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# ANALYSIS OF WORKING TIME OF WOMEN TEA HARVESTERS AT SMM Co.

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***ABSTRACT:***

*Sarana Mandiri Mukti Corporation's tea harvesting mothers are driven by the family's economic situation. Women tea harvesters (domestic work) support their families financially in addition to being housewives. Tea plucking housewives come from diverse locations near the tea estates. Harvesters' daily activities fall into four categories: productive, home, social, and rest. The purpose of this study is to assess the working hours of female tea harvesters and the factors that impact them. The descriptive technique was the primary methodology employed in this study. Multiple Linear Regression is a technique for data analysis. According to research data, tea harvesters often labor nine hours every day. Women who harvest tea can spend nine hours per day (37.5%) on productive activities, three hours on homework (12.5%), four hours on social events (16.67%), and eight hours resting (33.33%). Tea Picker Revenue (X1TPR), Number of Family Dependents (X3NFD), Age (X4AGE), Education Level (X5EDL), and employment Experience (X6EXP) all impact the length of employment of female tea harvesters. Partially Tea Picker Revenue (X1TPR), Total Family Revenue (X2TFR), Number of Family Dependents (X3NFD), Age (X4AGE), and Education Level (X5EDL), but Total Family Income (X2TFR) and Work Experience (X6EXP) have no effect on the work of female tea harvesters.*

## INTRODUCTION

Human resources are an aspect that occupies an important position in the basis of national development which aims to create a prosperous, just and prosperous society that is evenly distributed both materially and spiritually. (Achmad et al. 2016) said that labor is considered important to contribute to economic development in Indonesia. Given the importance of this, the available workforce potential must be utilized. The number of labor force from time to time has increased in line with population growth. Furthermore, (Diani and Aswitari. 2020) argue that population growth has a positive effect if the economy can absorb additional labor for productive activities. This has become a serious concern for the government regarding the availability of jobs that can be absorbed by every workforce, including female workers.

The era of globalization provides equal opportunities for every citizen in all fields, both men and women, to be able to contribute to national development. Zahrok, S., & Suarmini, N.W. (2018) said that the prosperity of a country and equitable development will not be realized if there are still women who have not been given the opportunity to develop, have a career and develop their potential in all fields and are absorbed by each group. workforce, including female workers. So that women may not only play dual but multi-roles in leading social life, not only in the household sector but also in other sectors such as productive, public, social, and others, and in some cases, women can even serve as leaders of government, both local and central.

The female employee was discovered at Kepahiang Regency, Bengkulu Province's PT Sarana Mandiri Mukti Company (SMM Co). Women descending from the colonial Javanese population, as documented by Ajisman and Jumhari (2016), make up the majority of tea pickers in Tangsi Baru Kabawetan Village.
For years, women supported their families' economies by working as tea pickers in the pre-globalization period and the post-globalization era.Based on the description above, it is deemed necessary to conduct research on the work time of women tea harvesters at PT. SMM. and the factors that influence it. So the objectives of this research are: (1) Analyzing the working time of women tea harvesters. (2) Analyzing the factors that affect the working time of women tea harvesters.

The working time of women tea harvesters will have an impact on family income According to Ramli R., et al (2020) in a study which explains that women have the potential to contribute to household income. This is indicated by the value of the contribution of female workers to family income of 56.86% indicating that the acceptance of female workers is greater than that of their husbands. Women are one of the human resources who can participate in the world's work to make a major contribution to family welfare.

## RESEARCH METHODS

### Method of Collecting Data

Kepahiang Regency and Rejang Lebong Regency were the earliest tea growers in Bengkulu Province. Rejang Lebong produces 213 tons and has an area of 409 Ha, whereas Kepahiang Regency has a size of 814 Ha and produces 1,100 tons. Kepahiang, BPS (2015). Kepahiang Regency was specifically selected as a research site for three reasons. First, in terms of land area and yield, Kepahiang Regency in Bengkulu Province has a larger tea area than Relang Lebong Regency. Second, since most tea plantations employ women to pick tea, SMM Co.'s careful location selection may resemble an established farm. Third, as was already mentioned, a large number of female tea pickers were discovered at the PT Sarana Mandiri Mukti Company (SMM Co) in Kepahiang Regency, Bengkulu Province. Ajisman and Jumhari (2016) research indicates that women of colonial Javanese descent make up the majority of the tea pickers in Kabawetan Tangsi Baru Village. This study was performed during September and October 2021.

