

The Correlation between Cohesiveness, Social Justice and Innovativeness with Quality of Life A 2016 Correlational Study from Fishermen of Kelapa Dua Island, Kepulauan Seribu Utara

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Abstract

The research intended to discover the relation between cohesiveness, social justice and innovativeness with the quality of life concept of fishermen at Kelapa Dua Island, Kepulauan Seribu Utara. The method used for the study was a survey method to a correlational study of 85 samples. Four instruments used to measure quality of life (reliability: .923); cohesiveness (reliability: .952); social justice (reliability: .957); and innovativeness (reliability: .925). Then the data analyzed with correlation, regression statistics, which verified by t-test and F-test. There was positive and significant correlation between cohesiveness, social justice, innovativeness with the quality of life, even though the data analyzed with the second order, the result still significant. So, the result concluded that if the quality of life of the fishermen improved, it considers contributed by cohesiveness, social justice, and innovativeness.

Keywords: cohesiveness, social justice, innovativeness, quality of life

Introduction

The human being needs always changes and varied as they will make all efforts to satisfy their needs. They work to fulfill their daily needs by different job and skills. Chambers and Conway (1992:3) defined the job as an asset of capabilities included materials and social resources and activities needed to facilitate the life of a human being. Carney (1998: 3) defined continuous job while the people can keep the stress and defense or enhance asset capabilities from now and develop it in the future, with the conservation of the basic natural resources. So, the job was the main work for the human being to support their daily needs, and to upgrade their quality of life.

The quality of life scope is wide, including how to measure “the goodness” of someone from various aspects of life. This evaluates emotional reaction to events, dispositions, fulfilling and satisfying life, taste, and the satisfaction of job and personal relation. Warner stated that quality of life was “welfare feeling, fulfilling or satisfying gained from external environmental factors. WHO declared quality of life as individual perception about living quality in the context of cultural system and values where they live in according to the objectives, hope, and fittest life standard.

Costanza (2007: 270) described the quality of life as the human needs aimed to fulfill. It's related to personal or group perception. Human needs were basic needs in subsistence, reproduction, security, affection, understanding, participation, leisure, spirituality, creativity, identity and freedom. The quality of life was a general concept affected by physical health, psychological condition, independent level, social relation, personal trust related to their living area. So, the quality of life was someone's activity reaction to fulfill

their daily needs to gain their individual satisfaction by doing their job and their efforts for a more qualified living.

The fishermen's income still depends on their fishing result to fulfill their daily life. Income, as told by Hicks, defined as the maximum amount of spending while they're fishing. The income as stated by Hicks (Sefton & Weale, 2006) is the maximum usable amount of income in the early month or last week. Fishermen income still depends on their fishing result, so the social welfare depends on it and needs special intention. The fisherman's life, not merely viewed from their fishing quantity, but also for their quality of life.

Naturally, the quality of life needs a special concern for fishermen as they do their job as fish catchers with the bravery and the faith as their main modality. The quality of life also can be viewed from their physical health, psychological condition, freedom, social relation and their comfortability in their living community. So, to know the development of fishermen's quality of life, it will be related to cohesiveness, social justice, and innovativeness partially and all together.

The cohesiveness is a group power that could be solidarity support and positive feeling toward their membership in the group. The success of the organization affected by the feeling level of the member to the group and their motivation to defend their togetherness as stated by Shane and Glinow (2010: 250). Group cohesion refers to an interesting level of the member and their motivation to stay in the group. Group characteristic (cohesion) is the interest of the member to the group and their commitment toward the aim and the task of the group and their proudness collectively. (Robbin (2003: 90) described "so far the member interested each other and motivated to stay in a group together". Then Robbin (2003:90) described that "cohesiveness is important as it related with group productivity". So, cohesiveness tied the fishermen in one brotherhood and share their similar world of view and relatively similar job standard.

