

Determinants of Labor Productivity in the Tempe Industry in Danger Village, Masbagek District, East Lombok Regency

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ABSTRACT: This study aims to analyze the factors that influence workforce productivity in the tempeh industry in Danger village, Masbagek District, East Lombok Regency. The variables studied included age, gender, skills, motivation, and incentives. The research method used was multiple linear regression analysis with data collection through interviews, observations, and documentation using a questionnaire instrument. The results showed that age and gender had a negative and significant effect on labor productivity, while skills, motivation, and incentives had a positive and significant effect. This study concluded that age and gender differences tend to decrease labor productivity, while improvements in skills, motivation, and incentives can increase labor productivity. Tempeh industry in Danger village, Masbagek sub-district, East Lombok Regency.

KEYWORDS: Age, Gender, Skills, Motivation, Incentives, Productivity

I. INTRODUCTION

West Nusa Tenggara Province has a strong economic base in the Micro, Small, and Medium Enterprises (MSMEs) sector, which plays a vital role in supporting regional economic growth, increasing labor productivity, and increasing community income. MSMEs in this region have proven resilient in the face of economic crises thanks to their flexibility and proximity to local markets, making them a key pillar of the people's economy (Hidayat, 2020). One MSME subsector that contributes significantly to the local economy is the food industry, particularly products based on local wisdom such as tempeh, which plays a role in food security and improving community welfare.

Based on data from the NTB Provincial Cooperatives Office through the NTB One Data portal (2024), the number of MSMEs in East Lombok Regency increased significantly from 21,030 business units in 2020–2022 to 73,499 business units in 2023 and remained until 2024. This surge was dominated by household-scale micro-enterprises, which shows the large potential of the local economy as well as the challenges in fostering and increasing labor productivity. Despite the increase in the number of business units, the level of labor productivity in MSMEs remains low, which impacts input efficiency and business competitiveness (Alhawari et al., 2024). Despite the rapid increase in the number of MSMEs, labor productivity remains a fundamental problem. Therefore, analysis of the factors influencing labor productivity is important, especially in household-scale food MSMEs such as the tempeh industry.

Desa Danger in Masbagek Sub-district is one of the centers of household-scale tempeh industries in East Lombok Regency. This industry absorbs local labor and serves as a primary source of income for the local community. However, labor productivity in the tempeh industry in this village exhibits considerable variation. These differences are presumed to be influenced by heterogeneous labor characteristics, such as age, gender, skill level, work motivation, and the incentive systems implemented by business owners.

Research by Widiastuti and Marhaeni (2024) shows that age and work experience significantly influence labor productivity in the industrial sector in Bali. Meanwhile, research by Wulandari et al. (2021) found that work experience and age are important factors in determining labor productivity in the garment industry in Jombang Regency. Furthermore, Ritonga et al. (2024) revealed that motivation, financial incentives, and rewards play a crucial role in increasing MSME workforce productivity in the digital era. Research by Gajali and Nugraeni (2024) further supports these findings by demonstrating a close relationship between motivation and incentives and worker performance in MSME environments.

Furthermore, Ukkas (2017) found that gender significantly influences labor productivity in small-scale industries in Palopo City. Pratiwi (2020) confirmed that technical and adaptive skills positively influence worker productivity in the food processing industry in Central Java. However, most of these studies were conducted in different industrial contexts, such as clothing, manufacturing,

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and urban industries, so they do not specifically describe the conditions of household food MSMEs, such as the tempeh industry in East Lombok.

Based on Human Resource Economics theory, labor productivity is influenced by individual quality, which encompasses physical capacity, skills, motivation, and the reward systems received by workers (Simanjuntak, 2001). Accordingly, this study aims to analyze the effects of age, gender, skills, motivation, and incentives on labor productivity in the tempeh industry in Desa Danger, Masbagek Sub-district, East Lombok Regency.

