

# Competency Development of Traits and Motives in Case of Salt Farmer in Galis, Sub-district of Pamekasan Regency

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**Keywords:** Competence Development, Traits and Motives, Peasant Salt People.

**Abstract:** The purpose of this research was to determine the development of competency traits and motives of smallholder salt farmers in Galis Subdistrict, Pamekasan Regency. In improving the competence of smallholder, salt farmers in Galis Subdistrict Pamekasan Regency developed the competence by providing training and guidance to them. One of the competence development that can be done is the development of competence of traits and motives. According to Spencer & Spencer (1993) cited by Emmyah (2009) in Sutoto, competencies in aspects of personal characteristics/traits include: self-control competence, self-confidence, flexibility, organizational commitment, and competence in the aspect of motives include organizational awareness competence, relationship building, and achievement orientation. This research used qualitative methods with data collection techniques through interviews and observations. The results of research that have been found that smallholder salt farmers in Galis Subdistrict, Pamekasan Regency already have the competence of traits and motives, but still need development because until now the smallholder salt farmers in Galis Subdistrict are only able to produce coarse salt (*krosok*) with low quality, so that such development can increase the ability of salt farmers to produce people's salt in Galis Subdistrict, Pamekasan Regency.

## 1 INTRODUCTION

Madura as part of East Java provincial region holds a considerable amount of natural resource potential including; the terrestrial biodiversity and marine biodiversity. One of the more value of the natural resources potential of Madura Island when compared with other areas in East Java Province is salt which Madurese people often called "white gold". Salt is one of the commodities that became one of the icons on the island of Madura other than bull racing and Madura tobacco. The salt potential in Madura Island has not been able to improve the welfare of its people and develop its human resources, especially to improve the living standards of the people's salt farmers on the island of Madura, so the island of Madura is known to be the largest producer of salt in Indonesia.

Suhelmi IR, et al (2013) reveals that total area of salt land in Madura, about 11,695 ha, it means that Madura has the largest salting area in all of Indonesia, because that is why since a long time Madura also known as salt island. In fact, the largest salt farm area in Madura throughout Indonesia has

not been able to improve the lives and economics of salt farmers in Madura Island that are still experiencing ups and downs, as well as the human resources of the salt peasants of the people in Madura who also have not experienced significant progress and progress.

Makhfud E, et al (2012) reveals that in general until now the peasant salt people in Madura are only able to produce raw salt or commonly called low-quality salt *krosok* from their salt land, the peasant salt people in Madura in general still not able to produce quality and ready salt people to be consumed or even ready for use with certain brands, quality, and packaging, because their knowledge, skills and abilities are still limited and far behind when compared to the ability of PT. Garam and salt factories or private salt companies in Madura that are already developing in the process of producing and producing quality salt. If such circumstances remain left unchecked and do not take action to make changes, then in the long run the salt area in Madura, one day will not be used again to improve the welfare of the peasant's salt farmers in Madura,

and things like that very unfortunate if happened to the area that got the nickname of salt island.

One of the districts on the island of Madura that has a large salt area is Pamekasan Regency is geographically located Regency is the second from the eastern end of the island of Madura after Sumenep Regency. In Pamekasan District, there are several sub districts in which the majority of the people work as peasant salt people, one of them is Galis Sub-district. Galis Sub-district of Pamekasan Regency is a Sub-district that has the widest width of people's salt area in all areas of Pamekasan Regency, so it can be ascertained that the largest number of peasant salt farmers in Pamekasan Regency is in Galis Sub-district.

The majority of people in Galis Subdistrict, Pamekasan Regency, where they live around salt fields, work as community salt farmers, but based on preliminary studies conducted by researchers in the field, researchers found that the ability to manage the people's salt they have is still low, the article is almost entirely salt produced by smallholder salt farmers in Galis Subdistrict has a low quality and is still in the form of raw salt (krosok). Based on the background of the above problems, the researchers are interested to conduct research by taking the location of research in Galis Subdistrict of Pamekasan Regency, and examined the development of competence traits and motives peasant salt people in District Galis Pamekasan.

