International Journal of Economics, Business and Innovation Research
https://e-journal.citakonsultindo.or.id/index.php/IJEBIR
E-ISSN : 2964-0865
IJEBIR

Work Transformation Of Women Towards Family (Case Of Women Workers At PT. Spice Island Hatusua Village, Kairatu District, Seram Bagian Barat District)

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Abstract

This study aims to analyze the transformation of women's work at PT. Spice Island Hatusua Village and analyze the driving factors and impacts of the transformation of the work of women workers at PT. Spice Island Hatusua Village. The research location was chosen purposively (purposive random sampling). The population in this study were all casual daily workers at PT. Spice Island Maluku, totaling 74 people. Sampling is based on Arikunto's research considerations. If the total population is less than 100 people, the total sample is taken as a whole, but if the population is greater than 100 people, then 10-15% or 20-25% of the total population can be taken. Based on this research, because the total population is not greater than 100 respondents, the authors take 100% of the population at PT. Spice Island, namely as many as 18 female THL people. Thus the use of the entire population without having to draw a research sample as a unit of observation is referred to as a census technique. The research method uses descriptive qualitative. The results of the research show that the village of Hatusua has undergone work transformation after the cooperation between the community and PT. Spice Island Maluku (SIM) which made a change for the whole community of Hatusua Village, especially for housewives.

Keywords: Work Transformation, Women, Family

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INTRODUCTION

According to the Indonesian Dictionary, transformation is change, changing from a previous state to a completely new one. The transformation process is a change that occurs slowly or little by little, it cannot be predicted when it will start and how long it will end depending on the factors that influence it, it is comprehensive and continuous and the changes that occur have a close relationship with the emotional (value system) that exist in society. The transformation process contains a dimension of time and socio-cultural changes in the people who occupy it that arise through a long process that is always related to the activities that took place at that time. Thus transformation is a change that occurs from a state that was previously completely new. Work transformation refers to significant changes in the way individuals work in response to changing business, technological and cultural environments. Work transformation is often related to the implementation of new technology, organizational restructuring, and changes in corporate culture. It aims to improve efficiency, productivity, innovation and competitiveness of human resources.

Transformation results in changes in the structure of the population's employment, this is caused by two factors, namely the first factor which is often referred to as the pull effect from the non-agricultural sector, and the second factor is referred to as the push effect from the agricultural sector (Prayitno, 2015). Indonesia's long-term development as stipulated in National Development is directed at being able to change the fundamental structural patterns in the economic structure, so that imbalances originating from the agricultural sector which are still dominant will slowly become patterns and economic structures that are more robust, stable and create alignment of steps and relationships between agricultural and industrial sectors. Various natural resource potentials owned by the Indonesian nation, which are almost evenly distributed in all regions, especially in rural areas.

Currently there are various companies developing in rural areas as a manifestation of the transformation from the agricultural sector to the industrial sector. With the existence of a company, it absorbs a large enough workforce, and uses a large enough area of land which is used through renting and buying land.

In rural areas, agriculture is a field where women can be intensively involved and play an important role in the overall process of transformation and development of rural communities. So women workers in rural areas are more interested in the industrial sector with proper compensation in accordance with the performance provided and greater wage guarantees. Thus income is the biggest factor for labor migration from the agricultural

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sector, because the agricultural sector is uncertain or fluctuating so that many workers tend to move to the industrial sector. Changes in livelihoods from the agricultural sector to the non-agricultural sector or work mobility are followed by a process of commutation, circulation or simply changing livelihoods without any movement of the population. This transformation has increased employment opportunities and women's participation in supporting family acceptance. Agriculture in the countryside is a response and anticipation of the demands of progress for a better life, and market globalization.

Thus the transformation process must be seen as a natural phenomenon and an active process of the social system that is behind agricultural activities in rural areas.Gundogan dan Bicerli (2009) menyebutkan bahwa ada beberapa alasan yang menyebabkan perempuan berkontribusi pada sektor informal. Pertama, yaitu akibat tingginya tingkat pengangguran yang menyebabkan perempuan kehilangan kesempatan kerja di sektor formal. Kedua, yaitu akibat keterampilan yang rendah, kondisi budaya, dan tanggung jawab terhadap keluarga menyebabkan perempuan memilih untuk bekerja di sektor informal. Ketiga, yaitu turunnya pendapatan rumah tangga akibat krisis ekonomi menyebabkan perempuan berpartisipasi dalam pasar kerja untuk menambah pendapatan rumah tangga

West Seram Regency is one of the regencies in Maluku Province in Indonesia which has a large part of the population working in the informal sector who work as farmers and farm labourers. Hatusua Village is one of the areas in the West Seram Regency which is quite fertile for agricultural land and has potential marine resources. The land area is quite large so it is very strategic for the agricultural sector and as a source of family income, the potential of the natural resources that are owned then makes progress in Hatusua Village, interest from investors to the local government to advance and develop all potential and the economy villages through the utilization of the transformation of the agricultural sector to the industrial sector.