II. LITERATURE REVIEW

A. Labor Productivity

According to (Simanjuntak, 2001), productivity has a philosophical meaning and a working definition. Philosophically, productivity contains a life view and mental attitude that always strives to improve the quality of life. Today's situation must be better than yesterday, and tomorrow's quality of life must be better than today. This life view and mental attitude will encourage people not to be quickly satisfied, but to continue to develop themselves and improve their work abilities. For a working definition, productivity is the comparison between the results achieved (output) with the total resources (input) used per unit of time.

Labor productivity is a comparison between the results achieved with the labor market per unit of time and as a benchmark if the expansion and activity of the attitude of the resources used during productivity takes place by comparing it with the amount produced by each resource used. Labor productivity is a measure that shows the consideration between input and output issued by the company and the role of labor which has a large role in determining the success of a business (Simanjuntak, 2005).

B. Age

According to the Big Indonesian Dictionary (KBBI), age is the length of time a person has lived or existed since birth or was born. Age is divided into several groups, namely chronological, mental, and biological age. 1) Chronological age is the calculation of age starting from the time of a person's birth until the time of age calculation; 2) Mental age is the calculation of age obtained from a person's level of mental ability; 3) Biological age is the calculation of age based on a person's biological maturity.

According to (Notoatmodjo, 2014) Age is the length of an individual's life span, calculated from birth to their first birthday. As a person ages, their level of maturity and strength increases in their thinking and working abilities. An employee's age significantly determines their success in performing a job, both physically and non-physically. Generally, older employees have weak and limited physical strength, while younger workers have strong physical abilities.

C. Gender

Gender (sex) refers to the biological differences between men and women (Sugihartono et al., 35). Sex is related to the male and female bodies, where men produce sperm, while women produce egg cells and are biologically capable of menstruating, conceiving, and breastfeeding. The biological differences and biological functions of men and women are not interchangeable, and their functions remain the same for men and women across all races on earth.

According to Hungu (2007), gender is the biological difference between men and women from birth. The biological differences and biological functions of men and women are not interchangeable, and their functions remain the same for men and women on earth.

D. Skills

Skills are essentially a set of abilities an individual possesses to perform a job effectively, efficiently, and according to established standards. Skills encompass not only the technical aspects of an activity but also knowledge, experience, and work habits acquired through formal and informal learning, training, and practical experience (Robinson, 2021).

According to Wahyudi (2002:33) skills are the ability or expertise to do a job which is only acquired through practice. Basically, skills are something that is individual in nature.

E. Motivation

According to (Manalung, 1982) Motivation means something that gives rise to an urge or a condition that gives rise to an urge. So, motivation can also be interpreted as a factor that drives people to act in a certain way.

According to (As'ad, 1995) he said: "Motivation is often interpreted as a drive. This drive or energy is the soul and body to act to achieve a goal, so that motivation is a driving force that moves humans to behave, and in their actions they have a certain goal."

According to (Sarwoto, 1983) he said: "Motivation is something that creates a process of providing encouragement to subordinates to work in such a way that they are willing to work sincerely to achieve organizational goals efficiently."

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From the three definitions of motivation, it can be concluded that motivation is a drive of individual needs and desires that is directed towards the goal of obtaining satisfaction from what is needed.

F. Incentive

Incentives are generally understood as a form of stimulation or encouragement provided by an organization to influence employee behavior to align with company goals. According to Milkovich & Newman (2020), incentives are "variable rewards designed to link compensation to individual, group, or organizational performance." This definition emphasizes that incentives are not simply fixed compensation like a base salary, but rather a strategic mechanism aimed at encouraging employees to increase their productivity.

(Dessler, 2021) explains that incentives are any form of compensation beyond base salary provided to motivate employees to work harder and perform at a higher level. Incentives are conditional, meaning they are only given upon certain achievements. Thus, incentives serve as an additional motivational tool with immediate economic benefits.

III. METHODOLOGY

This research uses a quantitative approach with a field survey method. The research will be conducted in the tempeh industry in Danger Village, Masbagek District, East Lombok Regency. The study population consists of approximately 30 workers. Data collection in this study uses a census method, so the entire workforce is sampled. Primary data is collected through interviews and documentation using a Likert-type questionnaire.

