



Analysis of the Influence of Changes in the Profession of the Bungus Fishing Community on the Quality of Human Resources in the Coastal Area of Padang City

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ABSTRACT

The purpose of this study was to see the effect of income and technology use on the quality of human resources in the coastal area of Padang city through the professional changes of the Bungus fishermen community to become marine tourism guides as an intervening variable. The population in this study is the Bungus fishermen community who become marine tour guides. The sampling method used was proportional random sampling of 100 people. Data processing with SmartPLS 3.0. The results of this study are stating that 'income is not mediated by the professional change of the Bungus fishermen community to become marine tourism guides on the quality of human resources in the coastal area of Padang city. And furthermore the relationship between the use of technology on the quality of human resources in the coastal area of the city of Padang and the professional change of the Bungus fishing community to become marine tourism guides as a variable that intervenes in the statement that the use of technology is mediated by the professional change of the Bungus fishing community to become marine tourism guides on the quality of regional human resources, Padang City Coastal.

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1. Introduction

Padang City is one of the cities on the west coast of Sumatra Island, which is currently improving itself to become a classy tourist destination, this is because the city of Padang has a beautiful coastal area that can be developed into various marine tourism destinations. The coastal area is certainly synonymous with residents who have a livelihood as fishermen. Fishermen are people who carry out fishing activities in the sea whose income is the main support in their daily life. This definition is made for the context of traditional society. According to Law No.45 of 2009 concerning Revision of Law No.31 of 2004 concerning Fisheries, Article 1, number 10 defines fishermen as people whose livelihoods are fishing (Fatmasari, 2016)

The fisherman catches fish to fulfill his daily needs in his household. But every day they can enjoy their catch for side dishes at their home. So it is appropriate for fishing communities on the beach to be smart people, this is because the food they eat contains a lot of nutrients from fish, and they are easy to get. But in fact fishing communities tend not to have high education and middle to lower economic levels (Oktama, 2013). Income factors and technological knowledge will certainly affect the level of community life and the quality of coastal community human resources (fishermen) (Kurniasari, 2016), (Lamia, 2013).

By seeing the current development that various marine tourism destinations in the city of Padang have caused many fishermen to switch professions to become marine tour guides. Many fishermen have really left their main job and switched professions to become professional guides (Zakariya, Anna, Dhahiyat, Kunci, & Kontribusi, 2017), (Zamzami, 2016). And this professional thing is very important for guests who come because they are guests from various backgrounds. So starting from the language of the nela yan, the way they dress and the equipment they use must describe that they have become good, trusted and professional guides.

One example of providing marine tourism services in the Bungus area :



Fig 1. Bungus area

Source: Facebook.com



With the necessity for it, the nela yan already started bustling use technology even though the means of communication with gadgets medium quality (Ngaffi, 2014) . However, this technology is very helpful in finding information in managing tourists who come to the Bungus area. They are getting more and more professional so that now they are showing good changes including to their lives and lifestyles, which are currently becoming tour guides as their main job and fishing as an additional job.

Therefore, I conducted this research to determine the effect of income and technology use on the quality of human resources in the coastal area of Padang City through the professional changes of the Bungus fishermen community to become marine tourism guides as an intervening variable . With this, what will be done is surveying through questionnaires distributed in the field to see the truth of the situation that exists in fishermen and their families in everyday life . This research is a quantitative study that will measure to get data from fishermen's answers about the fishermen's life about their quality. Which later the results of this research can answer, namely what should be done to be able to support the life of fishermen in a better and better quality.

2. Study of Learning Outcomes Theory

2.1 Income

According to (Firdaus & Witomo, 2016) income is the amount of goods and services that meet the level of life of the community, where the income owned by the community can meet the needs, and the average income owned by each person is also called per capita income and becomes a benchmark. progress or economic development. Income (income) is the total income of a person or household during a certain period. According to (Rahim & Dwi Hastuti, 2016), (Pratama, Gumilar, & Maulina, 2012) income is determined by the ability of production factors to produce goods and services. The greater the ability of the factors of production to produce goods and services, the greater the income that is created . The main objective of establishing a trading business is to obtain income, and this income can be used to meet the necessities of life and the survival of the trading business. The income received can be in the form of money, and money itself is a means of payment or a medium of exchange (Kholis, Fraternes, & Wahidin, 2020) .

2.2 Use of Technology

According to (Ngaffi, 2014), (Rizki Mulyani, Widian Sari, Nila Sari, Navia Rani, & Syahrullah Ekajaya, 2019) defines technology as a whole method that rationally leads and has efficient characteristics in every human activity. And (Sumintono, Wibowo, Mislana, & Tiawa, 2012) argue that technology is the application of the behavioral and natural sciences and other knowledge in a systemized and systemic manner to solve problems. The role of information technology in human activities at this time is indeed enormous. Information technology has become the main facilitator for business activities, contributing greatly to fundamental changes to the structure, operations and management of the organization according to (Makmur, 2019) , (anggara dana, 2013) and (Sari & Novrianto, 2020). Thanks to this technology, various facilities can be felt by humans.

