

## Labor Productivity in the Salai Catfish Processing Group at the Patin Village Processing Centre, Koto Mesjid Village, Kampar District



Zulkarnaini<sup>1</sup>, Chicka Willy Yanti<sup>2</sup>, Herawati Br Ginting<sup>3</sup>

**ABSTRACT:** This research was conducted at the Kampar Patin Village Processing Centre in February 2024. The determination of the research location was purposive based on the consideration that Kampung Patin Processing Centre is a potential patin fish processing production area. This sampling method uses a survey method, namely by conducting field observations and direct interviews. It is known that the number of salted catfish processing workers in the Processing Centre is 36 people. The purpose of this study is to determine the level of labour productivity and analyse the factors that affect labour productivity. The method used to analyse the data in this study is using single factor productivity analysis and multiple linear regression analysis. The results showed that the average productivity of catching fish was 1.18 tonnes/hour, cleaning fish was 0.58 tonnes/hour, and lighting fish was 0.19 tonnes/hour. Factors that significantly affect labour productivity in salted catfish production are wages by 20.1%, education by 39.1%, experience by 53.8%, and the number of dependents by 40.7%. So in this study, labour productivity is classified as high, namely in fishing activities and the most influential factor on labour productivity is experience.

**KEYWORDS:** Productivity, Labor, Factors

### INTRODUCTION

Productivity is the relationship between an organisation's outputs or outcomes and the required inputs (Wibowo, 2014). Productivity is the production or output produced in one unit of time for input (Rochdiani et al, 2019). Productivity is a measure that states how well resources are organised and utilised to achieve optimal results. Productivity can be used as a measure of the success of an industry, company, and organisation in producing goods or services. The higher the ratio, the higher the product produced. Productivity is influenced by several factors, namely age, wage, education, experience, and number of family dependents (Sujaya et al., 2018). This productivity can be achieved through the role of humans who contribute greatly in realising the goals of an agency.

Human resource management is a matter related to the utilization of humans in doing a job to achieve the maximum level or effective and efficient in realising the goals to be achieved in the company, an employee and also society (Susan, 2019). Human resources are one of the most valuable assets an organisation has because humans are the only resources that can drive other resources (Marhendy, 2021). Human resources have a huge influence on a business, such as in a fishery business, a qualified workforce with knowledge about fisheries is needed to increase productivity and business efficiency. Fisheries resource management can help the workforce acquire the necessary knowledge and skills through training and development to work efficiently in the fisheries business that can increase the results of the fisheries business.

Fisheries business is a form of work that can produce in the field of fisheries, one of which is processing business. Fisheries processing business is a general term that defines post-production handling of capture or cultivation harvest using infrastructure. Fisheries processing is carried out to increase the added value of fishery products and serves to preserve fish because it is perishable and rotten (Bar, 2015).

Kampar Regency is located in Kecamatan XIII Koto Kampar, precisely in Koto Mesjid Village. Koto Mesjid Village has a fish processing centre that has been operating since March 2012. The famous processed product in the processing centre is salai patin (smoked salai). The production requirement of catfish needed in the salai catfish processing business at the Processing Centre is 1,445 tonnes/year (Tang et al, 2019). This processed product is marketed to Pekanbaru, Jambi, Palembang, Jakarta, Medan, Batam, Air Tiris, Pasir Pangaraian, Perawang, Dumai, Duri, Siak, Lubuk Linggau South Sumatra, and Dharmasraya, West Sumatra. In producing processed salted catfish products, the role of labour cannot be separated.

The workforce in the salai patin processing consists of 6 groups with a total workforce of 63 people. Each group has a division of tasks, namely catching fish, cleaning fish, and salting fish. Previously in 2022 there were 8 groups in the processing of salai patin

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fish in the Processing Centre and in 2023 until now there are 6 groups of salai patin fish processors left. The groups that are no longer working are due to 1 group going bankrupt and 1 more group of workers being transferred to 6 groups that are still active until now. The reason why the 6 groups are still working in the processing centre is because most of the workers do not have side jobs and need work for their survival.