The data analysis used was multiple linear regression analysis to test the effect of independent variables on a dependent variable, either partially or simultaneously. The goal was to understand the extent to which the independent variables influence the dependent variable. The multiple linear regression equation model used in this study is:

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \beta_4 X_4 + \beta_5 X_5 + e$$

Information:

Y	= Labor Productivity
α	= Constant
$\beta_1 \beta_2 \beta_3 \beta_4 \beta_5$	= Regression coefficient of each variable
X_1	= Age
X_2	= Gender
X_3	= Skills
X_4	= Motivation
X_5	= Incentive
e_i	= One Error

A. Statistical Test

T-Test (Partial)

The conditions that the f test has are as follows:

1. If the probability (significance) < 0.05 or $t \text{ count} > t \text{ table}$, then H_0 is rejected and H_a is accepted.
2. If the probability (significance) > 0.05 or $t \text{ count} < t \text{ table}$, then H_0 is accepted and H_a is rejected.

F-Test (Simultaneous)

The conditions that the f test has are as follows:

1. If the significance value is < 0.05 or H_0 is rejected and H_a is accepted, it means that the independent variables together (simultaneously) have a significant influence on the dependent variable.

If the significance value is > 0.05 or H_0 is accepted and H_a is rejected, it means that the independent variables together (simultaneously) do not have a significant influence on the dependent variable

Coefficient of Determination (R^2)

The coefficient of determination (R^2) ranges from 0 to 1. If the R^2 value is close to 1, this indicates that the results of the regression model are good or that the independent variables as a whole can explain the dependent variable. Meanwhile, if the R^2 value is close to 0, it means that the independent variables as a whole cannot explain the dependent variable.

IV. RESULTS AND DISCUSSION

A. CLASSICAL ASSUMPTION TEST

Normality Test: A normality test is performed to determine whether an independent variable in a regression model is normally distributed. In this study, the Shapiro-Wilk test was used, as this test is generally used for small samples. Data are considered

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normally distributed if they meet the criteria of a sig value > 0.05; conversely, if the sig value is < 0.05, the data are considered non-normally distributed. The results of the normality test can be seen in the following table:

Table 1. Normality Test

		Tests of Normality		
VAR00001		Shapiro-Wilk Statistic	df	Sig.
X1	1.00	0.972	30	0.686
X2	1.00	0.933	30	0.090
X3	1.00	0.945	30	0.128
X4	1.00	0.938	30	0.082
X5	1.00	0.963	30	0.444
Y	1.00	0.935	30	0.101

a. Lilliefors Significance Correction

Based on the results of the normality test with the Shapiro-Wilk test, the significance value of each variable was obtained, namely age (X₁) was 0.686, gender (X₂) was 0.090, skills (X₃) was 0.128, motivation (X₄) was 0.082, and incentives (X₅) was 0.444, and labor productivity (Y) was 0.101. All significant values are greater than 0.05, so it can be concluded that all variables in this study are normally distributed.

Multicollinearity Test: A multicollinearity test is conducted to determine whether there is a linear relationship between independent variables in a regression model. A model is considered free of multicollinearity if the Tolerance value is > 0.10 and the Variance Inflation Factor (VIF) is < 10, indicating there is no high correlation between the independent variables (Priyatno, 2017).

Table 2. Multicollinearity Test

		Coefficients ^a					Collinearity Statistics	
Model		Unstandardized Coefficients B	Std. Error	Standardized Coefficients Beta	t	Sig.	Tolerance	VIF
1	(Constant)	2.512	2.710		0.927	0.363		
	X1	-0.355	0.121	-0.413	-2.926	0.007	0.574	1.742
	X2	-0.248	0.094	-0.400	-2.627	0.011	0.214	4.667
	X3	0.914	0.197	0.860	4.644	0.000	0.334	2.997
	X4	1.087	0.099	1.101	11.024	0.000	0.497	2.010
	X5	0.604	0.169	0.555	3.572	0.002	0.473	2.112

a. Dependent Variable: Y

Based on the results of the multicollinearity test, it is known that each independent variable, namely age (X₁), gender (X₂), skills (X₃), motivation (X₄), and incentive (X₅) has a tolerance value of > 0.1 and a VIF value of < 10, so it can be concluded that there is no multicollinearity.

