The Work Performance Analysis of Sea Fishing in Kolaka Regency

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ABSTRACT

The purpose of this study is (1) to analyze the direct effects of work motivation, risk taking, entrepreneurship learning and individual commitment to work performance; (2) to analyze the indirect influence of work motivation, risk taking, entrepreneurial learning through individual commitment to the work performance. This study uses a survey with a sample of 125 respondents. The data were analyzed using Path Analysis. The results showed that (1) work motivation, risk-taking, and individual commitment at significantly influences on work performance, while the entrepreneurship learning does not significantly influences; (2) risk-taking and entrepreneurial learning indirectly influences to individual commitment and significantly influences the business performance, while work motivation to individual commitments indirectly gives no significant effect on work performance.

Keywords: Work Motivation, Risk Taking, Entrepreneurship Learning, Individual Commitment, Work Performance
JEL Classifications: L, L26

1. INTRODUCTION

The entrepreneurship has been proven to bring benefit for the economic growth of a country. Hendro (2011) stated that the developed countries generally have more entrepreneurs than the developing countries especially poor countries. The United States has 11.5% of the total population, Singapore 7.2%, Malaysia >3%, and Indonesia with all its natural resources are owned by only 0.18%. If you want to advance, the state must have an entrepreneur at least 2% of the total population. For example, when our country (Indonesia) is hit by the financial crisis in early 1997, it had an impact on the fall of a number of companies. But on the other hand, the strength and resilience of small-scale businesses to show their existence is not undermined by the impact of the financial crisis by entrepreneurs who have strong commitment and independent.

The development of entrepreneurship, especially fisherman needs serious attention from the government, especially local government where the area is immediately adjacent to the beach which has marine resources that can be managed for the welfare of society. In addition, to develop entrepreneurship, an entrepreneurial competence is required (Muhe et al., 2016).

If we viewed from the household fishing enterprises in Kolaka Regency compared to other regency in the province of Southeast Sulawesi, the number is very less.

Sutardjo (2014) said that aquaculture increased more than in the fisheries production. In 2013, the total fishery production amounted to 19.56 million tons consisted of 5.86 million tons for fisheries capture and 13.70 million tons for aquaculture capture. The aquaculture production has increased since 2012 by 26.2%. In addition, the level of fish consumption in 2010 to the year 2013 increased by 5.33% per year.

Kolaka Regency has large enough of big sea resources. If it managed properly, especially the people who engaged in sea fishing enterprises, it will increase their income and improve their welfare. The extensive water (sea) in Kolaka Regency is approximately around 15,000 km^2 while the land area is 6.981.38 km^2. The water is very potential for developing fishing enterprise and

the development of marine tourism because not only have an assortment of fish and different varieties of organisms, but also has a very beautiful panoramic view of the sea (Kolaka Regency in Figures 2012). The government's role in Kolaka is needed to improve the management of water resources, especially the capture fisheries, particularly regarding the policies that touch directly on fishery business both infrastructure and facilities of capture fisheries so the fishing communities that cultivate fishing enterprise can increase the production of their catch and increased their prosperity.

These data illustrate that work motivation of fishers in Kolaka Regency has not maximized. With the high motivation, the workers will be more active in carrying out its work. In contrast with low motivation, the workers do not have the morale, easy to give up and have difficulties in carrying out the work or it can be said simply work without a strong boost from itself so the result of the work that achieved will not be maximized.

Risk-taking in improving work performance also plays a role in the work performance of fishermen in Kolaka Regency. In improving the work performance, it must be accompanied with risk-taking. The greater the risk that it faces, then the greater the results obtained in deep-sea fishing. The farther the fishermen catch fish in the sea, then the greater the results obtained, but the greater the risk that faced by the fishermen.

The individual commitment of fishermen in Kolaka is still low in improving work performance. Robins (2001. p. 94) at the level of the organization said that commitment as a sense of identification (the belief in the values of the organization), engagement (the willingness to try the best interest of the organization) and loyalty's member of the organization (desire to remain a member of the organization concerned). The individuals who have a high commitment to the organization can be seen from: (1) A strong desire to remain a member of the organization; (2) The willingness to as best as possible the interests of the organization; (3) a strong belief and acceptance of the values and goals of the organization. According to Moreland et al. (1993. p. 105-106) said that the emergence of individual commitment in the organization, namely the theory of socialization groups. According to this model, both group and individual conduct the evaluation process in a relationship together and compare its value with the ongoing relationship. In this evaluation, the change feeling influences the individual commitment. The higher the positive feeling that is have, then the greater the organization commitment.

