

An Overview of the Work Ethic of a Timorese Traditional Ikat Weaver

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Abstract. Work ethic is a person's attitude, view, and belief toward his work. This study aims to describe the work ethic of traditional Timorese woven cloth weavers at Sentra Tenun Ina Ndao Kupang, which is seen based on work aspects such as moral obligations, work discipline, and pride in work results. This type of research is qualitative research. The primary informants in this study amounted to 6 people. The results of the study showed that the six informants saw work as a moral obligation in terms of being responsible for fulfilling their own needs as well as for others. In the aspect of work discipline, the six informants see work as a form of self-awareness of the rules that exist in the workplace and their sincerity in completing work. As well as in the aspect of pride in work results, the six informants see work as a form of appreciation for work results to improve the quality of their work. The implications of the results of this research for the weavers are that they become aware of what a work ethic is and the importance of having and improving a work ethic in individuals and groups when working to produce good work results.

Keywords: *Work ethic, Weavers*

Abstrak. Etos kerja adalah suatu sikap, pandangan, dan keyakinan seseorang terhadap pekerjaannya. Penelitian ini bertujuan untuk melihat gambaran etos kerja pada penenun kain tenun ikat tradisional timor di Sentra Tenun Ina Ndao Kupang yang dilihat berdasarkan aspek kerja sebagai kewajiban moral, disiplin kerja, dan kebanggaan akan hasil kerja. Jenis penelitian ini adalah penelitian kualitatif. Informan utama dalam penelitian ini berjumlah 6 orang. Hasil penelitian menunjukkan bahwa keenam informan melihat kerja sebagai kewajiban moral dalam hal tanggung jawab untuk memenuhi kebutuhan hidup diri sendiri juga orang lain. Dalam aspek disiplin kerja, keenam informan melihat kerja sebagai bentuk kesadaran diri akan aturan yang ada di tempat kerja serta kesungguhan mereka dalam menyelesaikan pekerjaan. Serta dalam aspek kebanggaan akan hasil kerja, keenam informan melihat kerja sebagai bentuk penghargaan akan hasil kerja guna meningkatkan kualitas kerjanya. Adapun implikasi dalam hasil riset ini terhadap para penenun ialah mereka jadi mengetahui tentang apa itu etos kerja dan

pentingnya memiliki serta meningkatkan etos kerja dalam diri individu maupun kelompok saat bekerja guna menghasilkan sebuah hasil kerja yang baik.

Kata Kunci: *Etos kerja, Penenun*

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Introduction

The life of the Indonesian people is inseparable from the many activities they carry out. One of them is work. Work is an activity where individuals do something to produce something too. According to Kartono (in Balkis Aprilia, 2006), work is a social activity for humans with two main functions, namely: (1) Producing goods or objects and services for oneself and others, (2) Binding individuals in patterns of humane relationships with individuals other; because people must always cooperate and communicate with others to maintain their existence.

Work has many meanings. By working, someone can make themselves more meaningful for themselves, the environment, and the people around them. There are many jobs in Indonesia, including working as a weaver. According to the Big Indonesian Dictionary (KBBI), weaving is making woven cloth using hands and traditional looms. Several factors can also cause a person's preference for weaving: (1) social and cultural factors, often found in the needs of the customs they adhere to, for example, in the customs of marriage, death, birth, and so on, (2) economic factors; supplement their income by selling the woven products they have made. Weaving activities can be found in almost every tribe or ethnicity in Indonesia, especially on the island of Timor, one of which is the Ikat Weaving Group at the Ina Ndao Ikat Weaving Center, Kupang City.

In the life of the people in East Nusa Tenggara, in Timor Island to be precise, weaving is a tradition that has existed since ancient times and is still being carried out today. Women still dominate this activity. With more and more competition in the world of work and increasing prices or costs of human life necessities, it causes not only men but also women to take part in working to help the family economy and their own living needs.