### Population and Research Sample

This study had a total population of 608. Proportional sampling was used to determine the sample size in each sector. According to Sugiyono (2011). Proportional sampling is the proportion or balance of components or categories in a population that are taken into account and represented in the sample. To calculate the number of samples, the Slovin formula (Bobbitt, Zach. 2023) is used as follows:

$$n = \frac{N}{\left(1 + Ne^2\right)}$$

where n = Number of samples, N = Total population, e = Percentage of allowance for accuracy of sampling error that can still be tolerated; e = 0.1. So, the sample size for this study was 86 people, consisting of 33 people from division one, 25 people from division two, and 28 people from division three.

### Data Analysis Method

The working hours of women tea harvesters at PT SMM were analyzed descriptively. The following equation (Fatmawati F., et al. 2020) describes the total work time allocation of women tea harvesters for 24 hours.

$$t_{twt} = t_{wtp} + t_{wtd} + t_{wsc} + t_{wtl} \quad (1)$$

Where :

$t_{twt}$= Total women time allocation = 24 hours

$t_{wtp}$= Allocation of productive work time consisting of tea picking activities and trips to tea picking locations are calculated in hours/day

$t_{wtd}$= The amount of time allocated to carry out domestic activities including cleaning the house, cooking, washing and taking care of children is calculated in hours/day.

$t_{wsc}$= The amount of time allocated to carry out social activities

$t_{wtl}$= The amount of time allocated for resting activities, namely in the condition of not being active anymore or leisure time in hours / day.

Next , if the equation for the working time of women's tea leaf harvesting :

$$t_{twt} = Y_{twt} \quad (3)$$

using independent variable.

Then, The econometric model's formula is

$$Y_{twt} = \beta_o + \beta_1 X_{1TPR} + \beta_2 X_{2TFR} + \beta_3 X_{3NFD} + \beta_4 X_{4AGE} + \beta_5 X_{5EDL} + \beta_6 X_{6EXP} + \in \quad (3)$$

Where : $Y_{twt}$ = working time of women's tea leaf harvesting, $X_{1TPR}$ = Tea picker revenue, $X_{2TFR}$= Total family revenue, $X_{3NFD}$ = number of family dependents, $X_{4AGE}$= Age, $X_{5EDL}$= Education level, $X_{6EXP}$= work experience, $\beta_i$= parameter $X_i$, $\beta_o$= intercept , and $\in$= Error

According to Nuryanto and Zulfikar B.P. (2018), the best regression results must meet the following Goodness of fit statistical criteria:

***a. $R^2$ adjusted test***

This test was conducted to determine the proportion of the influence of independent variables on the participation of women workers in the Kabawetan tea plantation, Kepahiang Regency. This value has a range from 0 to 1. The larger (closer to 1) the better the regression (the greater the influence of the independent variable on the dependent variable) and the closer to 0 the independent variable as a whole is less able to explain the dependent variable. The formula used is as follows:

$$\overline{R}^2 = 1 - \left(1 - R^2\right)\frac{n-1}{n-k}$$

Where $\overline{R}^2$: adjusted coefficient of determination, $R^2$ = coefficient of determination, $n$= number of data, and $k$= number of independent variables

***b. F-test.***

To find out whether the individual independent variables have a significant effect on the dependent variable, the F test is carried out.

The hypothesis for this case is formulated:

$H_o$ : $\beta_1 = \beta_2 = \beta_3 = \beta_4 = \beta_5 = \beta_6 = 0$

$H_a$ : at least one of them $\beta_1$ is $\neq 0$)

Decision making criteria:

1) If $F_{\text{-count}} \leq F_{\text{-table}}$, then $H_o$ is accepted while $H_a$ is rejected. This means that all the independent variables used as estimators together have no significant effect on the dependent variable.
2) If $F_{\text{-count}} > F_{\text{-table}}$, then $H_o$ is rejected while $H_a$ is accepted. This means that all the independent variables used as estimators jointly have a significant effect on the dependent variable.

***c. t -test***

To find out whether the individual independent variables have a significant effect on the dependent variable, a t-test is carried out at the significance level.

