Jurnal Teknologi Perikanan dan Kelautan Vol. 16 No. 1 February 2025: 52-62 *ISSN 2087-4871*
DOI: https://doi.org/10.24319/jtpk.16.52-62 *EISSN 2549-3841*

WAGE PATTERN AND COMPOSITION OF PURSE SEINE SHIP CREW: CASE STUDY OF KM. SUMBER MAJU

POLA PENGUPAHAN DAN KOMPOSISI UPAH AWAK KAPAL *PURSE SEINE*: STUDI KASUS KM. SUMBER MAJU

Suci Asrina Ikhsan[1], Ratu Sari Mardiah[2*], La Ode Heriyandi[1], Roma Yuli Felina Hutapea[1], Djunaidi[1]
[1]Capture Fisheries, Politeknik Kelautan dan Perikanan Dumai,
Wan Amir Street No. 1, Pangkalan Sesai, West Dumai, Riau 28824, Indonesia
[2]Fish Capture Technology, Jakarta Technical University of Fisheries,
AUP Street No. 1, Pasar Minggu, South Jakarta, Jakarta 12520, Indonesia
*Corresponding author: ratu.mardiah@kkp.go.id

(Received May 30, 2024; Revised November 27, 2024; Accepted January 6, 2025)

ABSTRACT

The purse seine used in Batam City is a type of waring, known as a purse seine waring. Each crew member's income has a different share depending on the amount of catch and the position level on the ship. Calculation of the profit-sharing system for purse seine waring fishermen in Batam is determined by the company. The purpose of this study is to calculate the income results during 3 trips, determine the wage pattern, and analyze the composition of wages for crew and purse seine crew based on the amount of catch per trip. The study was conducted from February to May 2022. The method used was observation and interviews over 3 trips. Data analysis used descriptive analysis. The research results showed that during the 3 trips, the catch was 74 tons, amounting to 138,674,300 IDR. Fishermen's income was adjusted to their organizational position on the ship. The captain got 3 parts; the engine room chief (ERC) was 2.5 parts; the assistant ship's mate, the mate, the boatman, and the ERC I deputy were 2 parts, respectively; the bowman, the deputy canoe master, the Stoneman, the ERC II deputy, and the chef were 1.5 parts, respectively; and the crew member was 1 part. The crew's income sources were divided into 6 types, namely basic wages 1, 2, and 3; fixed allowances; and non-fixed allowances 1 and 2. Each fisherman gets income based on his position on the ship.

Keywords: fisherman, income, position, purse seine

ABSTRAK

Purse seine yang digunakan di Kota Batam berjenis waring, dikenal dengan istilah *purse seine* waring. Pendapatan setiap awak kapal memiliki bagian yang berbeda dipengaruhi oleh jumlah hasil tangkapan dan level jabatan di kapal. Perhitungan pola pengupahan di Kota Batam ditentukan oleh perusahaan. Tujuan penelitian ini untuk menghitung hasil pendapatan selama 3 trip, menentukan pola pengupahan, dan menganalisis komposisi upah awak kapal dan awak kapal *purse seine* berdasarkan jumlah hasil tangkapan per trip. Penelitian dilakukan mulai bulan Februari-Mei 2022. Metode yang dilakukan adalah observasi dan wawancara melalui 3 trip. Analisis data yang digunakan analisis deskriptif. Hasil penelitian menunjukkan bahwa selama 3 trip awak kapal mendapatkan hasil tangkapan 74 ton sejumlah Rp 138.674.300. Pendapatan awak kapal disesuaikan dengan jabatan organisasi di kapal. Nahkoda mendapatkan 3 bagian, kepala kamar mesin (KKM) 2,5 bagian; kerani, mualim, juru sampan, dan wakil KKM I masing-masing 2 bagian; juru haluan, wakil juru sampan, juru batu, wakil KKM II, dan koki masing-masing 1,5 bagian, dan ABK kapal 1 bagian. Sumber pendapatan awak kapal terbagi atas 6 jenis, yaitu upah pokok 1, 2, 3, tunjangan tetap, tunjangan tidak tetap 1 dan 2. Setiap awak kapal mendapatkan setiap jenis pendapatan berdasarkan jabatan di kapal.

Kata kunci: awak kapal, jabatan, pendapatan, *purse seine*

INTRODUCTION

The Riau Islands Province consists of more than 95% marine waters. This region has a very large marine fishery resource potential. The potential of fish resources in the Riau Islands region is 860,650.11 tons/year, including large pelagic fish of 53,802.34 tons/year, small pelagic fish of 506,025.30 tons/year, demersal fish of 272,594.16 tons/year, reef fish of 17,562.29 tons/year, and others (squid, shrimp, lobster) of 10,666.02 tons/year (Malik and Saribulan 2018).