The cohesiveness of the group develops the high ownership feeling toward working job and strengthen the teamwork. Banwo (2015: 146) stated "cohesion divided into a powerful group with good performance and the group with weak performance. The group with high cohesion consisted of the members with the highest ranking in the workforce and the staff with the lower organizational position. Mullins (2006: 271) described that cooperation between members in cohesiveness tends to be bigger than in the group as the one community. The membership in a cohesive group can be fruitful experiences of the individual, contribute to the moral promotion, and assist in setting the creativity and the energy free. The group member with higher moral tends to assume that they work effectively as a group. Cohesive powerful group work will affect the organization positively.

The scholars' statement above showed that fishermen cohesiveness can acquire ideas to enrich their quality of life as a group and increase their productivity to increase their needs. So, it is clear the interrelation between cohesiveness and quality of life to improve fishermen quality of life.

Social justice is a vital requirement for human relation to gain their rights, to get socially fair and equal living standard. The plea for justice in the society is normative. It rises at all social levels of life. Olivia (2015: 582) stated that social justice ideas stressed to the redistribution based on human need and values, and their rights for basic social status or

their productivity. Social justice in fulfilling social needs must be based on healthy living and continuously foundation as stated by Olivia (2015: 582). Baldry added that “we must ask social justice living to make sure that there was systemic and structural social rule to correct the equality as the core value of politics and society. Basically, this concept will determine optimal equal responsibility between individual and society to contribute to justice society’. Social justice related to social welfare and social policy to fulfill public service and also social service. Social justice also related to distributive justice and procedural justice. Distributive justice is an equal treatment by comparing job ratio with a suitable income as payment, salary, promotion and other works. Caglar (2015:17) stated that distributive justice was the justice in result distribution as salary, social rights and staff aids and gifts. The basic principle of distributive justice is that every person must think they’re right for distributed resources fairly.

Organization distributive justice fairly must be seen from staff work evaluation. Niehoff, Brian, and Moorman (1993: 514) described that working distributive justice must be viewed from timetables, salary level, workload, respects gained and work responsibility. Those indicators measured employee treatment as equal as their work performance. According to Bakshi (2009: 146), procedural justice was the justice that focused on the justice being in process of workplace decision making. Procedural justice happens when the job worked by suitable conduct as hoped procedure. Caglar (2015: 17) also said that procedural justice and procedural justice method used to determine and measure factors as payment, working conditions, promotion, financial chance, and performance assessment. With the other word procedural justice means that the justice felt as tools, process. And the method used to identify profit (Caglar, 2015: 17).

Organizational procedural justice was a workforce of a worker to do a developed rules. Niehoff, Brian & Moorman (1993: 514) showed that procedural justice follows a framework consistently, minimalized the bias, accurate information, correctible, representative and ethics. Those indicators assess the employee interrelated with their framework.

Innovativeness was a phenomenon happened in the society in the process to modernity. The innovativeness level is a limit to adopt new ideas faster than other in the social system. Innovation is ideas, practices, and new perceived objects by individuals or another adoption unit (Roger. 1983: 11).

The innovation arises from the ideas and knowledge based on experiences. Tidd (2005: 15) stated that innovation as knowledge to create new possibilities by gathering different pieces of knowledge by the shape of new technical knowledge or special configuration to fulfill the needs that can be articulated latently. David Kelley in Lamminan (2004: 114) told that innovation not just surprisingly ideas, but also to connect, motivate creativity for others. Innovation also pushed by the capability to find a connection, find opportunity and utilize it (Tidd. 2005: 3). Merely said that innovation is a relation with others to motivate in creativity and to take a chance or opportunity for new ideas. The innovativeness also related to the speed of creating new ideas productivity. Roger (1983: 22) defined that innovativeness happened when an individual or other adoption unit adopt new ideas earlier than the other social system. Generally, five categories of innovativeness: a) innovator; b) early adopters; c) early majority; d) late majority and e) laggards.

Earlier description summarized that quality of life can be related to cohesiveness, social justice, and innovativeness. The quality of life of fishermen increased by those factors. So the research intended to investigate the fishermen's quality of life-related with cohesiveness, social justice, and innovativeness.

Research Method

The study aimed to investigate the relation between cohesiveness with the quality of life; social justice with the quality of life; innovativeness with the quality of life; and cohesiveness, social justice, and innovativeness with the quality of life.

