

## Ponggawaian Problems in Creating Job Opportunities in the Maritime Sector

We Ati Mega Daeng Malebbi<sup>1</sup>, Eymal B. Demmallino<sup>1</sup>, Rahmawaty A. Nadja<sup>1</sup>, Darmawan Salman<sup>1</sup>, Idris Summase<sup>1</sup>, Muh. Thamrin<sup>2</sup>

Email: [demmallino2017@gmail.com](mailto:demmallino2017@gmail.com)

<sup>1</sup>Faculty of Agriculture, Hasanuddin University, Indonesia

<sup>2</sup>The Young Engineer Forum of South Sulawesi, Indonesia

### Abstract

The success of maritime development must be felt by the surrounding coastal communities, most of whom work as fishermen and have low education, so it is necessary to pay attention to efforts to improve the standard of living of the people in coastal areas and overcome the problem of unemployment. The fishing community group which is a Bugis-Makassar fisherman organization has been formed for generations. In general, this Bugis and Makassar fishing organization is referred to as Ponggawa-Sawi with all the problems in it. The purpose of this research is to find out how the problem of professionalism is in job creation. The research method used is qualitative with data collection using the in-depth interview method with key respondents and analyzed using the APPAS method. The results of the study show that 1) the problem of employment in creating employment opportunities has been going on for a long time, both in a structured way, in this case mustard (workers) have a low bargaining position because there are not many alternative job opportunities available; 2) business owners have problems in terms of lacking managerial ability so that business results are less than optimal. The use of the APPAS method recommends several things related to the problems that occur, namely 1) make a clear work contract for workers (sawi); 2) carry out training or assistance related to increasing the managerial capabilities of business owners.

**Keywords:** Civil Service, Fishermen, Employment, Maritime, APPAS

Received : April 17, 2023

Received in Revised: May 15, 2023

Accepted: May 28, 2023

### Introduction

South Sulawesi has a sea area and a fairly wide coastal area, which is around 197,120 km. Based on this, the people of South Sulawesi consisting of the Bugis and Makassar tribes are known as maritime people. They make ends meet by utilizing marine resources. Given the great potential of the sea, people living in coastal areas and small islands can take advantage of the marine environment as a source of livelihood (Naping, 2017). This natural potential is projected to encourage economic activities that will benefit the community. The proper utilization of coastal and marine resources is thought to be able to save the people of South Sulawesi from various impacts of the economic crisis (Saleh, 2019). One of the economic activities in the marine fisheries sector is the capture fisheries business. Capture fisheries business is able to provide employment for fishermen or residents who live in coastal areas. The number of fishermen in 2020 reached 2,849,734 (Directorate General of Capture Fisheries, 2020). In addition to fishermen, many workers are absorbed from capture fisheries support businesses, such as shipyards, workshops, provision of fishing materials and equipment, trading of sea logistics needs, fish trading, processing of fishery products and various other related

businesses. Such as developing new seafood commodities such as fresh fish (grouper, sunu, katamba, napoleon), live fish (grouper, sunu, katamba, napoleon), live lobsters, seven-eyed clams and seaweed (Lampe, 2015) which are exported to Hong Kong, Korea, Japan and Singapore.

These fishing organizations and communities prioritize maintenance, utilization of marine resources based on cultural norms and values, so that the existing coastal areas and marine biota are maintained in balance (Syaiful, 2019). As a fisherman's economic institution, the *punggawa-sawi* institution is inseparable from mutually agreed values that influence the ethics and behavior of its members. Where values and norms are mutually agreed to be made by the organization and manifested through a cooperative relationship between *punggawa-sawi* (Raodah, 2014). This *punggawa* provides capital for the operational needs of fishing and if necessary also provides boats and fishing gear needed by fishermen who work with him. In general, retainers are not directly involved in fishing activities at sea, so they are often referred to as landlords (Hidayat et al., 2019). The activities of the *punggawa* and *sawi* are inseparable from a dependency relationship in which a *sawi* is often assisted by a retainer in meeting his needs, such as lending money to buy food or to pay school fees for a child from *sawi* (Kusnadi, 2000).