Some opinions of expert suggest that individual success is shown by the attitude and behavior that lead to acts of achievement based on the values of personality, such as individual commitment, motivation, risk-taking, and entrepreneurship experience through entrepreneurship learning.

Based on the statement above, the researcher interested to conduct a study entitled "The Work Performance Analysis of Sea Fishing in Kolaka Regency:"
1. Do the work motivation, risk-taking, entrepreneurship learning, and individual commitment directly influence the work performance?

2. Do the work motivation, risks-taking, and entrepreneurship learning indirectly influences work performance through individual commitment?

2. MATERIALS AND METHODS

2.1. Research Variable
The variables of this research consisted of the independent variable (X), namely work motivation, risk-taking, entrepreneurship learning, and individual commitment. The dependent variable (Y) is the work performance.

2.2. Research Design
The research design is a draft or a procedure to outline the variables to be studied, then make a connection between one variable with another variable that will be easily formulated the problem of research, the selection of relevant theory, the formulation of hypothesis, the research method, instrument of the research, technique of analysis, and the expected conclusion. This research used quantitative research attempts to answer the problem of how the influence between variables.

2.3. Population and Sample of the Research
In this study, the population is fisherman who has motor boat used to catch fish in the sea and has member in helping to run the business. Because of the small fisherman who has a motor boat as a tool to catch fish and assisted at least 1 person, then in this study, the population as well as a sample, so the determination of the respondents using purposive sampling method which respondents are considered to have the ability to answer the questions well and can understand the problems. The numbers of respondents are 125 respondents.

2.4. Observation Technique
The observation technique is of direct observation in the field or location of study to obtain a picture of the state directly on work motivation, risk-taking, individual commitment, entrepreneurship learning, and work performance of sea fishing in Kolaka Regency.

2.5. Questionnaire Technique
The questionnaire is a technique of data collection that is done by giving a set of questions or a written statement to the respondent to be answered. The collection of data is done by spreading the questionnaire based on the number of samples. This technique chosen by several considerations, among others; (a) efficient, because the short time of researcher is able to reach a number of respondents, (b) can be answered by the respondents according to their own pace in the available spare time, (c) can be made anonymous, so they can express their opinion honestly and freely, and (d) can be standardized, the respondents received the same questions and statements.

2.6. Interview Technique
The interview technique is conducted with randomly selected responses. The result of interview is used to explain the findings in the path analysis that will be put forward in the discussion of the research results.

2.7. Documentation Technique

The documentation technique is done to explain the findings in the form of the required documents and closely related to the variable that is studied and the policies of both central government and regional which have been published in the archives stored at the Department of Fisheries and Marine and the Central Bureau of Statistics of Kolaka Regency (Table 1).

2.8. Qualitative Analysis

The qualitative analysis is the data analysis that is done by collecting, comparing, analyzing the data in the form of tables and graphs, analyzing the profiles of respondents by tabulating the data which is obtained by the percentage, and explaining the influence of work performance.

2.9. Quantitative Analysis

Quantitative analysis consist of path analysis and hypothesis testing.

2.10. Path Analysis

This research used path analysis. In the path analysis, there is a variable that plays a multiple role as independent variables in a relationship but become dependent variable on another relationship. The variable like this is often also called between variable (Suyana, 2007). Kerllinger (2002) mentioned that by using path analysis then it can be calculated direct and indirect influence between variables.

2.11. Hypothesis Testing

The hypothesis testing done in stages, which the first stage is to examine the direct effect of work motivation, risk-taking, and entrepreneurship learning on work performance. The second stage is to test the indirect effect of work motivation, risk-taking, and entrepreneurship learning to the work of the business through individual commitment.

3. RESULTS

3.1. Total Production Capacity by Living Places (District/Village)

From the research results, the majorities of fishermen are concentrated in urban areas or stay in the capital city of regency that is in Kolakasi District 81 respondents, Malaha District 4 respondents, Sea District 6 respondents, Samaturu District 4 respondents and Donggala Village 2 Respondent. While the fishermen who stays in the outside of the capital district of regency that is in Dawi-Dawi District 3 respondents, Anawoi 18 respondents, Tangkedata 5 respondents and Muara 2 respondents. This shows that the business potential of sea fishing has not been evenly distributed in each area directly adjacent to the sea to be used as a primary field of work in the community that inhabits the coast; even 86 out of 125 respondents are still using fishing ship with a capacity below 10 gross ton (GT).