Survey method used for the purpose of the study. The sample was taken by multistage random sampling technique. 85 fishermen involved in this research as research respondents. Instrument reliability coefficient count by Alpha Cronbach formulation. Four instruments measured for the study: quality of life (reliability: .923); cohesiveness (reliability test: .952); social justice (reliability test: .957); and innovativeness (reliability: .925). Data normality test used estimated error formulation and homogeneity test used by Bartlett formulation.

Data analyzed by descriptive and inferential statistic formulation. The descriptive statistic used to display research data (mean, median, modus and deviation standard) and pictured by histogram and frequency distribution table. The inferential statistic used to test the study hypothesis, by correlation and regression techniques. The first, second and third hypothesis tested by Pearson's product moment correlation formulation. While the fourth one by multiple regression and correlation formulation. The study also tested coefficient correlation by controlling certain independent variable gradually toward other independent variables (partial coefficient correlation).

Findings and Discussions

The relation shape between cohesiveness and quality of life can be viewed from a regression equation with the direction and constant = 60.138 and b= .214. The signification level determined when f count known as showed by table 1.

Table 1. ANOVA of simple linear regression test.

$$\hat{Y} = 60.138 + 0.214 X_1$$

Model	Sum of Squares	df	Mean Square	F	F tabel	
					$\alpha = .05$	$\alpha = .01$
Regression	800.521	1	800.521	9.961	3.96	6.96
Residual	6665.055	83	80.302			
Deviation From Linearity	2345.505	34	68.985	0.783	1.70	2.11
	4319.550	49	88.154			
Total	7465.576	84				

Notes:

** = Regression very significant ($F_h = 9.961 > F_{t,01}$) at $\alpha = .01$

ns = non significant, mean the regression linear ($F_{h,01} = .783 < 2.11$)

Based on above Table 1, regression equation was significant with $\hat{Y} = 60.138 + .214 X_1$ regression model. So, there was the significant and positive relation between cohesiveness and quality of life. The amount of correlation coefficients between cohesiveness and quality of life seen in Table 2 below.

Table 2 Significant test of coefficient correlation korelasi r_{y1} .

Intervening correlation	Correlation coefficient	Determination coefficient	t count	t table	
				$\alpha = .05$	$\alpha = .01$
$X_1 - Y$	$r_{y1} = .327$	$r^2 = .107$	3,157**	1,99	2,64

Notes:

** The correlation coefficient is very significant(t count 3,157 > t table 0,01 = 2,64)

Table 2 showed a significant correlation between cohesiveness and quality of life, that means the quality of life determined by 10.7% of cohesiveness from regression model $\hat{Y} = 60.138 + .214 X_1$.

Social justice relation with quality of life can be shown by the direction of regression equation resulted, coefficient direction and constant = 55.736 and b = .214. Significant level determined when f count known by table 3

Table3. ANOVA table for simple regression test
 $\hat{Y} = 55.736 + .278 X_2$

Model	Sum of Squares	df	Mean Square	F	F tabel	
					$\alpha = .05$	$\alpha = .01$
Regression	909.16	1	909.162	11.509	3.96	6.96
Residual	6556.42	83	78.993			
Deviation From Linearity	3138.38	35	89.668	1.259	1.70	2.11
	3418.033	48	71.209			
Total	7465.58					

Notes:

** = Regression is very significant($F_h = 11.509 > F_{t,01}$) at $\alpha = .01$

ns = non signifikan, means linear regression ($F_h,01 = 1,259 < 2.11$)

Based on Table 3, regression equation was significant with regression model $\hat{Y} = 60.138 + 0,214 X_1$. So, there was the significant and positive relationship between social justice and quality of life. The coefficient correlation amount between social justice with quality of life can be shown in table 4

Table 4. significant test of coefficient correlation of r_{y2} .