The hypothesis for this case is formulated:

$H_o : \beta_i = 0$, $H_a : \beta_i \neq 0$

Decision making criteria:

1) If $t\text{-}_{count} <= t_{\text{-table}}$, then $H_o$ is accepted while $H_a$ is rejected. This means that all independent variables used as estimators partially have no significant effect on the dependent variable.
2) If $t\text{-}_{count} > t_{\text{-table}}$, then $H_o$ is rejected while $H_a$ is accepted. This means that all independent variables used as estimators partially significantly affect the dependent variable

The t distribution may be used to create confidence intervals as well as test statistical hypotheses regarding the genuine population partial regression coefficients using the formula (Gujarati, D.N. and Porter, D.C., 2009).

$$t_{count} = \frac{\left(\hat{\beta}_i - \beta_i\right)}{se\left(\hat{\beta}_i\right)}$$

Where: t = t distribution $\hat{\beta}_i$ = estimator $\beta$, $\beta_i$=True $\beta_i$, and se ($\hat{\beta}_i$)= Standard error $\beta_i$.

***d. OLS method***

In order for the regression coefficients obtained by the OLS technique to be BLUE (Best Linear Unbiased Estimator), the model must meet the traditional linear regression equation assumptions. To determine whether there are any departures from classical assumptions, normality, multicollinearity, and heteroscedasticity tests are performed.

The multicollinearity assumption test seeks to eliminate the possibility of a linear relationship between the independent variables. There are numerous approaches for detecting multicollinearity, including looking at: If the coefficient of determination ($R^2$) value is high in the simultaneous test (F test), exogenous variables influence the endogenous variables simultaneously; however, in the partial test (t-test), many partially exogenous variables have no real effect on the endogenous variables, indicating multicollinearity. A high standard error value suggests multicollinearity. If the Tolerance number is less than 0.100 or the VIF (Variance Inflation Factor) is greater than 10.00, it suggests the presence of multicollinearity symptoms with the formula of Multicollinearity , VIF = $(1\text{-}R_j^2)^{-1}$ (Gujarati, D.N. and Porter, D.C. 2009).

To assess heteroscedasticity, use the formula: $t = (r_s \sqrt{n-2})/(\sqrt{1-r_s^2})$. If the estimated t value is greater than the crucial t value, the heteroskedasticity hypothesis can be accepted; otherwise, it is rejected. Heteroscedasticity is a situation in which the

disturbance variables do not have the same variance (Gujarati, D.N. and Porter, D.C. 2009).

## RESULTS AND DISCUSSION

**Distribution of Women's Tea Leaves Harvester Working Time**

Women's working time is the amount of time used by women tea harvesters every day for 1x24 hours to carry out productive, domestic, social and rest activities. Total allocation of working time for women tea harvesters at PT. SMM for 1x24 hours can be seen in the model equation below, see equation (1):

$$t_{twt} = t_{wtp} + t_{wtd} + t_{wsc} + t_{wtl}$$

$$t_{twt} = 9\ hours + 3\ hours + 4\ hours + 8\ hours = 24\ hours \qquad (4)$$

The tea picking mother's working time for the productive task of picking tea is six hours per day, starting from leaving the house, waiting for transportation to be picked up at the tea picking place, and returning home an average of three hours per day. The household duties of tea harvesting women include housework, cooking, washing and childcare for an average of three hours every day. Social activities The average person spends four hours a day participating in community activities such as helping neighbors, parties, mutual aid, social events, and funerals. Meanwhile, rest activities include activities that are no longer active, for example sleeping an average of eight hours per day.

In line with this, women not only work in household activities, but also carry out activities that make money, namely harvesting tea leaves. The average time spent on productive activities is 6 hours or 25 percent (Syahroni M.F. and Novi D.B.T. 2023). More than 25% (Sholeh, M.S. et al. 2020), .(Ramli, K., et al. (2020), (Wangkanusa, D.S., et.all. 2021), ), 46% of total farming employment (Paramat , et.all (2020), and (Azizi, M. and Arief H. 2021). The allocation of working time for women vegetable traders is greater for productive activities (45.83%) in a certain period of time (per day or per month) (Fatmawati F., et.all. 2020), and for mothers more than 50% (Fauzan , M., Ulil M, and Lestari R. 2020 amounting to 63.28% (Ramon, E., et al. 2021), even more than 75% (Asmaida A. and Rogayah R.2020), working time per day from 8 hours to 17 hours (Tungka, F.K., et.al. 2020), (Hos, J.et all 2020), and (Lutviani, V. et.al. 2020).

