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KODISA

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Evaluation Report; ?J4_201900003?Comparison Analysis of Productivity of Female Workers by Ethnic Distribution in Industries??

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Comparison Analysis of Productivity of Female Workers by Ethnic in Industrial Sector: Evidence from Makassar Municipality, Indonesia Abstract (English) Purpose: This study aims to investigate and analyze whether the variables of health, years of service, work ethic, age, number of dependents, level of education, wages, work environment, and government policies influence the productivity of female Bugis workers, Makassar ethnic and Toraja ethnic groups.

Also, it is also to determine whether there are differences in the productivity of female workers based on these ethnic groups. Research Design, Data, and Methodology: The approach of this study is quantitative by using multiple linear regression analysis methods which tested on 114 samples of female workers in various small, medium and large scale industries in Makassar City, Indonesia.

Results and Conclusions: The results of this study state that health, years of service, work ethic, age, wages, and work environment have a significant effect on work productivity. While the level of education, the number of dependents does not have a considerable impact, the fact that there is a difference in the productivity index of female workers in a significant sector is compared to small and medium scale enterprises, including the variables of government policies related to pension insurance, work accident insurance and health insurance.

Keywords: Productivity, Female Workers, Industrial Management, Manufacturing JEL Classification Code: J1, J2, J3, L2, L5, L6, M2 Abstract (Indonesia) Tujuan: Penelitian ini bertujuan untuk menginvestigasi serta menganalisa apakah variabel kesehatan, masa kerja, etos kerja, umur, jumlah tanggungan, tingkat pendidikan, upah, lingkungan kerja serta kebijakan pemerintah berpengaruh terhadap produktivitas pekerja wanita etnis

Bugis, etnis Makassar dan etnis Toraja.

Selain itu juga untuk untuk menentukan apakah terdapat perbedaan produktivitas pekerja wanita berdasarkan kelompok etnis tersebut. Desain Penelitian, Data dan Methodology: Pendekatan penelitian ini adalah kuantitatif dengan menggunakan metode analisis regresi linear berganda yang diuji pada 114 sampel pekerja wanita di berbagai Industri skala kecil, menengah dan besar di Kota Makassar, Indonesia.

Hasil dan Konsklusi: Hasil penelitian ini menyatakan bahwa kesehatan, masa kerja, etos kerja, umur, upah dan lingkungan kerja berpengaruh signifikan terhadap produktivitas kerja. Sedangkan tingkat Pendidikan, jumlah tanggungan tidak memiliki pengaruh yang signifikan. the fact that there is a difference in productivity index of female workers in significant sectors as compared to small and medium scale enterprises, including the variable of government policies related to pension insurance, work accident insurance and health insurance.

Kata Kunci: Produktivitas, Pekerja Wanita, Management Industri, Manufacturing JEL Classification Code: J1, J2, J3, L2, L5, L6, M2 Introduction Workers are one of the essential elements for industrial companies (Drucker, 1999). Due to this crucial nature workers are frequently subjected to inhuman utilization since companies regularly consider and make decisions which benefit the companies only (Hutchens, 1989) and (Esfahani and Salehi-Isfahani, 1989). Industry sector has a high level of workforce absorption.

Also, the number of female workers absorbed in this sector is relatively high (Babin and Boles, 1998), (Huse, Nielsen, and Hagen, 2009), yet they have low productivity. This low productivity level of female workers is caused, among other things, by their low education level and this can be seen in the number of working times used. 50.27% of female workers work for < 35 hours per week and 49.73% of them work for > 35 hours per week (Gilar Ramdhani, 2017).

Women employee could utilize time optimally, yet there is a need for a policy which takes women's natural needs, such as menstruation, pregnancy, and lactation, into consideration. It is therefore highly expected that people will share the same awareness that female workers need to receive their rights to play their roles as women, by continuing to give them the chance to represent their productive part to continue to work. Women play double roles, i.e.,

as workers and homemakers at the same time, resulting in higher demand placed on them. The main problem many working women encounter is how to manage their time

or to balance between their job and family demands (Munandar and Gandadiputra, 1983). It is this process of managing time which sometimes makes female workers indisciplined and decreased productivity as a result of their absenteeism (Li, Chow, Zhu, and Lin, 2016). In its course of development, industries have rules which require its internals to comply with any applicable regulation (Ramlawati and Putra, 2018).

The presence of female workers in this environment is due to their wish to have even better family finance. They think it is necessary for them to help their husbands who also work in this sector to allow the fulfillment of their household needs (Haryanto, 2008). The employers are expected to give a reasonable salary for their workers, which means it will enable workers to have better family finance (Putra, Nasir, and Buana, 2018).

However, it is quite often that urgent needs lead workers to be willing to devote much time despite the unreasonable or non-proportional salary they receive (Fukuda-Parr, 2003), (Spector, 1985). Low wage is also a result of low education level, and this makes their chance of getting a decent job for consumption purpose low. Nutrition deficiency can general leads to low health level, and it might influence productivity (Widiastuti and Widiastuti, 2011).

The harsh economic condition and low family income encourage women to work (Huse et al., 2009). Women commonly have a lower salary than men, because female workers generally have low education levels. Nevertheless, worker's productivity is not only influenced by the salary rate, but rather other factors also have some contribution, including health, years of service, education, work environment and government policy which protects worker's rights (Ranis, Stewart, and Ramirez, 2000).

The yet unevenly distributed provision of social security in the form of pension plan leads to a consequence that for them to meet their daily needs, they need to continue to work even when they should have retired. The unbalanced composition of female and male workers is a structural issue in the field of the workforce in the industry sector (Jhabvala and Sinha, 2002), (Braverman, 1998). The unbalanced composition is because the education level will influence productivity.

So that needs immediate attention, particularly for industries with their sight be set at the global market. Along with the development of Indonesia's economy, the number of workers is increasing, and this includes female workers who are also increasingly more involved as workers. As per record, in 2014-2015 the number of female workers in Indonesia is 50% higher than male workers (Setiawan Slamet, 2014).

This increasing number and percentage of participation of female workers are due to

the influence of both supply and demand. From the supply side, this increase is due to the higher education level of female workers on average, and this has been following by the greater social acceptance of women working beyond their household (Munandar and Gandadiputra, 1983) and (Huse et al., 2009).

From the demand side, the economic development (regarding production) which requires female workers such as textile and garment, food and beverage as well as other industries which need meticulousness have attracted female workers to get into the job market (Huse et al., 2009). Female workers' contribution is highly required as can be seen from the significant number of women recruited as workers in many companies in the manufacturing industry and many other majors, medium, and small-scale companies.

The cliche reason for many companies to be interested in recruiting female workers is that women can minimize the risk the company will have compared to male workers (Adisu and Jehani, 2006). Additionally, women have their strengths regarding persistence and meticulousness in performing many production jobs in industry companies (Raditya Hanung, 2018).

However, female workers are facing with the fact that their domestic sector restrains their productivity in their effort of participating beyond their houses. Thus it affects women to get into various jobs available in the job market (Raditya Hanung, 2018). The decision to enter the job market that women should make is highly complex since female workers should be able to decide on how much time they will spend to work beyond their houses and how time they use for activities within their household per day, week or month.

The choice between the two businesses is an open one for every individual to spend their time with the demand to improve productivity at work. On the other hand, the low productivity in nearly all sectors are experienced not only by Indonesia but instead, and it also happens in other developing countries. Meanwhile, the factors influencing productivity are education level, skills, discipline, work attitude and ethics, motivation, nutrition and health, income rate, social security, work environment and climate, industrial relationship, technology, production facilities, management, job opportunity and achievement opportunity (Yusuf, 2015).

Concerning their characteristics, female workers working in industry sector are generally demanded to work hard, persistently, strongly with high work ethos to generate optimal work productivity (Sutisna, 2008). Results of some studies indicate that worker's health affects productivity and economic return they receive (Bloom, Canning, & Sevilla, 2001),

(Pindus, Koralek, Martinson, and Trutko, 2000) and (Schultz, 2002).

Healthier individuals are more likely to be physically and mentally more energetic and robust, and thus they are less likely to encounter some things which may prevent them from working correctly (Bloom et al., 2001). On the other hand, physically less fit body might still allow an individual to work, yet their productivity will be low.

Another individual characteristic is years of service. Griffin and Llewellyn in 2004 and Holliday et al., 2014 suggest that years of service have no significant influence on work productivity. On the other hand, Elia in 2016 and Wijayanti et., al, 2016 find that years of service has a positive impact on work productivity.

It is possible that this difference in their findings is due to their different time and object. Also, also found is the fact that the increase in productivity of female workers in the industry sector is influenced directly and indirectly by the worker's demographic condition (Angelova, 2016).

This demographic condition is seeing from such aspects as a natural condition, the habit existing in an area and the developmental prospect which either directly or indirectly affects someone to work in improving their productivity (Lewis and Malecha, 2011). Most women working in the industry sector use those female workers of varied ages.

Besides, they generally have dependants and share their family burden since they live in a region with high life demands. Another factor which will have some influence is some government policies which protect workers' rights in their effort of providing workers with protection, including salary protection system, social security, stability for women and work health and safety security which will improve their productivity and welfare (Saltzstein, Ting, and Saltzstein, 2001) and (Welch, Hinnant, and Moon, 2004).

The existence of the small, medium and significant industries has provided a new alternative to providing more job opportunities for women. However, to be able to work they need skills which will allow the productive and efficient utilization of female workers. The increased job opportunities for women, particularly in the industry sector, can be interpreted as a result of, firstly, the high number of industries demanding for meticulousness and persistence and other qualities which are usually owned by women; secondly, the conditions required by female workers are lighter than what male workers demand, thus employers can have higher profit.

In addition to their marital status, women in making their decisions to participate in workforce market are influenced by such factors as age, education, and income. The

main problem of female workers is their low socio-economic background which makes working beyond their household necessity for them (Huse et al., 2009). Additionally, the involvement of women is also caused by some dependants in their family and their wish to help make the family finance better.

Productivity improvement is influenced by several factors, including employees ability and quality, supra, and supporting facilities. It is these factors which should be a reference to see how in actuality women's work productivity in the industry sector is influenced. Most female workers working in many industrial companies have individual characteristics which are assessed based on health status, years of service, and work ethos.

These elements become personal characteristics indicators which influence the work productivity of the industry's female workers. In addition to health, years of service are expected to affect productivity improvement. Individuals with longer years of service can finish the same goods within a few time, or within the same period can complete some goods units (Seniati, 2010).

In addition to age and education, to reach good productivity, there is a need to balance the work environments and workers such as temperature, dust, attitude and work method and relationship among workers which can affect productivity (Brahmasari and Suprayetno, 2009). The demographic condition of Makassar Municipality has the possibility of influencing female workers' job activities in improving their work productivity.