Batam City is one of the fisheries centers in the Riau Islands with the potential of Batam City's marine and fisheries being relatively high. The production of marine capture fisheries in the Batam City area reached 22,516 tons in 2022 (KKP Statistics 2022). Capture fisheries production in Batam City comes from fishing activities using several fishing gears, namely fixed nets (1%), trap (48%), cast nets (2%), handlines (13%), purse seines (15%), bottom longlines (15%), and scoop nets (6%). Six of the seven fishing gear mentioned are traditional fishing gear. Fishing gear that is operated industrially and uses ships >30 GT is only purse seine.

A purse seine is a fishing gear that is operated by encircling a school of fish; the target of the purse seine fishing gear is large pelagic fish and small pelagic fish that have a schooling nature (Mardiah *et al.* 2020). The waters of Batam City have very good potential for pelagic fish species, so many fishing companies in the capture fisheries sector use purse seines as fishing gear (Mardiah *et al.* 2021). The amount of catch is one of the determinants of the wage pattern for the crew operating the purse seine. One of the ships actively operating the purse seine in Batam with GT > 100 is KM. Sumber Maju has an ideal crew structure to operate the purse seine.

The crew of a purse seine ship usually consists of 15-25 people. Each crew member receives a different wage. Problems in the wage pattern of purse seine ship crews often arise due to the complexity of social, economic, and operational relations in the fishing industry (Trimaya 2014). The fact that occurred on KM. Sumber Maju is that the wages received by the crew are determined based on their position, and the captain does not have the right to provide input regarding the determination of the amount of profit sharing. The company will provide a price for each type of fish caught by agreement between the captain and the company (Deli and Ilahi 2021). Meanwhile, the wages of the crew have been determined in the regulations set by the government regarding fisheries profit sharing (Law of the Republic of Indonesia No. 16 of 1964). The discrepancy in the wage pattern occurs when income from the profit-sharing system sometimes does not reach the minimum wage standard in the area, which reaches IDR 4,685,050/person.

This problem is the basis for conducting a study on the flow of income sources to determine the wage pattern of purse seine-wearing crews with a case study of KM. Sumber Maju. It is hoped that the wage pattern on KM. Sumber Maju can use an ideal system that benefits the company and the crew. In addition, it has a mechanism that favors all capture fisheries actors. The purpose of this study was to calculate the income of KM. Sumber Maju for 3 trips, determine the wage pattern, and analyze the composition of purse seine crew wages based on the amount of catch per trip.

METHODS

The study was conducted in February-May 2022 in the Riau Islands Waters. The data collected includes 2 types, namely primary and secondary data. Primary data was obtained using observation and interview methods. Observations were made by observing a process directly at the practice location with the aim of understanding and collecting data by recording, hearing, or feeling without including the opinions of the objects being studied (Hasanah 2016). Observations were made on the number and type of catch during 3 trips. Each trip lasts ± 25 days, with a total of 75 sailing days. Observations were also made on the selling price data of fish from the company, the amount of wages for crew members for each position, and other sources of income obtained by the crew to determine the wage pattern carried out on KM. Sumber Maju. Another method is interviews. This method is data collection carried out verbally in structured or unstructured forms (Niam *et al.* 2024). Interviews were conducted by asking the relevant parties directly, namely the company and the crew. The number of company respondents was 5 people, and the crew was 30 people. Other supporting data is secondary data obtained from information

from government agencies in Batam City and literature studies according to their needs (Sutisna 2020).

The collected data were processed and analyzed using descriptive statistics. Descriptive data analysis is an analysis that provides an overview of information with sentences that are connected to applicable theories or regulations through simple calculations such as addition, averages, and presentations (Nasution 2017). The data described in the research results are the number and type of catch during purse seine operations, fish prices determined by the company, organizational structure on the ship, ship size, catch sharing system, and crew income outside of wages/trips. Each trip is ± 25 days, and the total sailing days are 75 days. In addition, the crew's income sources are classified into 6 groups based on Government Regulation Number 36 of 2021, namely:

Basic salary 1 : The wages received by the crew from each trip are based on the amount of catch. This wage uses a "sharing" system. The calculation of basic wage 1 is the total income minus the total operational costs of the ship, and then the net income is multiplied by the value of each crew member.

Basic salary 2 : Wages received by the crew from the company every month.

Basic salary 3a : Wages received from the company for each trip. The amount is fixed.

Basic salary 3b : The wages received by the crew from the company for each trip are wages for unloading the catch. Every ton of fish unloaded gets 60 IDR.

Fixed allowance : The wages received by the crew are a percentage of the fish caught at the end of the fishing trip.

Non-fixed allowance : Wages received by ship crew from the company during holidays.

Non-fixed allowance 2 : The wages that the crew receives from the company during holidays are called meat money.