The labour force in each group generally produces salai pangasius in the Processing Centre, capable of producing between 3 tonnes/production when market demand is high and 0.6 tonnes/production when market demand is low. The amount of production produced is not fixed because it depends on market demand in each of the different salted catfish processing groups. Salai catfish production is carried out 16 times a month, so the total production in one month reaches 12 tonnes of salai catfish. The stages in this production process are the labour in the fishing section catching fish in the morning. And after the fish is caught, the fish is cleaned by workers in the fish cleaning section. In the last stage, the fish is processed or salted by the labour in the salting section. So that the quantity and quality of salted catfish produced depends on the number and quality of the workforce. The purpose of this study is to determine the level of labour productivity and analyse the factors that affect labour productivity.

### RESEARCH METHODOLOGY

The research was conducted in February 2024 at the Processing Centre, Kampung Patin, Kampar. The method used in this study was a survey method with a total of 36 respondents of salted patin fish processing workers. The sampling technique used was proportional stratified random sampling. Proportional stratified random sampling is a sampling technique in a heterogeneous and stratified population by taking a sample of each sub-population whose number is adjusted to the number of members of each sub-population randomly or haphazardly. The proportional stratified random sampling technique is used with the aim of obtaining a representative sample by looking at the population of salai patin fish processing workers in the processing centre which is stratified, namely the workforce consists of several heterogeneous tasks (not similar). So that the sample in this study was taken from workers who had the task of catching fish, cleaning fish, and grilling fish as many as 36 respondents representing each field of work of salai patin fish processing workers at the Patin Village Processing Centre. The data analysis used in this study are:

#### 1. Single Factor Productivity Analysis

Single factor productivity is a productivity measurement using one output variable, namely productivity and input, namely labour. In this method, only the human factor is used because the human factor has the greatest impact in determining productivity. This method is described by the Productivity Index formula as follows:

$$\text{Productivity Index} = \frac{\text{Production}}{\text{Outpouring of working hours}}$$

Working hours in this study are the number of working hours in doing the work of catching fish, cleaning fish, and processing fish carried out by workers during working hours.

#### 2. Multiple Linear Regression Analysis

Multiple linear regression analysis is a measurement used to determine the factors that affect labour productivity in the salted catfish processing group at the Patin Village Processing Center. Before conducting multiple linear regression analysis, the classical assumption test consisting of normality test, multicollinearity test, autocorrelation test, and heteroscedasticity test aims to provide certainty where the regression equation obtained has constancy and consistency.

##### 1. Normality Test

The normality test aims to test whether the regression model, residual confounding variables have a normal distribution. This can be seen from the normality test of the histogram graph which produces a mountainous curve shape and the P-Plot normality test which produces a diagonal line.

##### 2. Multicollinearity Test

The multicollinearity test aims to test whether the regression model found a correlation between independent variables (independent). The requirements in this test are if the Tolerance value is greater than 0.10, it means that there is no multicollinearity and if the VIF is smaller than 10.00, it means that there is no multicollinearity.

##### 3. Autocorrelation Test

The autocorrelation test aims to test whether in a linear regression model between confounding errors in period t-1 (previous). If the model has a correlation, the estimated parameters become biased and the variation is no longer minimum and the model becomes inefficient. The requirement in this test is that if d is smaller than dL or greater than 4-dU, there is autocorrelation. If d is greater than dU and smaller than 4dU, there is no autocorrelation. If d is greater than dL and smaller than dU or if d is greater than 4-dL and smaller than 4-dL, there is no conclusion.

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### 4. Heteroscedasticity Test

The heteroscedasticity test aims to test whether in the regression model there is an inequality of variance from the residuals of one observation to another. This test can be seen from the scatterplot graph where the points on the graph spread randomly.