These demographic factors include age and number of dependants who are also the variables with some influence on productivity improvement. There has been an assumption that age is inversely proportional to absenteeism. Older workers have lower absenteeism rate than younger ones. However, for forced desertion such as health issue, older workers have higher absenteeism rate.

Additionally, the older the workers, the lower their needs would be. Female workers aged 20 years and more former are more likely to work part-time than men (Widiastuti and Widiastuti, 2011). The understandable considering that at those ages they generally come to marriage age; thus their domestic activities will lower the time they can spend to work outside their house. Typically, during the elderly, the muscle ability to work degrades, particularly for heavy workers.

Worker's physical capacities such as sight and hearing senses as well as reaction speed tend to decrease after 30 years of age or older. This influence the relevant workers'

optimal productivity improvement. Also, a great number of dependants might also be one's consideration to decide to work, particularly when their family members do not belong to workforce age.

It can also be seen that the factors influencing female workers' work productivity are their socio-economic condition. The socio-economic situation they are in force these workers to stay at the same workplace according to their education level despite the low salary rate. To gain more, female workers try to improve their work productivity optimally.

These factors constitute the concrete facts frequently found in many female workers in the industry sector in Makassar Municipality which will influence their attempt of improving their work productivity. Meanwhile, the work productivity expected by the company out of these factors is the achievement of optimal work output using minimum input.

Workers are a strategic target since the productivity improvement of other factors is highly dependent on the quality of human resources which operate them. Objectively, this research investigate the influence of individual characteristics (health, years of service, work ethos), demographic factors (age, number of dependants), socio-economic factors (education, salary), work environment and government policy on the productivity of female workers and analyze the different productivity level of female workers from 3 (three) significant ethnicities in South Sulawesi Province, namely: Makassar, Toraja and Bugis.

Literature Review Definition of Work Productivity, Work Ethos and Measurement of Work Productivity Every company in carrying out its work activities expects each employee to show work productivity (Park and Hawang, 2015). Work productivity in question is the result of work achieved by someone. Park and Hawang state that works productivity is the result of work performed by someone in carrying out the tasks assigned to him based on the actualization of work every day following the primary responsibilities and functions.

Furthermore, it stated that work productivity is the result of work achieved by someone in carrying out the tasks and duties given to him according to established criteria (Kang, Chay, and Lee, 2016). These criteria are quantity, quality, efficiency, and effectiveness. (Jung, 2017), (Suttikun, Chang, and Bicksler, 2018) state that work productivity is an individual as a human resource who has the opportunity to develop work capacity to the highest level, get an award if judged to perform tasks well.

Other than that know for sure about the career he wants to achieve, get real treatment by work productivity, are willing to accept greater responsibilities by quantity, quality, efficiency, and effectiveness, and generally not only carry out routine activities according to their primary tasks and functions. Based on the description, the development of hypotheses is as follows: H1: Work Ethos has a significant effect on female workers Productivity measurements that often used are a). Productivity measurement with engineering models, this method refers more to the physical environment. b).

Productivity measurement with the accounting model, this method relates more to the market environment. These two productivity measurement models can be used in various dimensions, namely: (1) the political aspect, commonly called macro-level productivity measurement, (2) industrial sizes, often called industrial-level productivity measurements, and (3) organizational dimensions, (Chong and Rundus, 2004).

Productivity measurement is known as two measurement models, namely: productivity measurement model based on the ratio of output/input ratio and productivity measurement model based on the index number approach. Adam Jr., Flores, and Macias in 2001 stated that there are 7 (seven) factors that affect work productivity, namely: (1) changes in work ethics, (2) development of scientific management, (3) development of human relations, (4) growth labor / union organizations, (5) advanced technology, (6) changes in government regulations, and (7) shareholders / capital owners responsible management expertise.

Definition and Prior Research Related Health Status, Year of Service, Age, Number of Dependants, Education Levels, Work Ethos, Salary, and Government Policy Physical and spiritual health is essential to support a person's productivity at work. Nutrition is one of the requirements to achieve optimal health status. Health includes two aspects, namely: aspects of well-being and aspects of human resource development (Benson and Dundis, 2003).

Likewise nutrition, on the one hand, has health aspects and on the other hand, has points of educating human life. Therefore, the problem of improving and improving nutrition has a fundamental meaning to nourish, to teach and enhance work productivity (Akerboom and Maes, 2006). Human physical quality affects work efficiency and productivity in carrying out an activity.

For workers in Indonesia, on average, it takes 42 hours a week to work or approximately 8-10 hours a day. This extended amount of work time encourages workers to fulfill some of their nutritional input at work (Semmaila, 2018). Thus it can be said that health is the core of welfare. Health is a prerequisite for increasing productivity.

Therefore health can be seen as a vital component of growth and development as an input to the production function. (Pindus et al., 2000), (Schultz, 2002) and (Bloom et al., 2001) have shown that workers' health affects productivity, unhealthy physical conditions still allow people to work but with lower productivity.

Healthier individuals tend to be energetic, physically and mentally and more resilient so they are less likely to experience things that can prevent him from working. Based on the description, the development of hypotheses is as follows: H2: Health status has a significant effect on the productivity of female workers Ehrenberg in 2003 said that in a job, earnings would be influenced by the length of working hours and work experience.

Women on average have fewer working hours per week 5-10% per week than men. The addition of a 1-year work experience results in fewer wages for women compared to men. Women also have a tiny possibility to receive promotions because women have a primary role in parenting.

Work experience will lead to an increase in skills possessed by someone who will ultimately increase productivity. (Ngo, Lau, and Foley, 2008) In their research using human capital, theory says that work experience is an essential investment in increasing productivity. Periodic increase in salaries of workers based on the work experience of workers.

The results showed that if workers worked for 15 years, an accumulative rise in wages of 21.6% and for workers who worked for 30 years would have accumulated accumulative payments of 56.2%. Zwick in 2011 conducted a study of variations in wage explanations involving variables of seniority, work experience, the age of education and trade unions found that all explanatory variables had a positive influence on increasing wages and worker productivity.

Shah, Irani, and Sharif in 2017 who analyzed the wage structure and wage distribution for men and women indicated that there was an increase in income differences in both genders. Changes in the construction and dissemination of wages are found to be caused by changes in income obtained from other characteristics of workers. The wage structure for men and women was found to have evolved in different ways. Wages from men and women have a close relationship with the variable human capital.

The coefficient for education level is found to be statistically significant and positive which indicates that income in the form of wages from education is higher for workers who have a higher level of education (Adamchik, Hyclak, & King, 2003). Sakamoto et al.

In 2008 in his study of the effects of differences in wages on productivity in manufacturing industries in America showed that wage differences did not have a positive impact on productivity.

Based on the description, the development of hypotheses is as follows: H3: Salary has a significant effect on female workers H4: Year of service Salary has a significant impact on female workers Relationship between age and performance is an issue which is increasingly vital for at least 3 reasons, namely: (1) There is widespread belief that production decreases with increasing age; (2) The reality is that the workforce is aging; (3) Most workers today no longer have to retire at the age of 70 (Robinson, 2001). The older a person is, the less likely it will be to quit work. There is an attempt to assume that age is also inversely related to absenteeism.

Generally, old employees have an avoidable absenteeism rate lower than young employees. How is it related to productivity. There is a widespread belief that productivity is declining with someone's age. Often assumed individual skills, especially speed, ability, strength and coordination decrease with time.

Holtzman in 1999 which shows that generation has a significant and adverse effect on productivity which means that the older the productivity will decline, but the results of other studies proposed by Budhyani and Sila in 2008 indicate that there is a relationship positive and significant between age and productivity means that the older a person is, the productivity will increase.

Some positive qualities under parents into their work, especially experience, consideration, strong work ethics, and commitment to excellence. But old workers are considered less flexible and reject new technologies. Studies of the relationship between age and employee turnover conclude that the earlier the period, the less likely it is to quit work because the older workers have fewer opportunities for alternative jobs for them. There is an assumption that age is inversely related to absenteeism.

Older workers have lower levels of absenteeism than more comfortable age, but for forced loss such as health problems, the level of absenteeism is higher. Also, the older a person is, the more people's needs will decline. Generally, at advanced ages, muscle workability decreases, especially for heavy workers. The physical capacity of the workforce such as vision, hearing, and reaction speed tends to decline after the age of 30 years or more.

Based on the description, the development of hypotheses is as follows: H5: Age has a significant effect on female workers Grzywacz et al. in 2005 stated that a worker feels

burdened by the number of dependents. The number of dependents the more demanded to work hard in increasing work productivity, meaning that the burden will increase if the number of dependents is funded a lot and the amount of charge decreases if the number of dependents decreases.

Indriyani in 2016 states that if a person has a large number of dependents, the level of productivity will be sought as high as possible because the various forms of rewards will be obtained. Based on the description, the development of hypotheses is as follows: H6: Number of Dependants has a significant effect on female workers Meaning that is more than investment in human capital (Becker, 1993) because education allows individuals to learn and getting skills that will have a fundamental effect on their behavior, beliefs, and roles in society.

The school has been recognizing as the primary way for a developing country to increase the productivity of its workers, improve the health status of its people, encourage the application of new technology and education as well as being an agent for social unity. An educational theory states that the higher the knowledge of the community, the higher the productivity.

Training can affect people's ability to be more responsive to the information that develops in society. Education more quickly makes people understand about themselves, their environment and enrich their minds "choices" as consumers, producers, and citizens. Knowledge is one of the crucial factors in the development of human resources.

Based on the description, the development of hypotheses is as follows: H7: Education has a significant effect on female workers Policies are directing to the distribution, distribution, and utilization of labor more both through improving information and fostering and improving skills. Also, procedures in the field of labor protection are shown to improve wages, work conditions, work conditions and employment relations, work safety, social security in the context of overall welfare improvement.

The form of government policy contains several aspects such as wage protection, social security (Fleisher & Chen, 1997). Based on the description, the development of hypotheses is as follows: H8: Education has a significant effect on the productivity of female workers Research Method Research Design and Measurement The research data are collected using 3 (three) methods, namely: interviewing respondents and observing their characteristics, demography, socio-economic status, work environment and government policies related to the productivity of female workers and distributing questionnaire.

The data collected using questionnaire are measured using Likert scale 1-5 (Strongly disagree – Strongly agree). After the distributed surveys obtained, the data are then coded based on the perceived answers of Likert scale 1 – 5 in the Microsoft Excel program, then the mean value of each variable is calculated. The data processing from Microsoft excel results in raw data.