2.3 Quality of Human Resources

According to (Delanno, 2013) states that the quality of human resources is: "The ability of human resources to carry out the duties and responsibilities given to them with adequate education, training and experience." Based on the explanations of the quality of human resources in above, it can be determined the dimensions and indicators of S DM quality as expressed by an explanation of the level of responsibility and competence according to (Mathis & Jackson, 2012) : 1. Responsibility or responsibility can be seen from or contained in the job description. Job descriptions are the basis for carrying out tasks properly. Without a clear job description, these resources cannot carry out their duties properly. 2. Competence can be seen from the educational background, trainings that have been attended, and from the skills expressed in the implementation of tasks.

2.4 Profession Change

Each human need tools to meet their needs, in this case to meet the needs of human life requires work. Work is used as a tool or medium to make ends meet for an individual. Work is an activity carried out by individuals to fulfill their duties and get rewarded for what has been done. According to (Fitriyani, Ruhimat, & Malik, 2013) , "orientation is 1) observation to determine the right and correct attitude (direction, place, etc.); 2) views that underlie thoughts, concerns or inclinations. " Meanwhile (Akmal, Patahuddin, & Bahri, 2020) stated that "orientation is familiarity and adjustment to the situation or environment."

3. Research Methods

The method used is explanatory survey. Descriptive data collection is done on 100 people fishing Bungus the nautical tourist guides , sampling technique using *proportional random sampling* . Data analysis was carried out by several sources, both secondary data and primary data, such as data combining answers to each question in a questionnaire, which revealed questions about Income, Use of Technology, Quality of Human Resources, and Professional Change . Structural analysis tools using SmartPLS 3.0 . The reason for choosing this method e is due to its ability to measure constructs indirectly through indicators and simultaneously analyze indicator and latent variables, and the relationship between latent variable indicators, as well as the relationship between variables and other variables, along with the involvement of measurement errors. The results of this study are expected to provide an overview of the clarity of the relationship and the magnitude of the influence of variables which are very useful for exploring in detail the various factors that influence people's decisions to apply for online loans in order to provide a comprehensive understanding. This understanding is related to efforts to determine what factors influence the quality of human resources.



4. Results and Discussion

4.1 Structural Model Testing (Inner Model)

Here are the *R-Square* values of the construct:

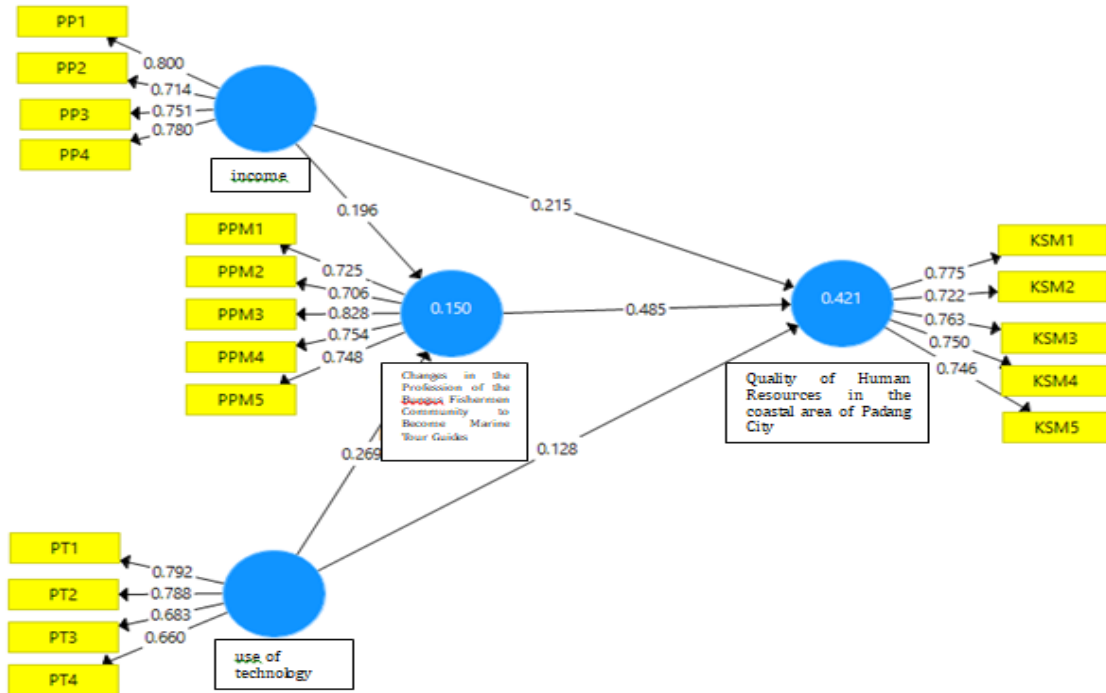


Fig 2 R-Square

Figure 2 above shows the *R-Square* value of the construction of the Bungus Fishermen Community Profession Change to a Marine Tour Guide of 0.150 or 15 % which illustrates the magnitude of the influence it receives by the construct of the Bungus Fishermen Community Professional Change to Become a Marine Tour Guide from the Construction of Income and Use of Technology or a form of the simultaneous influence of the construct of income and the use of technology on the professional change of the Bungus fishermen community to become marine tour guides . While the *R-Square* value for the construct of Quality Human Resources in the coastal area of Padang City is 0.421 or 42.1 %, indicating the magnitude of the influence exerted by income , use of technology and professional changes in the Bungus fishing community to become marine tourism guides in explaining or affecting the quality of resources. Coastal People of Padang City . The higher the *R-Square* value , the greater the ability of the exogenous construct to explain endogenous variables so that the better the structural equations are formed.

The hypothesis testing is as follows:



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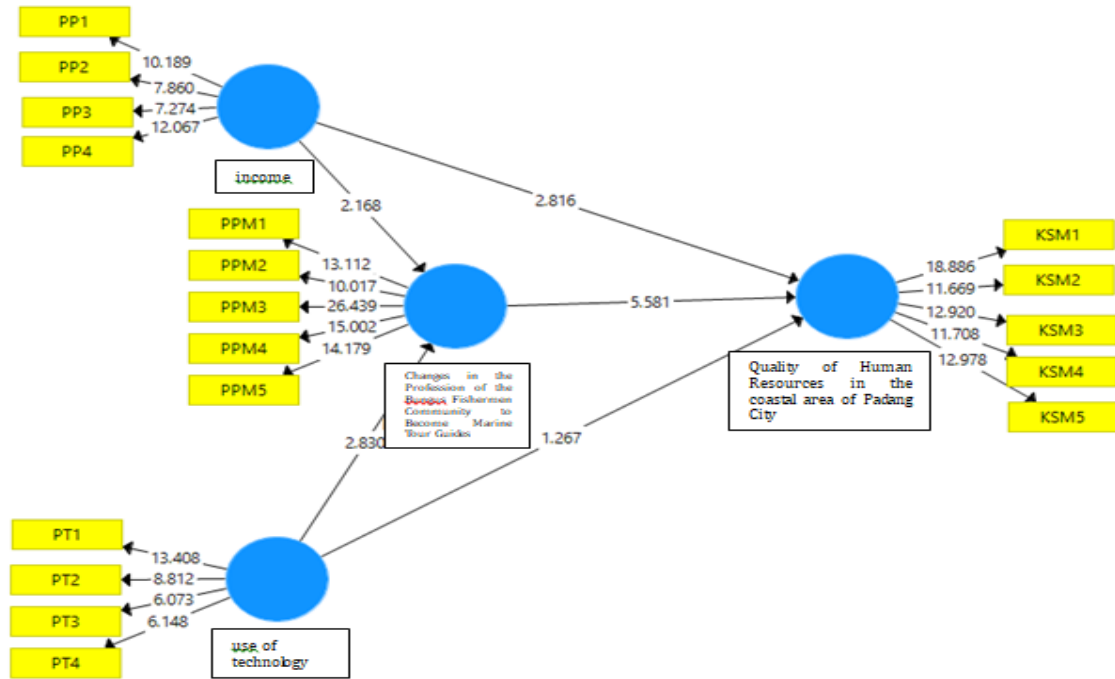


Fig 3 Hypothesis testing

Figure 3 shows that the relationship between income with Quality of Human Resources Coastal Zone Padang is positively and significantly with T-statistic of 2.816 ($> 1,96$). Thus, the hypothesis H1 in this study which states that " income affects the quality of human resources in the coastal area of Padang City " is accepted. Then the relationship between the use of technology and the quality of human resources in coastal areas of Padang City is positive and insignificant with a T-statistic of 1.267 ($< 1,96$). Thus the H2 hypothesis in this study which states that 'the use of technology has no effect on the quality of human resources in the coastal area of Padang City ' is rejected. The relationship between revenues with changes Society of Professional Fishermen Bungus Being Maritime tour guide was positively and significantly with T-statistic of 2.168 ($> 1,96$). Thus the hypothesis H3 in this study which states that " income affects the professional change of the Bungus fishermen community to become marine tourism guides " is accepted. Then the relationship between the use of technology and the professional change of the Bungus fishermen community to become marine tour guides is positive and significant with a T-statistic of 2.830 ($> 1,96$). Thus the hypothesis H4 in this study which states that 'the use of technology affects the professional change of the Bungus fishermen community to become marine tourism guides ' is accepted. Furthermore, the relationship between the Changes in the Profession of the Bungus Fishermen Community to Become Marine Tour Guides and the Quality of Human Resources in the Padang City Coastal Area is positive and significant with a T-statistic of 5.581 ($> 1,96$). Thus the hypothesis H5 in this study which states that ' Changes in the Profession of the Bungus Fishermen Community to Become Marine Tour Guides affect the Quality of Human Resources in the Coastal Areas of Padang City ' is accepted.

