



# **TRAINING AND ORGANISATION CLIMATE OF THE SUCCESS OF FISHERIES IN SOCIETY (CASE STUDY OF DEPARTMENT OF LIVESTOCKS AND FISHERIES (FISHERIES SECTOR) OF SUNGAI PENUH CITY, JAMBI, INDONESIA)**

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## Abstract

*The research is proposed to test the influence of Training and Organizational Climate on the Success of Fisheries. The population in this study is the Sungai Penuh City society which has a total of 120 fisheries businesses. Furthermore, by using the Slovin formula, a sample size of 92 businesses was selected with a sampling technique based on Proportional Cluster Random Sampling. This study uses primary data and secondary data. Data analysis techniques used are path analysis and test hypotheses using t test with data analysis using SPSS version 20. The results of the study based on showing that partially the Training and Organizational Climate has a positive and significant effect on Business Success. The results also show that the Organizational Climate variable acts as an intervening variable between Training and Business.*

**Keywords:** Training, Organizational Climate, Success of Fisheries, Indonesia

## INTRODUCTION

Success is only obtained if humans do everything in their best. Success can only be achieved through serious efforts. Business success according to Suryana (2003: 285) is the success of the business in achieving its goals. Noor (2007: 397) revealed that the success of a business in its essence is the success of a business reaching its goals. The ultimate goal of every successful person is to achieve happiness in him. Happiness is the satisfaction of the highest degree in a person. Self-satisfaction occurs because someone has achieved. Happiness develops in a person based on self-satisfaction that reaches its peak because it has succeeded in doing something well, feeling happy and feeling proud of the results.

Department of Livestock and Fisheries of Sungai Penuh City is a department which serves the public in the field of livestock and fishery. Department of Livestock and Fisheries of Sungai Penuh City consist of several sectors, one of them is fishery sector. Services regarding to the fisheries sector in Sungai Penuh City are very much needed by the society because the society in Sungai Penuh City generally owns a fishery business. The Sungai Penuh City Fisheries sector's staff must have high training and organizational climate because employees are personnel who go directly to the field to provide counseling and help the society in the fisheries business.

The success of the business in the fisheries sector in Sungai Penuh City is quite a lot. The development of the society business is certainly not separated from the guidance provided by the fisheries sector of Sungai Penuh City. Therefore, employees must provide the good services to the society because the society's livelihoods are generally engaged in fisheries. The success of society businesses in the field of fisheries can be seen from society production data as shown in table 1 below:

Table 1 Fisheries Production Data (Tons)

No	Sub-District	Year		
		2015	2016	2017
1	Tanah Kampung	40,20	42,00	38,00
2	Kumun Debai	40,50	42,00	42,02
3	Sungai Penuh	6,10	6,30	8,23
4	Hamparan Rawang	37,30	52,50	19,36
5	Pesisir Bukit	20,50	6,30	23,66
6	Sungai Bungkal	13,50	14,70	23,63
7	Pondok Tinggi	40,70	14,70	40,96
8	Koto Baru	31,20	31,50	6,00
<b>Total</b>		<b>230,00</b>	<b>210,00</b>	<b>201,86</b>
<b>Fish Processing Production</b>				
1	Kota Sungai Penuh	60,00	72,00	72,00

Source: Department of Livestock and Fishery Sungai Penuh City Year, 2018

Based on Table 1, there is an increase in absenteeism from July to August 2012, from 1.5% to 1.6%. This means that, from the 286 employees who worked on those months, 1.6% of them were absence and it could be suspected that there are problems related to job satisfaction. In August this is the highest absenteeism rate throughout the 2012 fiscal year.

Overall, aquaculture production in Sungai Penuh City has decreased from 2015 to 2017, where in 2015 fish cultivation production was 230.00 tons and then decreased in 2016 to 210.00 tons and again declined in 2017 to 201, 86 tons. While for fish processing production there was a slight increase of 60.00 tons in 2015 then rose 72.00 tons but in 2017 there was no increase or decrease. The decline in society production is certainly influenced by the role of employees of the Fisheries sector in Sungai Penuh City, in providing information to the society to improve their business. It is suspected that the lack of maximum staff, especially in the field of providing knowledge to the society, is caused partly because some employees have backgrounds that are not in accordance with their expertise while their potential is not utilized in their field. The low level of public knowledge in managing their business has caused their business to experience ups and downs. The data that the author gets is that the business in the fisheries sector has a lot of damage in fish ponds; on average the damaged ponds in each business group have 2 to 10 ponds. The cattle that die suddenly or become sick causes harm to the society. For this reason, assistance from the Fisheries sector is urgently needed to increase the success of society fisheries.