They are then exported to SPSS software for several testing stages, including Validity test, reliability test, determination coefficient test, F test, T-test, Normality test, Heteroscedasticity test, multicollinearity test and final stage testing in the form of regression coefficient equation. The following formula illustrates the regression equation in this research: Y = ß0 + ß1 sk+ ß2 mk + ß3 ek+ ß4 um + ß5 jt+ ß6 pd+ ß7 up+ ß8 lk+ ß9 kp + e Info: Y = Productivity, ß = Regression coefficient, e = error, SK = Health status (X1), MK = Years of service (X2) EK = Work ethos (X3), UM = Age (X4), JT = Number of dependants, PD = Education Level (X6), UP = Weekly salary (X7) and KP = Government policy (X8).

The measurement of health status (SK) variable based on the number of ill days in day unit in one month, i.e., < 1 – 4 days. Years of service (MK) is calculated based on the number of years, i.e., < 1 year – more than six years. Age (UM) is from < 20 years old up to older than 60 years old. Some dependants (JT) are < 2 persons up to more than five persons.

The education level (PD) is measured based on: failed at elementary school, elementary school, junior high school, senior high school, and Graduate. The salary rate (UP) is measured based on income categories, ranging from < 500 thousand Rupiah to more than 1.5 million Rupiah per week. Productivity (Y) is estimated based on Industrial productivity index, ranging from < 0.7% to more than 1%.

Work ethos (EK) is measured based on the measurement instrument of Likert scale 1-5: working hard, trying to get a job, wanting to be appreciated, not care, responsible, disappointed with failure, courage, perseverance, obedient to leaders, and punctual finished. Work environment (LK) is measured based on the measurement instrument of Likert scale 1-5: Work condition, work relationship with leaders, work relationship with fellow workers, and work facilities.

Government policy (KP) is measured using the research instrument of Likert scale 1-5: regular minimum salary, overtime, leave time, according to salary provision, work safety insurance, health insurance, pension insurance, and death insurance. This research conducted in small, medium, and major industries in Makassar, Indonesia. Its samples

are 114 female workers.

The criteria used for the inclusion of small enterprises are: owning maximum assets of 200 million Rupiah worth and employing between 5 and 19 workers. The rules used for the composition of medium industries are: holding assets ranging between 200 million to 1 billion Rupiah worth and employing between 20 and 99 workers, including the owner.

Finally, the criteria used for the inclusion of major industries are: owning assets of more than 1 billion Rupiah worth and employing more 100 workers. Meanwhile, the number of samples by ethnicities is as follows: 41 female workers from Bugis ethnic, 42 from Makassar ethnic, and 31 from Toraja ethnic. Therefore the research framework formed in this study to achieve the research goals and objectives is as follows in figure 1: Figure 1.

Conceptual Research Result and Discussion Result of Analysis Table 1. Number of illnesses (SK) in a month Category _Bugis _Makassar _Toraja _ _< 1 day _26 _32 _25 _ _2 days _6 _4 _2 _ _3 days _7 _4 _4 _ _4 days _2 _2 _0 _ _ Table 2. Years of service (MK) in years category _Bugis _Makassar _Toraja _ _< 1 Year _5 _8 _2 _ _1-2 Years _21 _24 _23 _ _3-4 years _6 _7 _2 _ _5-6 Years _0 _0 _1 _ _> 6 Years _9 _3 _3 _ _ Table 3.

Age (UM) in years Category _Bugis _Makassar _Toraja _ _< 20 _7 _2 _2 _ _20-29 _20 _20 _18 _ _30-39 _8 _14 _10 _ _40-49 _4 _4 _1 _ _50-59 _1 _1 _0 _ _>60 _1 _1 _0 _ _ Table 4. Number of dependants (JT) in persons Category _Bugis _Makassar _Toraja _ _< 2 Persons _28 _29 _28 _ _3 Persons _2 _3 _0 _ _4 Persons _6 _2 _0 _ _>5 Persons _5 _8 _3 _ _ Table 5.

Education level (PD) Category _Bugis _Makassar _Toraja _ _Not completed in primary school _1 _0 _0 _ _Primary School _10 _20 _7 _ _Junior High School _22 _17 _15 _ _Senior High School _6 _5 _8 _ _Graduate _2 _0 _1 _ _ Table 6. Salary Rate (UP) In rupiah Category _Bugis _Makassar _Toraja _ _< 500 thousand _1 _1 _0 _ _500 – 749 thousand _29 _30 _19 _ _750 – 999 thousand _3 _5 _10 _ _1 Juta – 1,2 million _6 _2 _1 _ _1,2 – 1,5 million _0 _1 _1 _ _>1,5 million _2 _3 _0 _ _ Table 7.

Productivity Level (Y) in Index Category _Bugis _Makassar _Toraja _ _< 0.7 _16 _1 _4 _ _0.7 – 0.84 _8 _6 _10 _ _0.85 – 0.99 _0 _9 _6 _ _>1 _17 _26 _11 _ _ Table 8. The Goodness of Fit data

Normality test (Kolmogorov-Smirnov) = 0.07 > 0.05 _ _Multicollinearity test by VIF measurement = 1.2 < 10 _ _Reliability test = Mean rate is reliable at 0.57 _ _Cronbach alpha = 0.886 _ _Work Ethos (EK) _Small Industries Level _Middle Industries Level _Large Industries Level _Info _ _ _Correlation _Sig. level _Correlation _Sig.level _Correlation _Sig.level _ _ _Working hard _0.369 _< 0.01 _0.412 _< 0.01 _0.529 _< 0.01 _Valid _ _Trying to get a job _0.316 _< 0.01 _0.317 _< 0.01 _0.451 _< 0.01 _Valid _ _Want to be appreciated _0.528 _< 0.01 _0.515 _ < 0.01 _0.553 _< 0.01 _Valid _ _Not careless _0.621 _< 0.01 _0.609 _< 0.01 _0.587 _< 0.01 _Valid _ _To be responsible _0.572 _< 0.01 _0.554 _< 0.01 _0.654 _< 0.01 _Valid _ _Disappointed with errors _0.690 _< 0.01 _0.681 _< 0.01 _0.389 _< 0.01 _Valid _ _Dare to be accountable _0.539 _< 0.01 _0.526 _< 0.01 _0.326 _< 0.01 _Valid _ _Feel loss if the task is not completed _0.525 _< 0.01 _0.501 _< 0.01 _0.339 _< 0.01 _Valid _ _Obey the leader _0.372 _< 0.01 _0.369 _< 0.01 _0.554 _< 0.01 _Valid _ _The work is completed on time _0.440 _< 0.01 _0.428 _< 0.01 _0.619 _< 0.01 _Valid _ _Work Environment (LK) _Small Industries Level _Middle Industries Level _Large Industrie Level _Info _ _ _Correlation _Sig. level _Correlation _Sig.level _Correlation _Sig.level _ _ _Working conditions _0.717 _< 0.01 _0.695 _< 0.01 _0.674 _< 0.01 _Valid _ _Work relations with leaders _0.741 _< 0.01 _0.770 _< 0.01 _0.739 _< 0.01 _Valid _ _Working relationship with colleagues _0.467 _< 0.01 _0.646 _< 0.01 _0.495 _< 0.01 _Valid _ _Working facilities _0.388 _< 0.01 _0.556 _< 0.01 _0.439 _< 0.01 _Valid _ _Government Policy (KP) _Small Industries Level _Middle Industries Level _Large Industries Level _Info _ _ _Correlation _Sig.

level _Correlation _Sig.level _Correlation _Sig.level _ _ _Minimum wage _0.813 _< 0.01 _0.721 _< 0.01 _0.648 _< 0.01 _Valid _ _When working late _0.882 _< 0.01 _0.780 _< 0.01 _0.771 _< 0.01 _Valid _ _Leave time _0.651 _< 0.01 _0.671 _< 0.01 _0.566 _< 0.01 _Valid _ _By wage provisions _0.698 _< 0.01 _0.592 _< 0.01 _0.596 _< 0.01 _Valid _ _Work accident insurance _0.631 _< 0.01 _0.527 _< 0.01 _0.584 _< 0.01 _Valid _ _Health Insurance _0.699 _< 0.01 _0.700 _< 0.01 _0.722 _< 0.01 _Valid _ _Pension insurance _0.822 _< 0.01 _0.784 _< 0.01 _0.740 _< 0.01 _Valid _ _Death insurance _0.888 _< 0.01 _0.791 _< 0.01 _0.800 _< 0.01 _valid _ _ Based on table 8 regarding data analysis for data validity test it can be concluded that all variable measurement dimensions are valid at significance rate of 0.000 < 0.01. Furthermore, the reliability test value suggests the following values for such variables as Work ethos (EK) = 0.788, work environment (LK) = 8.876, and government policy (KP) = 0.727. The R2 value between all independent variables against the dependent variable is 0.734, F test = 35.669 (sig. 0.000 < 0.01). The normality test indicates the value of Asymp. Sig = 0.054 > 0.05.

The multicollinearity and heteroscedasticity tests show the entire value of VIF of test variables < 10. The next one is multiple linear regression test as explained in table 9.
Table 9. Multiple Regression Test

Variables _ß _Std. error _t _Sig.level _ _Number of illness (SK) _-0.003 _0.177 _2,174 _0.032 _ _Years of service (MK) _0.001 _0.011 _-3.195 _0.002 _ _Work Ethos (EK) _0.090 _0.001 _2.475 _0.015 _ _Age (UM) _0.004 _0.031 _2.532 _0.004 _ _Number of Dependants (JT) _0.013 _0.002 _2,367 _0.020 _ _Education Level (PD) _0.010 _0.012 _1.128 _0.203 _ _Weekly Salary (UD) _2,266 _0.004 _2.320 _0.022 _ _Work Environment (LK) _0.055 _0.025 _5.546 _0.000 _ _Government Policy (KP) _0.048 _0.022 _1.185 _0.031 _ _ Based on table 9 in the multiple regression test, it can be concluded that the SK, EK, UM, JT, PD, LK, and KP variables have positive, significant influences on the productivity of female workers in small, medium, and major-scale industries.

Meanwhile, the MK variable has a negative, considerable impact on the productivity of female workers, or it concluded that the years of service (MK) variable has an indirect influence on the productivity of female workers. Meanwhile, the Education (PD) variable does not influence the productivity level of female workers. Overall, the productivity level of female workers of Bugis, Makassar and Toraja ethnicity can explain in Table 10. the following matrix form: Table 10.