From the Table 2, it shows that the fishing enterprise in the sea is still small scale with the income is relatively low per month.

3.2. Average Production Monthly by Ship Capacity Load Owned (GT)

The value of production obtained by fishermen who have fishing enterprise in the sea depends on the size of fishing ship owned. If the ship is small, then the range to conduct fishing operations is certainly not as far as the large fishing ship. The farther fishermen catch the fish from the mainland, then the deeper sea that is used to catch the fish and also the more fish are obtained so that the value of the results obtained is also greater. This can be seen in Table 3.

Table 3 shows that generally the fishermen are 86 respondents have small-sized ships under 10 GT with an average income per month IDR. 2,000,000. There are 33 respondents have the size of

Table 1: Number of households fishing enterprises by region and type of fishing in Southeast Sulawesi Province (Central Bureau of Statistics of Indonesia, 2013)

S. No.	Regency	Type of fishing		
		Sea	Common waters	Household fishing
1.	Buton	8.919	24	8.941
2.	Muna	4.826	54	4.870
3.	Konawe	2.622	1.204	3.815
4.	Kolaka	1.761	166	1.925
5.	Konawe Selatan	2.800	513	3.311
6.	Bombana	3.410	21	3430
7.	Wakatobi	4.679	0	4679
8.	Kolaka Utara	1.277	27	1.303
9.	Buton Utara	2.213	10	2.222
10.	Konawe Utara	940	849	1427
11.	Kota Kendari	774	16	790
12.	Bau-Bau	1.104	2	1.105
	Southeast Sulawesi Province	35.325	2.526	37.818

Source: Data from Census of Agriculture 2013, Central Bureau of Statistics of Indonesia

Table 2: Number of production capacity (GT) based on living place (district/village)

S. No.	District/Village	<10 GT	10 SD 30 GT	>30 GT	Total
1.	Kolakasi	50	26	5	81
2.	Maleha	4	-	-	4
3.	Sea	3	2	1	6
4.	Samaturu	4	-	-	4
5.	Donggala	-	2	-	2
6.	Dawi-Dawi	-	3	-	3
7.	Anawoi	18	-	-	18
8.	Tangketada	5	-	-	5
9.	Muara	2	-	-	2
		86	33	6	125

Source: Processed data, 2015. GT: Gross ton, SD: Standard deviation

Table 3: Number of respondents by production capacity and value per month

S. No.	Total respondents	Production capacity owned (GT)	Production value per month (rupiah)
1.	86	<10	2,000,000
2.	33	10-30	27,000,000
3.	6	>30	59,000,000

Source: Processed data, 2015. GT: Gross ton

10-30 GT with an average income per month IDR. 27,000,000. While the rest, there are six respondents who have boats over 30 GT with average earnings IDR. 59,000,000.

3.3. Number of Respondents by Ship Owner Age

There are various ages of the respondents started from the lowest age 24 years to 75 years are sampled in this study. But, the young age who strives in the field of fishing enterprise is lacking, generally the average age is over 30. There is even a 75 year old respondent who has a fishing enterprise (Table 4).

3.4. Number of Respondents by Ship Owner Education Level

Generally, the respondents' education level is no school/primary school graduated are 96 respondents, junior high school graduated are 21 respondents, senior high school graduated are 7 respondents, and bachelor graduated is 1 RESPONDENT (Table 5). These data indicate that working as a fishing enterprise in the sea does not have high education that can support the success of their business. They start their fishing enterprise by their own will because they are not being able to work in the formal sector. It is necessary technical assistance from outside parties, especially local government and relevant agencies to provide counseling related to technical skills and business management of fish enterprise in the sea on a regular basis and scheduled so that the fishing enterprise owners can increase their production.

3.5. Descriptive Analysis of Research Variables

Based on the descriptive analysis, it appears that the average value of work motivation (X1) which is owned by the respondent with the number of 125 people has an average value of 25.81, median 26.00, mode 27.00, standard deviation 3.8696, variance 14 974, range 19.00, minimum value 16.00, and maximum value of 35.00. For risk-taking (X2) variable owned by the respondent with the number of 125 people has an average value of 21.61, median 22.00, mode 24.00, standard deviation 2.59, variance 6.72, range 15.00, minimum value 13, and maximum value of 28.00. For entrepreneurship learning (X3) variable owned by the respondent with the number of 125 people has an average value of 36.94, median 37.00, mode 37.00, standard deviation 3.85,

Table 4: Number of respondents by ship owner age

S. No.	Age	Total respondents
1.	20-29	12
2.	30-44	36
3.	45-54	54
4.	>54 years	23

Source: Processed data, 2015

Table 5: Number of respondents by ship owner education level

S. No.	Education level	Total respondent
1.	No school/primary school graduated	96
2.	Junior high school graduated	21
3.	Senior high school graduated	7
4	Bachelor graduated	1

Source: Processed data, 201

variance 14.82, range 16.00, minimum value 29.00, and maximum value of 45.00.