After conducting the classical assumption test, the data can be analysed using SPSS 16. Next, multiple linear regression models are tested, namely equations that describe the factors that affect labour productivity. Mathematically, this multiple regression model can be written as follows:

$$Y = a + b_1X_1 + b_2X_2 + b_3X_3 + b_4X_4 + b_5X_5 + e \text{ Where, } Y = f(X_1,$$

$X_2, X_3, X_4, X_5)$  Notes:

$Y$  = Labour productivity  $a$  = Constant/intercept

number  $b_1$  = Regression coefficient for  $X_1$   $b_2$  =

Regression coefficient for  $X_2$   $b_3$  = Regression

coefficient for  $X_3$   $b_4$  = Regression coefficient for  $X_4$

$b_5$  = Regression coefficient for  $X_5$   $X_1$  = Age of labour

(years)

$X_2$  = Average labour wage in fishing wage, fish cleaning wage, fish lighting wage (rupiah)

- Fishing wage: Rp. 300/kg
- Fish cleaning wage: Rp. 400/kg
- Fish lighting wage: Rp. 700/kg

$X_3$  = Education (years), the level of education of the patin salai fish processing workforce measured by years of success, namely the length of time to take the last formal education level.

$X_4$  = Experience (years)

$X_5$  = Number of family dependents (people)

$e$  = Standard error

### Statistical Hypothesis Testing

Hypotheses are temporary answers to the formulation of research problems, therefore the formulation of research problems is usually arranged in the form of a question sentence (Ramadhan, 2018). To find out whether the independent variables used in the model have a very real influence on the dependent variable or not, the following tests are used:

1.  $H_0$ : There is no effect of age, wage, education, experience, and number of family dependents on labour productivity.
2.  $H_a$ : There is an influence of the variables of age, wage, education, experience, and number of family dependents on labour productivity. a. F test

The F test is used to determine whether all independent variables together have a real effect on labour productivity. Fisher (F) statistical test in this study proposes a hypothesis:

$H_0$ :  $b_i = 0, i = 1, 2, 3, \dots, k$ , the independent variable ( $X_i$ ) simultaneously has no significant effect on the independent variable ( $Y_i$ )

$H_a$ : one or all  $b_i \neq 0$ , independent variables ( $X_i$ ) simultaneously affect the independent variable ( $Y_i$ ) This means that  $H_0$  is suspected that the partial regression coefficients simultaneously have no effect on labour productivity while  $H_a$  is suspected to have an effect simultaneously. b. T-test

The t-test is used to determine whether the variables used one by one have a real effect on the magnitude of the independent variables. The t statistical test in this study proposes a hypothesis:

$H_0 = b_i = 0, i = 1, 2, 3, \dots, k$ , the independent variable ( $X_i$ ) has no real effect on the independent variable ( $Y_i$ )

$H_a = b_i \neq 0$ , the independent variable ( $X_i$ ) has a real effect on the independent variable ( $Y_i$ )

This means  $H_0$  is suspected that the partial regression coefficient individually has no real effect on labour productivity while  $H_a$  is suspected to have an effect individually. c. Coefficient of Determination ( $R^2$ )

The coefficient of determination ( $R^2$ ) is used as a measure of the goodness of the model. This coefficient shows the percentage of the independent variables explained by the independent variables. If  $R^2$  is high then the model used is good enough.

## RESULTS AND DISCUSSION

Koto Mesjid Village is an expansion village of Pulau Gadang Village in 1999 based on Riau Governor Decree Number: 247 Year 1999. Koto Mesjid Village is one of 8 villages included in the inundation area of the Koto Panjang Hydroelectric Power Plant reservoir which has an area of 425.5 Ha. Administratively, Koto Mesjid Village is included in the XIII Koto Kampar Sub-district of Kampar Regency, while customarily the Koto Mesjid Village area is one of the villages in the Andiko 44 customary area, with boundaries on the north bordering Silam Village, Kuok Sub-district; The south is bordered by Ulayat Kenegarian Pulau Gadang; The west is bordered by Pulau Gadang Village, XIII Koto Kampar Sub-district; The east is bordered by Merangin Village, Kuok Sub-district. The population of Koto Mesjid Village in 2024 was 2,394 people consisting of 1,202 men and 1,192 women. The

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number of family heads is 667KK where the average number of family members is 3.59 people. The village has a population density of 4/3 of the population consisting of 4 hamlets, 8 RW, and 18 RT.