The matrix of Comparison of Productivity of Female Workers

_Small industries Level _Middle Industries Level _Large Industries Level _ _Bugis _Have a high work ethic that is characterized by high work discipline. The productivity of Bugis ethnic workers Lower than ethnic Makassar but higher than ethnic Toraja _Bugis ethnic productivity in the middle industry is more elevated than productivity in small industries the richness of Bugis ethnicity is still lower than that of the ethnic Makassar but even higher than the Toraja ethnic group.

_Bugis ethnic productivity in the middle industry is higher than productivity in small industries The richness of Bugis ethnicity is still lower than that of the ethnic Makassar but even higher than the Toraja ethnic group. _ _Makassar _Having a high work ethic that always maintains & upholds self-esteem as a driver in increasing productivity.

Makassar ethnic production is higher than Bugis ethnicity. And Toraja. _Makassar's ethnic productivity in medium-sized industries is smaller than productivity in small enterprises. Makassar's ethnic productivity is higher compared to Bugis and Toraja ethnic groups.

_Makassar's ethnic productivity is still higher than the richness of the Toraja and Bugis ethnic groups. _ _Toraja _Ethnic Torajans have a high work ethic, are hardworking, and have smaller productivity compared to the richness of ethnic Bugis and Makassar. _Toraja ethnic productivity in the middle industry is lower than the productivity in small enterprises.

The ethnic productivity of the Toraja is lower than that of the Bugis and Makassar ethnic groups _The richness of the Toraja ethnic group is higher than that of the Bugis ethnic group but still smaller than the Makassar racial. _ _

Based on Table 10, F value of 6.844 at significance value of 0.001 is obtained, meaning that there is a significant difference in productivity of female workers between small, medium and major industries.

Furthermore, to test the comparison of productivity difference of female workers based on the three ethnicities through the comparative test, the results as shown in table 11 below are obtained: Table. 11. Paired t-Test _Sum of squares _Mean square _F _sig _ _Between Groups Within Groups Total _0,285 7,033 7,318 _0,142 0,021 _6,844 _0,001 _ _ Discussion Overall, in small industries 73.4% of female workers' productivity variable is determined by health, years of service, work ethos, age, number of dependants, education level, salary, work environment, and government policy variables. These variables in medium industries have 72.1% influence on their productivity.

And for major industries, these variables have a 74.8% influence. Additionally, the number of absenteeism affected by illness undoubtedly has some effect on the productivity of female workers. The findings in the field also indicate that female worker have weaker physical qualities than male workers.

These physical qualities will influence their work efficiency and productivity. This result finding confirms the research conducted by the Pindus (2000) who find that health influences productivity, meaning that the healthier the worker, the higher their productivity would be. On the other hand, when workers' health decline, then their productivity will decrease.

Besides, the low productivity of workers in developing countries is the result of weak physical health of workers which stems from their low income. Furthermore, years of service or the length of time female workers spend to work, workers' age, salary, work environment, education level, and work ethos give a positive effect on their work productivity. The big number of dependants and government policies do not influence their work productivity.

This finding is different from (Lee & Wilbur, 1985) who argues that the existence of many dependants will burden a worker. Also, the fact that there is a significant difference in the productivity of female workers between small, medium and major industries is acceptable. This difference can be seen from the differences in salary rate variable. The salary rate in small industries is lower than that in medium and major industries.

Has something to do in the difference in skills and abilities owned by female workers. In medium and major industries, workers receive job training to equip them with the right

skills and method to use work tools. That matter is because training complements workers' education which is usually general while training is specific and operational.

Another difference is in the implementation of government policies regarding salary protection for female workers and the provision of social security for workers. In small industries, female workers have not been registered with social security program which constitutes a program the government organizes to provide the basic protection for workers in order to maintain their dignity as a human being in dealing with the risks arising out of their work relationship and social risks which may affect their continuance to receive income. In medium and major industries, female workers have been registering with a social security program.

Thus they have received some certainty that they will continue to receive income when risks arising out of their work relationship occur. That matter makes female workers more motivated further to improve their productivity. Some other things that distinguish the productivity of workers in small, medium and major industries are workers' quality and ability, supporting facilities and supra facilities each industry owns.

The differences which influence the work productivity between each ethnicity in female workers also explain that female workers of Makassar ethnic have work productivity which results from their principle of upholding their pride and female workers of Bugis ethnic have their high work discipline as the reason for their work productivity. Meanwhile, female workers of Toraja ethnic has their work productivity from their traditional view of life as a hard worker.

Conclusion Some dependants and government policies have insignificant influence on the productive workers in major-scale industries, yet they have some impact on small-scale industries. Besides, the fact that there is a difference in the productivity index of female workers in important sectors. As compared to small and medium-scale enterprises which are influenced, among other things, by the different salary received in each scale industry should be taken by small- and medium-scale industries into consideration regarding the pay they give, including the variable of government policies related to pension insurance, work accident insurance and health insurance. In principle, female workers tend to have different productivity level from male workers.

The fulfillment of female workers' need tends to result in a better allocation of time for working and not working. Thus, this undoubtedly will have some effect on their productivity for the company in the future.

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Comparison Analysis of Productivity of Female Workers by Ethnic Distribution in Industries

Abstract (English)

Purpose: This study aims to investigate and analyze whether the variables of health, years of service, work ethic, age, number of dependents, level of education, wages, work environment, and government policies influence the productivity of female Bugis workers, Makassar ethnic and Toraja ethnic groups. Also, it is also to determine whether there are differences in the productivity of female workers based on these ethnic groups.

Research Design, Data, and Methodology: The research approach is quantitative by using multiple linear regression analysis and paired t-test methods using SPSS 21 and were tested on 114 samples of female workers in various small-scale, medium-sized food and beverage industry categories and large in Makassar City, Indonesia. Determination of samples based on proportional stratified sampling. Industry sampling criteria based on number of workers, assets and wealth.

Results and Conclusions: The results of this study state that health, years of service, work ethic, age, wages, and work environment have a significant effect on work productivity. While the level of education, the number of dependents does not have a considerable impact, the fact that there is a difference in the productivity index of female workers in a significant sector is compared to small and medium scale enterprises, including the variables of government policies related to pension insurance, work accident insurance and health insurance.

Keywords: Productivity, Female Workers, Industrial Management, Manufacturing

JEL Classification Code: J1, J2, J3, L2, L5, L6, M2

Abstract (Indonesia)

Tujuan: Penelitian ini bertujuan untuk menginvestigasi serta menganalisa apakah variabel kesehatan, masa kerja, etos kerja, umur, jumlah tanggungan, tingkat pendidikan, upah, lingkungan kerja serta kebijakan pemerintah berpengaruh terhadap produktivitas pekerja wanita etnis Bugis, etnis Makassar dan etnis Toraja. Selain itu juga untuk untuk menentukan apakah terdapat perbedaan produktivitas pekerja wanita berdasarkan kelompok etnis tersebut.

Desain Penelitian, Data dan Methodology: Pendekatan penelitian ini adalah kuantitatif dengan menggunakan metode analisis regresi linear berganda dan analisis uji beda menggunakan SPSS 21 dan diuji pada 114 sampel pekerja wanita di berbagai Industri skala kecil, menengah kategori industry makanan dan minuman dan besar di Kota Makassar, Indonesia. Penentuan sampel berdasarkan proportional stratified sampling. Kriteria pengambilan sampel industry berdasarkan jumlah pekerja, asset dan kekayaan.

Hasil dan Konsklusi: Hasil penelitian ini menyatakan bahwa kesehatan, masa kerja, etos kerja, umur, upah dan lingkungan kerja berpengaruh signifikan terhadap produktivitas kerja. Sedangkan tingkat Pendidikan, jumlah tanggungan tidak memiliki pengaruh yang signifikan. Fakta empiris penelitian ini juga mennjukkan bahwa terdapat perbedaan indeks produktivitas pekerja wanita yang signifikan jika berdasarkan skala industry (kecil, medium dan besar) tentunya perbedaan produktivitas ini berkaitan dengan regulasi pemerintah dan nilai pensiun yang akan mereka terima kelak, termasuk juga nilai jaminan kesehatan dan asuransi keselamatan kerja.

Kata Kunci: Produktivitas, Pekerja Wanita, Management Industri, Manufacturing

JEL Classification Code: J1, J2, J3, L2, L5, L6, M2

1. Introduction

Workers are one of the essential elements for industrial companies (Drucker, 1999). Due to this crucial nature workers are frequently subjected to inhuman utilization since companies regularly consider and make decisions which benefit the companies only (Hutchens, 1989) and (Esfahani and Salehi-Isfahani, 1989). Industry sector has a high level of workforce absorption. Also, the number of female workers absorbed in this sector is relatively high (Babin and Boles, 1998), (Huse, Nielsen, and Hagen, 2009), yet they have low productivity. This low productivity level of female workers is caused, among other things, by their low education level and this can be seen in the number of working times used. 50.27% of female workers work for < 35 hours per week and 49.73% of them work for > 35 hours per week. Women employee could utilize time optimally, yet there is a need for a policy which takes women's natural needs, such as menstruation, pregnancy, and lactation, into consideration. It is therefore highly expected that people will share the same awareness that female workers need to receive their rights to play their roles as women, by continuing to give them the chance to represent their productive part to continue to work.

Women play double roles, i.e., as workers and homemakers at the same time, resulting in higher demand placed on them. The main problem many working women encounter is how to manage their time or to balance between their job and family demands (Munandar and Gandadiputra, 1983). It is this process of managing time which sometimes makes female workers indisciplined and decreased productivity as a result of their absenteeism (Li, Chow, Zhu, and Lin, 2016). In its course of development, industries have rules which require its internals to comply with any applicable regulation (Ramlawati and Putra, 2018). The presence of female workers in this environment is due to their wish to have even better family finance. They think it is necessary for them to help their husbands who also work in this sector to allow the fulfillment of their household needs (Haryanto, 2008). The employers are expected to give a reasonable salary for their workers, which means it will enable workers to have better family finance. However, it is quite often that urgent needs lead workers to be willing to devote much time despite the unreasonable or non-proportional salary they receive (Fukuda-Parr, 2003), (Spector, 1985). Low wage is also a result of low education level, and this makes their chance of getting a decent job for consumption purpose low. Nutrition deficiency can general leads to low health level, and it might influence productivity (Widiastuti and Widiastuti, 2011). The harsh economic condition and low family income encourage women to work (Huse et al., 2009). Women commonly have a lower salary than men, because female workers generally have low education levels. Nevertheless, worker's productivity is not only influenced by the salary rate, but rather other factors also have some contribution, including health, years of service, education, work environment and government policy which protects worker's rights (Ranis, Stewart, and Ramirez, 2000). The yet unevenly distributed provision of social security in the form of pension plan leads to a consequence that for them to meet their daily needs, they need to continue to work even when they should have retired.

