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Implementation Strategy of Motivation, Innovation, and Work Ethic on the Economic Performance of Papuan Nutmeg Farmers (*Myristica Argantea*) in Fakfak Regency

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Abstract

+ The economic performance of nutmeg farmers in Fakfak district is currently entering a period of very difficult challenges due to the age of nutmeg trees that are old, unmaintained, and no longer productive in bearing fruit. This empirical fact in the next few years will be a serious threat that can impoverish people due to low nutmeg yields; requires strategies that must be carried out by farmers to improve crop productivity. The research was carried out during May – December 2023. Descriptive research method with a combination of quantitative and qualitative analysis approaches. Data was obtained through a direct survey of respondents who had been deliberately determined. The data obtained are given a weight value based on the assessment indicators obtained from the results of the preliminary research. The validity and reliability of the data were tested gradually and in a structured manner using the triangulation and role sharing approaches. The results of the study are presented in the form of a spider web diagram equipped with illustrations of shift share gap values, Ishikawa diagrams, Pearson correlation analysis, and regression equation models obtained from the SPSS statistical device version 2.3.

Keywords: *Motivation, Innovation, Work Ethic, Identity and Performance of Farmers*

1. Introduction

Papuan nutmeg (*Myristica argantea* Warb.) is a superior Papuan spice plant that grows and develops well throughout the Fakfak regency area. The fruits of this plant produce nutmeg flowers (mace), nutmeg pulp, and nutmeg seeds that have high economic value. For generations, the existence of nutmeg trees has provided livelihoods that are able to meet the economic needs of most of the people of Fakfak district.

The beautiful and still untouched nature of Papua gives a metaphor as a hidden corner of paradise. Fakfak Regency is an area consisting of mountains, a small part of the lowlands, and a very charming coast and cluster of small islands. According to (BPS, 2017) the population of Fakfak district in 2017 was only recorded at 74,872 people, developing until 2021 reaching 89,253 people with a population density of only 2 people per Km². This small population is also the main reason why Papuan nutmeg agrotechnology is not developed, because economic competition in people's daily lives is not formed by their environment

2. Material and Method

Descriptive research method with a combination of quantitative and qualitative analysis approaches. Data was obtained through a direct survey of respondents who had been deliberately determined. The data obtained are given a weight value based on the assessment indicators obtained from the results of the preliminary research. The validity and reliability of the data were tested gradually and in a structured manner using the triangulation and role sharing approaches. The results of the study are presented in the form of a spider web diagram equipped with an illustration of the shift share gap value, and a regression equation model obtained from the SPSS statistical device version 2.3.

2.1 Design Study

The data collection technique was carried out in stages consisting of: initial survey, preparation of research achievement targets, preparation of indicators, and preparation of questionnaires, as well as in-depth interviews with target data sources. In-depth interviews with the target respondents of the study, were also inventoried using a voice recording device.

The sample and research informants are parties who have qualified as candidates to be tested and should be suspected of being strong in meeting the criteria to become research respondents. In this study, the sample used was nutmeg farmers in Fakfak Regency.

2.2 Data Analysis

The source of data is provided directly by collecting directly from the object of distributing the questionnaire to selected respondents in the Fakfak Regency area.

Research data was obtained from interviews using questionnaires. The results of the interview are weighted in the form of numbers on a scale of 1 – 10. Considering that the origin of the data is information obtained from the results of interviews; Then the validity of the data was tested using the triangulation technique. According to (Alfansyur & Mariyani, 2020), (Bachri, 2010), and (Sa'adah, Rahmayati, & Prasetyo, 2022) stated that the triangulation technique is the most effective way to test the validity of data. With the help of this technique, the researcher can convince himself that the data obtained comes from an honest statement or

answer. The results of the data weighting can be analyzed using statistical tools to find regression equation models. Through the regression equation, researchers can describe the results of the study and draw conclusions.

3. Result

Gap Analysis (*shift share*)

Table 1. Nutmeg Farmer Gap Analysis

Variable	Average Score	Standard	Gap
Y = Papuan nutmeg productivity performance	7,000	7,000	0
X1 = Motivation	4,925	7,000	(-) 2,075
X2 = Innovation	5,096	7,000	(-) 1,904
X3 = Identity	7,322	7,000	0,322
X4 = Work ethic	8,233	7,000	1,233

Showing that the Motivation factor, which is having the highest gap value followed by the Innovation factor, is a very serious problem, that work ethic and identity should be used as access to improve farmers' performance so that farmers have enthusiasm and confidence levels because they are able to produce quality products.