(Nurlinah, 2008) explained that the *pong-gawa-sawi* organization occurs in a continuous reproduction of the structure according to the conditions. When a fishing business experiences development in the increase in the number of boats and production facilities used, it also means that there is an increase in the number of mustards involved in the work process. Under these conditions, tasks begin to become more complicated and onerous, thus demanding a clearer division of status and roles to handle these activities or matters. Based on these conditions, it is necessary to have more professional management in *kepong-gawaan* by land *pong-gawa* as decision makers, where the decisions of land *pong-gawa* greatly determine the steps or behavior of sea *pong-gawa* or skipper and the behavior of fishermen at sea. Various decisions are made by the land *pong-gawa* that must be carried out or followed up by the sea *pong-gawa/juragan* as subordinates regarding the types of commodities caught, the size and volume of the catch, the fishing gear used, often also about the time and location of catching, place of sale, price standards, and etc. Even regarding the people who are recruited to become subordinates/*sawi* and the settlement of various problems, including conflicts between members, most of them are determined by the *pong-gawa Darat*. These quite a lot and important roles are made possible by their status as business owners, seniority, business management skills and knowledge (managerial skills/knowledge), and work experience in fisheries. In general, land *pong-gawa* originally came from mustard fisherman status, sea *pong-gawa/juragan*, which then increased to land *pong-gawa*.

Fishing activities by fishermen are greatly supported by the participation of *punggawa* and mustards which are also supported by local government policies as protectors of the people in their area (Wahyuni, 2018). The working relationship between the *punggawa-sawi* within the organization for fishing is essentially temporary, because actually the *sawi* who has the status of a member is a free person, who only complains for one fishing trip. However, in reality, *sawi* continues to rely on the *punggawa* for his livelihood, which he knows well and has had a long relationship with in terms of fishing cooperation (Suharno, 2021).

Kusnaka Adimiharja (1976) in Wahyuni (2018) states that the relationship system between a courtier and his *sawis* is a social institution that has been joined for a long time. This relationship is not only indebted, but social institutions are reciprocal relationships caused by activities between humans or certain social groups, each of which has the same goal. The

harmony of the working relationship pattern is due to the background of kinship (family) and socio-economic factors. These two factors cause the mustard greens to depend on the retainer.

Based on the results of the initial observations and surveys conducted, the researchers found the fact that the living conditions of the coastal communities in Tamalate Village were supported by several economic support activities including the organization of fishing groups known as ponggawa-sawi and fast food trading activities in coastal tourism areas. In carrying out this activity, it was divided into two large groups, namely the Ponggawa group and the Sawi group. The Ponggawa group as sponsors of activities or business capital owners, while the Sawi group as implementing actors or people who work both in fishing activities and in trading business activities in coastal tourism spots. So it can be said that Ponggawa has the status of controlling economic activity in Tamalate Village. Kinship social relations through a bilateral or parental system in work groups that always uphold the principle of "siri na pacce" which means nurturing, protecting and loving in togetherness, which must be upheld (Raodah, 2014).

The problem that occurs is that there is a gap between Ponggawa-Sawi because it is seen that the investors, in this case Ponggawa Darat or commonly called papalele, are the ones who benefit the most because the income they get is certain and of course they don't suffer losses. It is different with Sawi, who is already working and carrying out direct fishing activities, namely fishing that takes up to months. While the profits obtained are uncertain depending on the catch obtained. Not to mention if sawi has debts, like it or not, sawi cannot change professions, especially with the difficulty of employment, low educational background and lack of capital, making sawi have no choice but to continue his profession as a mustard fisherman.

Another problem that is often faced by H. Anwar Dg. Tutu as Ponggawa Darat, namely conflicts between members, catches that are less than the capital spent every time they go to sea due to lack of member skills, inappropriate fishing grounds, damaged fishing gear, catches that are not fresh, sea ponggawa or sawi seem lazy or less productive and irregularities occur from members. Sometimes the ponggawa bring fewer members so that the income does not need to be divided more without thinking about the drawbacks, namely reduced fishing efficiency or members who are overwhelmed because of the heavy workload.

### **Problem Formulation**

Based on the description that has been stated in the background, the formulation of the problem is as follows; (1) How is the problematization of the concept of civil service in the creation of maritime sector jobs in Tamalate Village, North Galesong District, Takalar Regency, South Sulawesi Province? (2) What are the strategies and business models for developing agrosystems in the case of fisheries business in Tamalate Village, North Galesong District, Takalar Regency, South Sulawesi Province?

### **Novelty of Research**

Many previous studies have discussed ponggawaan, namely the ponggawa sawi institution (Nardi, 2017; &Raodah, 2014) and the ponggawa-sawi relationship (Munsi Lampe, 2015; Rusli; 2017) using qualitative analysis, as well as the ponggawa-sawi profit sharing system (Alpiani, 2019 ) using a quantitative system. However, there is no research on the problems of ponggawa-sawi in job creation, nor has anyone used the Agrosystem Planning and Development Analysis Method (APPAS) approach to reveal the ponggawa-sawi problems in job creation in the maritime sector. This method will be very helpful where the role of

agrosystem design and development will provide alternative solutions to problems faced by an institution.