The unbalanced composition of female and male workers is a structural issue in the field of the workforce in the industry sector (Jhabvala and Sinha, 2002), (Braverman, 1998). The unbalanced composition is because the education level will influence productivity. So that needs immediate attention, particularly for industries with their sight be set at the global market. Along with the development of Indonesia's economy, the number of workers is increasing, and this includes female workers who are also increasingly more involved as workers. As per record, in 2014-2015 the number of female workers in Indonesia is 50% higher than male workers (Setiawan Slamet, 2014). This increasing number and percentage of participation of female workers are due to the influence of both supply and demand. From the supply side, this increase is due to the higher education level of female workers on average, and this has been following by the greater social acceptance of women working beyond their household (Munandar and Gandadiputra, 1983) and (Huse et al., 2009). From the demand side, the economic development (regarding production) which requires female workers such as textile and garment, food and beverage as well as other industries which need meticulousness have attracted female workers to get into the job market (Huse et al., 2009). Female workers' contribution is highly required as can be seen from the significant number of women recruited as workers in many companies in the manufacturing industry and many other majors, medium, and small-scale companies. The cliche reason for many companies to be interested in recruiting female workers is that women can minimize the risk the company will have compared to male workers (Adisu and Jehani, 2006).

Additionally, women have their strengths regarding persistence and meticulousness in performing many production jobs in industry companies. However, female workers are facing with the fact that their domestic

sector restrains their productivity in their effort of participating beyond their houses. Thus it affects women to get into various jobs available in the job market (Raditya Hanung, 2018). The decision to enter the job market that women should make is highly complex since female workers should be able to decide on how much time they will spend to work beyond their houses and how time they use for activities within their household per day, week or month. The choice between the two businesses is an open one for every individual to spend their time with the demand to improve productivity at work.

On the other hand, the low productivity in nearly all sectors are experienced not only by Indonesia but instead, and it also happens in other developing countries. Meanwhile, the factors influencing productivity are education level, skills, discipline, work attitude and ethics, motivation, nutrition and health, income rate, social security, work environment and climate, industrial relationship, technology, production facilities, management, job opportunity and achievement opportunity (Yusuf, 2015). Concerning their characteristics, female workers working in industry sector are generally demanded to work hard, persistently, strongly with high work ethos to generate optimal work productivity (Sutisna, 2008). Results of some studies indicate that worker's health affects productivity and economic return they receive (Bloom, Canning, & Sevilla, 2001), (Pindus, Koralek, Martinson, and Trutko, 2000) and (Schultz, 2002). Healthier individuals are more likely to be physically and mentally more energetic and robust, and thus they are less likely to encounter some things which may prevent them from working correctly (Bloom et al., 2001). On the other hand, physically less fit body might still allow an individual to work, yet their productivity will be low. Another individual characteristic is years of service.

Griffin and Llewellyn in 2004 and Holliday et al., 2014 suggest that years of service have no significant influence on work productivity. On the other hand, Elia in 2016 and Wijayanti et., al, 2016 find that years of service has a positive impact on work productivity. It is possible that this difference in their findings is due to their different time and object. Also, also found is the fact that the increase in productivity of female workers in the industry sector is influenced directly and indirectly by the worker's demographic condition (Angelova, 2016). This demographic condition is seeing from such aspects as a natural condition, the habit existing in an area and the developmental prospect which either directly or indirectly affects someone to work in improving their productivity (Lewis and Malecha, 2011). Most women working in the industry sector use those female workers of varied ages. Besides, they generally have dependants and share their family burden since they live in a region with high life demands.

Another factor which will have some influence is some government policies which protect workers' rights in their effort of providing workers with protection, including salary protection system, social security, stability for women and work health and safety security which will improve their productivity and welfare (Saltzstein, Ting, and Saltzstein, 2001) and (Welch, Hinnant, and Moon, 2004). The existence of the small, medium and significant industries has provided a new alternative to providing more job opportunities for women. However, to be able to work they need skills which will allow the productive and efficient utilization of female workers. The increased job opportunities for women, particularly in the industry sector, can be interpreted as a result of, firstly, the high number of industries demanding for meticulousness and persistence and other qualities which are usually owned by women; secondly, the conditions required by female workers are lighter than what male workers demand, thus employers can have higher profit. In addition to their marital status, women in making their decisions to participate in workforce market are influenced by such factors as age, education, and income. The main problem of female workers is their low socio-economic background which makes working beyond their household necessity for them (Huse et al., 2009). Additionally, the involvement of women is also caused by some dependants in their family and their wish to help make the family finance better.

Productivity improvement is influenced by several factors, including employees ability and quality, supra, and supporting facilities. It is these factors which should be a reference to see how in actuality women's work productivity in the industry sector is influenced. Most female workers working in many industrial companies have individual characteristics which are assessed based on health status, years of service, and work ethos. These elements become personal characteristics indicators which influence the work productivity of the industry's female workers. In addition to health, years of service are expected to affect productivity improvement. Individuals with longer years of service can finish the same goods within a few time, or within the same period can complete some goods units (Seniati, 2010). In addition to age and education, to reach good productivity, there is a need to balance the work environments and workers such as temperature, dust, attitude and work method and relationship among workers which can affect productivity (Brahmasari and Suprayetno, 2009).

The demographic condition of Makassar Municipality has the possibility of influencing female workers' job activities in improving their work productivity. These demographic factors include age and number of dependants who are also the variables with some influence on productivity improvement. There has been an

assumption that age is inversely proportional to absenteeism. Older workers have lower absenteeism rate than younger ones. However, for forced desertion such as health issue, older workers have higher absenteeism rate.

Additionally, the older the workers, the lower their needs would be. Female workers aged 20 years and more former are more likely to work part-time than men (Widiastuti and Widiastuti, 2011). The understandable considering that at those ages they generally come to marriage age; thus their domestic activities will lower the time they can spend to work outside their house. Typically, during the elderly, the muscle ability to work degrades, particularly for heavy workers. Worker's physical capacities such as sight and hearing senses as well as reaction speed tend to decrease after 30 years of age or older. This influence the relevant workers' optimal productivity improvement. Also, a great number of dependants might also be one's consideration to decide to work, particularly when their family members do not belong to workforce age. It can also be seen that the factors influencing female workers' work productivity are their socio-economic condition. The socio-economic situation they are in force these workers to stay at the same workplace according to their education level despite the low salary rate. To gain more, female workers try to improve their work productivity optimally.

These factors constitute the concrete facts frequently found in many female workers in the industry sector in Makassar Municipality which will influence their attempt of improving their work productivity. Meanwhile, the work productivity expected by the company out of these factors is the achievement of optimal work output using minimum input. Workers are a strategic target since the productivity improvement of other factors is highly dependent on the quality of human resources which operate them. Objectively, this research investigate the influence of individual characteristics (health, years of service, work ethos), demographic factors (age, number of dependants), socio-economic factors (education, salary), work environment and government policy on the productivity of female workers and analyze the different productivity level of female workers from 3 (three) significant ethnicities in South Sulawesi Province, namely: Makassar, Toraja and Bugis.

2. Literature Review

2.1 Definition of Work Productivity, Work Ethos and Measurement of Work Productivity

Every company in carrying out its work activities expects each employee to show work productivity (Park and Hawang, 2015). Work productivity in question is the result of work achieved by someone. Park and Hawang state that works productivity is the result of work performed by someone in carrying out the tasks assigned to him based on the actualization of work every day following the primary responsibilities and functions. Furthermore, it stated that work productivity is the result of work achieved by someone in carrying out the tasks and duties given to him according to established criteria (Kang, Chay, and Lee, 2016). These criteria are quantity, quality, efficiency, and effectiveness. (Jung, 2017), (Suttikun, Chang, and Bicksler, 2018) state that work productivity is an individual as a human resource who has the opportunity to develop work capacity to the highest level, get an award if judged to perform tasks well. Other than that know for sure about the career he wants to achieve, get real treatment by work productivity, are willing to accept greater responsibilities by quantity, quality, efficiency, and effectiveness, and generally not only carry out routine activities according to their primary tasks and functions.

Based on the description, the development of hypotheses is as follows:
H1: Work Ethos has a significant effect on productivity of female workers

Productivity measurements that often used are a). Productivity measurement with engineering models, this method refers more to the physical environment. b). Productivity measurement with the accounting model, this method relates more to the market environment. These two productivity measurement models can be used in various dimensions, namely: (1) the political aspect, commonly called macro-level productivity measurement, (2) industrial sizes, often called industrial-level productivity measurements, and (3) organizational dimensions, (Chong and Rundus, 2004). Productivity measurement is known as two measurement models, namely: productivity measurement model based on the ratio of output/input ratio and productivity measurement model based on the index number approach. Adam Jr., Flores, and Macias in 2001 stated that there are 7 (seven) factors that affect work productivity, namely: (1) changes in work ethics, (2) development of scientific management, (3) development of human relations, (4) growth labor / union organizations, (5) advanced technology, (6) changes in government regulations, and (7) shareholders / capital owners responsible management expertise.

2.2 Definition and Prior Research Related Health Status, Year of Service, Age, Number of Dependants, Education Levels, Work Ethos, Salary, and Government Policy

Physical and spiritual health is essential to support a person's productivity at work. Nutrition is one of the requirements to achieve optimal health status. Health includes two aspects, namely: aspects of well-being and aspects of human resource development (Benson and Dundis, 2003). Like-wise nutrition, on the one hand, has health aspects and on the other hand, has points of educating human life. Therefore, the problem of improving and improving nutrition has a fundamental meaning to nourish, to teach and enhance work productivity (Akerboom and Maes, 2006). Human physical quality affects work efficiency and productivity in carrying out an activity. For workers in Indonesia, on average, it takes 42 hours a week to work or approximately 8-10 hours a day. This extended amount of work time encourages workers to fulfill some of their nutritional input at work (Semmaila, 2018). Thus it can be said that health is the core of welfare. Health is a prerequisite for increasing productivity. Therefore health can be seen as a vital component of growth and development as an input to the production function. (Pindus et al., 2000), (Schultz, 2002) and (Bloom et al., 2001) have shown that workers' health affects productivity, unhealthy physical conditions still allow people to work but with lower productivity. Healthier individuals tend to be energetic, physically and mentally and more resilient so they are less likely to experience things that can prevent him from working.

