

# **Physical Fitness and Entrepreneurship Trainings : Improvement of Female Workers Motivation in North Purwokerto**

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## **ABSTRACT**

The purpose of this study was to improve knowledge of entrepreneurship and physical fitness so that it can increase work motivation. This research is a research that gives treatments to the respondents to the trainings that used cross sectional approach. The population was the female workers around Unsoed Purwokerto. This research focused on safety behavior approach. The interventions involved safety behavior trainings about entrepreneurship, physical fitness and work motivation. The participants had training physical fitness exercises for four times meetings directly. The evaluation instruments used pre and post questionnaires, observation sheets and advocacy sheets.

The trainings were conducted to 38 participants. From the respondent characteristics, there were 29 people (76.3%) that had a family background as entrepreneurs and 9 people (23.7%) did not have a family background as entrepreneurs. Most of the participants had graduated from secondary education, 17 people (44.7%), higher education 5 people (13.2%) and 5 participants did not have exercise regularly (13.2%). After the trainings, there was an increase of knowledge about entrepreneurship, physical fitness and work motivation. The participants felt some improvements in their body freshness and physical fitness. Entrepreneurial efforts were undertaken by the participants that had family background as entrepreneurs and other reasons (economic reasons and meeting family needs). Trainings could change participants' knowledge about entrepreneurship, physical fitness and work motivation.

**Keywords:** Physical Fitness, Entrepreneurship, Work Motivation.

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## **1. Introduction**

Small merchants around Unsoed campus in Purwokerto have been doing business (entrepreneurship) for a long time and some of them are selling because of other factors such as economic factors and meeting other family needs. These small merchants including informal workers are frequently injured at work due to several factors such as exposed to hot oil, scalded, electric shock, and others (Suryanto, et al: 2015). The business conducted by small merchants is carried out independently and in groups which are managed by merchants association (Suryanto, et al: 2016). Every day merchants open the business from early morning until late night to work long hours (over 8 hours) and the rest periods are erratic. It leads to physical and mental fatigue

that can affect their business badly. Physical fitness exercises for small merchants have functions to entertain them and make them fresher (Suryanto, et al: 2017).

Small merchants are informal workers who run business (entrepreneurs). They must continue to pay attention to the hygiene aspects of workplace (Soeripto M, 2008). Another aspect to consider is the use of personal protective equipment while working properly (Harrianto R. 2010). On the other hand, the fatigue (both physical and mental) effects of working on individual workers will reduce concentration of work. This condition is a potential occurrence of workplace accidents to workers (Setyawati, L.S. 2011). Fatigue in individual workers can also reduce work productivity (Cecep DA. 2014). Some factors that affect productivity are such as human resources, management and organizational aspects and work environment (Suma'mur, 2014).

There are some problems of small merchants in running the business, such as aspects of work safety, workplace health and the aspects of business development. Entrepreneurship activities in individuals need soft skills (Utomo, H, 2010). Courage for entrepreneurship is often driven by others who provide entrepreneurial explanations practically and more interestingly. The interest of entrepreneurship rises after following the learning process and at the same time they practice the entrepreneurial activities directly (Abas S, et al, 2011). Someone who does entrepreneurial activities has already some characteristics, such as honest, resilient, have a passion to try, dare to face challenges and dare to take risks (Jafrial J and Edy Y, 2014).

Strengthening and developing small business of merchants can be done in partnership or in collaboration with non-governmental organizations (NGOs) or government institutions. Partnerships are carried out to achieve the predetermined goals (Notoatmodjo, 2012). Motivation in different individuals varies in level and is influenced by internal and external factors (Azwar, S: 2010).

**2. Research Methods**

This research was an action research with cross sectional approach. The actions taken to the respondents were work motivation trainings, entrepreneurship and physical fitness exercises. The population was 38 women of PKK in Karangwangkal village, North Purwokerto. The sampling technique was done by taking the entire population (total sampling). The research instrument was questionnaire pre-test, post-test and observation sheet. The data collection technique was carried out by interview and observation. The data processing was carried out by steps: Editing, Coding Sheet, Data Entry and Tabulation. The data analysis used univariate and bivariate analysis. The data analysis with different tests after trainings used t test.

**3. Results and Discussion**

The training activities were carried out to the participants of the PKK Karangwangkal Village that amounted to 38 people. The characteristics of the participants were as follows:

*3.1 Based on The Age*

Table 1. Participants frequency distribution by age in years

No.	Age (Years)	Amount	Percentage (%)
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1	Early Adult (26-35)	11	28.95
2	Late Adults (36 - 45)	10	26,32
3	Early Elderly (46-55)	14	36,84
4	Late Elderly (56 - 65)	3	7.89
<b>Total</b>		<b>38</b>	<b>100.0</b>

Based on the table above, the highest number of the respondents is the early elderly (46-55 years) that amounts to 14 people (36.8%). The least number of the respondents is the late elderly (56-65) that amounts to 3 people (7.9%). The early and late elderly respondents still look fresh and active in running the activities of daily business at work. The merchants run their business every day from morning to night. There are some merchants that work on Sundays and some are off.

