



PROCEEDING

Sixth International Conference for Fisheries and Aquatic Sciences (ICFAS 6) and Asian Fisheries Social Science Research Network Forum One (AFSSRN F1)

24 - 26 November 2021, via ZOOM

Miagao, Iloilo, Philippines

**Edited by
Alice Joan G. Ferrer**



Knowledge, attitude, and perception of coastal residents towards marine protected areas in Panaon Island	440
Miah Maye M. Pormon , Dakila Kim P. Yee, Marianne Saniano, and Alvin Simon	
Evaluation of coastal and fisheries tourism in small islands as social-ecological systems	444
Cherry Pilapil Añasco , Harold M. Monteclaro, Joy C. Lizada, Liah C. Catedrilla and Carlos C. Baylon	
Q&A	448
Regular Session 2	451
<i>Salum</i> : the narratives of development of the artisanal Capiz lampirong (Sp. <i>Placuna placenta</i>) fishery of Oton, Iloilo, Panay, Philippines	451
Ma. Arve B. Bañez	
Oceanographical inquiries during Spanish colonization in Luzon: precursor of resource utilization and antecedent of resource conservation	456
Raul G. Bradecina	
Socio-ecological knowledge in folklores associated with the protection and sustainable management of riverine ecosystems in Goa and Mt. Isarog territories	466
Rosemarie A. Tabardillo and Raul G. Bradecina	
Knowledge, attitude, and practices toward protection and sustainable management of riverine ecosystems in Goa and Mt. Isarog territories	470
Patricia M. Candelaria and Raul G. Bradecina	
Evaluation of community-based livelihood development initiatives: the sustainable livelihood approach	473
Nerissa D. Salayo , Raisa Joy G. Castel, Quenie S. Montinola, Rose Ann Diamante and Masashi Kodama	
Q&A	477
Regular Session 3	481
Group motivation and their supporting factors: case study on members of fisheries group in Bogor District, West Java, Indonesia	481
Abdul Hanan, Toni Ruchimat , Herlina, and Sri Wahyuni	
Socio-economic profile and biodiversity awareness of fishers in upstream part of Bicol River in Camarines Sur	484
Myrna C. Bigueja Catherine C. Bigueja, and Lander C. Plantado	
Political will, governance, and sustainable tourism in the 2018 rehabilitation of Boracay Island, Philippines	487
Ramil B. Atando and Christine Mae D. Hernando	
Technology adoption of aquaculture fisherfolks in the selected areas of the Philippines	494
Miah Maye M. Pormon , Cristabel Parcon, and Rhodella Ibabao	
Q&A	498

Regular Session 3
(Thursday, 25 November 2021, 15:15 – 17:00)

GROUP MOTIVATION AND THEIR SUPPORTING FACTORS: CASE STUDY ON MEMBERS OF FISHERIES GROUP IN BOGOR DISTRICT, WEST JAVA, INDONESIA

Abdul Hanan¹, **Toni Ruchimat**¹, Herlina², Sri Wahyuni²

¹Jakarta Technical University of Fisheries (Politeknik AUP), Jakarta-Indonesia

²Fisheries Extension Officer, Ministry of Marine Affairs and Fisheries, Indonesia

Abstract

Group motivation plays an important role in improving the performance of groups, which is based on various interests and elements that can improve or decrease the performance of the group and survival as a member of the group. The research aims to analyze internal characteristic relationships, intrinsic needs, the role of extension and the condition of social capital towards group motivation. This study was conducted in Bogor District for one month on 86 members of 56 groups. Descriptive and qualitative data analysis, internal and external characteristics were measured by cross-tabulation analysis using frequency distribution and middle value, measurement of the relationship between the changer and spearman correlation coefficient. The result shows that the short-lived group (less years) was 11%, while the long-lived group (>12 years) was 17%. The length of time to be a member of the group (<1 year) was 45.3% and over 5 years was 18.6%. Group motivation shows a positive thing, and at the beginning is dominated by people over 51 years old and is classified as low (<1 year) and long (> 5 years) membership. Motivation for business stability is 30.2%; friendship and social relations is 26.7%; due to assistance is 24.4%; and increase in social status is 18.6%. Based on the similarity of initial motivation efforts, 24-31% of members need all levels of Maslow's hierarchy of needs, from basic needs level to achievement needs, but after a long group, there was a shift in the hierarchy of needs that is dominated by motivation on business stability (72%). The correlation test at the level of trust 0.01 shows that incentive factors are very significant to motivation (0.408), as well as the role of extension (0.371-0.589) and the role of social capital (0.366- 0.378).

Group motivation plays an important role in improving group performance (Armstrong, 1994; Robbins, 2001; Edi, 2005). Related to that, it is critical to know about what is personal background when joining a group. How about intrinsic and extrinsic factors in joining a group? Also, how is the role of the fisheries extension worker in motivating an individual to join the group?

To answer those questions, we conducted research in the Bogor District, where there are currently 260 fishery groups with an average of 10 members. The research was conducted among the members of fisher groups in Bogor District of West Java Province regarding their motivations based on Maslow's hierarchy of needs of joining a group, their social capital, and the role of fishery extension as a motivator.



Results and Discussion

Figure 1. Age of fisheries group



Figure 2. Average duration of active membership



- From 289 fisheries groups in Bogor district, about 11% (32 groups) are classified as short-lived groups (1 year) or have disbanded, 17% (49 groups) are long-lived (>10 years), and 207 groups are middle-aged (1-9 years).
- Participation in groups who are less than 1 year duration is 43.3% (1,125 people) and those who are more than 10 years duration are 18.6% (483 respondents).