The data analysis formulas used were:

1) Number of catches =

$$\sum Fish_{i1} + \sum Fish_{i2} + \cdots + \sum Fish_{ij}$$

2) Amount of income (IDR)=

$$\sum Fish_{ij} \times Fish\ Price$$

3) Total catch (IDR) =

$$\sum Trip_{i1} + \cdots + \sum Trip_{ij}$$

4) Average amount of catch income =

$$Total\ catch\ (Rupiah)/Number\ of\ trips$$

5) Ship operating costs =

$$Fuel\ costs + ice\ costs + crew\ supply\ costs$$

6) Amount of wages received (Rupiah) =

$$Amount\ of\ distribution * Amount\ of\ income$$

*The amount of distribution that applies in Batam, namely the captain gets 3 parts of the total income, KKM gets 2.5. Then, the 1st mate, 2nd mate, 3rd mate, 1 boat captain, 1 motorist, and clerk get 2 parts each from the income, and the bow captain (6 people), 2 motorists, 2 boat captains, stonemason (6 people), and chef get 1.5 each, and the ship's crew (9 people) each get 1 part.

RESULTS AND DISCUSSION

KM. Sumber Maju's income results for each trip

KM Sumber Maju is one of the company's ships in Batam City with a size of 170 GT, with the main fishing gear being purse seine. The number of crew members is 30 people, dominated by crew members from Tanjung Balai Asahan, and has other fishing gear such as fishing rods. The time to the fishing area is around 36 hours. The fishing area has been determined based on the placement of fish-aggregating devices owned by the company around the Natuna waters.

The observation results state that the types of fish that are often caught by purse seine are Bigeye scad (*Decapterus* sp.), Yellowstripe scad (*Alepes* sp.), squid (*Loligo* sp.), mackerel (*Rastrelliger* sp.). This is in accordance with several studies of purse seine catches consisting of bigeye scad, Indian scad, tuna, mackerel, trevally, and squid (La *et al.* 2023; Pramesthy *et al.* 2022). The high number of catches has a significant effect on the income and wages of the crew. The more the catch, the more the

ship's income will increase and determine the amount of wages received by the crew (Abdurahman 2024). Other factors are the quality, weight, type, and size of the fish caught, because each type and size of fish has a different selling value, and income fluctuates (Putra 2017). The results of KM. Sumber Maju's income in 3 trips are presented in Table 1.

Table 1. KM. Sumber Maju revenue results in 3 trips.

No	Species	Fish Price/ kg (IDR)	Number of Catch Trip 1 (kg)	Total Income (IDR)	Number of Catch Trip 2 (kg)	Total Income (IDR)	Number of Catch Trip 3 (kg)	Total Income (IDR)
1	Barracuda (*Sphyraena*)	1,200	4	4,800	1	1,200		
2	Small Bigeye scad (*Crumenomorphthalmus*)	500	85	42,500				
3	Toli shad (*Tenualosa toli*)	500	5	2,500				
4	Giant trevally (*Caranx ignomorbilis*)	900	12	10,800				
5	Small squid (*Loligo* sp.)	1,300	445	578,500	200	260,000	55	71,500
6	Squid (*Loligo* sp.)	1,800					429	772,200
7	Small Barracuda (*Sphyraena*)	700	48	33,600	183	128,100	460	322,000
8	Crevalle jack (*Caranx hippos*)	800	3	2,400				
9	Bigeye scad (*Selar crumenomorphthalmus*)	2,200	550	1,210,000	1,662	3,656,400	3,574	7,862,800
10	Bigeye scad medium size (*Selar crumenomorphthalmus*)	700					175	122,500
11	Short mackerel (*Rastrelliger brachysoma*)	2,400	100	240,000	82	196,800	262	628,800
12	Indian scad (*Decapterus* sp.)	2,000	12,543	25,086,000	19,525	39,050,000	19,436	38,872,000
13	Indian scad medium size (*Decapterus* sp.)	1,600	1,746	2,793,600	1,275	2,040,000		
14	Indian scad small size (*Decapterus* sp.)	800			120	96,000		
15	Pacific saury (*Cololabis saira*)	400	500	200.000				
16	Yellowtail scad (*Atule mate*)	2,500	452	1,130,000			1,225	3,062,500
17	Razorbelly scad (*Alepes* sp.)	1,500					10	15,000
18	Doublespotted queenfish (*Scomberoides lysan*)	400	22	8,800				
19	Kawakawa (*Euthynnus affinis*)	1,400	3	4,200			5,111	
20	Ponyfish (*Leiognathidae*)	300			1,062	318,600		

Table 1. KM. Sumber Maju revenue results in 3 trips (continued.).