## 2 LITERATURE REVIEW AND METHOD

According to Spencer and Spencer, (1993), competence is the underlying characteristic of a person and is related to the effectiveness of the individual's performance in his work. Underlying characteristics that contain the meaning of competence are part of a deep and attached personality to a person as well as predictable behavior on various circumstances and work tasks. Causally related has the meaning of competence is something that causes or predicts behavior and performance. Criterion referenced implies that the competence actually predicts who is performing well, measured by the criteria or standard used.

Hogg (1993), in Seema Sanghi (2007) defines competence as a manager characteristic that leads to a demonstration of skills and abilities that result in effective performance within the work area. Competence also manifests capacity to transfer skills

and abilities from one field to another. Other definitions that are also relevant and widely accepted among human resources experts in the corporate environment suggest that competence is a fundamental characteristic of someone who produces effective performance or superior performance in his work Klemp 1980, in Seema Sanghi (2007).

A more detailed definition synthesized from the suggestion of several hundred experts in human resource development who attended a conference on competency issues in Johannesburg in 1995, stated that competence is a collection of interrelated knowledge, skills and attitudes that affect the majority of one's work (the role or responsibility) that correlates with workplace performance, which can be measured against well-received standards and can be improved through training and development, Parry (1996) in Seema Sanghi (2007).

Furthermore, Wibowo (2007) argued that the competence as the ability to perform or perform a job or task based on the skills and knowledge of work demanded by the job. Thus, the competence shows the skills or knowledge that is characterized by professionalism in a particular field as the most important. Competence as a person's characteristics is related to effective performance in a job or situation. Each competence is seen in individuals at various levels. Competencies include the deepest human characteristics such as motives, traits and attitudes or are observable and observable characteristics such as skills and knowledge. The existence of the level of competence proposed by Spencer and Spencer in Wibowo (2007) like the iceberg where there are visible on the surface, but some are not visible on the surface. Based on figure 1 below, it can be seen that the knowledge and skills aspect are competency aspect which tends to be visible and relative on the surface, while self-concept, personal traits and motives are aspects of competence that tend to be hidden, and do not appear on the surface.

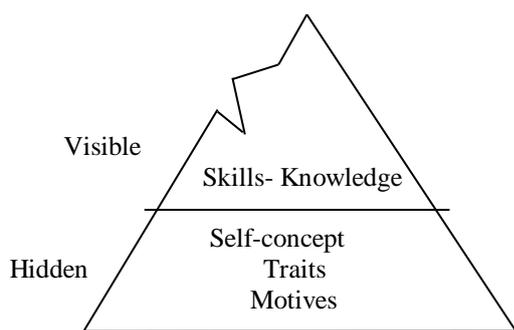


Figure 1 : The iceberg model.  
Source: Spencer and Spencer in Wibowo (2007)

In this research, the researcher uses qualitative method because it intends to get the description of the phenomenon that occurs in the field that is about the development of competence of traits and motives of peasant salt in Galis Sub-district, Pamekasan Regency, and intends to get a deep picture about competence development of traits and motives of salt farmers people in Galis Sub-district Pamekasan District, the type of research used in this study is the type of survey, which aims to find out directly about the development of competence traits and motives peasant salt people in Galis Sub-district Pamekasan. The type of research used in this study is a more in-depth descriptive (thick description) that will try to depict in depth a research object at the present moment based on facts that appear as they are. Furthermore, in order for the research results to have a high weight, this research will be done by identifying the dimensions that are quite influential and relevant to note, and then the facts found given interpretation. This research, using unit of individual analysis with research object of competence development of traits and motives of peasant salt in Galis Sub-district Pamekasan Regency. Determination of informants in this research is based on research subjects who master the problem, have data and willing to provide data to researchers. The adequacy of data is based on the depth of data obtained at the time of research data collection, while saturation of data is based on the similarity and uniformity of data and information obtained from the informants at the time of data collection in the field. Informants in this research amounted to 9 people, namely: 8 people salt farmers who come from each different Hamlet in the village that has a salt peoples land area in Galis Sub-district, which consists of: 2 people salt farmers who come from the Village Polagan Galis Sub-district, 2 peasant salt people from Konang Village, Galis Sub-district, and 4 peasant salt people from Lembung Village, Galis

Sub-district, and 1 supporting informant that is Chairman of *Garam* Commission Pamekasan Regency. Data collection technique used in research are: in-depth interviews and observation. The conceptual framework in this research is presented in figure 2.