For the individual commitment variable (X4) owned by the respondent with the number of 125 people has an average value of 30.06, median 31.00, mode 33.00, standard deviation 5.15, variance 26.52, range 21, minimum value 19.00, and maximum value of 40.00. For work performance variable (Y) which is owned by the respondent with the number of 125 people has an average
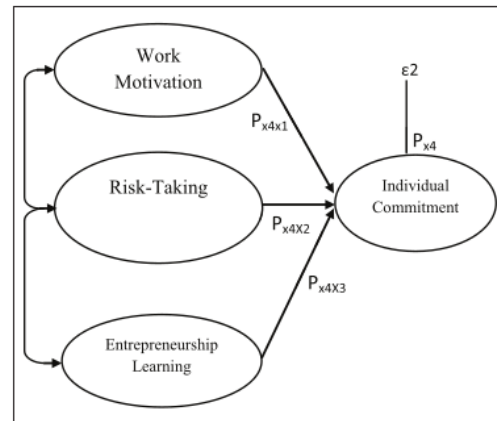

Figure 1: Model-1 path diagram of causal empirical relationship
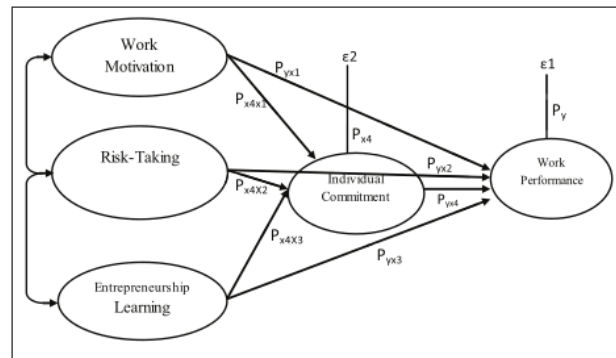
value of 66.32, median 67.00, mode 67.00, standard deviation 6.21, variance 38.60, range 34.00, minimum value 49.00, and maximum value of 83.00. For more detail, it can be seen in the Table 6.

Figure 2: Model-2 path diagram of causal empirical relationship hypothesis testing

Path diagram of coefficient Model 1 (Figure 1).

Model-1 structural: y = x1 + ρyx2 ρyx1 ρyx3 x2 + x3 + x4 + ρy ρyx4 ε1

Path diagram of coefficient Model 2 (Figure 2).

Model-2 structural: $X_4 = \rho_X 4_X 1x1 + \rho_X 4_X 2x2 + \rho_X 4_X 3x3 + \rho x4\ \varepsilon_2$

Individually testing ([X1 to Y], [X2 to Y], [X3 to Y] and [X4 to Y]) Model-1.

Motivation significantly influences work performance of sea fishing (Tables 7 and 8):

Criteria:

Determine t table n-k-1 or 125-5-1 = 119 at alpha 0:05 thus obtained t table 1.98.

- If t arithmetic ≥ t table, then reject Ho means X1 influences Y
- If t arithmetic < table, then accept H0 means X1 does not influence Y.

Based on the analysis above, the value of t arithmetic > t table (5474 >1.98) then H0 rejected, means that work motivation (X1) significantly influences work performance of sea fishing (Y).

a. Risk-taking significantly influences on work performance of sea fishing.

Criteria:

Determine t table n-k-1 or 125-5-1 = 119 at alpha 0:05 thus obtained t table 1.98.

- If t arithmetic ≥ t table, then reject Ho means X2 influences Y
- If t arithmetic < table, then accept H0 means X2 does not influence Y.

Based on the analysis above, the value of t arithmetic > t table (3066 >1.98) then H0 rejected, means that risk taking (X2) significantly influences work performance of sea fishing (Y).

b. Entrepreneurship learning significantly influences work performance of sea fishing

Criteria:

Determine t table n-k-1 or 125-5-1 = 119 at alpha 0:05 thus obtained t table 1.98.