For the people of East Nusa Tenggara (NTT), woven cloth products are one of the results of local wisdom, a hallmark of culture and pride in great demand by people outside NTT. Talking about culture, within each tribe or ethnic group, beliefs, values , and norms are adhered to. The difference in values and norms adopted by each ethnicity also influences the unique patterns, motifs, and color combinations in each ethnicity, becoming the main attraction for outsiders who want to own these woven fabrics. The values and norms adhered to by each ethnicity are abstract, which is why one way of expressing the woven products of each ethnicity is through the patterns, motifs, and colors in the woven products. Differences in beliefs, values , and accepted norms also influence one's attitudes and views at work. In the world of work, a person's attitude or view of work is called the work ethic.

Based on the explanation above, Anoraga (in Yusna Yanthi Yusuf, 2016) argues that work ethic is a view or attitude of a nation or people towards work. Other things were also conveyed by Harsono and Santoso (in Rian Oztary Hardiansyah, 2017), where they stated that work ethic is work enthusiasm based on specific values or norms. Also, according to Ismainar (in Putu Ayu Novia Viorica and Komang Rahayu Indrawati, 2016), work ethic is an attitude that arises from one's own will and awareness based on a system of cultural value orientation towards work. This is used by individuals as a basis for work so that the work displayed has its characteristics. The characteristics of each individual in this work can be different because their work ethic is influenced by several factors, one of which is cultural factors.

Therefore, from this, researchers see the importance of researching the description of the work ethic of Ikat weavers. Another reason is that the scientific literature that reveals the work ethic of weavers, especially in East Nusa Tenggara, is still relatively minimal.

Method

This research was conducted at the Ina Ndao Weaving Center, Kupang, from September 2020 to October 2020. This type of research is qualitative research. According to Creswell (2015), qualitative research explores and profoundly understands the meaning of a person or group of people from a social situation about a particular aspect of human beliefs, attitudes, and behavior. The same thing was expressed by Moeleng (in Muhammad A. S., M. S. Mandra, and Ashari Ismail, 2022) that qualitative research intends to understand phenomena about what is experienced by research subjects, such as behavior, perceptions, motivations, actions, etc. holistically and descriptively in words and language, in a particular natural context and by utilizing various methods.

Qualitative research focuses more on perceptions, life experiences, and how individuals understand their lives. Qualitative research does not use the term population but rather social situations because qualitative research departs from some instances that exist in certain social conditions in people's lives.

Samples in qualitative research are called informants, participants, or research subjects. There were six informants in this study as the primary informants who were determined using a purposive sampling technique. Purposive sampling is a sampling technique for data sources with specific considerations from the researcher. The sample is considered to know best about the researcher's expectations and master the social situation being studied (Sugiyono, 2017). The variable studied is work ethic. The data collected in this study includes primary data and secondary data. Primary data, namely the results of interviews conducted with participants. While secondary data, namely other supporting data such as observations, documentation in the form

of photos and voice recordings, results of interviews with significant others, and literature in the form of books, journals, or other research articles. The analysis technique used is a qualitative analysis technique where words and actions have the power to reveal something related to humans.

Results

1. Research Implementation

The research entitled "Overview of the Work Ethic of Timorese Traditional Ikat Weavers" was conducted at the Ina Ndao Weaving Center in Kupang from 14 September 2020 to 16 October 2020, involving six research informants who were selected using a purposive sampling technique or sampling based on specific criteria. In determining the informants, the researcher decided on as many as six informants who were deemed capable of providing information or data as expected in answering the objectives of this study.

The selected informants were then given a structured interview based on an interview guide that had been prepared in advance based on the literature review used, particularly in revealing the description of the work ethic of the Timorese traditional ikat weavers. This interview guide then provides a real picture related to work ethic, which includes three main aspects: work ethic as a moral obligation, work ethic as a form of work discipline, and work ethic as pride in the work.