No	Species	Fish Price/ kg (IDR)	Number of Catch Trip 1 (kg)	Total Income (IDR)	Number of Catch Trip 2 (kg)	Total Income (IDR)	Number of Catch Trip 3 (kg)	Total Income (IDR)
21	Gabus pasir (*Rachycentron canadum*)	500			8	4,000		
22	Kawa kawa small size (*Euthynnus affinis*)	1,000					2,687	2,687,000
23	Shark (*Selachimorpha*)	500					3	1,500
24	Common dolphin-fish (*Coryphaena hippurus*)	600					5	3,000
	Total		**16,518**	**31,347,000**	**24,118**	**45,751,100**	**33,432**	**61,576,200**

Table 1 explains that the income of KM. Sumber Maju on trip 1 amounted to 16,518 kg with an income of IDR 31,347,000; on trip 2 it amounted to 24,118 kg (IDR 45,751,100); and on trip 3 it amounted to 33,432 kg (IDR 61,576,200). The lowest catch occurred on trip 1 in February 2022, which was caused by bad weather conditions when the fishing operation was carried out. The bad weather that occurred was high waves reaching 2-3 meters and strong winds >20 knots, which made navigation and fishing gear operations difficult and stormy rain.

These three conditions can damage fishing gear when operated. The main cause of bad weather is the west wind season, which occurs from December to February. The dominant wind comes from the northwest or southwest. Bringing high humidity from the Indian Ocean and the South China Sea (Dida *et al*. 2016). High rainfall occurs in most areas, especially in western Indonesia (Sumatra, Java, and Kalimantan) (Lusiani *et al*. 2018).

The highest catch was on a 3-month trip in May 2022, because at that time it was the season for selayang fish (*Decapterus* sp.) and tuna (*Euthynnus affinis*). The fishing season and water conditions greatly influence fishing efforts and catches obtained by the crew (Apriansyah and Utami 2024; Jabnabillah and Reza 2023). The fishing season is identical to good water conditions because environmental factors that support fish life and activity become more optimal (Apriansyah and Utami 2024). The fishing season occurs due to several things, namely the availability of abundant nutrients in the waters, optimal water temperature conditions, fish migration behavior that follows ocean currents and food availability, calm waters, and minimal disturbance from large waves that facilitate fishing activities and fishing (Levi and Hartaty 2022).

The income of KM. Sumber Maju is also influenced by several factors (Marina *et al*. 2019), namely the quantity of catch, the price of fish on the market, operational costs (costs such as fuel, equipment repairs, and other logistics costs will also affect the net income received by the crew after the sale of the catch), type of wage pattern, and local and global economic conditions (marine exports and global economic conditions, including government policies, subsidies, or taxes, also affect the income of the crew).

Structure of ship crew positions at KM. Sumber Maju

The ship's crew job structure is a structured framework system based on the division of work areas, authority, and responsibility used to explain the levels in an organization on board a ship. This division of areas also explains each job, function, and where to report when a problem occurs. This structure was developed to ensure that the ship operates successfully in fishing. The job structure on board the ship is also used as the basis for the distribution of crew wages because it reflects the responsibilities, experience, and contributions of each position to the operation of the ship and fishing gear (Setiawati *et al*. 2018). The job structure of KM. Sumber Maju can be seen in Figure 1.

The organizational structure on the purse seine ship KM. Sumber Maju consists of two parts, namely the deck section and the engine section. The deck section consists of a captain with an Ankapin III

expertise certificate, three sailors, one clerk, two boatmen, two chefs, six bowmen, three stonemasons, and nine ordinary ABK (Ship's Crew). The engine section consists of one KKM who has a 60-mile SKK certificate and two motorists. Each crew carries out duties and responsibilities based on their position (Krisnafi *et al.* 2023). On board the ship, there is a clear hierarchical structure to ensure smooth operations, and the responsibilities of each position can be fulfilled. This hierarchy is divided into two main parts: the deck department and the engine department, as well as additional positions in the administration and catering sections on large ships (Putri *et al.* 2024). The duties and responsibilities of each crew position are described in Table 2.

Factors that affect crew wages other than position on the ship are certification and qualifications, work experience, size, and type of ship. The higher the responsibility and skills possessed and in accordance with the position on the ship, the higher the wages the crew will receive. Position and responsibility factors affect wages because both reflect the level of expertise, contribution, and risk of a person's work in the organization. A person's wages are directly proportional to investment in education, training, and work experience. Higher positions usually require a greater level of education and experience. Positions with greater responsibility tend to have a more significant impact on the success of the organization, so they deserve higher compensation (Trimaya 2014).

Positions with greater responsibility are often associated with higher levels of risk, both in decision-making and in the consequences if something goes wrong. Studies in the field of risk management show that higher compensation is often given to mitigate the psychological stress or risk that individuals face in certain positions. Positions that require rare skills and high responsibility have high demand but low labor supply. This encourages higher compensation to attract and retain the best talent (Krisnafi *et al.* 2023). For example, a ship captain receives a higher salary than the crew because of the great responsibility for safety and operational success.