- If t arithmetic ≥ t table, then reject Ho means X3 influences Y
- If t arithmetic < table, then accept H0 means X3 does not influence Y

Based on the analysis above, the value of t arithmetic < t table (−0626 < 1.98), then H0 is accepted, means that entrepreneurship learning (X3) do not significantly influences the work performance of sea fishing (Y).

c. Individual commitment significantly influences work performance of sea fishing

Criteria:

Determine t table n-k-1 or 125-5-1 = 119 at alpha 0:05 thus obtained t table 1.98.

- If t arithmetic ≥ t table, then reject Ho means X4 influences Y
- If t arithmetic < table, then accept H0 means X4 does not influence Y.

Based on the analysis above, the value of t arithmetic < t table (2075 > 1.98) then H0 rejected, means that the individual commitments (X4) significantly influences the work performance of sea fishing (Y).

Table 6: Descriptive analysis of research variables

Statistics	Work motivation	Risk-taking	Individual commitment	Entrepreneurship learning	Work performance
Number					
Valid	125	125	125	125	125
Missing	0	0	0	0	0
Mean	25.8160	21.6080	30.0560	36.9440	66.3200
Median	26.0000	22.0000	31.0000	37.0000	67.0000
Mode	27.00	24.00	33.00	37.00	67.00
Standard deviation	3.86962	2.59309	5.14986	3.85065	6.21341
Variance	14.974	6.724	26.521	14.827	38.606
Range	19.00	15.00	21.00	16.00	34.00
Minimum	16.00	13.00	19.00	29.00	49.00
Maximum	35.00	28.00	40.00	45.00	83.00

PATH analysis

Table 7: Coefficients[a] - X1 to Y, the X2 to Y, X3 to Y, and X4 to Y

Model	Unstandardized coefficients		Standardized coefficients	t	Significant
	Beta	Standard error	Beta		
Constant	32.911	5.481		6.005	0.000
Work motivation	0.676	0.124	0.421	5.474	0.000
Risk-taking	0.585	0.191	0.244	3.066	0.003
Individual commitment	0.216	0.104	0.179	2.075	0.040
Entrepreneurship learning	−0.086	0.138	−0.053	−0.626	0.532

[a]Dependent variable: Work performance

Table 8: Coefficients[a] - X1 to X4, X2 to X4 and X3 to X4

Model	Unstandardized coefficients		Standardized coefficients	t	Significant
	Beta	Standard error	Beta		
Constant	−0.807	4.782		−0.169	0.866
Work motivation	0.041	0.108	0.031	0.377	0.707
Risk-taking	0.338	0.164	0.170	2.068	0.041
Entrepreneurship learning	0.609	0.107	0.455	5.715	0.000

[a]Dependent variable: Individual commitment

3.5.1. Testing indirectly through individual commitment X4 [(X1 to X4), (X2 to X4), and (X3 to X4)] Model-2

a. Work motivation Significantly influences work performance through individual commitment

Criteria:

Determine t table n-k-1 or 125-5-1 = 119 at alpha 0:05 thus obtained t table 1.98.

- If t arithmetic ≥ t table, then reject Ho means X1 influences X4
- If t arithmetic < table, then accept H0 means X1 does not influence X4

Based on the analysis above, the value of t arithmetic < t table (0377 < 1.98), then H0 is accepted, means that work motivation (X1) does not significantly influences individual commitment to sea fishing (X4).

b. Risk-taking significantly influences work performance through individual Commitment

Criteria:

Determine t table n-k-1 or 125-5-1 = 119 at alpha 0:05 thus obtained t table 1.98.

- If t arithmetic ≥ t table, then reject Ho means X2 influences X4
- If t arithmetic < table, then accept H0 means X2 does not influence X4.

Based on the analysis above, the value of t arithmetic > t table (2.068 > 1.98) then H1 accepted, means that risk-taking (X2) significantly influences the individual commitment to sea fishing (X4).

c. Entrepreneurship Learning significantly Influences Work Performance through Individual Commitment

Criteria:

Determine t table n-k-1 or 125-5-1 = 119 at alpha 0:05 thus obtained t table 1.98.

- If t arithmetic ≥ t table, then reject Ho means X3 influences X4
- If t arithmetic < table, then accept H0 means X3 does not influence X4.

Based on the analysis above, the value of t arithmetic > t table (5715 > 1.98) then H1 accepted, means that entrepreneurship learning (X3) significantly influences the individual commitment to sea fishing (X4).