### Research objective

Based on the description of the problem formulation above, the objectives of this study are as follows; (1) Analyzing and finding employment issues in job creation in the marine sector case study in Tamalate Village, North Galesong District, Takalar Regency, South Sulawesi Province; (2) Formulate a strategy for planning and business development in the maritime sector in Tamalate Village, North Galesong District, Takalar Regency, South Sulawesi Province.

### Purpose of Research

The results of this research are expected to provide solutions for entrepreneurs in the maritime field in creating jobs and it is hoped that the results of this research can provide answers to the problems of business actors in carrying out their operational activities.

### Framework of Mind

Changes in the business world have also affected various types of business sectors including fisheries, especially the fisheries business, experiencing problems, in order to be able to adapt to increasingly dynamic environmental changes, improvements must be made that need to be updated, including human resources, equipment, land and buildings, procurement processes raw materials, marketing process and financial control.

After identifying case resource problems, an analysis of problems and targets for maritime business development is carried out and transformative actions are carried out in the form of business development and action planning as well as action plans and potential analysis. Because an agrosystem does not just stand up, but usually goes through a long process and clear directions are needed to continue its operations. Because without a clear direction tends to be difficult to develop. The research thinking framework can be seen in the following figure:

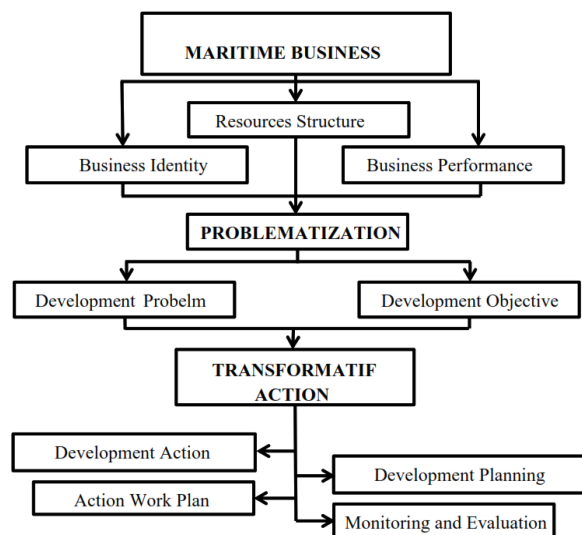


Figure 1. Mindset

## **Methods**

### **Location and Time of Research**

The research location will be centered in Tamalate Village, North Galesong District, Takalar Regency, South Sulawesi. The location was chosen because it is the center of maritime activity growth in South Sulawesi. Where the coastal empowerment system, especially the empowerment of human resources, has been arranged in a local organization in the Bugis-Makassar fishing community group for generations, called Ponggawa-Sawi. Kepongawaan employment or maritime business activities start from the procurement of raw materials, the production process to the marketing process. Data collection time starts from June to August 2022.

### **Types of Research**

This research is qualitative research with data collection using the interview method to the selected key respondents. The research location was determined intentionally or purposively. Purposive is a technique for determining informants with certain considerations, in which the researcher relies on his own judgment when selecting informants to participate in research (Sugiyono, 2018)

### **Method of Analysis**

This research uses the APPAS method with an experiential study approach, where researchers participate directly in ongoing activities in an effort to obtain data and information regarding the structure of resources, performance and ongoing processes, as well as the problems faced by the company. The problems obtained will be used as a reference for developing business development strategies and actions. The method used in this research is qualitative method. Because the qualitative approach concerns the processes that occur in agrosystems (cases), namely marketing processes, production processes, organizing, controlling environmental impacts and financial arrangements. While performance related to results can be measured quantitatively regarding the achievements obtained from the implementation of process performance, namely the amount of raw materials used, the amount of production, the amount of profit and so on. Qualitative data can also be interpreted as data in the form of categorization, characteristics in the form of questions or words.

## **Results and Discussion**

### **Awareness of Entrepreneurial Vision**

Dg Tutu has three businesses that he owns, namely as Ponggawa Darat (owner of 12 units of ships), owner of an ice factory, owner of a boat support shop, owner of a car wash, and while he is opening a new business, namely fattening cattle where his job prospects are buying cattle seeds after it provides the best feed and produces superior cows. Previously, the informant had opened other businesses such as restaurants, broiler breeders, and laying hen breeders but these businesses stopped for the reason that if they were not experts, one day the business would stop. Since a long time ago, the informant liked to build other types of businesses because he adhered to the Chinese principle, namely "If there is only one business, then we are suicidal". The reason for the informant opening the business above was because the business did not yet exist in the case village and was a support in terms of the need for ships, by getting benefits from this business and the capital that had to be spent on sailing activities would also decrease.