This is different from the results of research (Amheka, A.M. et.al. 2020) which shows women's work time allocation is five activities compared to men's which consists of eight activities. Lower than men's power (Prawirasari, S. & Ridho, A. A. (2022), and (Amri, Y. and Unggul W. 2023).

**Factors Affecting Working Time of Women's Tea Leaf Harvesting**

If the formulae for the women's tea leaf harvesting ,

$$Y_{twt} = 2{,}841+3{,}337\ (X_{1TPR})+1{,}568\ (X_{2TFR})+2{,}601(X_{3NFD})+5{,}101(X_{4AGE})+ 2{,}007\ (X_{5EDL})+ 0{,}165\ (X_{6EXP}) \quad (5)$$

The data are normal; there is no heteroscedasticity or multicollinearity. There was no multicollinearity because each independent variable had a tolerance > 0.10 and a VIF value < 10.

Analysis of the coefficient of determination shows that the -AJd $R^2$ value of the regression model is 0.695. From the results above, it can be seen that the ability of the dependent variable, namely the total women tea harvesters ($Y_{twt}$), together explains the variation in the independent variable tea picker revenue ($X_{1TPR}$), the total family revenue ($X_{2TFR}$), the number of family dependents($X_{3NFD}$), the women's age ($X_{4AGE}$), education level ($X_{5EDL}$) and work experience ($X_{6EXP}$) amounted to 69,5 %. Meanwhile, the remaining 30.5% is influenced by other factors outside the model variant.

The results of the F-test analysis (Fisher's Test) show that the multiple linear regression results are 33.268** greater than the F-table of 3.26. This explains that $H_o$ is rejected or $H_o$ is accepted, which means the independent variable ($X_i$) in the model consists of tea picker revenue ($X_{1TPR}$), total family revenue ($X_{2TFR}$), number of family dependents($X_{3NFD}$), Age ($X_{4AGE}$), education level ($X_{5EDL}$) and work experience ($X_{6EXP}$) together have a very significant influence on the dependent variable of tea picking women's working time or Total women time allocation ($Y_{twt}$) at the 99% confidence level and are suitable for use.

Table 1 . Analysis of Factors Affecting Working Time of Women Tea harvesters at SMM Co.

| Variabel | Coefficient | t-count | Sig |
|---|---|---|---|
| Constanta | 31.559 | 2.841 | 0.006 |
| Tea Picker Revenue ($X_{1TPR}$) | 1.291 | 3.337* | 0.001 |
| Total Family Revenue ($X_{2TFR}$) | 2.325 | 1.568$^{ns}$ | 0.121 |
| No. of Family Dependents ($X_{3NFD}$) | 3.883 | 2.601* | 0.011 |
| Age ($X_{4AGE}$) | 2.520 | 5.101* | 0.000 |
| Education Level ($X_{5EDL}$) | 3.827 | 2.007* | 0.048 |
| Work Experience ($X_{6EXP}$) | 0.057 | 0.165$^{ns}$ | 0.869 |
| $R^2$ =0.846; Adj. $R^2$=0.716; Uji-F= 33.268**; $t_{table}$ (α=0.05)=1.99; $t_{table}$ (α=0.01)= 2.64; F-$_{table}$ (α=0.05)= 2.33 ; F-$_{table}$ (α=0.01)= 3.26. | | | |

Source: Primary data processed, 2021

Note: ** = Very significant effect at 99% confidence level (α=0.01), * = Significant at 95% confidence level (α=0.05), and ns = Not Significant

The results of the variable income of women tea picker revenue ($X_{1TPR}$), that were tested had a $t_{\text{-value}} > t_{\text{-table}}$ (Student value) of 3.337** which was greater than the t-table of 2.64. This explains that $H_o$ is rejected or $H_a$ is accepted. Coefficient 1,291 means every one rupiah women's revenue would increase 1,291 hours, which means that the variable income of tea harvesters or tea picker revenue ($X_{1TPR}$) has a very significant influence on the working time of female tea harvesters or total women time allocation ($Y_{twt}$). Income of women influences how much time the wife spends working, in line with the research results of Purnamasari, I. (2020).

This is contrary to research (Maulana, et.al. 2020) which states that there is no significant influence between working hours on family income because women farmers' wages are not given based on how many hours the woman works but are given per activity.