The importance of employees in the fisheries sector at the Department of Livestock and Fisheries in Sungai Penuh City is very influential on the implementation of the agency's objectives, which is to improve services to the society, especially in the process of supervision and guidance of information needs. In increasing the success of the society fisheries business by the fisheries sector at the Department of Livestock and Fisheries in Sungai Penuh City in Sungai Penuh, the most dominant factors influenced are training and organizational climate.

According to Nitisemito (2001), training is an activity of a company that intends to be able to improve and develop the attitudes, behaviour, skills and knowledge of its employees in accordance with the activities of the company concerned. The phenomenon associated with training employees at the Department of Livestock and Fisheries in Sungai Penuh City is that there are very few employees who attended the training. This caused a lack of knowledge and skills that employees have at work. Training is very important for employees because it is the needs that employees need at work. The lack of employees in participating in training is less able to help employees in completing work and less able to help employees face the challenges of the future.

In the following table presents the data of the employees who participated in the training and the funds used for the training are as follows:

Table 2 Budget and Training

No	Training	Participants	Training Funds
1	Pelatihan Membuat Pakan Ikan	4 Orang	Rp. 20.000.000
2	Pelatihan Cara Budidaya ikan yang baik	4 Orang	Rp. 20.000.000

Source: Department of Livestock and Fishery Sungai Penuh City Tahun, 2018

Table 2 shows that there are very few training that are followed by employees throughout 2018. The employees who participated were only 4 people. Employees who take part in training are sometimes not in accordance with their educational background. This causes employees not to be enthusiastic in participating in training so that the training that is followed does not get maximum results. Employees are less able to master the field of work done so that the work does not become effective and efficient. While the results of the training given to employees will be applied again to the society to improve the society fisheries business.

According to Wirawan, (2008: 121) Organizational climate is the perception of organizational members individually and in groups and those who are constantly in touch with the organization about what happens in the organization's internal environment regularly, which affects organizational attitudes and behaviour and organizational member performance which then determines performance organization. The phenomenon that the writer found through pre-research relates to organizational climate, where as many as 70.59% of respondents answered communication between employees was less harmonious, as many as 60.78% of respondents answered that the work atmosphere was not conducive and 62.75% of respondents answered that collaboration between employees was not . This can be seen in table 1.1 the Percentage of the following organizational climate phenomena:

Table 3 The phenomenon of the organization Peternakan and Perikanan climate

No	Phenomena	Percentage	
		Yes	Not
1	The communication between employees are less compatible	70,59%	29,41%
2	The atmosphere of work are not conducive	60,78%	39,22%
3	The teamwork between employees are not good	62,75%	37,25%

Source: Data survey early April, 2018

Fisheries staff at the Department of Livestock and Fishery Sungai Penuh City consist of several employees placed from the Central Agency. The employee was sent to assist the Department of Livestock and Fishery Sungai Penuh City in maximizing its work, especially in the fisheries section. This of course causes changes in the climate of organizations in the fisheries sector because employees from the central agency bring a new organizational climate to the fisheries section. For example, in the atmosphere of working employees from central institutions are accustomed to working fast so that other employees are required to work fast.

Based on the background of the problem, the problem can be formulated as follows: (1) What is the effect of employee training on the success of the fisheries business in Sungai Penuh City? (2) How does the organizational climate affect the success of the fisheries business in Sungai Penuh City? (3) What is the effect of training on the climate of the Fisheries Sector Employees at the Department of Livestock and Fishery Sungai Penuh City? (4) What is the role of the organizational climate as an *intervening* variable between employee training and the success of the fisheries business in Sungai Penuh City?

## METHODOLOGY

The design of this study is a causal research, which is a research that analyses the relationship between one or more variables with other variables (Bougie, 2010). In the context of this study, the variables in question are training, organizational climate and the success of society fisheries. The object of this research is the society that owns a fishery business in Sungai Penuh City.

The technique of sampling in this research is *Proportional Cluster Random Sampling*, which is taking random sample members from the population regardless of the status in the population. The number of samples is determined based on the calculation of the Slovin formula with a tolerable error rate of 5%. By using this formula, the sample of 92 respondents who owned a fishery business was obtained. The types and sources of data in this study use primary data and secondary data. This data collection technique is done through questionnaires. The instrument of this research is to use a questionnaire with a Likert scale. Before the questionnaire is used, validity and reliability tests are used first. The data analysis technique in this study uses path analysis. Furthermore, hypothesis testing is done by t test at 5% level of significance

## FINDINGS AND DISCUSSION

Before using path analysis, a prerequisite test was conducted, they are (1) normality test (2) multicollinearity test (3) heteroscedasticity test. From the results of the test, it fulfills the requirements to use path analysis. The path analysis results can be selected in the picture below:

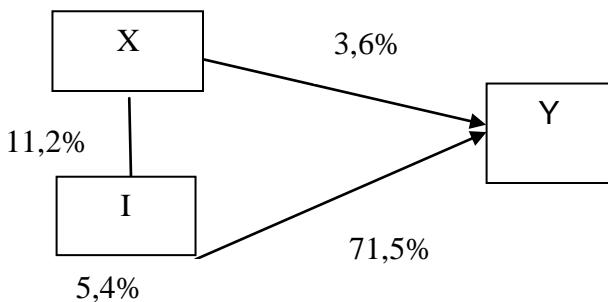


Figure 2 The Result of Path Analysis

### The Impact of Training (X) of the Success of Business (Y)

When viewed from the TCR results for the Training variable of 65% or in the Fairly Good category, it must be maximally increased. Meanwhile the results of hypothesis 1 indicate that training has a positive and significant effect on Business Success in the Department of Livestock and Fishery Sungai Penuh City. Thus, if employee training is increased, business success will also increase.

The results of a simple linear regression analysis of the effect of training on the success of society businesses have a coefficient of 0.192. This shows that training has an influence on the success of society businesses of 0.192 and characteristic individuals have a positive and significant influence on the success of society businesses so that the higher the training held by employees then there is a tendency for the higher success of society businesses. If the training is increased, the success of the society business will increase by 19.2%.

The results of the study are in line with the research conducted by Ruru (2015) entitled "The Effect of Organizational Climate on the Effectiveness of Public Services in Taliabu Utara District, Sula Islands Regency". The results of the study show based on product moment analysis that the organizational climate has a correlation and a significant degree of determination / influence on the effectiveness of public services in the Taliabu North District Head Office, Sula Islands Regency. This gives the conclusion that the organizational climate is one of the determinants of the effectiveness of public services; that the better and more conducive the organizational climate, the better or improved effectiveness of public services will

be. So if the Department of Livestock and Fishery Sungai Penuh City (Fisheries Sector) wants to increase the success of the society business, it must improve the training of its employees, because if not then the success of the business society decreases. Good training owned by employees tends to increase the success of society businesses, as well as if the opposite happens.

### **The Impact of Organization Climate (I) of the Success of Business (Y)**

When viewed from the TCR results for the Organizational Climate variable of 66.42% or included in the Fairly Good category, it must be maximally increased. Meanwhile the results of hypothesis 2 indicate that Organizational Climate has a positive and significant effect on Business Success in the Department of Livestock and Fishery Sungai Penuh City(Fisheries Sector). Thus, if the employee's organizational climate is increased, business success will also increase

The results of a simple linear regression analysis of the influence of organizational climate on the success of society businesses have a coefficient of 0.846. This shows, that the organizational climate has an influence on the success of the society business of 0.846 and the organizational climate has a positive and significant influence on the success of society businesses so that the higher the organizational climate of the employees there is a tendency for the success of society businesses to be higher. If the organizational climate is improved, the success of the business society will increase by 84.6%.

The results of the study are in line with the research conducted by Azwar entitled "The relation between organizational climate, training and compensation with employee job satisfaction in the Sahid Jaya Hotel environment in Jakarta". The results show that both individually and simultaneously the job satisfaction of Hotel employees is influenced by the organizational climate, training and compensation that is very significant. Overall, these three variables (organizational climate, training and compensation) contributed 84% to employee job satisfaction

So if the Department of Livestock and Fishery Sungai Penuh City(Fisheries Sector) wants to increase the success of the business society then it must improve the climate of the employee organization, because if not then the success of the business society decreases. A good organizational climate owned by employees tends to increase the success of society businesses, as well as if the opposite happens.

### **The Impact of Training (X) of Organization Climate (I)**

The results of simple linear regression analysis the effect of training on organizational climate has a coefficient of 0.335. This shows that training has an influence on organizational climate of 0.335 and training has a positive and significant influence on organizational climate so that the higher the training staff have, the higher the climate of the organization will be. If training is improved, the organizational climate will increase by 33.5%.

The results of the study are in line with the research conducted by Komarudin (2017) entitled "The Effect of Training on Facilitator Organizational Climate (Survey at PPPPTKIPA Bandung)". The results of this study indicate that training has a significant influence on the climate of the facilitator's organization.

So if the Department of Livestock and Fishery Sungai Penuh City(Fisheries Sector) wants to improve the organizational climate then it must improve the training of employees, because if not then the organizational climate will decline. Good training owned by employees tends to improve the organizational climate, as well as if the opposite happens

### **The Impact of Organization Climate as *Interveningvariable* between Training and the success of Business**

The results of path analysis show that training can have a direct effect on business success and can have an indirect effect on business success through organizational climate which is an intervening variable between training to business success. The magnitude of the direct effect of training on business success is 3.6%, meaning that if the training provided increases by 3.6%, the success of the business will increase by 3.6%. The magnitude of the effect of training on organizational climate is 11.2%, meaning that if the training provided increases by 11.2%, the organizational climate will also increase by 11.2%. The magnitude of the influence of organizational climate on business success is 71.5%, meaning that if the organizational climate given increases by 71.5%, the success of the business will also increase by 71.5%. The influence of the organizational climate on business success has the greatest influence compared to training on business success, therefore the Department of Livestock and Fishery Sungai Penuh City must further improve its organizational climate compared to training.