Purse seine crew wage pattern

The wage pattern implemented by the company has a combination pattern, namely combining the profit-sharing system and fixed wages. The profit-sharing system implemented is the wages received by the crew from each trip based on the amount of catch. The calculation is similar to basic wage 1, namely the total income minus the total operational costs of the ship, and then the net income is multiplied by the value of each crew member. Another wage pattern implemented is a fixed wage given to the crew from the company in the form of basic wages 2 and 3, as well as fixed and non-fixed allowances, and the nominal value has been determined by the company.

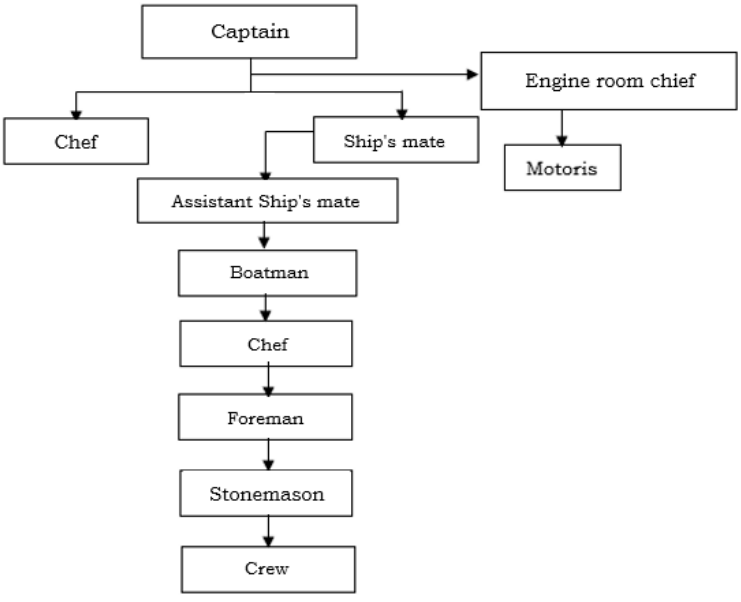

Figure 1. Structure of ship crew positions at KM. Sumber Maju.

Table 2. Duties and responsibilities based on position.

No	Position	Duties and Responsibilities
1	Captain	a. Holds the highest authority on board the ship and is responsible for all safety on board the ship and leads the entire crew in carrying out the arrest operation. b. Arranges the arrest operation schedule. c. Responsible to the company, ship owner, navy, and policeman for the course of the arrest operation.
2	Ship's mate	a. Assisting the captain in ensuring the smooth running of fishing operations on board. b. Coordinating all crew members. c. Responsible for fishing gear if damage occurs. d. Responsible for the quality of the catch to be brought home e. Sharing wages/salaries.
3	Assistant Ship's mate	a. Responsible for the work of the bowsprit and assisting the work of the mate.
4	Boatman	a. Responsible for operating fishing aids. b. Ensuring that the buoys are always open when lifting the trawl onto the ship.
5	Chef	a. Responsible for the food supplies on board, arranging the food menu. b. Responsible for the equipment in the kitchen.
6	Foreman	a. Responsible for rigging, loading fish into the freezer, unloading fish, and cleaning the fish hold.
7	Stonemason	a. Responsible for the weight section of the trawl/stone. b. Arranging the rings so that when the fishing gear is operated, it runs smoothly.
8	Engine room chief	a. Holds the highest authority in the engine room and is responsible to the captain for all activities in the engine room. b. Controls and checks the condition of all engines and maintains and cares for all engine equipment on board. c. Regulates and supervises the operation of the main engine and auxiliary fishing engines on board.
9	Motorist	a. Assisting the engine room chief in carrying out work in the engine room. b. Operating the main engine and auxiliary engines on board. c. Carrying out maintenance on all engines on board.
10	Crew	a. Prepare all equipment for fishing. b. Pull the fishing gear onto the boat.

All money from the catch will be given to all crew members at the fish price determined by the company. All crew members receive a basic wage of 1 according to their share. The captain and KKM get the highest basic wage 1 compared to other crew members and also get basic wage 3, fixed allowances, and non-fixed allowances. Basic wages 2 or monthly wages, are given to pilots 1 and 2, motorists 1 and 2, clerks, masons, bowmen, chefs 1 and 2, boatmen 1 and 2, and crew members. Basic wages 3 and irregular allowances are given to all crew members from the company. Meanwhile, allowances are still given only to the captain, KKM, motorist 1, captains 1-3, and masons. The results are explained in Table 3 in more detail.

Wage patterns are usually caused by various factors that reflect the characteristics of operations, economic conditions, and social relations in each company or region (Mutmainnah *et al.* 2023). Companies with large and modern ships tend to have a more formal wage system, such as fixed wages or wages plus incentives, as found at KM. Sumber Maju applies a fixed wage system and its allowances, which are considered incentive wages. Other companies also apply fixed wages to provide income certainty for crew members, especially during the lean season. This is done to support the welfare of the crew.