Based on the description, the development of hypotheses is as follows:
H2: Health status has a significant effect on the productivity of female workers

Ehrenberg in 2003 said that in a job, earnings would be influenced by the length of working hours and work experience. Women on average have fewer working hours per week 5-10% per week than men. The addition of a 1-year work experience results in fewer wages for women compared to men. Women also have a tiny possibility to receive promotions because women have a primary role in parenting. Work experience will lead to an increase in skills possessed by someone who will ultimately increase productivity. (Ngo, Lau, and Foley, 2008) In their research using human capital, theory says that work experience is an essential investment in increasing productivity. Periodic increase in salaries of workers based on the work experience of workers. The results showed that if workers worked for 15 years, an accumulative rise in wages of 21.6% and for workers who worked for 30 years would have accumulated accumulative payments of 56.2%. Zwick in 2011 conducted a study of variations in wage explanations involving variables of seniority, work experience, the age of education and trade unions found that all explanatory variables had a positive influence on increasing wages and worker productivity. Shah, Irani, and Sharif in 2017 who analyzed the wage structure and wage distribution for men and women indicated that there was an increase in income differences in both genders. Changes in the construction and dissemination of wages are found to be caused by changes in income obtained from other characteristics of workers. The wage structure for men and women was found to have evolved in different ways. Wages from men and women have a close relationship with the variable human capital. The coefficient for education level is found to be statistically significant and positive which indicates that income in the form of wages from education is higher for workers who have a higher level of education (Adamchik, Hyclak, & King, 2003). Sakamoto et al. In 2008 in his study of the effects of differences in wages on productivity in manufacturing industries in America showed that wage differences did not have a positive impact on productivity.

Based on the description, the development of hypotheses is as follows:
H3: Salary has a significant effect on productivity of female workers
H4: Year of service Salary has a significant impact on productivity of female workers

Relationship between age and performance is an issue which is increasingly vital for at least 3 reasons, namely: (1) There is widespread belief that production decreases with increasing age; (2) The reality is that the workforce is aging; (3) Most workers today no longer have to retire at the age of 70 (Robinson, 2001). The older a person is, the less likely it will be to quit work. There is an attempt to assume that age is also inversely related to absenteeism. Generally, old employees have an avoidable absenteeism rate lower than young employees. How is it related to productivity. There is a widespread belief that productivity is declining with someone's age. Often assumed individual skills, especially speed, ability, strength and coordination decrease with time. Holtzman in 1999 which shows that generation has a significant and adverse effect on productivity which means that the older the productivity will decline, but the results of other studies proposed by Budhyani and Sila in

2008 indicate that there is a relationship positive and significant between age and productivity means that the older a person is, the productivity will increase. Some positive qualities under parents into their work, especially experience, consideration, strong work ethics, and commitment to excellence. But old workers are considered less flexible and reject new technologies. Studies of the relationship between age and employee turnover conclude that the earlier the period, the less likely it is to quit work because the older workers have fewer opportunities for alternative jobs for them. There is an assumption that age is inversely related to absenteeism. Older workers have lower levels of absenteeism than more comfortable age, but for forced loss such as health problems, the level of absenteeism is higher. Also, the older a person is, the more people's needs will decline. Generally, at advanced ages, muscle workability decreases, especially for heavy workers. The physical capacity of the workforce such as vision, hearing, and reaction speed tends to decline after the age of 30 years or more.

Based on the description, the development of hypotheses is as follows:
H5: Age has a significant effect on productivity of female workers

Grzywacz et al. in 2005 stated that a worker feels burdened by the number of dependents. The number of dependents the more demanded to work hard in increasing work productivity, meaning that the burden will increase if the number of dependents is funded a lot and the amount of charge decreases if the number of dependents decreases. Indriyani in 2016 states that if a person has a large number of dependents, the level of productivity will be sought as high as possible because the various forms of rewards will be obtained.

Based on the description, the development of hypotheses is as follows:
H6: Number of Dependants has a significant effect on productivity of female workers

Meaning that is more than investment in human capital (Becker, 1993) because education allows individuals to learn and getting skills that will have a fundamental effect on their behavior, beliefs, and roles in society. The school has been recognizing as the primary way for a developing country to increase the productivity of its workers, improve the health status of its people, encourage the application of new technology and education as well as being an agent for social unity. An educational theory states that the higher the knowledge of the community, the higher the productivity. Training can affect people's ability to be more responsive to the information that develops in society. Education more quickly makes people understand about themselves, their environment and enrich their minds "choices" as consumers, producers, and citizens. Knowledge is one of the crucial factors in the development of human resources.

Based on the description, the development of hypotheses is as follows:
H7: Education has a significant effect on productivity of female workers

Policies are directing to the distribution, distribution, and utilization of labor more both through improving information and fostering and improving skills. Also, procedures in the field of labor protection are shown to improve wages, work conditions, work conditions and employment relations, work safety, social security in the context of overall welfare improvement. The form of government policy contains several aspects such as wage protection, social security (Fleisher & Chen, 1997).

Based on the description, the development of hypotheses is as follows:
H8: Education has a significant effect on the productivity of female workers

This research is a development of the results of previous research, some of the proposed models are models developed by Ehrenberg in 2003 which examine things that are essential in the labor market.

3. Research Method

3.1 Research Design and Measurement

The research data are collected using 3 (three) methods, namely: interviewing respondents and observing their characteristics, demography, socio-economic status, work environment and government policies related to the productivity of female workers and distributing questionnaire. The data collected using questionnaire are measured using Likert scale 1-5 (Strongly disagree – Strongly agree). After the distributed surveys obtained, the data are then coded based on the perceived answers of Likert scale 1 – 5 in the Microsoft Excel program, then the mean value of each variable is calculated. The data processing from Microsoft excel results in raw data.

They are then exported to SPSS software for several testing stages, including Validity test, reliability test, determination coefficient test, F test, T-test, Normality test, Heteroscedasticity test, multicollinearity test and final stage testing in the form of regression coefficient equation. The following formula illustrates the regression equation in this research:

$$Y = ß0 + ß1\ sk + ß2\ mk + ß3\ ek + ß4\ um + ß5\ jt + ß6\ pd + ß7\ up + ß8\ lk + ß9\ kp + e$$

Info:

Y = Productivity, ß = Regression coefficient, e = error, SK = Health status (X1), MK = Years of service (X2) EK = Work ethos (X3), UM = Age (X4), JT = Number of dependants, PD = Education Level (X6), UP = Weekly salary (X7) and KP = Government policy (X8).

The measurement of health status (SK) variable based on the number of ill days in day unit in one month, i.e., < 1 – 4 days. Years of service (MK) is calculated based on the number of years, i.e., < 1 year – more than six years. Age (UM) is from < 20 years old up to older than 60 years old. Some dependants (JT) are < 2 persons up to more than five persons. The education level (PD) is measured based on: failed at elementary school, elementary school, junior high school, senior high school, and Graduate. The salary rate (UP) is measured based on income categories, ranging from < 500 thousand Rupiah to more than 1.5 million Rupiah per week. Productivity (Y) is estimated based on Industrial productivity index, ranging from < 0.7% to more than 1%. Work ethos (EK) is measured based on the measurement instrument of Likert scale 1-5: working hard, trying to get a job, wanting to be appreciated, not care, responsible, disappointed with failure, courage, perseverance, obedient to leaders, and punctual finished. Work environment (LK) is measured based on the measurement instrument of Likert scale 1-5: Work condition, work relationship with leaders, work relationship with fellow workers, and work facilities. Government policy (KP) is measured using the research instrument of Likert scale 1-5: regular minimum salary, overtime, leave time, according to salary provision, work safety insurance, health insurance, pension insurance, and death insurance.

This research conducted in small, medium, and major industries in Makassar, Indonesia. Its samples are 114 female workers. The criteria used for the inclusion of small enterprises are: owning maximum assets of 200 million Rupiah worth and employing between 5 and 19 workers. The rules used for the composition of medium industries are: holding assets ranging between 200 million to 1 billion Rupiah worth and employing between 20 and 99 workers, including the owner. Finally, the criteria used for the inclusion of major industries are: owning assets of more than 1 billion Rupiah worth and employing more 100 workers. Meanwhile, the number of samples by ethnicities is as follows: 41 female workers from Bugis ethnic, 42 from Makassar ethnic, and 31 from Toraja ethnic.

Therefore the research framework formed in this study to achieve the research goals and objectives is as follows in figure 1:

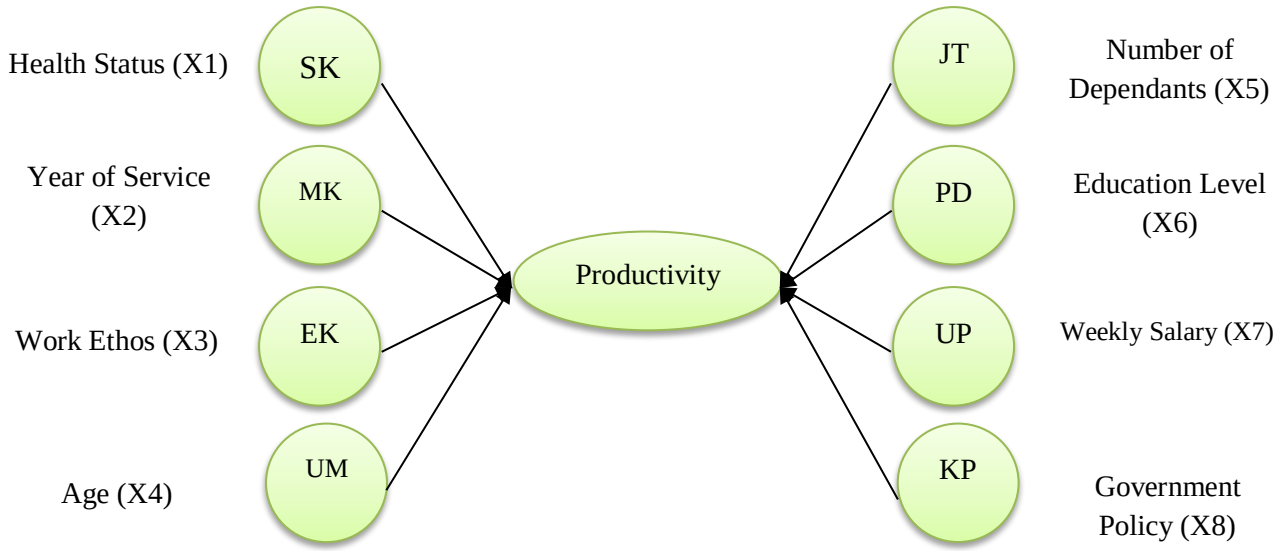

Figure 1. Conceptual Research

4. Result and Discussion

4.1 Result of Analysis

Table 1. Number of illnesses (SK) in a month

Number of illness	Bugis	Makassar	Toraja
< 1 day	26	32	25
2 days	6	4	2
3 days	7	4	4
4 days	2	2	0
Year of service	Bugis	Makassar	Toraja
< 1 Year	5	8	2
1-2 Years	21	24	23
3-4 years	6	7	2
5-6 Years	0	0	1
> 6 Years	9	3	3
Age	Bugis	Makassar	Toraja
< 20	7	2	2
20-29	20	20	18
30-39	8	14	10
40-49	4	4	1
50-59	1	1	0
>60	1	1	0
Number of dependants	Bugis	Makassar	Toraja
< 2 Persons	28	29	28
3 Persons	2	3	0
4 Persons	6	2	0
>5 Persons	5	8	3
Education Level	Bugis	Makassar	Toraja
Not completed in primary school	1	0	0
Primary School	10	20	7
Junior High School	22	17	15
Senior High School	6	5	8
Graduate	2	0	1
Salary Rate	Bugis	Makassar	Toraja
< 500 thousand	1	1	0
500 – 749 thousand	29	30	19
750 – 999 thousand	3	5	10
1 Juta – 1,2 million	6	2	1
1,2 – 1,5 million	0	1	1
>1,5 million	2	3	0
Productivity in Index	Bugis	Makassar	Toraja
< 0.7	16	1	4
0.7 – 0.84	8	6	10
0.85 – 0.99	0	9	6
>1	17	26	11