Intervening correlation	Coefficient Correlation	Determination Coefficient	t count	t table	
				$\alpha = .05$	$\alpha = .01$
$X_2 - Y$	$r_{y2} = .349$	$r^2 = .122$	3.393	1.99	2.64

Notes:

** Coefficient correlation was very significant (t count 3,393 > t table 0,01 = 2,64)

From Table 4 show the significant relationship between social justice with the quality of life, as a quality of life determined by 12.2% of social justice by $\hat{Y} = 60.138 + .214 X_1$ regression model.

The relation between innovativeness with a quality of life can be shown by 42.685 coefficient regression direction and constant (b) = .435. Significant level determined when f count known, as shown in Table 5.

Tabel 5. ANOVA untuk Uji Regresi Linear Sederhana

$$\hat{Y} = 42,685 + 0,435 X_3$$

Model	Sum of Squares	df	Mean Square	F	F table	
					$\alpha = .05$	$\alpha = .01$
Regression	707.29	1	707.29	8.686	3.96	6.96
Residual	6758.29	83	81.425			
Deviation From Linearity	1936.08	21	92.19	1.185	1.78	2.20
	4822.21	62	77.79			
Total	7465.576	84				

Notes:.

** = Regression very significant ($F_h = 8.686 > F_{t,0.01}$) pada $\alpha = .01$

ns = non significant, mean the regression is linear ($F_{h,0.01} = 1.185 < 2.20$)

Table 5 shown significant regression equation of regression model $\hat{Y} = 42.685 + .435 X_3$. It means the positive and significant relation between innovativeness and quality of life of fishermen. The amount of coefficient correlation between innovativeness with the quality of life can be shown from Table 6.

Table6. Uji keberartian koefisien korelasi ry.3

Korelasi antara	Koefisien Korelasi	Koefisien Determinasi	t hitung	t tabel	
				$\alpha = .05$	$\alpha = .01$
$X_3 - Y$	$ry_3 = .308$	$r^2 = .095$	2,947	1,99	2,64

Notes:

** Correlation coefficient very significant (t count $2,947 > t$ table $0,01 = 2,64$)

Table 6 shown a significant relation between innovativeness with a quality of life, as the quality of life, determined 9.5% by innovativeness by $\hat{Y} = 42.685 + .435 X_3$.regression model.

The relation between cohesiveness, social justice, and innovativeness with quality of life can be shown from the regression equation with direction of coefficient regression $b_1 = 0.170$; $b_2 = 0.194$; $b_3 = 0.324$ and constant = 9.574. Significant level determined when f count known as shown in Table 7.

Table7.

The Summary of Multiple regression results with three independent variables and a dependent variable

$$\hat{Y} = 9.574 + 0.170 X_1 + 0.194 X_2 + 0.324 X_3$$

Variance	dk	JK	RJK	F	F tabel

Sources					$\alpha = .05$	$\alpha = .01$
Regression	3	1794.17	598,055	8.542**	2.74	4.03
Residual	81	5671.41	70.017			
Total	84	7465.58				

Notes::

** = Regression very significant ($F_h = 8.542 > F_{t,01} = 4.03$ at $\alpha = .01$)

Table 7 shown the significant regression equation with $\hat{Y} = 9.574 + 0.170 X_1 + .194 X_2 + 0.324 X_3$. So, there was the significant and positive relationship between quality of life with cohesiveness, social justice, and innovativeness. The amount of coefficient correlation between cohesiveness, social justice and innovativeness shown in Table 8.

Tabel 8. Multiple Coefficient Correlation Significance test Ry.123

N	Coefficient correlation	Determination coefficient	F count	F table	
				$\alpha = .05$	$\alpha = .01$
85	R = .490	$R^2 = .240$	8.542**	2.74	4.03

24% variation of quality of life determined by variation of cohesiveness, social justice and innovativeness altogether by $\hat{Y} = 9.574 + 0.170 X_1 + 0.194 X_2 + 0.324 X_3$ linear regression model. Based on Table 8 above, the value of coefficient correlation between cohesiveness, social justice, and innovativeness with the quality of life was $R_{y,123} = .490$. It means that if the quality of cohesiveness, social justice, and innovativeness is better, it will develop fishermen's quality of life.