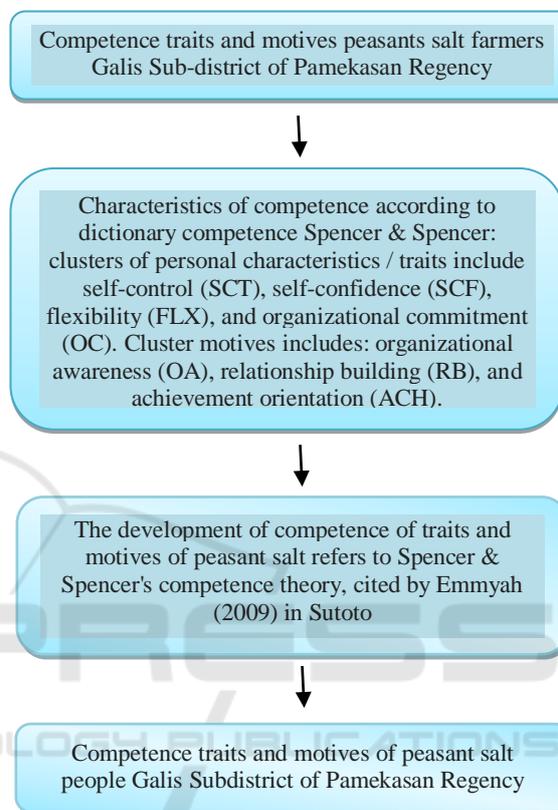


Figure 2: Conceptual framework.

Based on conceptual framework, this research uses the theory of competence proposed by Spencer and Spencer (1993) cited by Emmyah (2009) in Sutoto, which states that competence as the underlying characteristic of a person and related to the effectiveness of individual performance in his work (an underlying characteristic of an individual which is causally related to criterion referenced effective and or superior performance in a job or situation). Spencer and Spencer (1993), stated that competence consists of five characteristics namely: knowledge, skills, self-concepts, traits, and motives. The development of the competence of smallholder salt farmers in Galis Sub-district Pamekasan Regency, in this research, focused on the aspects of personal characteristics/ traits that include self-control competence (SCT), self-confidence (SCF), flexibility (FLX), organizational commitment (OC) and aspects of motives that include organizational

awareness (OA), relationship building (RB), and achievement orientation (ACH) competencies, because both aspects of the competency can still be developed. Whereas the other three aspects, namely aspects of knowledge, skills, and self-concept, will not be examined by researchers so that the results of their research are more focused. With a frame of mind, it is expected to produce directed and consistent research, able to answer problems that will be examined accurately, so that this research will be useful for the Pamekasan Regency government, for the Pamekasan Salt Commission, and for small salt farmers in Galis Subdistrict, Pamekasan Regency.

### 3 RESULT OF THE STUDY

The results of this research indicate that the competence of personal characteristics/ traits of the salt farmers of Galis Sub-district of Pamekasan Regency is still need development, especially the personal characteristic competence/ traits that is still not good for example the peasant salt people who have not followed the training and coaching working on salt land is generally still done traditionally or without using polybag, and dependence on weather or sunlight is still very high.