3.5.1.1. Coefficient calculation of indirect influence

Based on the calculation of the structural path analysis, it obtained the results as follow:

A. Contribution Results Model-1

a. Some of direct and indirect effects (through X4) and the total effect of work motivation (X1), risk-taking (X2), entrepreneurship learning (X3), and individual commitments (X4) on business performance (Y) described as follows:

i. The direct effect of work motivation (X1) to business performance (Y) = 0421.

The indirect effect of work motivation (X1) to business performance (Y) through individual commitments (X4) = 0421 + (0.031 × 0.173) = 0.421 + 0.0054 = 0.426. So, the total effect of X1 on Y through X4 is 0426.

ii. The direct effect of risk-taking (X2) on work performance (Y) = 0.244.

iii. The indirect effect of risk-taking (X2) on business performance (Y) through individual commitments (X4) = 0244 + (0170 × 0173) = 0244 + 0029 = 0273. So, the total effect of X2 on Y through X4 is 0273.

iii. The direct effect of entrepreneurship learning (X3) on work performance (Y) = 0.053.

The indirect effect of entrepreneurship learning (X3) on work performance (Y) through individual commitments (X4) = 0053 + (0455 × 0173) = 0053 + 0079 = 0132. So, the total effect of X3 on Y through X4 is 0.132.

b. Contribution of work motivation (X1) directly influences work performance (Y) 0.4212 = 0177 or 17.7%.

c. Contribution of Risk-Taking (X2) directly influences work performance (Y) 0.2442 = 0.059 or 5.95%.

d. Contribution of entrepreneurship learning (X3) directly influences work performance (Y) 0.0532 = 0.0028 or 0.28%.

e. Contribution of work motivation (X1), Risk-taking (X2), entrepreneurship learning (X3) and individual commitments (X4) simultaneously directly influences business performance (Y) to R^2 = 0358 = 35.8%. The rest of 0642 = 64.2% influenced by other factors which cannot be described in this study.

B. Contribution Results Model-2

a. Contribution of work motivation (X1) directly influences the individual commitments (X4) 0.0312 = 0.001 or 0.1%

b. Contribution of risk-taking (X2) directly influences the individual commitments (X4) 0.1702 = 0.0289 or 2.89%

c. Contribution of entrepreneurship learning (X3) directly influences the individual commitments (X4) 0.4552 = 0207, or 20.7%.

4. DISCUSSION

4.1. Work Motivation Directly Influences the Work Performance

Based on the result analysis, work motivation (X1) significantly gives direct influence on work performance (Y) where the value of t arithmetic > t table (5.474 > 1.98). The contribution of work motivation directly influences the work (Y) of 0.4212 = 0177 or 17.7%.

The results of this study are relevant with the statement of Wibowo (2012. p. 389), said that the motivation can certainly influence the performance but it is not the only factors that shape the performance. This can be explained from the model of the relationship between motivation and performance. Shane et al. (2003), said that every motivation is very relevant to the business activity, the stronger the encouragement then business activity is also increased.

Motivation has a tendency to force a person/individual to engage in activities that lead to the goal in job as a satisfaction, and a feeling of pleasure or willing to work to achieve the purpose of the work. Motivation is a condition in a person who activates or moving the person. This may imply that the motivation, someone can move or compel to do something. Motivation is seen as something that creates energy within oneself. By the energy, everyone can do anything. Thus, the work motivation influence on a person's appearance

(performance) as a positive attitude that will have an impact on the performance of the fishermen in their respective sectors.

Based on the facts in this study, the ocean fishing enterprise in Kolaka District has filled the physiological needs (food, clothing and shelter) against the respondent. From the 125 respondents, the choice answers to questions about the physiological needs have been met; there are 20 respondents (16%) answers very agree (VA), 96 respondents (76.8%) answers agree (A), 3 respondents (2.4%) answers undecided, 5 respondents (4%) answers less agree (LA), and there is one respondent (0.8%) answers disagree. If we compared with the data of respondents based on the value of production per month (rupiah), it turns out that 86 respondents (68.8%) has average monthly income IDR. 2,000,000, has fishing ships with a production capacity of <10 GTs. There are 33 respondents (26.4%) has average monthly income IDR. 27,000,000, has fishing ships with a production capacity of between 10 and 30 GTs and only 6 respondents (4.8%) has average monthly income IDR. 59,000,000, has a number of fishing ships with a production capacity over 30 GTs.