The indirect effect of training on business success through the organizational climate is 5.4%. This means that the higher the training will lead to high organizational climate and then it will lead to high business success and vice versa if training is lower will lead to low organizational climate and then will lead to low business success.

The results of the study are in line with the research conducted by Ramadhani entitled "The Influence of Human Resources, Training Education and Organizational Climate on the

performance of the staff of the South Kalimantan Training and Health Center (BAPELKES). Based on the research conducted it can be seen that simultaneously the independent variables Quality of Human Resources (X1), Training Education (X2) and Organizational Climate (X3) have a very significant influence on the dependent variable Employee Performance (Y).

So if training increases, it will improve the organizational climate so that it will increase the success of the business Society. Good training owned by employees tends to improve the organizational climate, and then it will increase the success of community businesses, as well as if the opposite happens if low training is owned by employees tend to reduce the organizational climate and then reduce the success of Society businesses.

## **CONCLUSIONS**

Based on the research findings which is described in the previous chapter, some conclusions can be made as follows: (1) Training of the Department of Livestock and Fisheries of Sungai Penuh (Fisheries), according to the society, is still included in the fairly good category, respondent achievement rate (TCR) of 65%. This shows that the training is in a fairly good category. Thus it can be said that the Society is quite good at receiving training provided by the staff of the Department of Livestock and Fisheries of Sungai Penuh (Fisheries Sector). (2) Organizational Climate in the Department of Livestock and Fisheries of Sungai Penuh (Fisheries) according to the society is still included in the fairly good category, with the respondent's achievement rate (TCR) of 66.24%. This shows that the organizational climate is in a fairly good category. Thus it can be said that the Society is quite good in responding to the climate of the Sungai Penuh Department of Animal Husbandry and Fisheries (Fisheries). (3) Business success in receiving services at the Sungai Penuh Livestock and Fisheries Service (Fisheries Sector) is included in the fairly good category, with the respondent's achievement rate (TCR) of 68.81%. This shows that business success is in a fairly good category. Thus it can be said that with the training and organizational climate of the Livestock and Fisheries Service (Fisheries Sector) Sungai Penuh giving quite good business success to the Society. (4) There is a positive and significant effect of training variables on Business Success as evidenced by a coefficient of 0.192 with a t-count > t table ( $18,372 > 1.98667$ ). This means that the better the training will be the higher the level of Business Success in receiving services at the Livestock and Fisheries Service (Fisheries Sector) Sungai Penuh City. Therefore, the first hypothesis is accepted. (5) There is a positive and significant influence of the Organizational Climate variable on Business Success as evidenced by a coefficient of 0.846 with a t-count > t table ( $15,982 > 1.98667$ ). This means that the better the Organizational Climate will be the higher the level of Business Success in receiving services at the Livestock and Fisheries Service (Fisheries

Sector) Sungai Penuh City. Therefore, the second hypothesis is accepted. (6) There is a positive and significant effect of training variables on Organizational Climate as evidenced by a coefficient of 0.335 with a t-count > t table ( $3.760 > 1.98698$ ). This means that the better the training, the higher the success of the business in receiving services at the Livestock and Fisheries Service (Fisheries Sector) in Sungai Penuh City. Therefore, the third hypothesis is accepted. (7) The results of the path analysis show that training can have a direct effect on the success of the business and can indirectly affect the success of the business through organizational climate which is an intervening variable between earnings towards business success. (8) The indirect effect of training on business success through the organizational climate is 5.4%. This means that the higher the training will lead to high organizational climate and then it will lead to high business success and vice versa if training is lower will lead to low organizational climate and then will lead to low business success.

## **SUGGESTIONS**

Based on the results of the analysis and discussion that the author has conveyed earlier, the following can be conveyed some suggestions to the Department of Livestock and Fisheries (Fisheries Sector) of Sungai Penuh City, they are: (1) Related to the increase in Business Success, Competitiveness can be increased by increasing the Fisheries Society business and provide assistance to the Society which able to compete with similar businesses from other regions. (2) Improving employee training includes improving the principles of learning where training that is attended by employees can make work completed effectively and efficiently, training that follows can prepare employees to face challenges in the future. (3) To improve the Organizational Climate, among others, is by giving sympathy and giving support to fellow employees by increasing responsiveness in handling Society business complaints and employees being fair in serving the Society.

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