Currently there are 3 industrial companies that are actively operating in Hatusua Village (kairatu sub-district, West Seram), namely, the Pearl Company (PT. Globalindo Mutiara), the Abaka Banana Company (PT. Spice Island Maluku), and the Laying Chicken Company. These three companies absorb a large enough workforce, and use quite a large area of land which is utilized through land leases. With the development of these companies, many people rent their land to companies. This makes people who previously cultivated their agricultural land by becoming farmers switch to the industrial sector. Likewise the women in Hatusua Village. This has made women who were previously only

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housewives or working as farmers to support the family economy turn into workers in the industrial sector which also desperately need women.

The important issues that arise are changes in work and the interest of the people who tend to the industrial sector and choose not to make their main livelihood in the agricultural sector anymore. women as part of the household are also involved in efforts to fulfill needs both as the main contributor to family acceptance and as a supporting contributor in the family. Women who switch from the agricultural sector to industry will affect their contribution to household life. Agricultural activities that are usually carried out according to needs, are replaced with activities that demand to be on time at the work site.

Based on the explanation above, the formulation of the problem in this study is: what are the driving factors for women's work transformation, after work transformation occurs, the objectives to be achieved from this research are: To analyze the driving factors for the work transformation of women working at PT. Maluku Spice Island, Hatusua Village. The results of this study are expected to be a reference material for other researchers in research on the transformation of women's work towards the family.

RESEARCH METHODS

This research took place in Hatusua Village, Kiaratu District, West Seram Regency. This location was determined with the consideration that in Hatusua Village there is a company that manages abaka bananas and the majority of the population there work as day laborers at the company.

The sampling method used was saturated or census sampling method, as many as 18 people, from a total population of 74 people. According to Arikunto (2012: 104) if the population is less than 100 people, then the total sample is taken as a whole, but if the population is greater than 100 people, then 10-15% or 20-25% of the total population can be taken. Based on this research, because the total population is not greater than 100 respondents, the authors took a more specific number of samples based on the subject of this study, namely female daily casual workers (THL) at PT. Spice Island Maluku, namely as many as 18 respondents.

This research was conducted using a qualitative descriptive approach. In qualitative research the methods usually used are observation, interviews, and documentation. There are two sources of data, namely: Primary data, namely data obtained directly from THL women using interview techniques using questionnaires.

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Secondary data is data obtained from related agencies or institutions that have something to do with research.

Efforts to meet family needs can be examined through the characteristics of the respondents from the residents who were used as respondents. Respondent characteristics consist of age, education level, number of family members, and land area which are factors that influence the ability of farmers to try and work. The characteristics of the respondents can be used as a reference to see the ability of the performance of farmers in research locations.

RESULTS AND DISCUSSION

At the young beginning, the process of transforming community work in Hatusua Village began when the company entered, which then made various approaches to the local village government and then held meetings to discuss various matters as cooperation agreements, both between the village and the company. with the local community. After the agreement. then, in 2018 there was a good response from the agreement so that collaboration between the company and the village and the community began. With the main goal, that is, the whole community can improve the welfare of their families through the presence of PT. Maluku Spice Islands.

PT. Spice Islands Maluku, is committed with the government to build villages and empower local communities. The opportunity to be able to work together with the government and the local community is an opportunity to advance the West Seram area which has agricultural potential that suits the company's needs and can prosper the entire community in the future. At PT. Spice Island Maluku, which is located in the village of Hatusua itself, has 74 workers who are members of the local community, including women workers.

Women choose to work because the income earned by their husbands or other male family members in the household is not sufficient for the daily needs of the family. Working outside the home is also carried out as a strategy for women with the dual goal of earning income while ensuring that domestic work is carried out properly. Even so, the work they do is still often seen as a filler in spare time or a side job whose goal is to supplement family income.

Factors motivating women to work include husbands not working, low household income while the number of family dependents is quite high, filling free time, wanting to earn their own money and wanting experience (Asyiek, et al in Artini and Handayani 2009). Artini and Handayani (2009) further said that women are generally motivated to

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work to help support their families and generally work in the informal sector. This is done in order to divide time between work and family.

Work motivation is also owned by women who are aware of and know their rights and responsibilities as equal partners to men, where women will look for work relying on their abilities to earn income because they feel they have the opportunity and ability to work. This also applies to the West Seram district, Hatusua Village. Based on the results of the research conducted, it was found that there were several factors that encouraged the transformation of the work of women who used to work as farmers or who were only housewives, namely: Supporting the family economy, and Also make use of free time.