Heteroscedasticity test: the heteroscedasticity test aims to examine the equality of residual variances across observations in a regression model. A good model is one that is free from heteroscedasticity or has a constant residual variance (Ghozali, 2018). The Glejser method is used to detect heteroscedasticity. Data are considered free from heteroscedasticity if the Glejser test significance value is >0.05.

Table 3. Heteroscedasticity Test

		Coefficients ^a				
Model		Unstandardized Coefficients B	Std. Error	Standardized Coefficients Beta	t	Sig.
1	(Constant)	2.512	2.710		0.927	0.363
	X1	-0.008	0.119	-0.024	-0.069	0.946
	X2	0.057	0.094	0.189	0.602	0.553
	X3	-0.044	0.074	-0.156	-0.599	0.555
	X4	-0.074	0.102	-0.206	-0.717	0.480
	X5	0.072	0.057	0.280	1.255	0.213

a. Dependent Variable: ABS

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Based on the results of the heteroscedasticity test with the Glejser test, the significant value for the age variable (X_1) is 0.946, gender (X_2) is 0.553, skills (X_3) is 0.555, motivation (X_4) is 0.480, and incentive (X_5) is 0.213. Because the significant value of the five independent variables is greater than 0.05, it can be said that there are no symptoms of heteroscedasticity.

B. Multiple Linear Regression

Multiple linear regression is carried out to determine the influence between two or more independent variables on one dependent variable (Priyatno, 2013).

Table 4. Multiple Linear Regression

		Coefficients ^a				
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	2.512	2.710		0.927	0.363
	X1	-0.355	0.121	-0.413	-2.926	0.007
	X2	-0.248	0.094	-0.400	-2.627	0.011
	X3	0.914	0.197	0.860	4.644	0.000
	X4	1.087	0.099	1.101	11.024	0.000
	X5	0.604	0.169	0.555	3.572	0.002

a. Dependent Variable: Y

Based on the table above, the multiple linear regression equation can be made as follows:

$$Y = 2,512 - 0,355 - 0,248 + 0,914 + 1,087 + 0,604$$

Information:

Y = Labor Productivity

X_1 = Age

X_2 = Gender

X_3 = Skills

X_4 = Motivation

X_5 = Incentive

Based on the results of the multiple linear regression equation above, it can be explained as follows:

- The constant of 2.512 describes the baseline value of variable Y before it is influenced by the independent variables studied. In other words, if the variable unuts, gender, skills, motivation and incentives does not experience any change or contribution, then the Y value remains at 2.512.
- The coefficient value of the age variable (X_1) is negative (-) at -0.355, which means there is a unidirectional or inverse relationship between the age variable (X_1) and the labor productivity variable (Y). This means that if age increases, labor productivity in the tempeh industry in Danger Village, Masbagek District, East Lombok Regency will decrease, assuming other variables are held constant.
- The coefficient value of the gender variable (X_2) is negative (-) at -0.248, which means there is a unidirectional or inverse relationship between the gender variable (X_2) and the labor productivity variable (Y). This means that if gender increases, labor productivity in the tempeh industry in Danger Village, Masbagek District, East Lombok Regency will decrease, assuming other variables are held constant.
- The coefficient value of the skill variable (X_3) is positive (+) at 0.914, which means there is a unidirectional relationship between the skill variable (X_3) and the labor productivity variable (Y). This means that if skills increase, then labor productivity in the tempeh industry in Danger Village, Masbagek District, East Lombok Regency will also increase, assuming other variables are held constant.
- The coefficient value of the motivation variable (X_4) is positive (+) at 1.807, which means there is a unidirectional relationship between the motivation variable (X_4) and the labor productivity variable (Y). This means that if motivation increases, then labor productivity in the tempeh industry in Danger Village, Masbagek District, East Lombok Regency will also increase, assuming other variables are held constant.
- The coefficient value of the incentive variable (X_5) is positive (+) at 0.604, which means there is a unidirectional relationship between the incentive variable (X_5) and the labor productivity variable (Y). This means that if incentives increase, labor

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productivity in the tempeh industry in Danger Village, Masbagek District, East Lombok Regency will also increase, assuming other variables are held constant.