In carrying out research, especially data collection activities, interview activities were carried out with all informants with the following steps: the researcher made observations first to find the researcher's target. This observation activity was carried out to know and get an overview of the activities of the weavers of Timorese traditional ikat fabrics, which will be used as targets in this study. After observing, the researcher conducted an initial interview to find information related to the profile and self-image of individuals working as ikat weavers. This is done with the intention that researchers can accurately

ensure that the selected informants are informants who meet the criteria for informants (inclusion) as previously determined, namely: domiciled in Kupang City, aged 30 to 60 years, by profession as a woven cloth weaver bond of approximately five years, and have the willingness to be a participant in this study.

After this procedure is carried out, the next step is to make an appointment with the informant to conduct an interview meeting related to the collection of data/information regarding the work ethic that has been compiled in structured questions, as presented in the appendix.

2. Location Overview

The Ina Ndao Kupang Weaving Center is located at Jalan Kebun Raja II No.1, Naikoten I, Kota Raja District, Kupang City, East Nusa Tenggara. The Ina Ndao Weaving Center was established on 27 May 1991. Until now, the Ina Ndao Ikat Weaving Center has 32 workers, with the division of tasks including (1) a Production division of 25 people, (2) a Marketing department of 4 people, and (3) an Administration section of 3 people.

3. Overview of Research Informants

Informants in this study were taken from weavers in the Ina Ndao Kupang Weaving Center as many as six people.

Table 1.
Short Description of Informants

Name (Initials)	Age	Level Education	Length of working
YL	45 years old	ELEMENTARY SCHOOL	7 years
ST	39 years old	ELEMENTARY SCHOOL	5 years
WL	60 years old	ELEMENTARY SCHOOL	25 years
MT	51 years old	ELEMENTARY SCHOOL	6 years
OF	35 years old	JUNIOR HIGH SCHOOL	10 years
RL	32 years old	SENIOR HIGH SCHOOL	9 years

4. Research Data Analysis

This data analysis was conducted to describe the work ethic of the weavers who became research informants descriptively. To answer the objectives of this study, the researcher determined three main components that were used as the basic concept, namely (1) a description of the work ethic seen from the aspect of moral obligation; (2) a description of the work ethic as a form of work discipline, and (3) a description of the work ethic seen from the aspect of pride in the work/work.

Based on the research results obtained by using interview techniques with the six research participants, it can be described each of these aspects as follows:

1. The description of work ethic as a form of moral obligation

Based on the study results, participants considered work as something important. Work as a moral obligation illustrates that each individual has a different assessment and view of work. Individuals who work view work as obligatory and reflect good moral qualities where when they work, they do not only work for themselves but also for others.

Based on the results of interviews with six participants, it can be described that the weavers see the work ethic as a moral obligation more on the reason of the responsibility to help finance themselves and their families and the responsibility as the next generation to continue what their ancestors and parents have done. This was expressed by informants, among others:

"Yes, my mother works here. The biggest reason is that she wants to earn money to fulfill her needs here with her parents and younger siblings in the village. Send some love there so you can use it to buy what you need too."

2. An overview of work ethic as a form of work discipline

Work discipline is defined as a form of obedience and individual self-awareness of a rule or provision that applies within an organization or

company. Work as a work discipline describes a person's sincerity in his work. This sincerity is reflected in the attitude of full responsibility to complete work.

Based on the answers or responses from the six informants, it can be described that in terms of work discipline, the weavers see work as a form of punctuality according to working hours and a form of real responsibility to complete the work received. This was expressed by informants, among others:

"Yes, at least we share the same tasks as now. Some give colors, some arrange the threads, and some weave. There is time to work so that it can be completed quickly.."

3. The description of work ethic as a form of pride in the results of work

Working as a form of pride in work results illustrates that a worker with a work ethic will always appreciate all work. From various descriptions of responses to work ethic as a form of pride in their work, it can be described that weavers see their work as a feeling of pleasure and pride in their work and receive an assessment from the environment of their work as a positive thing to improve the quality of their work. This was expressed by informants, among others:

If there is no mother as a weaver... never, because where did you go, this is your mother's cape... yes you still have to be proud of that... but if there are customers, for example about the color of the cloth they want red brick but when the color is stained it does not match, sometimes they complain too."

