

Characteristics, Work Motivation, and How to Work as Tea Picker in PTPN XII Sirah Kencong

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Abstract— The job as a tea picker at PTPN XII Sirah Kencong is a high risk. Workers must explore several steep slopes and hill areas and they have to avoid dangerous insects and animals. In addition, tea pickers live in settlements provided by PTPN XII, a remote place that has a difficult access to transportation and mobile networks. This article aims to find out the motivations, characteristics, and the way to pick tea at PTPN XII Sirah Kencong. A descriptive qualitative used as a research design with data collection techniques using observation and in-depth interviews. Data were analyzed using an interactive model with four stages including collection, presentation, reduction, and conclusion. The study found that the choice of surviving as a tea picker was due to the internal and external motivations based on the rational choice theory. Consequently, they persisted in their work. In addition, the characteristics of tea pickers consisted of men and women in 25-55 years old and the determinant of their productivity based on social factors, needs, physical conditions, and the ability to pick tea. Furthermore, for the way to pick tea, the picker used 3 techniques such as manual hands, scissors and machine.

Keywords: work motivation, tea picker, PTPN XII Sirah Kencong

I. INTRODUCTION

PT Perkebunan Nusantara XII or referred to as PTPN XII is a PT that was established to conduct business in the field of agribusiness, agri-industry and to optimize the utilization of company resources. PTPN XII is also used to produce good or

service of high quality and strong competitiveness as well as to gain profits in order to increase the value of the company by applying the principles of Limited Liability Companies. The types of plantations owned by PTPN XII include rubber, coffee, cocoa, tea, and so on. PTPN XII Sirah Kencong is one of PT. Perkebunan Nusantara, which is a type of tea plantation owned by the Indonesian government in East Java. The land owned by the Sirah Kencong factory is very broad, which is around 217 hectares. Of the total land area 2473m² was used for the construction of PTPN XII Sirah Kencong [1].

The majority of workers who work at PTPN XII Sirah Kencong are residents who live around plantations. Plantation workers are divided into four parts, namely maintenance workers, factory workers, foremen, and pick workers. The system of recruiting agricultural workers is divided into two namely the system of contract workers and permanent workers. Wholesale workers work together at one time without being tied to the plantation work system, so that the wages earned by tea picking workers are also not the same as workers working in other divisions.

The economic needs of the family (household) encourage tea pickers to choose to work as picking tea workers, the low level of welfare to meet the needs of every family head around the plantation is also a reason for women to choose to be pickers of tea, low human resources (HR) so that the workers who work on plantations are unable to compete.

Work as a tea picker at PTPN XII Sirah Kencong is not an easy, because there are occupational risks such as tracking down slopes and hills with difficult terrain. In addition, with the limitation of cellular telephone signals in the area, the reason people remain in the Sirah Kencong area is one of the attractions of researchers conducting research in the area. This article seeks to examine the characteristics of workers, motivation at work, and discuss the work of tea pickers at PTPN XII Sirah Kencong.

II. METHODS

This research uses descriptive qualitative method. It is intended to understand the phenomena of experienced by research subjects such as work motivation and the work of tea pickers at PTPN XII Sirah Kencong holistically. The presentation of the results of the research is presented by means of descriptions in the form of words and languages, in a special natural context and by utilizing various scientific methods [2].

Data collection procedures used to use observation and documentation. The primary data source in this study was the plantation workers of PTPN XII Sirah Kencong who were observed directly at the study site through interviews. There were 20 informants interviewed, consisting of men and women and also from the age range of 25 to 55 years. To support research data, secondary data sources such as official documentation and archives are also used. The stages of the research carried out consisted of data collection, data presentation, data reduction, and drawing conclusions.

III. RESULTS AND DISCUSSION

A. Characteristics of Tea Plantation Workers at PTPN XII Sirah Kencong

One of the determinants of increasing plantation productivity is the picker factor who is a direct worker in the field and is the first party to collect the results from the tea plantations before being processed by the factory.

Workers at PTPN XII Sirah Kencong have certain characteristics, which will affect their work productivity. According to Susterneiser explained the relationship between motivation and productivity of tea pickers is;

- Productivity around 90% depends on the performance of the workforce and which 10% depends on technological developments and raw materials.
- Labor performance 80-90% depends on work motivation, and 10-20% depends on the ability of tea pickers to work.
- Labor motivation 50% depends on social conditions, 40% depends on needs, and 10% depends on physical conditionsn [2].

So it can be concluded that the factors of social conditions, needs, physical conditions, and ability of picking workers will contribute to productivity. Motivation is positively related to performance, so with high motivation it affects the productivity of tea acquisition [3][4].

The characteristics of plantation workers can be seen from their age, average age 25 to 55 years. The age characteristic is a reference to physical conditions in determining the ability of tea plantation workers in PTPN XII Sirah Kencong, because the ability of tea pickers influences the acquisition or influence of wages. The increasing age of a person in the productive range, it is associated with the ability to get higher wages [5].

The characteristics of tea pickers in PTPN XII Sirah Kencong related to status, on average they are married. The marital status has an effect on higher work motivation because work is no longer just because of him but because there are family members who are responsible.