Meanwhile, the total family revenue ($X_{2TFR}$) has a calculated $t_{\text{-value}}$ of $1.568^{ns}$, which is smaller than the $t_{\text{-table}}$ of 1.99. This explains that $H_0$ is accepted or $H_a$ is rejected, meaning that the variable the total family revenue ($X_{2TFR}$) has no effect on the length of work of tea harvesters or total women time allocation ($Y_{twt}$). Female tea harvesting workers devote their working time to picking tea according to their respective physical ability.

The amount of time the wife works is not influenced by family income, which is not in line with the research results of Purnamasari, I. (2020).

The results of the multiple linear regression analysis carried out on the variable number of dependents in the family have a $t_{\text{-value}}$ of 2.601* which is greater than the $t_{\text{-table}}$ of 1.99. This explains that $H_0$ is rejected or $H_a$ is accepted, which means that the variable No. of Family Dependents ($X_{3NFD}$)has a significant effect on tea harvesters or total women time allocation ($Y_{twt}$). The coefficient 3,883 means that every one unit NFD would increase 3,883 the work period of women tea harvesters, every increase in the average number of female tea harvester family members will increase the working time of women harvesters. This is because as the number of family members increases, the economic needs of the household also increase, thus encouraging wives to work to help their husbands earn income, especially for family members whose husbands' income level is low. The wife's working time is influenced by the number of family members, which is in line with the research results of Purnamasari, I. (2020).

Based on the results of multiple linear regression analysis carried out on the age variable, it was obtained that the calculated $t_{\text{-value}}$ was 5.101** which was greater than the $t_{\text{-table}}$ of 2.64. This explains that $H_0$ is rejected and $H_a$ is accepted, which means that the age of tea harvesters ($X_{4AGE}$) has a very significant effect on total women time allocation ($Y_{twt}$). The coefficient 2,520 means that every one unit AGE would increase 2,520 the work period of women tea harvesters. The amount of work time of the wife influences the lifespan of tea pickers in line with research by Purnamasari, I. (2020) and Hardiana R, et al (2022).

The results of the multiple linear regression analysis test carried out on the education level variable obtained a calculated $t_{\text{-value}}$ of 2.007* which was greater than the $t_{\text{-table}}$ of 1.99. This explains that H0 is rejected and Ha is accepted, which means that education level ($X_{5EDL}$) has a very significant effect on the length of work of female tea harvesters or total women time allocation ($Y_{twt}$). The coefficient 3,827 means that every one unit NFD would increase 3,827 the work period of women tea harvesters, every

increase in the average educational level of tea harvesters will increase the working time of female tea harvesters.

This research is not in line with Purnamasari, I. (2020) that the education variable has no effect on the wife's work commitment.

Meanwhile, work experience ($X_{6EXP}$) has a calculated $t_{value}$ of 0.165ns, which is smaller than the $t_{table}$ of 1.99. This explains that $H_0$ is accepted or $H_a$ is rejected, which means that the work experience ($X_{6EXP}$) has no effect on the length of service of female tea harvesters or total women time allocation ($Y_{twt}$), there is an increase in the average work experience of female tea harvesters and will not increase the amount of working time picking.

In contrast, research on experience having no effect on working hours contradicts study (Nazariani, et al. 2020), which claims that work experience has an effect on working hours, and research (Manyang C.P., T. et al. 2022), which reveals that farming experience influences the quantity of labor hours.

## CONCLUSIONS AND RECOMMENDATIONS

### Conclusions

1. Women tea harvesters at SMM Co. carry out productive activities an average of nine hours per day consisting of six hours of tea picking activities per day and three hours per day of traveling to the tea picking location. Meanwhile, the time devoted to domestic activities is three hours per day, four hours per day for social activities, and eight hours for rest per day.
2. The total time women tea harvesters ($Y_{twt}$), affected together explains the variation in the independent variable, such as tea picker revenue ($X_{1TPR}$), the number of family dependents($X_{3NFD}$), the women's age ($X_{4AGE}$), education level ($X_{5EDL}$). Partially the revenue factor of tea picker revenue ($X_{1TPR}$), the number of family dependents($X_{3NFD}$), the women's age ($X_{4AGE}$), education level ($X_{5EDL}$) affect the outpouring of women tea harvesters, while the total family revenue ($X_{2TFR}$) and work experience ($X_{6EXP}$) do not affect the outpouring of women tea harvesters.

### Recommendations

1. Tea harvesters and family members still need to increase other productive activities as a side business to increase family income.
2. For companies to be able to increase employment opportunities for women tea harvesters because this company really helps the revenue of community families.

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