C. Statistical Test

T-Test (Partial): The T test is conducted to determine the level of significance of the influence of each independent variable on the dependent variable. The results of the T test can be seen in the following table:

Table 5. T-Test (Partial)

		Coefficients ^a				
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	2.512	2.710		0.927	0.363
	X1	-0.355	0.121	-0.413	-2.926	0.007
	X2	-0.248	0.094	-0.400	-2.627	0.011
	X3	0.914	0.197	0.860	4.644	0.000
	X4	1.087	0.099	1.101	11.024	0.000
	X5	0.604	0.169	0.555	3.572	0.002

a. Dependent Variable: Y

In the research conducted, the number of samples used was $n = 30$ and the df value = $n - k - 1 = 30 - 5 - 1 = 24$, so the coefficient value of t table = 2.064 was obtained at a significance level of 0.05. Thus, it can be concluded as follows:

- **The effect of age (X₁) on labor productivity (Y)**

The results of the t-test (partial) on the age variable have a significance value of 0.007 or less than 0.05 ($0.007 < 0.05$). Thus, it can be concluded that the age variable has a significant effect on labor productivity in the tempeh industry in Danger Village, Masbagek District, East Lombok Regency.

- **The influence of gender (X₂) on labor productivity (Y)**

The partial t-test results for the gender variable showed a significance value of 0.011, or less than 0.05 ($0.011 < 0.05$). Therefore, it can be concluded that the gender variable has a significant effect on labor productivity in the tempeh industry in Danger Village, Masbagek District, East Lombok Regency.

- **The influence of skills (X₃) on labor productivity (Y)**

The results of the t-test (partial) on the skill variable have a significance value of 0.000 or less than 0.05 ($0.000 < 0.05$). Thus, it can be concluded that the skill variable has a significant effect on labor productivity in the tempeh industry in Danger Village, Masbagek District, East Lombok Regency.

- **The influence of motivation (X₄) on labor productivity (Y)**

The results of the t-test (partial) on the motivation variable have a significance value of 0.000 or less than 0.05 ($0.000 < 0.05$). Thus, it can be concluded that the motivation variable has a significant effect on labor productivity in the tempeh industry in Danger Village, Masbagek District, East Lombok Regency.

- **The effect of incentives (X₅) on labor productivity (Y)**

The partial t-test results for the incentive variable showed a significance value of 0.002, or less than 0.05 ($0.002 < 0.05$). Thus, it can be concluded that the incentive variable has a significant effect on labor productivity in the tempeh industry in Danger Village, Masbagek District, East Lombok Regency.

F test (simultaneous): The F test is conducted to determine whether the independent variables simultaneously influence the dependent variable. The results of the F test can be seen in the following table.

Table 6. F Test (Simultaneous)

		ANOVA ^a				
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	190.959	5	47.740	15.836	.000 ^b
	Residual	72.352	25	3.015		
	Total	263.310	30			

a. Dependent Variable: Y

b. Predictors: (Constant), X5, X4, X3, X2, X1

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Based on the results of the F test above, the F-calculated coefficient value is obtained = 15.836 at a significance of 0.000. Meanwhile, the number of samples used is $n = 30$ where $df(1) = k$ and $df(2) = n - k - 1 = 30 - 5 - 1 = 24$, the F-calculated coefficient value is obtained = 2.62 at a significance of 0.05. Thus, it can be concluded that the variables of age, gender, skills, motivation and incentives simultaneously influence labor productivity in the tempeh industry in Danger Village, Masbagek District, East Lombok Regency (the F-calculated coefficient value > F-table, $15.836 > 2.62$ at a significance of $0.000 < 0.05$). This shows that the hypothesis in this study accepts H_a .