### Labour Productivity in the Salai Patin Fish Processing Group

The calculation of labour productivity in each field of work of salted catfish processors uses the productivity index formula, namely output/input where the output is production and the input is the outlay of working hours. The intended field of work consists of catching fish, cleaning fish, and salting fish. The following is an explanation of the productivity generated from each activity in the processing of salted catfish.

#### Productivity in Catching Activities

Productivity in catching activities can be determined by looking at the amount of raw materials needed for catfish production and the amount of working hours. The average production raw materials and labour hours in fishing activities for a month for each salted catfish processing group in the Patin Village Processing Centre can be seen in Table 8.

**Table 8. Data on Raw Materials for Salted Catfish Production and Labour Hours Spent on Fishing Activities During the Month**

| No | Name of Processing Group | Raw Materials (tonnes) | Hours of Work (Hours) | Productivity (tonnes/hour) |
|----|--------------------------|------------------------|-----------------------|----------------------------|
| 1  | Putra Niaga              | 0,93                   | 4,63                  | 0,20                       |
| 2  | Rizki Salai              | 2,08                   | 10,06                 | 0,21                       |
| 3  | Wali Salai               | 1,36                   | 6,88                  | 0,20                       |
| 4  | Ocu Gali Salai           | 0,93                   | 4,91                  | 0,19                       |
| 5  | Dua Putri                | 1,41                   | 7,75                  | 0,18                       |
| 6  | <i>One Fish Salai</i>    | 1,78                   | 8,72                  | 0,20                       |

Source: Primary Data Processed, 2024

From Table 8, it can be seen that in the fishing activity, the Rizki Salai group produces the greatest productivity, namely 0.21 tonnes/hour with the raw material of catfish caught from the pond, which is 2.08 tonnes and the outlay of working hours is 10.06 hours. Meanwhile, the group that produces the smallest productivity is the Dua Putri group, which is 0.18 tonnes/hour with 1.41 tonnes of raw material and 7.75 hours of working hours.

The other groups that produce productivity are the Putra Niaga group of 0.20 tonnes / hour with raw material of catfish caught from the pond of 0.93 tonnes and 4.63 hours of working hours, the Wali Salai group produces productivity of 0.20 tonnes / hour with raw material of catfish caught from the pond of 1, 36 tonnes and working hours of 6.88 hours, the Ocu Gali Salai group produces productivity of 0.19 tonnes/hour with raw material of catfish caught from the pond of 0.93 tonnes and working hours of 4.91 hours, the One Fish Salai group produces 0.20 tonnes/hour with raw material of catfish caught of 1.78 tonnes and working hours of 8.72 hours.

#### Productivity in Cleaning Activities

Productivity in cleaning activities can be determined by looking at the amount of raw materials required for the production of catfish and the hours of labour. The average production raw materials and labour hours in fish cleaning activities for a month for each salted catfish processing group in the Patin Village Processing Centre can be seen in Table 9.

**Table 9. Data on Raw Materials for Salted Catfish Production and Labour Hours Spent on Fish Cleaning Activities during the Month**

| No | Name of Processing Group | Raw Materials (tonnes) | Hours of Work (Hours) | Productivity (tonnes/hour) |
|----|--------------------------|------------------------|-----------------------|----------------------------|
| 1  | Putra Niaga              | 0,47                   | 5,94                  | 0,08                       |
| 2  | Rizki Salai              | 0,59                   | 6,13                  | 0,10                       |
| 3  | Wali Salai               | 0,69                   | 7,75                  | 0,09                       |
| 4  | Ocu Gali Salai           | 0,31                   | 3,66                  | 0,08                       |
| 5  | Dua Putri                | 0,94                   | 8                     | 0,12                       |
| 6  | <i>One Fish Salai</i>    | 0,59                   | 5,47                  | 0,11                       |

Source: Primary Data Processed, 2024

From table 9, it can be seen that in the activity of cleaning fish, the Dua Putri group has the highest productivity of 0.12 tonnes/hour with the required raw material of 0.94 tonnes of catfish and 8 hours of working hours. Meanwhile, the groups that produced the

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smallest productivity were the Putra Niaga and Ocu Gali Salai groups. The Putra Niaga group produced a productivity of 0.08 tonnes/hour with the required raw material of 0.47 tonnes of catfish and 5.94 hours of working hours. The Ocu Gali Salai group produced a productivity of 0.08 tonnes/hour with the required raw material of 0.31 tonnes of catfish and 3.66 hours of working hours.