The result of first hypothesis testing showed that cohesiveness positively related with quality of life as shown by $\hat{Y} = 60.138 + .214 X_1$ regression equation, with t count and $r_{y,1} = .327$ relation strength with 10.7% coefficient determination. The development of quality of life determined by strong kinship and unified or cohesive movement to gain the same aim.

The cohesiveness was a group kinship as family, brotherhood or other organization that can be a group strength. Shane and Glinow (2010) stated that cohesiveness was a level of interestedness inside the group to motivate each other, to commit upon job desks, and to care for the other group members. Fishermen group at the seaside have a close kinship with other neighbors as they share the openness by telling their own happiness or sadness. It builds a kind of families and builds a shared trust each other.

The kinship between fishermen indicated by giving a pray and motivate for each other, especially when they will go fishing. They share information and solution for fishing obstacles and fishing results. There is a positive relation between cohesiveness and quality of life as better cohesiveness will develop the quality of life of fishermen at the seaside of Pulau Kelapa Dua of Kepulauan Seribu Utara.

SECOND hypothesis testing result showed a positive relationship between social justice with the quality of life of fishermen by $\hat{Y} = 55.736 + .278 X_2$ regression model with t count and relation strength $r_{y,1} = .349$ with determination coefficient 12.2%.

Social justice was social valuation to fulfill the justified life condition and social welfare. Social welfare condition happens when material, spiritual and social needs of citizen fulfilled. They can live in good condition and can develop their self-development. Generally the fishermen community, from social justice valuation perspective, highly motivated to work for family welfare. They are consistently fishing for life. To keep the harmony and order between fishermen, they share fishing income and divide fishing area. They share the fishing result information to other fishermen and divide the job equally while fishing. So, there is a relation between social justice and quality of life of fishermen at Kelapa Dua Island, Kepulauan Seribu Utara. The better social justice will develop the quality of life.

Third hypothesis test results showed a positive relation between innovativeness with the quality of life as shown by $\hat{Y} = 42.685 + .435 X_3$ regression equation with t count and relation strength $r_y = 0,349$ with determination coefficient 12.2%.

Innovativeness happens when someone adopts new idea faster than other in their social system (Roger. 1983: 22). Society innovation grows by allocating new ideas pushed by the demand for the effectivity of modern society.

The fishermen innovativeness at the seaside found from their interest for fishing new technology and some new ideas, information and knowledge beside it and they respect creative innovation from others. They receive new ideas fastly but they accept it slower, also for the application of it. They generally follow the recent information and communication technology and mostly used smartphone or handphone, so they get the information quickly. Generally, they made their own fishing catcher as nets and the baits. They usually used the motor boat. Generally, the fishermen at Kelapa Dua Island perceive modern technology and innovativeness. So, it can be concluded that the innovativeness related to the quality of life of fishermen. The more they innovate, the better quality of life happen.

The fourth hypothesis testing displayed the positive and significant relation between three variables altogether with the quality of life as counted by multiple regression equation $\hat{Y} = 9.574 + .170 X_1 + .194 X_2 + .324 X_3$. F count = 8.542 bigger than F table 2.74 (.05) and 4.03 (.01), multiple coefficient correlation ($R_{y,123}$) = .490 and determination coefficient = .240

Data analysis showed that (1) cohesiveness role to develop quality of life tend to more potential by the support of family and kindship; (2) social justice role to increase quality of life of fishermen reviewed from general performance assessment of the fishermen as they obey the policies and regulations and their willingness to fishing at bad weather; some of them fishing at nearest islands with small amount fishes gained; (3) innovativeness role to increase the quality of life assessed from their adaptability to accept new ideas. Mostly accept modern social change quickly, but they slowly apply it.

Summary

Findings above summarize that the quality of life will be increased when cohesiveness, social justice, and innovativeness considered as main factors. Those independent variables empirically used as predictors of quality of life. There was some implication of research findings. It implies that quality of life increased by cohesiveness as strong ties of kinships; social justice as equity of procedural and distributive justice; and

innovativeness by the role as an initiator to adopt renewal ways to improve the social welfare. The researcher can found another variable involved to increase fishermen quality of life.

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