Wage composition of purse seine crew

The income of the purse seine ship KM. Sumber Maju for 3 trips was IDR 138,674,300, with an average of IDR 46,225,000/trip; the distribution of wages was carried out after the transaction between the captain and the company was completed. The money obtained from the sale of the catch was distributed to all crew members

based on their positions and was referred to as basic wages 1. The calculation of basic wages 1 is the total income minus the total operational costs of the ship, and then the net income is multiplied by the value for each crew member. The total operational costs for 3 trips were IDR 72,804,000. So, the remaining profit that can be distributed is IDR 65,870,000. This amount will be divided according to the divisor amount set by the company. The composition of each crew member's wages is presented in Table 4.

During the three trips of purse seine operations, the highest wage was for the captain at IDR 41,124,829 (IDR 13,708,276/trip), and the lowest was for the crew at IDR 10,526,043 (IDR 3,508,681). The difference in the composition of purse seine crew wages is influenced by the wage system applied (traditional or modern), the role of the crew, the scale of operations, the catch, and company policies. The composition of crew wages is generally based on international and national regulations, company policies, and the type of ship and catch. Several sources or bases for the division of crew wages, namely wage patterns (revenue sharing), fixed salary systems, national laws and regulations, maritime labor conventions, shipping company policies, overtime pay systems, and maritime labor associations (Muzakir *et al.* 2023). The system chosen must ensure a balance between the welfare of the crew and the sustainability of the business.

Table 4 explains that these results are in accordance with the opinion of Irawati (2023), who stated that the distribution of purse seine ship wages is adjusted to the position on the ship. The basic wage of 1 captain is IDR 4,295,889. KKM gets 2.5 parts of IDR 3,579,907. The wages of the clerk, mate, 1 motorist, and boat captain are IDR 2,863,926 with a wage division of 2 parts. The boatman, deputy boat captain, stonemason, 2 motorists, and chef get wages of IDR 2,147,944 with a division of 1.5 parts. The ship's crew gets 1 part of IDR 1,431,963.

The income of the purse seine crew on KM. Sumber Maju is not only based on the distribution of the catch, but wage income is also obtained from unloading money. This unloading money is obtained from the company for IDR 60,000/ton, THR money during Eid, meat money, monthly money, and percentage money for the fish caught, but it is only given to ship officials (captain to boat captain), and for crew members, it usually adds wages by fishing using hand lines, and the main target is catfish (Ariidae). The results are sold to the company at a price determined by the company.

Table 3. Crew wage patterns determined by the company.

No	Crew	Main Wage				Fixed Allowance (%)	Non-Fixed Allowance	
		1 (part)	2 (IDR Million)	3a (IDR Million)	3b (IDR Thousand)		1 (IDR Thousand)	2 (IDR Thousand)
1	Captain	3	-	4.4	60,000/ton	20	200	50
2	Engine room chief	2.5	-	4.4	60,000/ton	10	200	50
3	Motorist 1	2	2	4.4	60,000/ton	7	200	50
4	Motorist 2	1.5	0.500	4.4	60,000/ton	-	200	50
5	Ship's mate 1	2	0.500	4.4	60,000/ton	0.8	200	50
6	Ship's mate 2	2	0.500	4.4	60,000/ton	0.8	200	50
7	Ship's mate 3	2	0.500	4.4	60,000/ton	0.8	200	50
8	Assistant Ship's mate	2	0.500	4.4	60,000/ton	-	200	50
9	Stonemason	1.5	0.500	4.4	60,000/ton	0.05	200	50
10	Foreman	1.5	0.500	4.4	60,000/ton	-	200	50
11	Chef 1	1.5	0.500	4.4	60,000/ton	-	200	50
12	Chef 2	1.5	0.500	4.4	60,000/ton	-	200	50
13	Boatman 1	2	0.500	4.4	60,000/ton	-	200	50
14	Boatman 2	1.5	0.500	4.4	60,000/ton	-	200	50
15	Crew member	1	-	4.4	60,000/ton	-	200	50

Table 4. Composition of purse seine crew wages.