Based on table 2 regarding data analysis for data validity test it can be concluded that all variable measurement dimensions are valid at significance rate of 0.000 < 0.01. Furthermore, the reliability test value suggests the following values for such variables as Work ethos (EK) = 0.788, work environment (LK) = 8.876, and government policy (KP) = 0.727. The R2 value between all independent variables against the dependent variable is 0.734, F test = 35.669 (sig. 0.000 < 0.01). The normality test indicates the value of Asymp. Sig = 0.054 > 0.05. The multicollinearity and heteroscedasticity tests show the entire value of VIF of test variables < 10. The next one is multiple linear regression test as explained in table 3.

Table 2. The Goodness of Fit data

Normality test (Kolmogorov-Smirnov) = 0.07 > 0.05. *(the test results state normal / parametric)*							
Multicollinearity test by VIF measurement = 1.2 < 10 *(the test results state that there is no multicollinearity)*							
Reliability test = Mean rate is reliable at 0.57							
Cronbach alpha = 0.886 (*The test results state that the reliability of the variables is in the high category)*							
Work Ethos (EK)	Small Industries Level		Middle Industries Level		Large Industries Level		Info
	Correlation	Sig. level	Correlation	Sig.level	Correlation	Sig.level	
Working hard	0.369	< 0.01	0.412	< 0.01	0.529	< 0.01	Valid
Trying to get a job	0.316	< 0.01	0.317	< 0.01	0.451	< 0.01	Valid
Want to be appreciated	0.528	< 0.01	0.515	< 0.01	0.553	< 0.01	Valid
Not careless	0.621	< 0.01	0.609	< 0.01	0.587	< 0.01	Valid
To be responsible	0.572	< 0.01	0.554	< 0.01	0.654	< 0.01	Valid
Disappointed with errors	0.690	< 0.01	0.681	< 0.01	0.389	< 0.01	Valid
Dare to be accountable	0.539	< 0.01	0.526	< 0.01	0.326	< 0.01	Valid
Feel loss if the task is not completed	0.525	< 0.01	0.501	< 0.01	0.339	< 0.01	Valid
Obey the leader	0.372	< 0.01	0.369	< 0.01	0.554	< 0.01	Valid
The work is completed on time	0.440	< 0.01	0.428	< 0.01	0.619	< 0.01	Valid
Work Environment (LK)	Small Industries Level		Middle Industries Level		Large Industrie Level		Info
	Correlation	Sig. level	Correlation	Sig.level	Correlation	Sig.level	
Working conditions	0.717	< 0.01	0.695	< 0.01	0.674	< 0.01	Valid
Work relations with leaders	0.741	< 0.01	0.770	< 0.01	0.739	< 0.01	Valid
Working relationship with colleagues	0.467	< 0.01	0.646	< 0.01	0.495	< 0.01	Valid
Working facilities	0.388	< 0.01	0.556	< 0.01	0.439	< 0.01	Valid
Government Policy (KP)	Small Industries Level		Middle Industries Level		Large Industries Level		Info
	Correlation	Sig. level	Correlation	Sig.level	Correlation	Sig.level	
Minimum wage	0.813	< 0.01	0.721	< 0.01	0.648	< 0.01	Valid
When working late	0.882	< 0.01	0.780	< 0.01	0.771	< 0.01	Valid
Leave time	0.651	< 0.01	0.671	< 0.01	0.566	< 0.01	Valid
By wage provisions	0.698	< 0.01	0.592	< 0.01	0.596	< 0.01	Valid
Work accident insurance	0.631	< 0.01	0.527	< 0.01	0.584	< 0.01	Valid
Health Insurance	0.699	< 0.01	0.700	< 0.01	0.722	< 0.01	Valid
Pension insurance	0.822	< 0.01	0.784	< 0.01	0.740	< 0.01	Valid
Death insurance	0.888	< 0.01	0.791	< 0.01	0.800	< 0.01	valid

Editor Review Summary

Basic Info

Receipt Number	J4_201900003	**Journal Title**	The Journal of Distribution Science
Title(Original language)	Comparison Analysis of Productivity of Female Workers by Ethnic Distribution in Industries	**Field**	Distribution Economics , Distribution Strategy & Competitiveness , Traditional Market Development & Management , Distribution Science & Innovation , Social Issues
Abstract(Original language)	Tujuan: Penelitian ini bertujuan untuk menginvestigasi serta menganalisa apakah variabel kesehatan, masa kerja, etos kerja, umur, jumlah tanggungan, tingkat pendidikan, upah, lingkungan kerja serta kebijakan pemerintah berpengaruh terhadap produktivitas pekerja wanita etnis Bugis, etnis Makassar dan etnis Toraja. Selain itu juga untuk untuk menentukan apakah terdapat perbedaan produktivitas		
Keyword(Original language)	Produktivitas, Pekerja Wanita, Management Industri, Manufacturing, Distribusi		
Explanation for Reject		**Submission File**	Comparison Analysis of Productivity of Female Workers by Ethnic Distribution in Industries - review 2.docx 다운로드

Review Summary Info

Content	The number of words in the text is less than 7000 words. Use the colon: in the table and picture title format. Please follow APA style for reference, and refrain from quoting theses, reports.
File	

Judgment Info

Result	accepted after revision

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Table 3. Multiply Regression Test

Variables	β	Std. error	t	Sig.level
Number of illness *(SK)*	-0.003	0.177	2,174	0.032
Years of service *(MK)*	0.001	0.011	-3.195	0.002
Work Ethos *(EK)*	0.090	0.001	2.475	0.015
Age *(UM)*	0.004	0.031	2.532	0.004
Number of Dependants *(JT)*	0.013	0.002	2,367	0.020
Education Level *(PD)*	0.010	0.012	1.128	0.203
Weekly Salary *(UD)*	2,266	0.004	2.320	0.022
Work Environment *(LK)*	0.055	0.025	5.546	0.000
Government Policy *(KP)*	0.048	0.022	1.185	0.031

Source: SPSS 21 Tested

Based on table 3 in the multiple regression test, it can be concluded that the SK, EK, UM, JT, PD, LK, and KP variables have positive, significant influences on the productivity of female workers in small, medium, and major-scale industries. Meanwhile, the MK variable has a negative, considerable impact on the productivity of female workers, or it concluded that the years of service (MK) variable has an indirect influence on the productivity of female workers. Based on tabel 3. Hypothesis result stated only hypothesis six (H6) its not supported. Meanwhile, the Education (PD) variable does not influence the productivity level of female workers. Overall, the productivity level of female workers of Bugis, Makassar and Toraja ethnicity can explain in Table 4. the following matrix form:

Table 4. The matrix of Comparison of Productivity of Female Workers

	Small industries Level	Middle Industries Level	Large Industries Level
Bugis	Have a high work ethic that is characterized by high work discipline. The productivity of Bugis ethnic workers Lower than ethnic Makassar but higher than ethnic Toraja	Bugis ethnic productivity in the middle industry is more elevated than productivity in small industries the richness of Bugis ethnicity is still lower than that of the ethnic Makassar but even higher than the Toraja ethnic group.	Bugis ethnic productivity in the middle industry is higher than productivity in small industries The richness of Bugis ethnicity is still lower than that of the ethnic Makassar but even higher than the Toraja ethnic group.
Makassar	Having a high work ethic that always maintains & upholds self-esteem as a driver in increasing productivity. Makassar ethnic production is higher than Bugis ethnicity. And Toraja.	Makassar's ethnic productivity in medium-sized industries is smaller than productivity in small enterprises. Makassar's ethnic productivity is higher compared to Bugis and Toraja ethnic groups.	Makassar's ethnic productivity is still higher than the richness of the Toraja and Bugis ethnic groups.
Toraja	Ethnic Torajans have a high work ethic, are hardworking, and have smaller productivity compared to the richness of ethnic Bugis and Makassar.	Toraja ethnic productivity in the middle industry is lower than the productivity in small enterprises. The ethnic productivity of the Toraja is lower than that of the Bugis and Makassar ethnic groups	The richness of the Toraja ethnic group is higher than that of the Bugis ethnic group but still smaller than the Makassar racial.

Based on Table 4, the F value of 6.844 at significance value of 0.001 is obtained, meaning that there is a significant difference in productivity of female workers between small, medium and major industries. Furthermore, to test the comparison of productivity difference of female workers based on the three ethnicities through the comparative test, the results as shown in table 5 below are obtained:

Table. 5. Paired t-Test

	Sum of squares	***Mean square***	**F**
Between Groups	0,285	0,142	6,844
Within Groups	7,033	0,021	
Total	7,318		

Discussion

Overall, in small industries 73.4% of female workers' productivity variable is determined by health, years of service, work ethos, age, number of dependants, education level, salary, work environment, and government policy variables. These variables in medium industries have 72.1% influence on their productivity. And for major industries, these variables have a 74.8% influence. Additionally, the number of absenteeism affected by illness undoubtedly has some effect on the productivity of female workers. The findings in the field also indicate that female worker have weaker physical qualities than male workers. These physical qualities will influence their work efficiency and productivity. This result finding confirms the research conducted by the Pindus (2000) who find that health influences productivity, meaning that the healthier the worker, the higher their productivity would be.