## **Analysis of Business Resources**

To run this ant sugar business, of course, adequate resources are needed so that running the business can run as it should. The resources owned by this business consist of land and building resources, financial resources, equipment resources, and human resources.

## **Business Performance Analysis**

### ***Material Procurement Process***

In procuring raw materials for fishing, it is carried out and supervised by the business owner who is commonly called the landlord who is responsible for the supply of equipment and fuel while at sea and the responsibility of the sea captain is to inventory the needs needed and select the crew or crew members (ABK) in accordance with need. The need for a supply of ice cubes is provided directly by the room owner because he already has his own ice factory, namely one ship requires around 350-400 ice blocks during the voyage. And the ship owner also has a shop for fishing equipment so that he is no longer dependent on other parties and makes it easier if there are items that are lacking so that he can save time and energy.

### ***Production Process***

The determination of the cruise crew is determined by the sea retainer which consists of core personnel such as 1 engineer, 7-8 netters, 2 lights and the rest are auxiliary personnel. During the shipping process, Ponggawa Laut is entrusted with the responsibility of both determining the crew and shipping routes and how many catch targets must be achieved. Sailings are carried out every 17 to 12 full moon and most ships look for catches in the Pangkep area (Pangkajene Islands) or 100 ml from the beach. , big and small flying fish, cakalang deho fish, and katombo fish.

When the catch is felt to be sufficient, the marine retainer can contact the land clerk to pick up his catch, which is popularly known as onboarding. This is so that the quality of the catch is maintained so that it does not take long to return to the port. During this period there were usually around 20-30 boxes per day because they used a delivery system or someone picked up the catch with a 12% commission deducted from the sale of fish for people who pick up fresh fish that have just been caught.

### ***Marketing Process***

The informant in marketing the products he caught took 2 (two) ways, namely directly to the fish auction place where there are two fish auction places which are in Soreang and the other is at the Beba auction place while the working time at the Soreang auction is around 3 pm to 12 pm while for Beba it starts from 4 in the morning until 7 in the morning and sells to consumers who have ordered beforehand so that they are immediately separated from the catch.

### ***Environmental Impact Control***

In the fishing process several things must be considered so that overfishing does not occur which can cause; (1) Imbalance of marine ecosystems, targeted capture of important predators such as sharks, tuna and billfish disrupts marine ecosystems in the long term. This causes an increase in the number of smaller marine animals down the food chain; (2) Decreasing target fish harvests, fish populations that can be consumed are decreasing due to overfishing. Overfishing has led to a decline in productive fish populations, resulting in reduced fish stocking.

### Financial Control Process

To achieve the goals of a business, it is necessary to have financial control so that the company can be controlled according to what has been previously planned. (Dewi & Rini, 2018).

#### Fixed Costs

Fixed costs are costs that are fixed without being affected by changes in activity (Sherly, 2021). There are several that are classified as fixed costs, namely depreciation, insurance, interest, taxes, rent, salaries and other fixed costs. To find out the amount of fixed costs incurred by fishing business owners in carrying out their business activities can be seen in the table below:

Table 2. *Fixed Cost*

No.	Description	Total (IDR)
1	Labor costs	3,500,000
2	Tax	350,000
3	Tool Depreciation Cost	5,000,000
	<b>Total</b>	<b>8,850,000</b>

Source: *Primary data obtained, 2023*

Based on the table above, the fixed costs incurred by fishing businesses in carrying out their business amount to IDR 8,850,000, with 3 different types of fixed costs, but if fishing activities are carried out, the costs will increase with the addition of labor costs. Contract work in accordance with business activities.