### 3.2 Based on the family background as entrepreneurs

Table 2. Participant frequency distribution based on family background as entrepreneurs

No.	Entrepreneurship	Frequency (people)	Percentage (%)
1	Yes	29	76,32
2	Not	9	23.68
<b>Total</b>		<b>38</b>	<b>100</b>

Based on the table above, the number of respondents who has family background as entrepreneurs is 29 people (76.3%). The types of business carried out include: selling food (culinary), laundry business and tenancy business of boarding house for students.

### 3.3 Based on the latest education

Table 3. Participant frequency distribution based on the latest education level

No.	Education	Frequency (people)	Percentage (%)
1.	Elementary-Junior High School	16	42.11
2.	Senior High School	17	44.73
3.	Colleges/ Universities	5	13.16
<b>Total</b>		<b>38</b>	<b>100</b>

Based on the table above, most of the respondents are graduated from senior high school, amount to 17 people (44.7%). And the least respondents are graduated from colleges/ universities, 5 people (13.2%).

### 3.4 Based on the sport habits

Table 4. Participant frequency distribution based on the sport habits

No.	Routine sport habits	Frequency (people)	Percentage (%)
1	Yes	33	86.84
2	Not	5	13.16
<b>Total</b>		<b>38</b>	<b>100</b>

Based on the table above, most of the respondents have carried out routine exercise, amount to 33 people (86.8%). The types of exercise that are often carried out are: walking, jogging and aerobic fitness exercises.

### 3.5 Relationship between physical fitness and work motivation

Table 5. Relationship between physical fitness and work motivation

Physical Fitness	Work Motivation						Total		p-value	Notes
	Good		Average		Poor		n	%		
	n	%	n	%	n	%				
Good	20	80	5	20	0	0	25	100	0.004	Correlated
Average	4	30.77	9	69.23	0	0	13	100		
Poor	0		0	0	0	0	0	0		
<b>Total</b>							<b>38</b>	<b>100</b>		

Based on the table above, the statistical test results obtain p-value 0.004. Therefore it can be concluded that there is a significant relationship between the physical fitness and work motivation.

### 3.6 Relationship between entrepreneurship and work motivation

Table 6. Relationship between entrepreneurship and work motivation

Entrepreneurship	Work Motivation						Total		p-value	Notes
	Good		Average		Poor		n	%		
	n	%	n	%	n	%				
Good	10	83.33	2	16.67	0	0	12	100	0.035	Correlated
Average	14	53.85	12	46.15	0	0	26	100		
Poor	0	0	0	0	0	0	0	0		
<b>Total</b>							<b>38</b>	<b>100</b>		

Based on the table above, the statistical test results obtain p-value 0.035. Therefore, it can be concluded that there is a significant relationship between entrepreneurial knowledge and work motivation.

The effort to become a great ruler begins with a struggle and pioneers from below. It can be started by doing a small business. Strong passion and willingness are important factors for a leader (Jafrial J, Edy Y, 2014). On the other hand, companies or other business enterprisers can contribute in helping the weak economic community to conduct entrepreneurship through the Corporate Social Responsibility Program of the Company (Iwan MR, 2012).

In this study, it shows that entrepreneurial activities require business capital. However the main capital is enthusiasm and willingness to make entrepreneurial efforts in real terms. Self-willingness needs to be realized for real activities and efforts that are carried out every day. The majority of respondents were included in the early age group that amounted 14 people (36.8%) who still had great willingness and needed many family needs. Ideas need to be realized in order to produce products. There were 29 respondents (76.3%) doing entrepreneurship business because continuing their family business that was inherited. There were 9 people (23.7%) doing entrepreneurship business even though there was no family background as entrepreneurs. The reasons for doing business included economic factors, to meet family needs, etc. Some entrepreneurship businesses done by mothers were opening a laundry business, boarding house business for students, opening food and snacks stalls and opening a business of bottled water refill.

Individuals that carry out entrepreneurship everyday must be honest, disciplined, enthusiastic, and never give up. Someone that is starting a business must have strong courage and not be afraid of failure. Failures often occur at the beginning of entrepreneurial activities, but it still must be faced with the spirit of unyielding (Kasmir, 2011). Willingness to do entrepreneurship activities for someone is influenced by internal and external motivations. The internal motivations come from self-motivation, such as ideas, needs and etc. The external ones come from other people and the environment, such as advices of others, compliments from parents, business competitions and etc. Inner self-motivations of someone need to be kept constantly (As'ad, M: 2004).