If we compare the results of the questionnaire answers of respondents with the respondents' data based on the average monthly income, it is found that the greater the amount of production capacity ships owned by a fisherman, then the greater income which earned in a month. The results analysis of this study indicates that the significance level on work motivation (X1) of 0.107 is greater than the significance level of other variables in this study.

4.2. Risk-taking Directly Influences the Work Performance

Based on the analysis, risk-taking (X2) significantly give direct influence on work performance (Y) where the value of t arithmetic > t table (3.066 > 1.98). The contribution of risk-taking (X2) directly influences work performance (Y) of 0.2442 = 0.059 or 5.95%.

The result of this study is relevant with the statement of Antoncic (2003). He describes the concept of the work of the opposition risks in entrepreneurship; there is a direct relationship between work activities and risk-taking. It means that if one wants to achieve the maximum, then the other must also be maximized. For example, for maximum performance in the business, the risk-taking also increased and *vice versa*.

Fishing enterprise in the sea needs courage either the courage to face physical risks of having to wade the ocean and the great waves if you want to catch more and have good quality (the amount of fish), or the courage to face financial loss due to damaged equipment gear because the high waves in in running its operations. Obviously, the size of a boat or motor used is crucial in minimizing the risks faced by the fishermen who own fishing ship.

4.3. Entrepreneurship Learning Directly Influences the Work Performance

Based on the result analysis, the entrepreneurship learning (X3) significantly does not directly influence the work performance

(Y) where the value of t arithmetic > t table (−0626 < 1.98). The contribution of entrepreneurship learning directly influences the work performance (Y) of 0.0532 = 0.002 or 0.28%.

The influence of entrepreneurship learning does not significant directly to the work performance. It happens because: (1). The training and entrepreneurship courses for the development of fishing enterprise, either on its own initiative or an organized by the government of Kolaka regency particularly the Department of Fisheries and Marine Resources is not often to do, (2) the low level of formal education and the homogeneous entrepreneurs of fishing enterprises in Kolaka.

It can be seen from the response to questionnaire especially the indicators that do not have a formal education that supports their business, the quality of the answer is high. There are 105 (84%) respondents answer strongly agree, 9 (7.2%) respondents answer agree (A), 10 (8%) of respondents answer hesitation, there is no respondents answer LA and there is only 1 (0.8%) of respondents answer disagree. The number of respondents based on the ship owner education level are 96 (76.8%) that are not graduated/primary school graduated, 21 (16.8%) of respondents are junior high school graduated, 7 (5.6%) are senior high school graduated and 1 (0.8%) is bachelor graduated.

The government's role in improving the quality of fishermen who have fishing enterprise is still lacking. It is supported by the respondents' answers to the question of indicators of their training and courses conducted by the government that 84 (67.2%) of respondents answers VA, 15 (12%) of respondents answers agree (A), 23 (18.4%) respondents answers undecided, 1 (0.8%) of respondents answers LA and 2 (1.6%) of respondents answers disagree. This means that entrepreneurship learning to the fishermen do not get enough support from the outsiders such as courses or fishing enterprise skills training, so it is generally the fishermen attempt of their own accord and partly is a continuation of business handed down from parents to meet their basic needs.

4.4. Individual Commitment Directly Influences to Work Performance

Based on the result analysis, the individual commitment (X4) significantly influences the work performance of fishing enterprise (Y) where the value of t arithmetic > t table (2.075 > 1.98). The contribution of risk-taking directly influences the work performance (Y) of 0.1732 = 0.029 or 2.99%.

From the analysis above, it can be described that work performance of fishing enterprises can succeed because it is supported by the nature and the characteristics of workers who are highly committed. A job is always expressed as a record of a person's work.

According to this model, both groups and individuals conduct the evaluation process in a relationship together and compare the value with the ongoing relationship. In this evaluation, the change of feelings will affect the individual commitment. The higher the positive feeling that is have, then the greater the organization commitment.

This is supported by the respondents' answers, especially indicator 1 in individual commitment variable: "Do you want to last longer in this business?" There are 87 (69.6%) respondents answer VA and agree, and there are 38 (30.4%) respondent answer hesitation, LA and disagree. Likewise, the respondents in indicator 9 on individual commitments variable: "Are you always trying to achieve greater income than usual?" There are 94 (75.2%) respondents answer VA and agree, and there are 31 (24.8%) respondents answer hesitation, LA and disagree.

4.5. The Effect of Work Motivation through Individual Commitment to Work Performance

Based on the result analysis, work motivation (X1) does not significantly influence work performance (Y) through individual commitments (X4), where the value of t arithmetic < t table (0377 > 1.98). The contribution of work motivation (X1) through individual commitments (X4) on business performance (Y) is 0.0312 = 0.001 or 0.1%.