#### Variable Costs

Variable costs (variable costs) are costs that generally fluctuate according to business activities, the amount of which fluctuates depending on the company's operational volume. This is in accordance with (Saleh, 2018) which states that variable costs are costs whose total changes are directly proportional to changes in production volume. The variable costs used in the ant sugar business are in Table 3:

No.	Types of Fees	Unit	Price (Rp)	Amount (Rp)
1	Workers' salaries	5	2,400,000	12,000,000
2	Equipment	1	2,511,000	2,511,000
3	Fuel	1650	6,500	10,725,000
4	Ice blocks	350	11,000	3,850,000
5	Consumption	1	4,000,000	4,000,000
6	Ship Repair	1	250,000	250,000
	<b>Total</b>			<b>33,336,000</b>

Source: *Primary data obtained, 2023*

Table 6 shows the variable costs incurred for carrying out fishing of IDR 33,336,000 in one voyage. Calculation of total cost (TC) is done by adding up fixed costs (TFC) and variable costs (TVC) using the formula:

$$TC = FC + VC$$

$$TC = 8,850,000 + 33,336,000$$

$$TC = 42,186,000$$

Income is the result of business production. It is further defined that income is the difference between total business revenue and total costs incurred in business activities during a certain period. Income analysis in fact aims to find out whether the agrosystem has experienced a profit or loss during a certain production period (Puspita, 2018).

$$I = TR - TC$$

$$I = 100,000,000 - 42,186,000$$

$$I = 57,814,000$$

So the total fishing income in one shipping period is Rp. 57,814,000,-

$$R/C \text{ Ratio} = TR/TC$$

$$R/C \text{ Ratio} = (100,000,000)/(42,186,000)$$

$$R/C \text{ Ratio} = 2.37$$

From the results of the analysis above, it can be seen that the value of the R/C ratio is 2.37 which means that every Rp. 1 cost incurred can generate revenue of Rp. 2.37. This means that this business is profitable and feasible to run.

## **Problematization Study**

### ***Problem Analysis***

Analysis of the problem of developing agrosystems is an activity carried out to identify, describe, and analyze the problems found in the company, then a design for solving the problems faced is made (Fadhilah, Darma, & Amrullah, 2018). This analysis aims to assess deficiencies, weaknesses and dissatisfaction with the components of agrosystem position and performance and then formulated into a problem or problem. Then it will analyze the relationship between one problem and another in a causal relationship so that the most basic and specific problems in the case agrosystem can be identified.

### ***Problem Tree Structure***

Based on the identification of the problems described earlier, the main problem faced by the fishing business is Sawi (workers) are in the weakest bargaining position due to a lack of skills and there is no other choice or job besides being mustard and sometimes debts are also found. which is done so inevitably have to become workers on the ship until the debt is paid off, then the development of the ponggawa-sawi fishery business is not accompanied by the managerial skills of land ponggawa because again knowledge does not keep up with technological developments and qualified management capabilities. Finally, land officials often do not make the right decisions, for example regarding the volume of fish caught, because they only follow habits that are always done, do not use methods that have been tested quantitatively, so the catch is not optimal.

## **Analysis of Business Development Alternatives**

### ***Alternative Actions***

After setting targets for each business unit, the next step is to determine actions to achieve business development goals. The focus at this stage is the target that is in the cause and intermediate target section. Among these targets, not all are within the authority of the business owner. The targets to be analyzed for determining the action plan are targets that are within the



authority of the business owner (Rukka, 2008). The main goal that can be achieved with several actions in the business is "Increased sales". the right projection to increase the catch to the maximum.

### **Decision Analysis**

There are several steps in conducting a decision analysis, which are as follows; (1) The decision statement is to focus on the selected issue. The decision statement not only shows the purpose of a decision, but also what actions must be taken so that the decision can be carried out; (2) The decision criterion is the ability to provide a clearer and more detailed picture of a situation regarding the results of the decisions taken. Decision criteria can also clarify the characteristics or characteristics of the decision; (3) Decision alternatives consist of several alternative actions/decisions to be taken to achieve the set goals. This alternative is adjusted to the target to be achieved; (4) Evaluation of alternatives to decision criteria is a procedure used to determine the best alternative that can meet the target. This alternative evaluation is carried out in the following steps: first, determining the value of each decision alternative (BA) that has been determined according to criterion by criterion so that the total value of all decision alternatives becomes 1.00. Second, calculating the multiplication of the weight of the decision alternatives with the weight of the decision criteria (BA) x (BK). Third, add up the results of the largest (BK) x (BA). The alternative that has the highest total weighting value is the chosen alternative; (5) The selected alternative is the best alternative from the decision alternatives that have been selected in the alternative evaluation against the decision criteria. This alternative will be the action to achieve the main goal.

### **Selected action**

Often, if a situation requires us to take a decision, we must decide to choose one of two or more alternative actions that can be taken. Choices would be simple if each choice only had the consequence most to our liking. In other words, decision making tends to the possibilities that have consequences that will occur (Hasan, 2004).