While the characteristics in terms of residence, the average tea plantation workers are residents of the central village area. The distance between a residence and a plantation as a place of work will affect the level of productivity of its workers, because having a residence close to the place of work will make it easier for workers in terms of accessibility.

B. Motivation to Work as a Tea Picker at PTPN XII Sirah Kencong

1. External factors are factors from outside the tea picker self, that are,
 - The workplace environment is still beautiful and cool, the area of PTPN XII Sirah Kencong's area is 217 hectares, all of which are expanses of tea plantations so that the atmosphere is beautiful and cool.
 - Occupations that have been passed down from time to time, not a few tea pickers carry on the work that has been handed down from their previous descendants, so the tea pickers choose to continue their family work. Their families are also mostly employees/pickers on plantations, it is also possible that their children will become successors to the work later.
 - There are residential facilities, the Sirah kencong tea plantation area which is far from Blitar city and located in the hilly areas so that PTPN XII Sirah Kencong is to facilitate workers' access thus providing a home as a place to live.
2. Internal factors that encourage work as tea pickers from within themselves namely,.
 - Demands to make ends meet, the motivation that makes someone work is because of the demands to

meet their needs, the tea pickers work hoping to earn an income so that they can meet their daily needs.

- There are also factory employees, security guards, and tour managers of the Sirah Kencong tea plantation who work as tea pickers in the hope that they can earn extra income so that they can meet the family's living needs.
- Lack of ability in other fields, the tea pickers feel that their expertise can make money only from tea picking activities, which makes it difficult for tea pickers to work outside the plantation.

Based on the motivation above, it can be seen that Internal motivation is more to the needs of individuals who need circumstances and external factors are more due to the binding of tea pickers to PTPN XII Sirah Kencong so that the motivation that appears is indicated as a form of reciprocity towards companies that have contributed to their family [6].

The motivation of the tea pickers is supported by the existence of a rational choice theory that is, an action or behavior that has a purpose and direction and is oriented in economic terms. The rational choice theory states that social behavior is explained because social calculations are carried out by individuals in the various choices available to them [7].

The rational choice theory requires the right concept of rational actors derived from economics who see these actors choose actions that can maximize the usefulness or desires and needs [8]. Rational choice theory is intended as an instrument or a way that actors do to achieve goals, the rational choice theory explains how the decision making so that it can obtain benefits or maximum results [9].

C. Equations

Tea pickers at PTPN XII Sirah Kencong, are residents who live in settlements around the plantation. The settlement has been provided by PTPN XII Sirah Kencong as a residence. Tea picker working time starts at 05.00/06.00 WIB and ends around 12.00-16.00 WIB, the time that determines fast or not tea pickers go home is the number of shoots, delivery truck, and weather conditions.

Tea pickers work around 7 hours every day, from Monday to Saturday, while on Sundays because it is in accordance with Law No. 13 of 2003 concerning employment which states that, if working 7 hours in 1 day and 40 hours in 1 week then in one week can work for 6 days.

Tea picking activities at PTPN XII Sirah Kencong have used a variety of methods such as 1) Manual picking method, which is the way the pickers use their hands directly, 2) How to use scissors, tea pickers who use the help of scissors when picking tea, and 3) How to quote using machine technology, this method is intended for pick workers who are already skilled in using machines.

The development of picking methods by using technology aims to increase productivity, speed up time, and reduce production cost that must be incurred if only using workers [10]. Although this is true, in PTPN XII Sirah Kencong manual picking services are still needed. Machine technology is still not able to be used to obtain superior shoots, the 'peco' type, but can only obtain the 'bird' type. Type 'peco' can be obtained from the results of manual tea picking, so that between the use of technology and manual labor can complete each other.

Tea pickers at PTPN XII Sirah Kencong are not all permanent employees, so there are casual daily laborers. The difference is the wages obtained, if permanent employees will get the income that has been set by the factory, while for casual daily workers get income in accordance with the results obtained.

This reality is corresponding with the theory of labor value which states that, the value of labor or wages of labor, is related to the number of hours worked. So that the hours worked can meet daily needs such as buying food, drinking, buying clothes, etc. Suitability between hours and work results can cause the job to suit him [11].

IV. CONCLUSION

The characteristics of tea plantation workers at PTPN XII Sirah Kencong average age 25 years to 55 years as a reference for physical conditions to do their jobs. In the case of marriage, the average worker is married. The marital status influences work motivation to be carried out by workers at PTPN XII Sirah Kencong.

Work motivation possessed by each individual is different, it can be in the form of encouragement from oneself or from outside himself. Many reasons can affect motivation, for example because of convenient location, offers of higher wages, offers of work from family, and many other motivations.

Tea pickers are residents who live in settlements that have been provided by PTPN XII Sirah Kencong. Tea pickers are divided into two, permanent workers and casual daily laborers, which are distinguished from wages and working hours. Tea pickers at PTPN XII Sirah Kencong use several techniques for picking tea, namely by manual picking using hands directly, using tools such as scissors and machines. From the differences in the various techniques have diverse quotation results. Tea pickers also have several obstacles while picking tea. Constraints that normally occur are uncertain conditions, access to remote picking locations, erroneous shoots, and the presence of insects.

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