No	Crew	Main Wage				Fixed Allowance	Non-Fixed Allowance (IDR Thousand)		Total Income	Average Income Per Trip
		1	2	3a	3b		1	2		
1	Captain	4,295,889		4,400,000	4,444,080	27,734,860	200,000	50,000	41,124,829	13,708,276
2	Engine room chief	3,579,907		4,400,000	4,444,080	13,867,430	200,000	50,000	26,541,417	8,847,139
3	Motorist 1	2,863,926	2,000,000	4,400,000	4,444,080	9,707,201	200,000	50,000	23,665,207	7,888,402
4	Motorist 2	2,147,944	500,000	4,400,000	4,444,080		200,000	50,000	11,742,024	3,914,008
5	Ship's mate 1	2,863,926	500,000	4,400,000	4,444,080	1,109,394	200,000	50,000	13,567,400	4,522,467
6	Ship's mate 2	2,863,926	500,000	4,400,000	4,444,080	1,109,394	200,000	50,000	13,567,400	4,522,467
7	Ship's mate 3	2,863,926	500,000	4,400,000	4,444,080	1,109,394	200,000	50,000	13,567,400	4,522,467
8	Assistant Ship's mate	2,863,926	500,000	4,400,000	4,444,080		200,000	50,000	12,458,006	4,152,669
9	Stonemason	2,147,944	500,000	4,400,000	4,444,080	69,337	200,000	50,000	11,811,361	3,937,120
10	Foreman	2,147,944	500,000	4,400,000	4,444,080		200,000	50,000	11,742,024	3,914,008
11	Chef 1	2,147,944	500,000	4,400,000	4,444,080		200,000	50,000	11,742,024	3,914,008
12	Chef 2	2,147,944	500,000	4,400,000	4,444,080		200,000	50,000	11,742,024	3,914,008
13	Boatman 1	2,863,926	500,000	4,400,000	4,444,080		200,000	50,000	12,458,006	4,152,669
14	Boatman 2	2,147,944	500,000	4,400,000	4,444,080		200,000	50,000	11,742,024	3,914,008
15	Crew member	1,431,963		4,400,000	4,444,080		200,000	50,000	10,526,043	3,508,681

CONCLUSION

The study concludes that during 3 trips, KM. Sumber Maju earned 74 tons of income amounting to 138,674,300 IDR. The wage pattern applied between KM. Sumber Maju and the company is a combination pattern (profit-sharing system and fixed wages). The composition of crew wages is adjusted to the position structure on the ship. The captain gets 3 parts, KKM 2.5 parts, clerk, mate 1-3, boat captain, motorist 1-2 parts, bowman, boat captain 2, stonemason, motorist 2, chef 1.5 parts, and crew 1 part. The crew's income sources are divided into 6 types, namely basic wages 1, 2, and 3; fixed allowances; and non-fixed allowances 1 and 2.

REFERENCES

Abdurahman T. 2024. Penerapan Asas Keadilan dalam Perjanjian Bagi Hasil Laut (Ikan) antara Pemilik Kapal dan Anak Buah Kapal di Desa Lamahala Jaya Kecamatan Adonara Timur Kabupaten Flores Timur. *Perkara: Jurnal Ilmu Hukum dan Politik*. 2(2): 229-240. DOI: https://doi.org/10.51903/perkara.v2i2.1882.

Apriansyah, Utami PB. 2024. Karakteristik Oseanografi dan Musim Penangkapan Ikan Kembung (*Rastrellinger* sp.) di Laut Natuna. *MANFISH Journal: Marine, Environment, and Fisheries*. 5(1): 22-31. DOI: https://doi.org/10.31573/manfish.v5i1.704.

Deli, Ilahi WR. 2021. Perancangan Video Company Profile PT HLS Batam. *Conference on Business, Social Sciences and Technology*. 1(1): 75-84.

Dida HP, Suparman S, Widhiyanuriyawan D. 2016. Pemetaan Potensi Energi Angin di Perairan Indonesia Berdasarkan Data Satelit *QuikScat* dan *WindSat*. *Jurnal Rekayasa Mesin*. 7(2): 95-101.

Government Regulation of the Republic of Indonesia Number 36 of 2021 concerning Wages. Jakarta.

Hasanah H. 2016. Teknik-Teknik Observasi (Sebuah Alternatif Metode Pengumpulan Data Kualitatif Ilmu-ilmu Sosial). *Jurnal At-Taqaddum*. 8(1): 21-46. DOI: https://doi.org/10.21580/at.v8i1.1163.

Irawati A. 2023. Analisis Kebijakan Strategi Usaha Hasil Tangkapan *Purse Seine*. *Technopreneur Fisheries Journal*. 1(2): 51-59.

Jabnabillah F, Reza W. 2023. Pengaruh Perubahan Iklim terhadap Produksi Perikanan Tangkap di Kota Batam Menggunakan Analisis Regresi *Time Series*. *Jurnal Lebesgue: Jurnal Ilmiah Pendidikan Matematika, Matematika dan Statistika*. 5(1): 244-251. DOI: https://doi.org/10.46306/lb.v5i1.551.

KKP Statistics (Statistik Kementerian Kelautan dan Perikanan). 2022. Data Produksi Perikanan Tangkap Kota Batam. https://statistik.kkp.go.id/home.php?m=prod_ikan_laut_kab&i=2#panel-footer. [29 Agustus 2024].

Krisnafi Y, Hutapea RFY, Simarmata RA, Ikhsan SA, Djunaidi. 2023. Studi Pembagian Upah Hasil Tangkapan Kapal *Purse Seine* di PT. Hasil Laut Sejati (HLS) Batam Kepulauan Riau. *Aurelia Journal: Authentic Research of Global Fisheries Application Journal*. 5(1): 113-126.