The results of the decision analysis of several alternative actions, the best action decision has been selected, namely with the highest value compared to other alternatives in each agrosystem problem. The selected action decision is expected to assist the company in business development. The selected alternative actions include; (1) Position Workers (sawi) are employed with a work contract; (2) Landlords or their confidants hire business consultants; (3) Sell the catch directly to the auction site

### **Conclusion**

#### **Theoretical Reflection**

The business owner adheres to the principle of the Chinese people, namely "If there is only one business, then we are tantamount to killing ourselves". Where the owner has several types of businesses that support his core fishing business, namely ice factories, boat support shops, car wash owners, and while he is opening a new business, namely cattle fattening where his job prospects are buying cattle seeds after that providing the best feed and producing cows. superior cow.

The character of being an entrepreneur must be resilient to all situations, good at managing emotions, mastering the science of doing business before starting the business, dare to manage risks, be able to be a leader, creative-innovative, energetic (always enthusiastic), always focused on the task / work and business results and As a boss must give appreciation to workers both financially and non-financially.

"Quality and quantity of Human Resources (HR) as an important element in a business" In starting a business it is very important to consider the quality and quantity of human resources that will be used in the business. The quality and quantity of human resources is the main element of the success of the goal. Once the aspects of HR planning are so important, HR planning must be in line with business planning (Jabani, 2015). In addition to HR affecting the smooth running of business processes, HR also influences the quantity of catches. Therefore, most workers from business owners are colleagues or family so that communication between them can be well established.

"Honesty is very important in business" The lesson that can be taken while conducting an analysis of fishing efforts is that honest attitude in business is an important characteristic for building a business so that it lasts for a long time, this can be seen from this fishing effort that has entered its second generation and already has a total fleet of 12 ships and its supporting sub-businesses.

### **Reflection on the methodology**

The method used in this analysis is the Agrosystem Planning and Development Analysis Method (APPAS). So that from there, the author can get a lot of useful learning and experience for the writer himself. Some of the important lessons are as follows; (1) "The importance of conducting a weakness analysis to measure business capabilities and identify what factors can be improved in the future. One of the weaknesses of the fishing business is in terms of managerial capabilities that need to be improved. The current lack of managerial skills can make a business uncompetitive; (2) "The importance of preventing problems at the start of the business" One of the challenges and obstacles to the development of fishing businesses is that the roots of existing problems are not managed and not resolved immediately. Such as the problem of workers (sawi) who do not get a wage distribution that is in accordance with their daily needs so that inevitably they are bound by land ponggawa, this can indirectly reduce the productivity of the mustard greens and the use of more modern machines is felt to need to be utilized immediately.

### **Suggestions**

Based on the analysis of the agrosystem case that the author has carried out on the fishing business carried out by Dg. Tutu as the owner. Then the next business development is suggested as follows:

#### **For Fishing Business**

Improving the managerial abilities of sea and land ponggawa especially at this time with the very rapid development of science so that catches can be maximized.

Revitalization of equipment and machines that are more modern in supporting this fishing effort so that it is maximized.

The sale of catches must provide added value, no longer always focusing on fish auctions, in the future it can be carried out on a wider scale, for example targeting export markets abroad.

#### **For APPAS Courses**

In analyzing an agrosystem or business, it is hoped that the researcher will be able to dig deeper into information related to the business so that he does not make mistakes in identifying problems, especially in constructing a problem tree structure.

It is hoped that future researchers will conduct interviews with those in charge of the business and maximize existing supporting data such as financial reports and interviews as much as possible in order to obtain data or information that can be accounted for