The salt farmers of the people in Galis Sub-district also need to pay attention to the environment around the people's salt land which can also affect the development of personal characteristics/ traits of smallholder salt farmers which will ultimately affect the quality and quantity of people's salt produced. The development of personal characteristics/ traits of smallholder salt farmers in Galis Sub-district can be carried out through training and coaching carried out periodically by the Pamekasan Regency government, namely by the Fisheries and Marine Service of Pamekasan Regency to develop the competence of personal characteristics/ traits of smallholder salt farmers. in Galis Sub-district, so that with the training and guidance, the competence of personal characteristics/ traits of salt farmers in Galis Sub-district has increased.

In addition, this study shows that the competence of the motives (peasant farmers) in the Subdistrict of Galis Pamekasan still need development. Development of the competence of people's salt farmers in Galis Sub-district Pamekasan Regency can be done if the salt farmers in Galis District also have confidence to develop the competence of motives that they have today. In addition, the salt peasant farmers in Galis Sub-district should also be

more active in supporting the development of the competence of the people's salt farmer's motives in Galis Sub-district. The development of the competence of salt farmers motives in Galis Sub-district can also be done through training and guidance to the peasant salt farmers in the Sub-district of Galis conducted by the government of Pamekasan Regency, Fisheries and Marine Office of Pamekasan Regency, to develop the competence of the salt farmers motives people in Sub-district Galis Pamekasan Regency.

The results of this research also indicate that the availability of human resources in developing the competence of farmers' motives in the Subdistrict of Galis, especially the willingness of smallholder salt farmers in Galis Subdistrict in developing the competence of motives is also still not good. In general, the results of this study indicate that the development of competence traits and motives peasants salt farmers in Subdistrict Galis Pamekasan Regency is still not running well, so the government of Pamekasan District in this case the Department of Fisheries and Marine Pamekasan Regency should conduct training and coaching to develop competence traits and the motives of peasant salt people in Galis Sub-district, Pamekasan Regency. The people salt farmers in Galis Sub-district must also have confidence in the training and guidance done by the Fisheries and Marine Service of Pamekasan Regency, and also have the willingness to participate in the training and development as it aims to develop the competence of personal characteristics/ traits and competence development motive of peasant salt people in Sub-district Galis Pamekasan Regency.

### 4 CONCLUSIONS

Research on the development of competence of traits and motives of peasant salt in Galis Sub-district of Pamekasan Regency has the following conclusions:

1) In general, the people's salt farmers in Galis Sub-district Pamekasan Regency already have the competence of traits and motives in producing people salt, but the competence of traits and motives owned by farmers salt people in Galis Sub-district Pamekasan Regency still need further development. The development of competence of traits and motives of salt farmers in Galis Subdistrict can be done through training and guidance activities to smallholder salt farmers in Galis Sub-district, so that the development of competence of traits and motives owned by smallholder salt farmers in Galis Sub-

district can support the ability of smallholder salt farmers in Galis regency in producing the salt of the people they have acquired from generation to generation from their own parents.

2) In developing competence of traits and motives of peasant salt in Galis Sub-district of Pamekasan Regency, Fishery and Marine Office of Pamekasan Regency as training and coach to develop competence of traits and motives owned by peasant salt farmer in Galis Sub-district until now, training and sustainable development to all peasant salt people in Galis Sub-district Pamekasan Regency, it is evident with still found most of the people salt farmers in Galis Sub-district Pamekasan Regency which until now still have not followed the training and coaching activities conducted by the Department of Fisheries and Marine District Pamekasan. Until now there are still many people salt farmers in Galis Sub-district Pamekasan Regency that competence traits and motives has not developed and still produce people's salt with the ability obtained by hereditary from their parents, so the quality and productivity of the people's salt they produce is still low.

3) In developing the competence of traits and motives owned by peasant salt people in Galis Sub-district Pamekasan Regency, Fishery and Marine Office of Pamekasan Regency have coordinated and cooperated with the power holder or government under it, such as Sub-district Head of Galis Sub-district and its staff and at the level Village Heads, Village Devices, Community Leaders, Religious Leaders, and other influential people in conducting training and fostering activities to smallholder salt farmers in Galis Subdistrict, so that training and coaching activities can be done well.

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