The other groups that produce productivity are the Rizki Salai group of 0.10 tonnes/hour with the required raw material of 0.59 tonnes of catfish and 6.13 hours of working hours, the Wali Salai group produces productivity of 0.09 tonnes/hour with the required raw material of 0.69 tonnes of catfish and 7.75 hours of working hours, the One Fish Salai group produces productivity of 0.11 tonnes/hour with the required raw material of 0.59 tonnes of catfish and 5.47 hours of working hours.

### Productivity in Lighting Activities

Productivity in grilling activities can be determined by looking at the amount of processed catfish production produced and the amount of working hours. The average production of processed salted catfish and labour hours in fish grilling activities for a month for each salted catfish processing group in the Patin Village Processing Centre can be seen in Table 10.

**Table 10. Data on the Production of Processed Salted Catfish and The Outlay of Labour Hours in the Activity of Salting Fish During the Month**

| No | Name of Processing Group | Raw Materials (tonnes) | Hours of Work (Hours) | Productivity (tonnes/hour) |
|----|--------------------------|------------------------|-----------------------|----------------------------|
| 1  | Putra Niaga              | 0,28                   | 8,28                  | 0,03                       |
| 2  | Rizki Salai              | 0,25                   | 8                     | 0,03                       |
| 3  | Wali Salai               | 0,26                   | 8,25                  | 0,03                       |
| 4  | Ocu Gali Salai           | 0,12                   | 6,13                  | 0,02                       |
| 5  | Dua Putri                | 0,42                   | 9,13                  | 0,05                       |
| 6  | One Fish Salai           | 0,27                   | 8,25                  | 0,03                       |

Source: Primary Data Processed, 2024

From table 10, it can be seen that the Dua Putri group produces the greatest productivity, namely 0.05 tonnes/hour with processed catfish production of 0.42 tonnes and 9.13 hours of working hours. Meanwhile, the group that produces the smallest productivity is the Ocu Gali Salai group, which is 0.02 tonnes/hour with processed catfish production of 0.12 tonnes and 6.13 hours of working hours.

The other groups that produce the same productivity are the Putra Niaga, Rizki Salai, Wali Salai, and One Fish Salai groups. The Putra Niaga group has a productivity of 0.03 tonnes/hour with a processed catfish production of 0.28 tonnes and 8.28 hours of work. The Rizki Salai group produces productivity of 0.03 tonnes/hour with processed catfish production of 0.25 tonnes and 8 hours of working hours. The Wali Salai group produces productivity of 0.03 with processed catfish production of 0.26 tonnes and 8.25 hours of working hours. The One Fish Salai group produces productivity of 0.03 with processed catfish production produced at 0.27 tonnes and working hours of 8, 25 hours.

### Factors Affecting Labour Productivity of Salai Patin Fish Processors

Salai catfish is a processed product produced by labour in the Processing Centre, Kampung Patin. In the process of producing salted catfish, it requires production factors that affect the resulting labour productivity. The production factors are age, wage, education, experience, and number of dependents. To find out the factors that significantly affect the productivity of salted catfish labour in the Processing Centre, Kampung Patin can be seen by using multiple linear regression analysis.

### Analysis of Factors Affecting Labour Productivity of Salai Patin Fish Processors

Parameter estimation of factors affecting labour productivity of salai patin fish processors was carried out using SPSS 16. The regression results of factors affecting labour productivity of salai patin fish processors can be seen in Table 11.