## References

- Adimiharja, K. (1976). *Kerangka Studi: Antropologi Sosial Dalam Pembangunan*. (1st ed.). Tarsito
- Alpiani, A. (2019). Pola Hubungan dan Sistem Bagi Hasil Punggawa-Sawi Pada Alat Tangkap Bagan Rambo di Kabupaten Barru. *Gorontalo Fisheries Journal*, 2, 37. <https://doi.org/10.32662/gfj.v2i1.996>
- Anisa, C. A. (2020). *Visi Dan Misi Menurut Fred R . David Dalam Perspektif Pendidikan Islam*. 4(1), 70–87
- Asmoko, H. (2013). *Teknik Analisis Permasalahan Menentukan Masalah Prioritas*. Magelang (ID): BPPK
- Dewi, I., & Rini, I. (2018). Pengaruh Pengawasan keuangan, Sumber daya manusia, Teknologi Informasi, dan Pengendalian Intern Terhadap Nilai Informasi Pelaporan Keuangan Pemerintah Daerah Kabupaten Tabanan. *KRISNA: Kumpulan Riset Akuntansi 10*(1), 63-69
- Ditjen Perikanan Tangkap. (2020). Laporan Kinerja DITJEN PT 2020
- Emtha. (2017). *Penilaian Keterampilan Dalam Kurikulum 2013*. penilaian-keterampilan-dalam-kurikulum.html
- Fadhilah, A., Darma, R., & Amrullah. (2018). Strategi pengembangan usaha rumah tangga. *Jurnal Sosial Ekonomi Pertanian*, 14(3), 233–248
- Fatmasari, D. (2016). *Analisis Sosial Ekonomi Dan Budaya Masyarakat Pesisir Desa Waruduwur, Kecamatan Mundu, Kabupaten Cirebon*. 144–166
- Ganjari, L. (2022). Rekayasa Lingkungan di Bidang Agroekosistem untuk Meningkatkan Hasil Produksi. *JIIP-Jurnal Ilmiah Ilmu Pendidikan*, 5(6), 1767-1770
- Hall, H. W. (2013). A case study of the use of the Kepner-Tregoe method of problem solving and decision making
- Hardika, Eny, Raharjo, & Aptiningsari, D. (2020). *Pembelajaran Transformatif Model Pembelajaran Yang Memberdayakan (1st ed.)*. Universitas Negeri Malang
- Hasan. (2004). Pokok-Pokok Materi Pengambilan Keputusan
- Herawati, H., & Mulyani, D. (2016). Pengaruh kualitas bahan baku dan proses produksi terhadap kualitas produk pada UD. Tahu Rosydi Puspan Maron Probolinggo. *UNEJ E-Proceeding*, (hal. 463–482)
- Hidayat, R., Samudin, T., & Pariyati. (2019). Struktur Sosial Dalam Kehidupan Masyarakat Nelayan Di Kelurahan Pantoloan Kecamatan Tawaeli Kota Palu. *Ilmu Sosial Dan Ilmu Politik*, 1(2), 1433–1444
- Huseno, T. (2016). *Kinerja pegawai: tinjauan dan dimensi kepemimpinan, misi organisasi, budaya dan kepuasan kerja/ (2nd ed.)*. Media Nusa Creative
- Ichwan, R. M. (2016). Kamus Istilah Pengembangan Wilayah (1st ed.). Badan Pengembangan Infrastruktur Wilayah Kementerian Pekerjaan Umum Dan Perumahan Rakyat.

- Kusnadi. (2000). *Nelayan : strategi adaptasi dan jaringan sosial / Drs. Kusnadi*. Humaniora Utama Press
- Lampe, M. (2015). Pinggawa-Sawi Nelayan Bugis-Makassar Dalam Analisis Relasi Internal Dan Eksternal; Pinggawa-Sawi Internal And External Relations Analysis Of Bugis-Makassar Fishermen. *Antropologi Fisip Unhas Makassar*, 17(1), 77–88
- Maharani, L., & Djuwendah, E. (2018). Pemilihan Proses Pengadaan Bahan Baku Jahe Merah Kering Dalam Memproduksi Bandrek Instan Dalam Kemasan. *Optima*, 2(1), 1-1.
- Mantra, D. (2011). *Pengajarpada Program Studi Ilmu Hubungan Internasional, FISIP, Universitas Al Azhar Indonesia*. Paper dalam Konvensi Nasional Asosiasi Ilmu Hubungan Internasional Indonesia (AIHI) Bandung
- Manurung. (2015). Analisis Faktor-Faktor yang Mempengaruhi Keefektifan Belajar Matematika Siswa Mts Negeri Rantau Prapat Pelajaran 2013/2014 Analisis Faktor-Faktor yang Mempengaruhi Keefektifan Belajar Matematika Siswa Mts Negeri Rantau Prapat. *EduTech: Jurnal Ilmu Pendidikan dan Ilmu Sosial*, 1(01)
- Matlin, M. W. (2016). Kognitif (Maisuri (ed.)). Harakindo Publishing (Anggota Ikapi)\
- Naping, H. (2017). Laut, Manusia Dan Kebudayaan (L. K. Pongsibanne (ed.); 1st ed.). Kaukaba Dipantara
- Nardi, S. (2017). *Kelembagaan Punggawa Sawi (Studi Kasus Nelayan Ikan Terbang Di Desa Palalakkang Kecamatan Galesong Kabupaten Takalar)*. Skripsi Fakultas Pertanian Agribisnis Universitas Muhammadiyah Makassar.
- Nurdinah. (2008). Reproduksi Struktur dalam Organisasi Nelayan Punggawa-Sawi dalam Eksploitasi Sumberdaya Laut di Sulawesi Selatan. *Jurnal Ilmiah Ilmu Pemerintahan*, 1(1), 63-76.
- Nurlinah. (2008). Reproduksi Struktur Dalam Organisasi Nelayan Ponggawa-Sawi Dalam Eksploitasi Sumberdaya Laut Di Sulawesi Selatan. *Ilmu Pemerintah*, 1(1), 63–76.
- Puspita, A. (2018). *Strategi Pengembangan Usaha Penangkaran Benih Padi di Kabupaten Luwu Utara Sulawesi Selatan*. Makassar: Universitas Hasanuddin.
- Raodah. (2014). *Ponggawa Sawi Lembaga Ekonomi Nelayan Tradisional Makassar (1st ed.)*. De La Macca.
- Rapih, S. (2015). *Analisis pengaruh kompetensi sumber daya manusia, modal sosial dan modal finansial terhadap kinerja UMKM bidang garmen di Kabupaten Klaten (Doctoral dissertation)*. Surakarta: UNS (Sebelas Maret University).
- Rukka, R. M. (2008). *Analisis Perancangan dan Pengembangan Agrosistem: Buku Kerja dalam 8 Modul Pembelajaran. Dalam Bahan Ajar Matakuliah APPAS (Tidak Dipublikasikan)*. Makassar: Fakultas Pertanian, Universitas Hasanuddin
- Saleh, N. A. (2019). Pemanfaatan Sumber Daya Hayati Perairan: Prospektif Budi Daya Rumput Laut Di Wilayah Pesisir Kabupaten Bantaeng (Studi Kasus Desa Bonto Jai, Kecamatan Bissapu) The Utilization Of Aquatic Biological Resources: Prospective Of Seaweed Development In The Coas. *Balai Pelestarian Nilai Budaya Sulawesi Selatan*, 5(1), 102–115.
- Saleh. (2018). Pengaruh Operating Capacity, Arus Kas Operasi dan Biaya Variabel terhadap Financial Distress pada Perusahaan Manufaktur Subsektor Textil dan Garment yang