Discussion

Human life can not be separated from what is called work. Work is closely related to work ethic. Work ethic is a person's perspective, attitude, and belief in his work which is shown through verbal or speech and behavior. Work ethic is important for someone to encourage individuals to achieve work success. This study aims to

describe the work ethic of the Timorese traditional ikat weavers at the Ina Ndao Weaving Center, Kupang.

Everyone has a different perspective and assessment of work. This means that how a person views his work well can also describe his work ethic. According to Cherrington (in Juliana Hermanto, 2008), there are three aspects of work ethic: work as a moral obligation, work discipline, and pride in work results.

The results of the research on the six informants, namely weavers of traditional Timor ikat cloth at the Ina Ndao Kupang Weaving Center, seen based on three existing aspects, show the picture that:

1. Work as a moral obligation

The informants view work as a moral obligation by viewing work as something meaningful in their lives and obligatory to do. This aligns with the theory presented by Anoraga and Suyati (in Juliana Hermanto, 2008), where they explain that work is an obligation and a dream for everyone to fulfill their life needs.

In this case, based on the results of the analysis previously stated, it was found that the six informants saw work as a form of moral obligation in terms of responsibility in earning money to meet their living needs as well as for other people, namely their parents or family.

Not only that, for the six research informants, their work is centered not only on material or money but also on other things, namely as a form of calling to continue to preserve the culture that has existed for a long time from their ancestors or previous parents.

2. Work discipline

When viewed from the description of the work ethic of the six research informants through the aspect of work discipline, then based on the results

of the analysis that has been stated previously, it is found that the six informants who were the subjects in this study saw work ethic as a form of work discipline in terms of punctuality. Punctuality at work or attendance that is not late shows a form of time discipline against the rules of working hours that have been determined by the company or organization where the informant works. This is in accordance with the opinion conveyed by Hasibuan (in Nur Choustika, 2020), which says that discipline is a form of awareness and willingness of a person to obey every company rule and applicable norms.

Not only that, but the six informants also showed their work discipline through their sincerity in carrying out every task and responsibility given or received, where they were willing to work beyond the working hours that had been set to pay off the work process so that it could be completed more quickly. This is in line with the theory presented by Ismael (in Juliana Hermanto, 2008), which states that a discipline is a form of expression of maturity, where there is an attitude of responsibility towards one's behavior in carrying out the work that is occupied. Discipline as a form of maturity is shown by self-awareness of the importance of implementing the rules or norms that have been set in an organization or company, as well as an attitude of responsibility in completing a job as well as possible so that it can be completed on time.

3. Pride in work

Pride in the results of work is a form of appreciation for the work given by the individual who works or the work environment.

Based on the analysis of the six informants, it was found that they had a sense of pleasure and pride in their work or work, namely weaving. This arises not only from within themselves but also from other people or consumers. Informants use the form of appreciation and self-assessment from

themselves and consumers as a positive impetus to improve the performance and quality of their work. This is in line with the theory presented by Kartono (in Juliana Hermanto, 2008), which states that a worker who has a feeling of pride in his work or work has more enthusiasm for work because a sense of pride in the quality of his work is a success for him.

Conclusion

Based on the results of the study, it can be concluded that the description of the work ethic of weavers shows that work is a moral obligation. The six subjects view work as something essential and mandatory for their lives. They work not only for themselves but also for others. They also think that working for the next generation is a form of preserving the culture that has existed since immemorial. Work discipline on ikat weavers is shown by the awareness of punctuality in work and a sense of responsibility towards work. Pride in the results of work or work leads to attitudes and feelings of pride in the results of work because of the appreciation of others and self-respect, and the desire to move forward as well as efforts to maximize work to create the best quality work. The relationship between these three indicators illustrates the work ethic of traditional Timor ikat weaving weavers.

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