CHANGES IN MOTIVATION IN THE BEGINNING AND AFTER JOINING GROUP

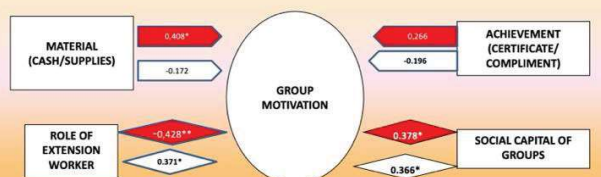
Figure 3. Self-motivation prior to join the group



Figure 4. Self-motivation after joined the group



- Self-motivation after joining group (1-5 years) in the aspect of the highest level of need decreased by 10.5% (294 respondents), prestige decreased by 19.7% (551 respondents), while the need for market guarantee increased by 44.2% (1,237 respondents).
- Thus, in general, the level of group motivation increases after joined, and only increases to level 2 according to Maslow (Haryanto, 2010).



NOTES:
* SIGNIFICANT AT 0,05
** SIGNIFICANT AT 0,001
● (rs) PRIOR TO JOINING GROUP
○ (rs) AFTER JOINING GROUP

- Self-motivation to join a group is positively related (rs 0.408 at significant level of 0.005) with the need for material (cash/supplies), but not related after joined group for a long time.
- The need of achievement are not closely related both at the beginning of joining group or longer-membership.
- The role of extension worker are very positively related (rs 0.428 at a significant 0.001) for joining a group, and significantly positive related (rs 0.371 at a significant 0.05) with people's motivation to stay in the group.
- Social capital owned by the group encourages / is positively related to people joining the group (rs 0.37 at significance level of 0.05) and persist as members of the group (rs 0.366 at significance level of 0.05).

This research was conducted for a month (September 2021) with a total of 86 respondents who were members of 86 members from 56 groups. The data consists of primary and secondary data. Primary data were collected by interviewing respondents using a list of questionnaires through a Google Form. Secondary data were collected by literature review from relevant references. Analysis was carried out by descriptive, qualitative, and qualitative methods, while qualitative analysis was used for all research purposes and quantitative analysis was carried out to test the proposed hypothesis. Data analysis was performed with the Spearman Range correlation coefficient (rs) in the significance level of 0.001 and 0.005.

Several results came from a cross-tabulation between the duration of the group with the initial motivation from Maslow's Hierarchy. The members had varied motivations prior to joining the groups. Of 289 groups, dominantly classified as a middle-aged group and member participation that less than 1 year. The result from cross-tabulation between business equality of the group with the initial motivation from Maslow's Hierarchy also shows motivation change. At the beginning of membership, most of the initial motivations are relatively the same. After being in groups for a long time, Business stability is the highest motivation.

A correlation test for the external factor shows that incentives are the highest motivation rather than achievement. Following Maslow's opinion, group members will be more motivated when their basic needs are fulfilled. The role of Extension workers was also assessed, and the results show that attractiveness is the most dominant role. Related to that, extension workers who are close by geographic proximity to the members are the most

attractive ones (Tubbs and Moss, 2001). Empathy and credibility are also very significant in building members' motivation. Thus, it is important for the extension worker to enhance their capacity related to those aspects.

Social capital is an extrinsic motivation factor analyzed in this study. Social capital is also linked with the social sanction that comes when the main actors have not participated in groups (Tika, 2006). The results of this correlation test are based on the two indicators analyzed, namely togetherness/brotherhood and trust (Hakim, 2006).

From those results above, this study found that personal self-motivation for joining a group is not closely related to business equality but more to the social and economic aspects. Before joining a group, self-motivation is closely related to the incentive variable (money/materials) that can be obtained. The role of the fishery extension worker is closely motivating the person in joining groups as well as fostering group stability. Group stability is very important to produce long-lived groups, and the social capital run by the group (trust, network, and community) is strongly supported by group stability.

As for recommendations, several suggestions need to be followed up. First, developing groups that are top-down in nature must be carried out through stages of empowerment. Second, coaching group members is very important to maintain group dynamics. Third, the use of social capital needs to carry out continuously, as it is an important factor in maintaining the stability and sustainability of the group.

Thank you JTUF for the financial support for this research activity.

References

- Armstrong, M. 1994. Manajemen Sumber Daya Manusia: a handbook of human resource management. *PT Elex Mediakomputindo. Jakarta.*
- Edi, S. 2005. Membangun Masyarakat Memberdayakan Rakyat: Kajian Strategis Pembangunan Kesejahteraan Sosial dan Pekerjaan Sosial. *Bandung: Refika Aditama.*
- Hakim, A. 2006. Analisis pengaruh motivasi, komitmen organisasi dan iklim organisasi terhadap kinerja pegawai pada dinas perhubungan dan telekomunikasi Provinsi Jawa Tengah.
- Robbins, S.P. 2001. Perilaku Organisasi: Konsep, Kontroversi dan Aplikasi. Jilid I. Edisi Delapan. Edisi Bahasa Indonesia.
- Tika, P. 2006. Budaya organisasi dan peningkatan kinerja perusahaan. *Jakarta: Bumi Aksara.*
- Tubbs, S.L. and Moss, S. 2001. Human Communication. *Prinsip-Prinsip Dasar.* ROSDA.