- Terdaftar di Bursa Efek Indonesia (Bei) Tahun 2009-2016. *Eqien-Jurnal Ekonomi dan Bisnis*, 5(1), 34-49.
- Sartono, S., & Sutrismi, S. (2020). Kewirausahaan; Kewirausahaan Komersial Dan Sosial. *BENEFIT*, 7(2), 94-102.
- Sherly, A. W. (2021). Analisis Biaya Tetap (Studi Kasus Pada Toko Pinochio Di Duri). *Research in Accounting Journal (RAJ)*, 1(2), 283-290.
- Sugiyono. (2018). *Metode Penelitian Pendidikan Pendekatan Kuantitatif, Kualitatif dan R&D*. Alfabeta.
- Suharjo, B., Syamsun, M., & Fauzi. (2016). Pengaruh Sumber Daya Finansial, Aset tidak berwujud dan keunggulan bersaing yang berimplikasi terhadap kinerja usaha mikro, kecil dan menengah di Lombok NTB. *MANAJEMEN IKM: Jurnal Manajemen Pengembangan Industri Kecil Menengah* 11(2), 151–158
- Suharno, T. (2021). *Sistem Punggawa-Sawi Dengan Masyarakat Nelayan*. Ilmu Kelautan Dan Perikanan Universitas Hasanuddin.
- Supriadi. (2020). *Evaluasi Pembelajaran*. Universitas Negeri Makassar. <https://lms.syam-ok.unm.ac.id/mod/forum/discuss.php?d=4276>
- Susan, E. (2019). Manajemen sumber daya manusia. *Adaara: Jurnal Manajemen Pendidikan*.
- Swastha, B. &, B, S., & Handoko, H. (2015). *Manajemen Perusahaan Analisa Perilaku Konsumen*. Yogyakarta: Liberty Edisi Pertama.
- Syafnidawaty. (2020). *Identifikasi Masalah*. Universitas Raharja. <https://raharja.ac.id/2020/10/16/identifikasi-masalah/>
- Syaiful. (2019). Interaksi Sosial Dan Reproduksi Nilai Budaya Masyarakat Nelayan Di Pelabuhan Paotere Kota Makassar. *Sosiologi UIN Alauddin Makassar*, 2(4), 42–60.
- Wahyuni, N. (2018). *Sistem Punggawa-Sawi Dalam Komunitas Nelayan (Studi Kasus Di Desa Tarupa Kecamatan Taka Bonerate Kabupaten Kepulauan Selayar)*. 27–37.