The evaluation results after training, the merchants felt happy because they got new knowledge and physical fitness exercise skills. Physical fitness can be trained by exercising regularly so that it has an impact on the pulse. The more routine exercise, the lower pulse condition tends to be. This is because the physiological mechanism of the heart's work in pumping blood throughout the body runs smoothly and well. Individual needs to calculate the pulse first before doing physical exercises. It is compared with the pulse after finishing doing physical exercises. The increasing pulse rate after exercise is compared to the pulse before exercise needs to be monitored, so that the training load is not too heavy. If the training load is too heavy, it can have a negative effect on the individuals. They practices sports in order to be healthy and fit, but if it has a negative effect, it is highly recommended to immediately stop the training and take a break.

Motivation of doing fitness exercises is different for each individual worker. It is also influenced by someone's hobbies towards the fitness trainings (Andi, et al, 2016). Physical fitness can be trained by fitness exercises that are done regularly. The impact of physical fitness on individuals can increase the work productivity of workers (Rahayu SU, 2014). Individual who has heavy a workload need to have a good work attitude so they do not experience physical and mental fatigue (stress). Job stress for each individual is different because everyone is unique (Azwar, S: 2010). Physical and mental fatigue can reduce the work concentration so that it can cause workplace accidents. Physical fatigue is often experienced by a worker who works with a lot of muscle use and mental fatigue is often experienced by a worker who works using the brain and mind (Setyawati, LS. 2011).

Social support is also very important to the workers, so they do not experience stress. The support may come from the family. The family has a health function for its members such as in terms of maintenance and improvement of health with sports, fitness exercises, and others (Effendy, 2005). According to Muslimah, et al (2015) and Lidyansyah-Intan (2014) stated that suitable music that the workers like may prevent them from stress. This is because the sound of suitable music makes someone's heart feels comfortable. Research about music on the level of fatigue and work productivity, results showed that music has an effect on decreasing work fatigue for workers and increasing work productivity of workers (Astuti, 2014). The results of other studies showed the value of  $Z = -2.032$  and the value of  $p = 0.042$  where the results stated that there were differences in work stress scores before and after music listening behavior for workers (Lidyaansyah, 2014). Workplaces need to be well-organized including cleanliness, tidyness and background of music. Music makes physical fitness better. Whether it is compared to the workplace without background of music, the background of music affects the concentration of respondents based on the respondents like or don't like the music. Therefore, it is very important to adjust and choose the background of music for workers (Rong-Hwa, 2011).

Stress may injure healthiness and economy life of workers whether it is not managed properly. Job stress also affects workers in carrying out their daily works (Heni and Durinda, 2014). The workers should use their resting time well. It can prevent employees and workers from experiencing

fatigue. Fatigue can reduce work performance and productivity. Fatigue is one of the potential hazards that come from a worker in the workplace that can cause workplace accidents. In addition, one of the potential dangers also comes from the work environment (Harrianto, 2010).

Small merchants are busy every day. They start in the morning to evening or night. However, most of them still take time to exercise every week. Fitness exercises are often done by aerobic exercise or jogging around the house and body muscles stretching. Physical fitness conditions are important factors to increase work motivation and safety behavior at work. The efforts of teaching and training individuals to master knowledge and skills can be done by a continuous learning or training process (Notoatmodjo, 2012). Work motivation is influenced by several factors. It is from oneself, others and working conditions. Individual motivation is fluctuating (Rizky, 2012). The optimal safety conditions and health of workers can influence and increase work motivation (Riyan et al., 2014). The happy workers will increase his motivations at work (Atika PW and Darminto E, 2013).

The results of the physical fitness exercises and entrepreneurship trainings for PKK mothers that amounted 38 people mentioned that those activities were very useful and physical fitness trainings could be for entertainment and gave a chance to make friendships. The results of the pulse were counted before and after training approximately during 1 hour physical fitness trainings and all participants (38 people) experienced an increasing pulse rate. The participants said that they got sweaty and felt more refreshed after physical exercise training for approximately 1 hour. Physical fitness trainings will have an impact in increasing work motivations and will be more resistant to the mental fatigue problems (stress) for the workers.

#### **4. Conclusion**

There were some supporting factors, such as family background as entrepreneurs, economic factor and family needs when the respondents did business entrepreneurship. A relationship was found between the entrepreneurship trainings and physical fitness trainings with the work motivation of the participants.

#### **5. Suggestion**

The participants are suggested to continuously improve their entrepreneurial spirits by developing good business both in quality and quantity. The Unsoed lecturers, as the entrepreneurial managers are suggested to do business developments to the residents around the campus and continue to conduct advanced researches related to entrepreneurship in the informal worker groups in order to increase work productivity by giving methods of training and sustainable advocacy.

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