Coefficient of Determination (R^2): The coefficient of determination (R^2) test essentially measures the extent to which the model is able to explain the variation of the independent variable in relation to the dependent variable.

Table 7. coefficient of determination (R^2)

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.852 ^a	0.725	0.679	1.73627

a. Predictors: (Constant), X4.TOT, X3.TOT, X2.TOT, X1.TOT

b. Dependent Variable: Y.TOT

Based on the test results in the table above, the R-squared value is 0.679. This means that the variables of age, gender, skills, motivation, and incentives are able to explain the dependent variable, namely labor productivity in the tempeh industry in Danger Village, Masbagek District, East Lombok Regency, by 67.9%. The remaining 32.10% can be explained by other factors outside this research model.

D. Discussion

The effect of age (X_1) on labor productivity (Y):Based on the results of the data analysis test, the regression coefficient value for the age variable is -2.926 with a significance level of $0.007 < 0.05$. This indicates that age has a negative and significant effect on labor productivity in the tempeh industry in Danger Village, Masbagek District, East Lombok Regency. This means that as the workforce ages, productivity tends to decrease. The results of this study are in line with national research by (Prayudo et al., 2021) shows that the age variable has a negative and significant influence on labor productivity.

The effect of gender (X_2) on labor productivity (Y):Based on the results of the data analysis test, the regression coefficient value for the gender variable is -2.627 with a significance level of $0.011 < 0.05$. This indicates that age has a negative and significant effect on labor productivity in the tempeh industry in Danger Village, Masbagek District, East Lombok Regency. This means there is a difference in productivity levels between male and female workers, where in the context of the tempeh industry, male workers are generally more productive due to the heavier physical workload. This finding is in line with research (Fauziah & Ratna, 2018) who found that gender has a negative and significant effect on labor productivity.

The effect of skills (X_3) on labor productivity (Y):Based on the results of the data analysis test, the regression coefficient value for the skills variable was 4.644 with a significance level of $0.000 < 0.05$. This indicates that skills have a positive and significant effect on labor productivity in the tempeh industry in Danger Village, Masbagek District, East Lombok Regency. This means that if skills increase, labor productivity will increase. The results of this study align with research conducted by (Rushadiyati, 2021), which showed that skills have a positive and significant effect on labor productivity.

Influence of motivation (X_4) on labor productivity (Y): Based on the results of the data analysis test, the motivation regression coefficient value is 11.024 with a significance level of $0.000 < 0.05$. This indicates that motivation has a positive and significant effect on labor productivity in the tempeh industry in Danger Village, Masbagek District, East Lombok Regency. This means that if motivation increases, labor productivity will increase. The results of this study are in line with research conducted by (Ritonga, 2024) which shows that motivation has a positive and significant effect on labor productivity.

The effect of incentives (X_5) on labor productivity (Y): Based on the results of the data analysis test, the regression coefficient value of the incentive variable is 3.572 with a significance level of $0.002 < 0.05$. This indicates that incentives have a positive and significant effect on labor productivity in the tempeh industry in Danger Village, Masbagek District, East Lombok Regency. This means that if production capacity increases, labor absorption will increase. The results of this study are in line with research conducted by (Norbaity, 2022) which shows that incentives have a positive and significant effect on labor productivity.

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V. CONCLUSION

Based on the results of research and discussion on the influence of age, gender, skills, motivation and incentives on labor productivity in the tempeh industry in Danger Village, Masbagek District, East Lombok Regency, the following conclusions can be drawn:

- Age and gender partially have a negative and significant effect on labor productivity in the tempeh industry in Danger Village, Masbagek District, East Lombok Regency.
- Skills, motivation and incentives have a positive and significant effect on labor productivity in the tempeh industry in Danger Village, Masbagek District, East Lombok Regency.
- Age, gender, skills, motivation and incentives simultaneously influence labor productivity in the tempeh industry in Danger village, Masbagek District, East Lombok Regency.

CONFESSION

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