**Table 11. Regression Results of Factors Affecting Labour Productivity of Salted Catfish Processors Coefficients<sup>a</sup>**

| Model |            | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. | Collinearity Statistics |       |
|-------|------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
|       |            | B                           | Std. Error | Beta                      |       |      | Tolerance               | VIF   |
| 1     | (Constant) | .079                        | .034       |                           | 2.289 | .029 |                         |       |
|       | Age        | .001                        | .001       | .075                      | .827  | .415 | .782                    | 1.279 |

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|                      |          |      |      |       |      |      |       |
|----------------------|----------|------|------|-------|------|------|-------|
| Wages                |          | .000 | .201 | 2.432 | .021 | .946 | 1.057 |
| Education            | 5.558E-9 |      |      |       |      |      |       |
| Experience           | .007     | .002 | .391 | 4.536 | .000 | .872 | 1.147 |
|                      | .013     |      |      |       |      |      |       |
|                      |          | .002 | .538 | 5.900 | .000 | .778 | 1.285 |
| Number of Dependents | .012     | .002 | .407 | 4.843 | .000 | .915 | 1.092 |

a. Dependent Variable: Produktivitas Tenaga Kerja

From table 11, it can be seen that the constant value ( $\alpha$  value) is 0.079, for the age variable is 0.001 ( $\beta$  value), for the wage variable is 5.558 ( $\beta$  value), for the education variable is 0.007 ( $\beta$  value), for the experience variable is 0.013 ( $\beta$  value), and for the number of dependents variable is 0.012 ( $\beta$  value). So that a multiple linear regression equation can be obtained as follows:

$$Y = 0.079 + 0.001X_1 + 5.558X_2 + 0.007X_3 + 0.013X_4 + 0.012X_5 + e$$

The constant value of Labour Productivity (Y) of 0.079 states that if the variables X1, X2, X3, X4, and X5 are equal to zero, namely age, wage, education, experience, and number of dependents, then labour productivity is 0.079. This constant value shows the positive effect of the independent variables both X1, X2, X3, X4, and X5 increases then the value of Y will also increase.

Based on table 11 about the results of the hypothesis t test, it can be seen that the partial effect of each independent variable is as follows:

1. Age

The age variable has a t count of 0.827 with a significant value  $\alpha$  of 0.415 greater than 0.05, which means that age has no effect on labour productivity. The age variable regression coefficient seen from the value of  $b_1 = 0.001$  is the amount of contribution of the age variable which shows the age variable has a positive correlation direction to labour productivity.

2. Wages

The wage variable has a t-statistic of 2.432 with a significance value  $\alpha$  of 0.021 small than 0.05 which means it has an effect on labour productivity. The wage variable regression coefficient seen from the value of  $b_2 = 5.558$  is the magnitude of the wage variable which shows a positive correlation direction to labour productivity. This means that the greater the wages received, the more motivated a person will be to work harder so as to increase labour productivity. According to Chandra et al (2019) high wages will have an impact on increased productivity. Individuals who have high effort get higher wages, thereby increasing productivity. In addition, high wages can motivate and strengthen the relationship between workers and employers so as to encourage productivity in the long run. Based on the regression coefficient value ( $\beta$ ), it can be seen that the wage variable affects labour productivity by 0.201 or 20.1%.

3. Education

The education variable has a t-statistic of 4.536 with a significance value  $\alpha$  of 0.000 less than 0.05, which means it has an effect on labour productivity. The regression coefficient of the education variable seen from the value of  $b_3 = 0.007$  is the magnitude of the contribution of the education variable which shows the education variable has a positive correlation direction to labour productivity. This means that the higher a person's level of education will increase labour productivity. The level of education that a person has will also contribute high or good performance to the company (Pitriyani & Halim, 2020). Chandra et al (2019) explained that the increase in the level of education of a high individual immediately increases the level of labour productivity. The level of education has an influence on labour productivity, with a high level of education, individuals will gain insight into the work being undertaken in order to increase their productivity. Based on the regression coefficient value ( $\beta$ ), it can be seen that the education variable affects labour productivity by 0.391 or 39.1%.

4. Experience

The experience variable has a t count of 5.900 with a significance value  $\alpha$  of 0.000 less than 0.05 which means it has an effect on labour productivity. The regression coefficient of the experience variable seen from the value of  $b_4 = 0.013$  is the amount of contribution of the experience variable which shows that the experience variable has a positive correlation direction to labour productivity. This means that the longer a person's experience working will increase labour productivity. Nainggolan et al (2012) & Wirawan et al (2014) the longer the working period of a worker, the skills and ability to do the work should increase. A person's experience in carrying out labour continuously can increase his technical maturity. Based on the regression coefficient value ( $\beta$ ), it can be seen that the experience variable affects labour productivity by 0.538 or 53.8%.