La A, La E, Yohanista M. 2023. Komposisi Hasil Tangkapan *Purse Seine* di Perairan Desa Gunung Sari Kecamatan Alok Kabupaten Sikka. *AQUANIPA: Jurnal Ilmu Kelautan dan Perikanan*. 5(1): 1-11.

Law of the Republic of Indonesia Number 16 of 1964 concerning Fisheries Profit Sharing. Jakarta.

Lusiani, Hendrawan A, Wahikun. Pengaruh Curah Hujan terhadap Fluktuasi Produksi Penangkapan Ikan di Laut (Perairan Cilacap). *Saintara: Jurnal Ilmiah Ilmu-Ilmu Maritim*. 2(2): 1-7.

Malik H, Saribulan N. 2018. Implementasi Kebijakan Usaha Perikanan Melalui Program Pengembangan Perikanan Tangkap di Kota Tanjungpinang Provinsi Kepulauan Riau. *Jurnal Kebijakan Pemerintahan*. 1(2): 115-135. DOI: https://doi.org/10.33701/jkp.v1iNo.2.1101.

Mardiah RS, Nanda MRF, Roza SY, Pramesthy TD, Arkham MN. 2021. Production of Catches Based on Purse Seine Vessel Size at PT Hasil Laut Sejati (HLS), Batam City. *Berkala Perikanan Terubuk*. 49(3):1316-1325. DOI: http://dx.doi.org/10.15578/aj.v5i1.12223.

Mardiah RS, Roza SY, Kelana PP, Hutapea RYF, Afrizal M. 2020. Analisis Komposisi Hasil Tangkapan *Purse Seine* di Daerah Penangkapan Ikan Sibolga. *Jurnal Bahari Papadak*. 1(2): 100-104.

Mutmainnah, Yuliana, Djamhur M, Kaidati B, Rauf A, Danial. 2023. Pola Pengupahan Usaha Penangkapan Ikan Bagan Perahu di Pulau Toniku Kabupaten Halmahera Barat. *Seminar Ilmiah Nasional III Fakultas Perikanan dan Ilmu Kelautan Universitas Muslim Indonesia*. 43-56.

Muzakir, Alwi MJ, Tajuddin M. 2023. Analisis Aspek Teknis dan Ekonomi Usaha Perikanan pada Alat Tangkap *Purse Seine* di PPI Paotere Makassar. *Jurnal Pelagis*. 1(1): 94-101. DOI: https://doi.org/10.33096/pelagis.v1i1.309.

Nasution LM. 2017. Statistik Deskriptif. *Jurnal Hikmah*. 14(1): 49-55.

Niam MF, Rumahlewang E, Umiyati H, Dewi NPS, Atiningsih S, Haryati T, Magfiroh IS, Anggraini RI, Mamengko RP, Fathin S, Mola MSR, Syaifudin AA, Wajdi F. 2024. *Metode Penelitian Kualitatif*. Bandung (ID): Widina Media Utama.

Pramesthy TD, Arkham MN, Mardiah RS, Anwar S. 2022. Analisis Finansial Usaha Kapal *Purse Seine* (Studi Kasus: KM Daya Cipta) di Pelabuhan Perikanan Nusantara Sibolga, Sumatera Utara. *Jurnal Perikanan dan Kelautan*. 12(1): 93-104. DOI: http://dx.doi.org/10.33512/jpk.v12i1.13674.

Putra TR. 2017. Analisis Upah Sistem Bagi Hasil Anak Buah Kapal pada Perahu Penangkap Ikan di Kabupaten Lamongan (Studi Kasus Perahu Jenis Ijon-Ijon Payangan pada Masyarakat Nelayan di Kelaurahan Brondong dan Kelurahan Blimbing). *Media Trend: Berkala Kajian Ekonomi dan Studi Pembangunan*. 12(2): 168-176. DOI: https://doi.org/10.21107/mediatrend.v12i2.3105.

Putri SM, Haryono, Setiawan R. 2024. Relasi Kuasa Nelayan Pemilik Kapal dengan ABK di Pelabuhan Karangantu, Serang Banten. *Edu Sociata: Jurnal Pendidikan Sosiologi*. 7(1): 240-249. DOI: https://doi.org/10.33627/es.v7i1.2004.

Sutisna I. 2020. *Statistika Penelitian: Teknik Analisis Data Penelitian Kuantitatif*. Gorontalo (ID): Universitas Negeri

Gorontalo.
Trimaya A. 2014. Pemberlakuan Upah Minimum dalam Sistem Pengupahan Nasional untuk Meningkatkan Kesejahteraan Tenaga Kerja. *Aspirasi: Jurnal Masalah-Masalah Sosial*. 5(1): 11-20. DOI: https://doi.org/10.46807/aspirasi.v5i1.448.