From these results, it can be drawn that the fishermen who have fishing enterprise, their motivation is not accompanied by a maximum of individual commitment. It is supported by respondents' answer to the individual commitment variable which have a meaning of the continuation of work motivation indicator that is indicator no. 9 (are you always trying to reach a bigger income than usual?) that the quality of the answers are not maximum. There are 8 (6.4%) respondents answer VA, 84 (67.2%) respondents answer agree (A), 18 (14.4%) respondents answer hesitation, 15 (12%) respondents answer LA and there is no respondent answer disagree.

This study illustrates that most of the fishermen in Kolaka trying to meet their basic needs and the remainder of the catch is sold to fulfill the other needs. It is also supported by the data on the number of respondents by production capacity and value per month states that there are 86 (68.8%) respondents have production value per month (IDR) 2,000,000. and the rest is over 2,000,000 (31.2%). If the production value of the catch in Kolaka regency most of them are under IDR.2.000.000, then the results obtained mostly just to meet the basic needs while the commercial value is very less. It means that the fishermen in Kolaka mostly included to the subsistence fishers group and original fishermen (native/indigenous/aboriginal fishers) while the commercial fishing groups (commercial fishers) are very little that is 39 respondents (31.2%).

So economically, the fishermen who have fishing enterprise in Kolaka generally have very small income, and only able to support his family for the day, as well as the inability socially, especially in the field of education is still low. The inability in the economic and social fields become an obstacle for them to be able to stand equally with other relatives who are socially and economically has been successful.

4.6. The Effect of Risk-taking through Individual Commitment to Work Performance

Based on the result analysis, the risk-taking (X2) significantly influence the work performance (Y) through individual commitment (X), where the value of t arithmetic (2.068 > 1.98). The contribution

of risk-taking directly influences work performance (Y) through individual commitment (X4) of 0.1702 = 0.028 or 2.89%.

The individual commitments should begin with risk-taking. For example, if a fisherman wants to catch fish in the sea that is deep and has high wave to catch more, then a fisherman must has risk-taking. Once in the middle of the deep and wavy ocean, the fisherman must have personal commitment that he will get more fish and he will remain in the middle of the deep and big wavy ocean to catch more.

The business owners who experience personal growth and rewards tend to put a positive feeling to the business. Business owners are motivated to do more, to devote extra time to work, look for other ways to contribute, and try innovative ways to improve its performance. In carrying out its activities, a business owner should have a clear commitment, focused, and progressive (oriented in progress) based on the strong work motivation in order to achieve a more prosperous life. The commitment to oneself can be made by identifying the ideals, hopes and targets planned in his/her life.

4.7. The Effect of Entrepreneurship Learning through Individual Commitment to Work Performance

Based on the result analysis, the entrepreneurship learning (X3) significantly influence the individual commitments (X4) on the work performance of sea fishing enterprise (Y) where the value of t arithmetic > t table (5715 > 1.98). The contribution of entrepreneurship learning effect through individual commitment to business performance (Y) is 0.4552 = 0207 or 20.70%.

There is a significant relationship between entrepreneurship learning and individual commitments because the sea ship owners in Kolaka regency always focus on the ongoing business. It means that the individual's commitment to conduct business although learning from the family or a natural talent which earned from their parents is quite high. This is supported by the respondents' answers, especially indicator 4 on individual commitment variable: "Are you focus on the business that is carried on?" There are 83 (66.4%) respondents answer VA and agree, and there are 42 (33.6%) respondents answer hesitation, LA and disagree. From the experience acquired by the fishermen who have fish catching, the transition process turned into knowledge. It means that the experience and knowledge of the fishing enterprise in Kolaka is related reciprocally. So, the previous experience creates further creativity to become knowledge to improve their business productivity.

Hendro (2011) said that the successful or famous people mostly have "determination" level that is not owned by the regular person. The success is not achieved in a short time, but requires a process and every process support each other to advance or improve the performance before. The individual commitment or strong determination is like the flexibility of the rope in the good bow which the more flexible, the father the reach of arrows.

5. CONCLUSION

1. Work motivation, risk-taking, and individual commitment significantly influences work performance, while

entrepreneurship learning does not influence significantly.

2. Risk-taking, entrepreneurship learning indirectly influences through individual commitment significantly influences work performance, while work motivation indirectly through individual commitment does not influence significantly on work performance.

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