1. Supporting the family economy

In a household, sometimes in reality a husband cannot meet the needs of his family due to the lack of income that the husband earns, or it can also be caused because the type of work done by a husband cannot generate enough money to finance family expenses. In this situation of shortage and limited income, encourage the wife to help her husband work to increase family income and meet household needs.

The role of women in fulfilling the family economy working at PT. Spice Island Maluku, has led to equal roles with men. This equality is no longer hampered by the shackles of the sociocultural value system, that is, it no longer follows the traditional view that places women only in the domestic sector. The role of women has experienced development to enter the public sphere. Hatusua Village women chose to work as freelance daily workers at PT. Spice Island Maluku, because of the encouragement to help her husband's work and meet family needs.

The existence of PT. Spice Island Maluku provides job opportunities, business opportunities, independence, and greater economic productivity for women who live in this location. Although female workers are not as many as male workers, women's activities in the economic field have significant relevance to efforts to emancipate women, so working women have made a major contribution to the family economy. The income earned by working women varies between Rp. 1,000,000 rupiah up to Rp. 2,925,000 rupiahs. The difference in the amount of income is influenced by how many days they work and the target they achieve per day.

the main motivating factors that make women participate in work to fulfill all the needs of the family and the interview excerpt above shows how women have a high sensitivity and concern for the education of their children. Even though their days are tired and hard work, they are "willing" to work for the sake of school, education, and the future

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of their children. These women, housewives are well aware that education is the most logical and realistic ladder, media, and means to achieve a better life and achieve a bright future. As said by Haryatmoko (2016) that school is relied upon as an effective place to climb the social ladder (social mobility). Through school, people hope to improve their lives both economically, socially, culturally and position in the social hierarchy.

2. Filling spare time

The level of importance of leisure activities varies for a person when viewed from different aspects. In adults, including the elderly, problems of time and financial resources such as expensive work and family responsibilities can prevent a person from enjoying the importance of fun activities (Knox, 2000). The balance between daily life activities and recreational activities is not only stated by a unit of time, but is based more on regularity in the achievement of activities. In other words, the balance is determined by the sum of these activities.

Generally, mothers who do not work have free time on the sidelines of their busy life taking care of their children and family. As for the free time they have, more than 50% of housewives have 7-10 hours of free time a day. For this reason, they use it to work at PT. Maluku Spice Islands. Especially for housewives in Hatusua village, most of whom have a lot of free time outside of time to take care of the family. To fill this free time, mothers should be able to empower themselves with activities that can increase their income. One of them is by working as THL on the company's land whose job is to take care of the ataka banana plants so that housewives can take advantage of their free time so that they have positive activities that can provide additional income for the family.

The majority of female THL workers work to fill their free time when their husbands and children are also working. So that the time that is owned is not wasted and from busy work it can also increase income for the family. At PT. Spice Island Maluku has a divided working hour system, namely, from the morning at 06:00 WIT to noon at 14:00 WIT every day and some work shifts, namely at 18:00 WIT until 00:00 WIT. The provisions on working hours set by the company for workers also have the advantage for them to be able to carry out their duties as housewives. When they get the morning to noon work shift, then the next time they can use it to work to take care of the family and rest, while for workers with the night shift, they can take advantage of the afternoon to work at home and prepare all the needs so that when they go to work, all the tasks at home have been completed. done.

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CONCLUSION

Based on the results of research on women's work transformation and contribution to households at PT. Spice Island Maluku, Kairatu District, West Seram, the following conclusions can be drawn:

1. The process of transforming women's work in Hatusua Village began with the entry of an abaka company to work with the Hatusua village government, in 2018 then making various agreements with village staff, the local government and also the community. There was a good response from the agreement so that the whole community could improve the welfare of their families through the presence of PT. Maluku Spice Islands. This transformation involves increasing women's access to employment opportunities, as well as shifts in social stereotypes and perceptions of gender roles. Women have increased their level of participation in various employment sectors, including those that were previously in the domestic sector, shifting to the public sector. They are now engaged in various types of work and have the opportunity to earn a living supplementing the family income.
2. There are various driving factors for the transformation of women's work, as the main factor to support the family economy, this factor is due to the lack of income earned by the husband, or it can also be caused because the type of work performed by a husband cannot generate enough money to finance family needs. In this situation of shortage and limited income, encourage the wife to help her husband work to increase family income and meet household needs. So, the role of women in fulfilling the family economy decided to work at PT. Maluku Spice Islands. Besides that, the reason they work is also to fill their free time.

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