Profit Net for Papuan Nutmeg Productivity Performance

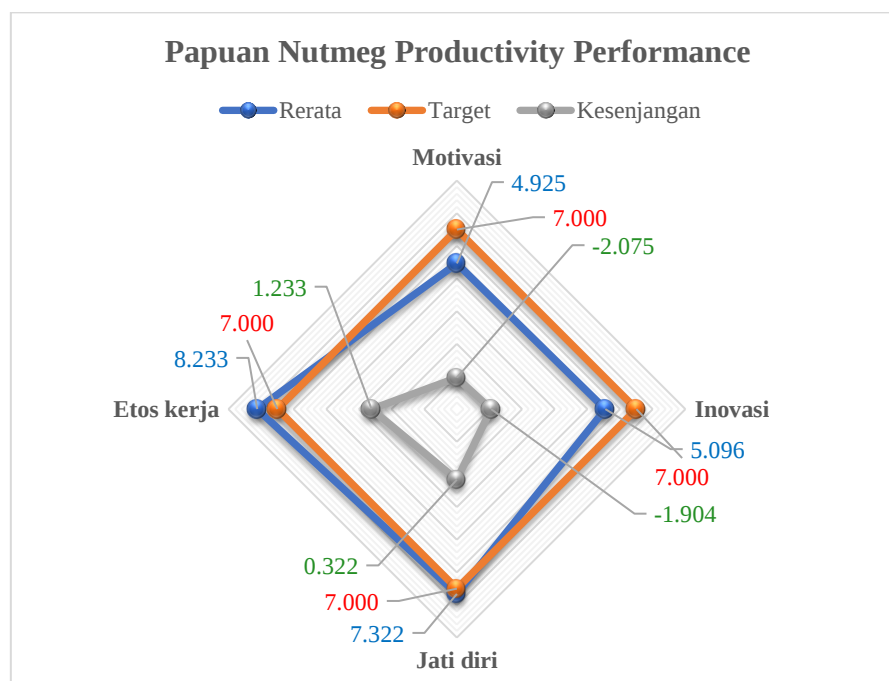


Figure 1. Spider Web Analysis

The Network Innovation Factor with a negative score (-1,904) shows that the existing network can still be improved in a faster time so that the integration of business cooperation actors for superior products can run well as expected at the standard value (7,000). Meanwhile, the Motivation factor has the highest negative score (-2,075), indicating that motivation can be increased even harder in a faster time. The work ethic factor has the highest positive score (1,233), indicating that the gap can still be increased in a faster time compared to the identity gap.

Multiple Linear Regression Analysis

Table 2. Multiple Linear Regression Analysis

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	8,298	1,592		4,772	,000
	Motivation	-,096	,113	,047	,361	,719
	Innovation	-,079	,074	-,148	-1,349	,180
	Identity	,301	,077	,009	,054	,957
	Work ethic	-,319	,109	-,085	-,418	,677

a. Dependent Variable: Kinerja

The results of the data processing of Multiple Linear Regression analysts will be explained as follows:

$$Y = 8,298 - 0,096X_1 - 0,079X_2 + 0,301X_3 - 0,319X_4$$

- For the Performance variable (Y) has a constant of 8.298, it means that the positive value indicates a unidirectional influence between the independent variable and the dependent variable. The high value of the constant indicates that if all of the X variables below are 0 (zero), then Y on average is 8.298
- For the Motivation variable (X1) has a value of -0.096 if the variable (X1) increases by one unit, then Y will experience a decrease of -0.096 assuming that the other variable is in a constant condition.
- For the Innovation variable (X2) has a value of -0.079 if the variable (X2) increases by one unit, then Y will decrease by -0.079 assuming that the other variables are in a constant condition.
- For the Identity variable (X3) has a value of 0.301, if the variable (X3) increases by one unit, then Y will also increase by 0.301 assuming that the other variable is in a constant condition.
- For the work ethic variable (X4) has a value of -0.319 if the variable (X4) increases by one unit, then Y will also experience a decrease of -0.319 assuming that the other variable is in a constant condition.

Determination Coefficient Analysis

Table 2. Determination Coefficient Analysis

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,209a	,231	,008	,437277

a. Predictors: (Constant), Work ethic, Customs, Digitalization, Behavior

From the table above, it can be seen that the R Square is 0.231 or 23.1% which means that the ability of the Independent variable to the dependent variable is 23.1% while the remaining 76.9% explains the other variables of this study.

4. Discussion

Motivation, innovation, and work ethic are common problems faced in efforts to develop cultivation, plant productivity, and nutmeg downstream in Fakfak Regency. The nutmeg plants

of the Fakfak community that they pick every year are hereditary plants that finally need more attention to nutmeg plants. Here are various problems that must be considered in planting nutmeg plants:

- 1) It is over 25-30 years old so that the productivity of the fruit has experienced a significant decline phase;
- 2) There is no effort to rejuvenate the plant, by planting new Papuan nutmeg trees as a candidate to replace the old nutmeg plant and its productivity has decreased;
- 3) During the productive period, people only take advantage of their nutmeg without any plant care such as: pruning twigs, fertilizing fruits, fertilizing land, as well as turning the soil around the roots of nutmeg trees, arranging planting spacing, fertilizing shoots and fruit stalks and various plant care efforts as appropriate;
- 4) There is no thinning or effort to arrange the density of plant vegetation with other competing plants in the vicinity, so that plant productivity increases with good fruit quality; even
- 5) Fruit picking is often done in a hurry before the fruit is really ripe so that the quality of the harvest tends to be low, and the selling price of nutmeg is also cheaper;
- 6) There is no effort among nutmeg tree owners to improve knowledge, competence, and technical expertise in the field of nutmeg agro-eco-technology;

5. Conclusion, Implication, and Recommendation

The results of the study show that in general, the identity of being able to improve the economic performance of nutmeg farmers in Fakfak Regency has been running well and has a positive value. However, it has not been balanced with Motivation, Innovation and good work ethic so that it has a negative impact on the economic performance of nutmeg farmers in Fakfak Regency.

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