5. Number of Dependents

The number of dependents variable has a t-statistic of 4.843 with a significance value  $\alpha$  of 0.000 smaller than 0.05, which means it has an effect on labour productivity. The regression coefficient of the number of dependents variable seen from the value of  $b_5 = 0.012$  is the magnitude of the contribution of the number of dependents variable which shows the number of dependents variable

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has a positive correlation direction to labour productivity. This means that the greater the number of dependents of a person's family, this can make a person able to work more seriously and increase labour productivity. The amount of family dependents is a factor that affects the willingness to do work, because the more respondents have dependents, the more effective the time provided for work and the effectiveness of this time will be useful for increasing the respondent's own income (Kususmastuti, 2012). Based on the regression coefficient value ( $\beta$ ), it can be seen that the number of dependents variable affects labour productivity by 0.407 or 40.7%. Meanwhile, to see whether the independent variables simultaneously have a real influence on labour productivity, the F-test is conducted. The result of F-hit value can be seen in Table 12.

**Table 12. F-hit Value Regression Results ANOVA<sup>b</sup>**

| Model      | Sum of Squares | df | Mean Square | F      | Sig.              |
|------------|----------------|----|-------------|--------|-------------------|
| 1          |                |    |             |        |                   |
| Regression | .047           | 5  | .009        | 24.951 | .000 <sup>a</sup> |
| Residual   | .011           | 30 | .000        |        |                   |
| Total      | .058           | 35 |             |        |                   |

a. Predictors: (Constant), Number of Dependents, Wages, Experience, Education, Age

b. Dependent Variable: Labour Productivity

From table 12, it can be seen that the F-hit value obtained is 24.951 with a significant value of 0.000 below 0.05, indicating that the variables of age, wage, education, experience, and number of dependents simultaneously have a very significant effect on labour productivity.

To see how much influence the independent variables contained in the model on the dependent variable can be seen from the coefficient of determination ( $R^2$ ). The coefficient of determination ( $R^2$ ) can be seen in Table 13.

**Table 13. Value of the Coefficient of Determination ( $R^2$ ) Model Summary<sup>b</sup>**

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
|-------|-------------------|----------|-------------------|----------------------------|---------------|
| 1     | .898 <sup>a</sup> | .806     | .774              | .01932                     | 2.082         |

a. Predictors: (Constant), Number of Dependents, Wages, Experience, Education, Age

b. Dependent Variable: Labour Productivity

From table 13, it can be seen that the coefficient of determination ( $R^2$ ) value of 0.806 indicates that labour productivity is influenced by the variables contained in the model by 80.6%, while the remaining 19.4% is explained by other variables.

## CONCLUSION

1. Labour productivity in salted catfish processing consists of catching fish, cleaning fish, and salting fish. The average productivity in catching activities is 1.18 tonnes/hour, in cleaning activities the average productivity is 0.58 tonnes/hour, and in fish lighting activities the average productivity is 0.19 tonnes/hour. Labour productivity is high in catching fish and labour productivity is low in lighting fish.
2. From the regression results it can be concluded that the factors that have a real effect on labour productivity of salted catfish production are wages of 0.201 or 20.1%, education of 0.391 or 39.1%, experience of 0.538 or 53.8%, and the number of dependents of 0.407 or 40.7%. In this study, the variable that has the most influence on labour productivity is the experience variable.

## SUGGESTION

Suggestions that can be given by researchers are the leaders of Processing Centres to pay more attention to the security and safety of salted catfish processing workers, especially in the fish grill section. Because workers often experience shortness of breath due to smoke from grilling catfish and experience injuries due to embers while working. It is hoped that the leadership will equip personal protective equipment for fish grill workers in the form of masks and work clothes. And also pay attention to the condition

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of the working environment where a lot of fish waste is scattered which can interfere with the comfort of the workforce while working so that it can result in labour productivity.

### Thank-you note

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