On the other hand, when workers' health decline, then their productivity will decrease. Besides, the low productivity of workers in developing countries is the result of weak physical health of workers which stems from their low income. Furthermore, years of service or the length of time female workers spend to work, workers' age, salary, work environment, education level, and work ethos give a positive effect on their work productivity. The big number of dependants and government policies do not influence their work productivity. This finding is different from (Lee & Wilbur, 1985) who argues that the existence of many dependants will burden a worker. Also, the fact that there is a significant difference in the productivity of female workers between small, medium and major industries is acceptable. This difference can be seen from the differences in salary rate variable. The salary rate in small industries is lower than that in medium and major industries. Has something to do in the difference in skills and abilities owned by female workers. In medium and major industries, workers receive job training to equip them with the right skills and method to use work tools. That matter is because training complements workers' education which is usually general while training is specific and operational. Another difference is in the implementation of government policies regarding salary protection for female workers and the provision of social security for workers. In small industries, female workers have not been registered with social security program which constitutes a program the government organizes to provide the basic protection for workers in order to maintain their dignity as a human being in dealing with the risks arising out of their work relationship and social risks which may affect their continuance to receive income. In medium and major industries, female workers have been registering with a social security program. Thus they have received some certainty that they will continue to receive income when risks arising out of their work relationship occur. That matter makes female workers more motivated further to improve their productivity. Some other things that distinguish the productivity of workers in small, medium and major industries are workers' quality and ability, supporting facilities and supra facilities each industry owns.

The differences which influence the work productivity between each ethnicity in female workers also explain that female workers of Makassar ethnic have work productivity which results from their principle of upholding their pride and female workers of Bugis ethnic have their high work discipline as the reason for their work productivity. Meanwhile, female workers of Toraja ethnic has their work productivity from their traditional view of life as a hard worker.

Implication: With these findings, entrepreneurs in the industrial sector can make decisions in the development and recruitment of workers in general and female workers in particular while paying attention to matters relating to their nature as women and the culture adopted by the local community. In small industries, to increase the productivity of women workers, improvements in the wage system are needed. Gradual wage policies need to adjust to the level of living costs. For this reason, entrepreneurs that provide wages are no longer based on minimum physical needs but are based on minimum living needs so that minimum nutritional needs can be met to improve the health of workers. Whereas for relevant agencies such as the Department of Labor, the Department of Industry, the Health Insurance Party, and other relevant agencies, it should provide understanding to employers how important workers are included in the social security of workers through intensive socialization, because it is imperative for companies to provide protection, maintenance, and improvement of welfare for workers in the form of social security. Whereas for relevant agencies such as the

Manpower Office, the Department of Industry, the Health Insurance Party, and other relevant agencies, it should provide understanding to employers how important workers are included in the social security of workers through intensive socialization, because it is imperative for companies to provide protection, maintenance, and improvement of welfare for workers in the form of social security

Limitation: In this study, the respondents were only limited to married female workers, not including unmarried female workers and male workers, and the generalization of this study was limited only to the productivity of workers based on ethnicity in the scope of the food and beverage industry alone did not cover other types of industries

5. Conclusion

Some dependants and government policies have insignificant influence on the productive workers in major-scale industries, yet they have some impact on small-scale industries. Besides, the fact that there is a difference in the productivity index of female workers in important sectors. As compared to small and medium-scale enterprises which are influenced, among other things, by the different salary received in each scale industry should be taken by small- and medium-scale industries into consideration regarding the pay they give, including the variable of government policies related to pension insurance, work accident insurance and health insurance. In principle, female workers tend to have different productivity level from male workers. The fulfillment of female workers' need tends to result in a better allocation of time for working and not working. Thus, this undoubtedly will have some effect on their productivity for the company in the future.

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Explanation Statement

Basic Info

Receipt Number	J4_201900003	**Journal Title**	The Journal of Distribution Science
Title(Original language)	Comparison Analysis of Productivity of Female Workers by Ethnic in Industrial Sector: Evidence from Makassar Municipality, Indonesia	**Field**	Distribution Economics , Traditional Market Development & Management , Distribution Science & Innovation , Social Issues
Abstract(Original language)	Tujuan: Penelitian ini bertujuan untuk menginvestigasi serta menganalisa apakah variabel kesehatan, masa kerja, etos kerja, umur, jumlah tanggungan, tingkat pendidikan, upah, lingkungan kerja serta kebijakan pemerintah berpengaruh terhadap produktivitas pekerja wanita etnis Bugis, etnis		
Keyword(Original language)	Produktivitas, Pekerja Wanita, Management Industri, Manufacturing	**Submission File**	An Analysis of Productivity of Female Workers in Industry Sector- Evidence from Makassar Municipality, Indonesia - REMOVE AUTHOR.docx

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No	Page	Line	Comments	Note
1	4-6		For the hypotheses, I think it is better to revise the word "female workers" to "productivity of female worke	
2	7-10		Please revise the tables for reliability and validity test. The present tables are difficult to read.	
3	1		For the abstract (Indonesia), the last sentence is written in English. And please divide the "Results and Cons	
4	2-6		Please add paragraphs that summarize prior studies, and state the gap between prior studies and this stud	

5	7-9		Please reorganize the tables. For example, tables 1-7 can be combined?	
6	11-12		Please add theoretical/practical implications, and limitations of this study.	

Judgment Content

Open Author contents	This paper investigated the factors influencing female workers' productivity. At first, the topic of this paper is interesting and I found the paper flows reasonably well. However, I suggest to add and revise the paper considering my suggestions. Thanks.
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1			Modify the title to 12 words o r less. Add distributive words to the title and keywords.	
2			Please submit the analysis res ults using statistical programs in the form of picture files.	
3			Describe your conclusions as hypothesized test results and implications.	
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Keyword(Original language)	Produktivitas, Pekerja Wanita, Management Industri, Manufacturing	**Submission File**	An Analysis of Productivity of Female Workers in Industry Sector- Evidence from Makassar Municipality, Indonesia - REMOVE AUTHOR.docx

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3			Literature Review 1. Updated to the latest re searchers 2. Suggesting a precedent	
4			Discussion 1. Reinventing implications 2. Materialize the possibilit y of utilizing research resul	

5			Reference 1. Modified to fit paper forma t	

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EXPLANATION STATEMENT and RESULT OF REVISED PAPER FROM REVIEWER-1

The highest thanks to reviewers-1 who have patiently and meticulously read and revised the articles we submitted previously titled: **Comparison Analysis of Productivity of Female Workers by Ethnic in Industrial Sector.** With Receipt Number Seri: J4_201900003

Representing other authors, I am pleased to receive your comment that you have presented in our article. We realize there are many shortcomings in our report so based on your directions. Finally, we can improve our articles with some adjustments and revisions which also make us learn a lot from you.

Some revisions and adjustments based questions:

1. Introduction : 1. The background and purpose of the study should be clearly presented. 2. Need to write sub-paragraphs 3. Please review the spelling and thesis format 4. Delete unrelated references.
   Revision and Adjustment: *we have reviewed and revised and deleted some references except academic papers such us : Gilar Ramdhani (2017), Raditya Hanung (2017) from National Newspaper, Putra (2018) un-related paper*

2. Literature Review 1. Updated to the latest researchers 2. Suggesting a precedent study of hypothesis.
   Revision and Adjustment: *We have revised and corrected. We put a precendent and develop study tn the end of literature review*

3. Discussion 1. Reinventing implications 2. Materialize the possibility of utilizing research results
   Revision and Adjustment: *We have revised and corrected*

4. Reference 1. Modified to fit paper format
   Revision and Adjustment: *We have corrected and use APA format*

That is what we can say to answer the questions from reviewer-1.

Best Regards

Aditya H.P.K Putra
(Authors / Corresponding Author)

EXPLANATION STATEMENT and RESULT OF REVISED PAPER FROM REVIEWER-2

The highest thanks to reviewers-2 who have patiently and meticulously read and revised the articles we submitted previously titled: **Comparison Analysis of Productivity of Female Workers by Ethnic in Industrial Sector.** With Receipt Number Seri: J4_201900003

Representing other authors, I am pleased to receive your comment that you have presented in our article. We realize there are many shortcomings in our report so based on your directions. Finally, we can improve our articles with some adjustments and revisions which also make us learn a lot from you.

Some revisions and adjustments based questions:

1. Modify the title to 12 words or less. Add distributive words to the title and keywords.
   Revision and Adjustment: *we have renewed our title from comparison analysis of productivity of female workers by ethnic in Industrial Sector : Evidence form Makassar Munipalicity, Indonesia. To, Comparison Analysis of Productivity of Female Workers by Ethnic Distribution in Industries*

2. Please submit the analysis results using statistical programs in the form of picture files.
   Revision and Adjustment: *We have revised and corrected. We put clear information in abstract, methodology and in the end-line of table*

3. Describe your conclusions as hypothesized test results and implications.
   Revision and Adjustment: *We have revised and corrected*

4. References should be APA style.
   Revision and Adjustment: *We have corrected and use APA format*

That is what we can say to answer the questions from reviewer-2.

Best Regards

Aditya H.P.K Putra
(Authors / Corresponding Author)

EXPLANATION STATEMENT and RESULT OF REVISED PAPER FROM REVIEWER-3

The highest thanks to reviewers-3 who have patiently and meticulously read and revised the articles we submitted previously titled: **Comparison Analysis of Productivity of Female Workers by Ethnic in Industrial Sector.** With Receipt Number Seri: J4_201900003

Representing other authors, I am pleased to receive your comment that you have presented in our article. We realize there are many shortcomings in our report so based on your directions. Finally, we can improve our articles with some adjustments and revisions which also make us learn a lot from you.

Some revisions and adjustments based questions:

1. For the hypotheses, I think it is better to revise the word "female workers" to "productivity of female workers" (e.g., H1: Work Ethos has a significant effect on the productivity of female workers).
   Revision and Adjustment: *We have revised and corrected*

2. Please revise the tables for reliability and validity test. The present tables are difficult to read.
   Revision and Adjustment: *we have reviewed, revised and put some clear information result*

3. For the abstract (Indonesia), the last sentence is written in English. And please divide the "Results and Conclusions" part in the abstract into two separate pieces.
   Revision and Adjustment: *Thanks for your correction, I feel so sorry about we mistake. We Have corrected the English language*

4. Please add paragraphs that summarize prior studies, and state the gap between prior studies and this study.
   Revision and Adjustment: *We have explained the research gap in the introduction chapter*

5. Please reorganize the tables. For example, tables 1-7 can be combined?
   Revision and Adjustment: *We have revised and modified the table*

6. Please add theoretical/practical implications and limitations of this study.
   Revision and Adjustment: *We have revised and corrected*

That is what we can say to answer the questions from reviewer-3.

Best Regards

Aditya H.P.K Putra
(Authors / Corresponding Author)

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JDS_Notice: Passed final examination

1 message

KODISA Editor <goodweight@daum.net> Sat, Jan 19, 2019 at 6:02 AM
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