likert scale. In order to determined the relationship between perception of wage with the poultrymen's working motivation, has been done with Spearmans Rho analysis.

**RESULTS AND DISCUSSION**

**Poultrymen’s wage.** Poultrymen wages were calculated based on basic salary, bonus and the achievement of feed conversion ratio (FCR), chicken freight forwarding, transportation and sale of excreta (Table 1). Lowest base salary of poultrymen amounting IDR850,000 while the highest basic salary of IDR2,500,000 for each production period. Average base salary earned poultrymen was IDR1,320,000±507,631 during the each production period. Once broiler production period lasts for 56 days, consists of the seven-day preparation for the influx of day-old chick (DOC), 35 days for maintenance, and 14 days of cage rest. One year farm management cycle consists of six broiler production period.

**Table 1.** The average of poultrymen's wage component on rural broiler farms in the Tempel district for each production period

<table>
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<th>Wage component</th>
<th>Average (IDR)</th>
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<tr>
<td>Basic salary</td>
<td>1,320,000±507,631</td>
</tr>
<tr>
<td>Rice</td>
<td>282,167±146,603</td>
</tr>
<tr>
<td>The side dishes</td>
<td>215,467±150,729</td>
</tr>
<tr>
<td>Reimbursement of travel (transportation)</td>
<td>16,000±39,269</td>
</tr>
<tr>
<td>Bonus</td>
<td>147,000±103,795</td>
</tr>
<tr>
<td>Sales of excreta and litter</td>
<td>78,448±137,049</td>
</tr>
<tr>
<td>Housing, water, electricity and gas</td>
<td>197,400±114,090</td>
</tr>
<tr>
<td>Total wages</td>
<td>2,253,867±686,905</td>
</tr>
</tbody>
</table>

Source: Primary data analysis (2013)

Total wages that received by poultrymen each period had an average of IDR2,253,867±686,905. The average of total monthly poultrymen's wage of IDR1,239,627±377,798. Based on the average monthly wage received by poultrymen, 73.33% of them got wages above the minimum wage of DIY, while the other 26.67% of the workforce earned wages below the minimum wage of DIY. Not all broiler chicken farm entrepreneurs in the Tempel district complied with government regulations on wages.

**Perceptions of poultrymen toward wages.** Poultrymen had a good perception of the wages received, this was indicated by the results obtained from the survey (Table 2). A total of 93.3% (28 poultrymen) had a high perception of wages, and only 6.7% of the workforce who had a low perception. The majority of poultrymen had a high perception of the wages due to the assumption that the wages they received, could sufficient basic needs such as food, clothing and personal needs.
Table 2. Distribution of poultrymen in the category of wages perception

<table>
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<th>Wages perception</th>
<th>Percentage (%)</th>
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<td>High</td>
<td>93.33</td>
</tr>
<tr>
<td>Low</td>
<td>6.67</td>
</tr>
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</table>

Source: Primary data analysis (2013)

Poultrymen's working motivation. Poultrymen showed diverse motivation, motivation to work were observed in the study included five requirements, the motivation fulfillment of physical needs, the motivation for the fulfillment of safety, the motivation for the fulfillment of social needs, esteem needs motivation, and motivation for self-satisfaction. These five requirements were summarized in Maslow's hierarchy of motivation. Poultrymen who had high motivation to worked for 80% of the total respondents. High working motivation suggested that labor had assumed able to sufficient the needs of various aspects of work as poultrymen.

The relationship between perception of wage with the poultrymen's working motivation. The results of the Spearman Rho analysis showed that $r_s$ of 0.204 with a statistical significance of 0.279. These results indicated that there was no relationship between the perception of wage with the poultrymen's working motivation. This study in line with Rynes et al., (2004) that stated money wasn’t the only motivator and it was not the primary motivator for everyone. The statement means that if the perception of poultrymen toward wage increased, it didn’t increased the motivation to worked. No significant relationship between the perception of wage with the motivation to work, because of the poultrymen couldn’t affected the amount of wages even though they had high work motivation. The condition was due to the company's management broilers varied and differences of capacity maintenance, it made wages received by each poultrymen wasn’t the same.

CONCLUSION

The average amount of wages received by poultrymen each production period of IDR 2,253,867±686,905. The wages paid in the form of money and goods, consisting of rice, side dishes and other facilities provided during the work. The average total monthly wage that received by poultrymen of IDR 1,239,627±377,798 has fulfilled regional minimum wage in the district/town in DIY. Poultrymen perception toward wage was high (93.3%), as well as the poultrymen's working motivation (80%). There was no relationship between the perception of wage with the poultrymen's working motivation on rural broiler farms in Tempel district.

REFERENCES