4.2 Relationship between Model I and Model II

Table 1
Relationship between Model I and Model II

	Original Sampl...	Sample Mean (...	Standard Devia...	T Statistics (O/...	P Values
Pendapatan -> ...	0.095	0.102	0.050	1.885	0.062
Penggunaan Te...	0.131	0.141	0.056	2.345	0.021

Furthermore, Model I, the relationship between income and the quality of human resources in the coastal area of Padang City and the professional change of the Bungus fishermen community to become marine tourism guides as an intervening variable is not significant positive with a T-statistic of 1.885 ($< 1,96$). Thus the hypothesis H6 in this study which states that ' income is not mediated by the professional change of the Bungus fishermen community to become marine tourism guides on the quality of human resources in the coastal area of Padang City ' is rejected . And then Model II the relationship between the use of technology on the quality of human resources in the coastal area of Padang City and the professional change of the Bungus fishermen community to become marine tourism guides as an intervening variable is positive and significant with a T-statistic of 2.345 ($> 1,96$). Thus the hypothesis H7 in this study which states that ' The use of technology is mediated by changes Society of Professional Fishermen Bungus Being Maritime travel guide to the Quality of Human Resources Coastal Zone Padang ' is acceptable.



5. Conclusions

Income Impact has a positive attitude towards the Quality of Human Resources in the coastal area of Padang City. The higher the income of the fishing community, the higher the quality of human resources in the coastal area of Padang City because this income becomes a pillar in meeting the costs of daily life needs for the fishermen's family, supported by research (Muhammad, Efani, Soemarno, & Primyastanto, 2012), (Mascia, Claus, & Naidoo, 2010). Starting from the cost of food, household expenses, children's education and other basic needs of families. Furthermore, the use of technology is positive but not significant for the quality of human resources in the coastal area of Padang City. This is because if the use of technology is to gain new knowledge about an additional or side job for fishermen, such as watching information on YouTube about the tourism business, it can also be supported by research (Kurnia, Sudirman, Nelwan, & Penyusun, 2017). However, if the use of technology does not lead to business, the use of technology here is only the use of social media to communicate. Furthermore, the impact of income has a positive attitude towards the professional change of the Bungus fishermen community to become marine tour guides. The higher the standard of income needed by a fisherman, the higher the fishermen's desire to change their profession or look for a side profession to meet the income standard that fishermen want, such as the profession as a marine tour guide supported by research (Wardono, 2017). Furthermore, the use of positive technology to the professional change of the Bungus fishing community to become a marine tour guide, the higher the use of technology in the fishing community will increase the professional change of the Bungus fishing community to become a marine tour guide because if information about side business or professional transfer can be learned by the fisherman it will arise. kein Ginan profession to make changes in line with the research (Dwi Harini, 2013). Furthermore, the relationship between the professional change of the Bungus fishermen community to become a marine tourism guide is positive for the quality of human resources in the coastal area of Padang city because this will improve the quality of human resources with a change in profession or a side job to increase income from fishermen, supported by research (Hafsah & Yusuf, 2019). And furthermore, income is not mediated by the professional change of the Bungus fishing community to become marine tour guides on the quality of human resources in the coastal area of Padang city because the relative income is in accordance with the needs of these fishermen. If the income that is obtained from fishermen and as tour guides is not used to improve the quality of human resources such as education, the income has not yet supported their quality. Furthermore, the use of technology is mediated by the professional change of the Bungus fishing community to become marine tourism guides on the quality of human resources in the coastal area of Padang city, so this is very influencing because when the use of good technology is used as a support in carrying out the profession or marine tourism business is currently good in the eyes of tourists, this profession has succeeded in turning fishermen into competitive human resources in carrying out this new profession.

In order for this research to be useful for policy makers or for further researchers, the authors would like to provide suggestions, namely:

- We recommend that fishermen start using technology, from the use of communication to knowledge, such as information on YouTube or news about the development of the marine tourism business, which is currently in great demand by the public in order to increase income from fishermen.
- To prove the fishermen do not have to leave the fishermen to switch professions work as a tour guide. Because this can be divided during weekdays, there will not be too high a demand for marine tourism. But at the weekend, the demand is high.
- If this profession can be carried out properly by fishermen, fishermen's income will increase, but still this income is used to develop children's knowledge and education for the future.

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