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System of Compensation and Variance of Cage Crews (ABK) Income in UD

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Abstract

Purpose: This study aims to provide empirical evidence of the compensation system and income variance for Cage Crews (ABK) at UD. Turiolo before and after transitioning from an open to a closed house system, along with assessing the resulting income increases.

Methodology/approach: This research adopts a quantitative descriptive approach, utilizing a paired sample t-test for data analysis. Data collection involved interviews with business owners and four crew members and documentation of compensation records across maintenance cycles.

Results/findings: The findings revealed a significant increase in ABK income after the implementation of the closed house system. The performance-based compensation system is directly correlated with higher income levels achieved through improved operational efficiency.

Conclusion: The MSME performance of social media in TOS Lubuklinggau showed a 45.3% sales increase, especially in culinary and fashion products. This study reveals the potential of digital marketing and the need for wider adoption and stakeholder support.

Limitations: The study focused solely on one broiler chicken farm in Gowa Regency, limiting the generalizability of the findings to other farms or regions. Future studies should include a broader sample across different farming systems and geographical areas.

Contribution: This research highlights the critical role of compensation systems in improving worker income within the poultry farming industry and provides evidence of the economic benefits of adopting modern cage systems, such as the closed house model.

Keywords: *Close House, Compentation, Income, Open House.*

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1. Introduction

Broiler chickens first entered Indonesia in 1953-1960 with the aim of meeting local market needs. Recently, this business has attracted a lot of attention from business people because the maintenance cycle is quite short compared to free-range chicken farming and also has promising prospects. Broiler or broiler chicken farming continues to increase every year. Based on data from the Central Statistics Agency (BPS), the population of broiler chicken farms in Indonesia in 2020 was 2.92 billion, then in 2021 it increased by 6.43% to 3.11 billion (BPS, 2021). There are many factors that support the increase in population and broiler chicken production, including the development of industrial sectors that support this business, for example feed factories, nurseries and the pharmaceutical industry (Josephson, 2020). Apart from that, the presence of slaughterhouses and restaurants, etc. makes the distribution system better. Another interesting thing is the relatively shorter maintenance time so that capital

turnover is faster. The increasing population every year also creates opportunities for job opportunities (Baracho, Nääs, Lima, Cordeiro, & Moura, 2019).

The management of the broiler chicken business is carried out by the business owner, partners and assisted by workers who are usually known as the Cage Boys (ABK). The presence of a chicken farming business certainly has a positive impact on society. Padhi (2016) believes that the existence of chicken farms around the community has a positive influence, namely increasing people's income, reducing unemployment and creating jobs. Currently, the broiler chicken farming business has developed into a business that can be used as a support to meet the family's living needs, thereby influencing the income level of business owners and crew members (Ratnasari, Sarengat, & Setiadi, 2015). Previous research entitled Analysis of Labor Income in Broiler Chicken Businesses on Community Welfare in Bireuen Regency (Juniar & Anwar, 2020). This research used a quantitative descriptive method. The findings of this research are that there is a significant correlation between the income earned and the level of community welfare through the broiler chicken farming business.

The next research was carried out by Putri Nanda Antoni (Antoni, 2021) with the title The Influence of the Contribution of Broiler Chicken Farming on Increasing Community Economic Welfare, case study of Durian Village, Pantai Labu District. From the results of the *paired sample t-test*, it is known that the presence of broiler chicken farming has had a positive impact on community welfare. Furthermore, research was conducted by Muhammar Adi Lawa (Lawa, 2011) entitled the impact of the existence of chicken farming companies on improving the community's economy in Batara Village, Labakkang District, Pangkep Regency. This research uses the FGD method with the result that the presence of a chicken farming company in the area has a positive impact on the company in the form of increasing profits as well as increasing welfare for the community.

Research conducted by RA Gobel, LS Kalangi, MAV Manese (R. A. Gobel, L. S. Kalangi, & M. A. V. Manese, 2022) with the title Analysis of income of broiler chicken farmers using an *open house system* and *a closed house system* in North Minahasa Regency. This research uses analysis of production costs, revenues, income and Break Event Point (BEP) of broiler chicken breeders with an open house system and closed house system in North Minahasa Regency. The results of the research show that the income from broiler chicken farming businesses using *a closed house system* is greater than farming businesses using *an open house system (R. Gobel, L. Kalangi, & M. A. Manese, 2022).*

One of the broiler chicken farming businesses located in Tanetea, Bontosunggu Village, Bajeng District, Gowa Regency, is UD. Turiolo was founded in 1995. Initially this business used the concept of stilt cages with a population of 20,000 animals. However, at the end of 2020, they began *upgrading* the cage to a *closed house model* with an increase in population to 45,000 animals. The increase in population also influences the need for the number of crew members. The existence of this business really helps the local community by opening up job opportunities for them. Initially, the people who became crew members in this business had limitations in getting jobs because they were hampered in terms of education considering that on average they only graduated from middle school and high school. However, after this business was running, the community was quite helped by the opening of employment opportunities in close locations and the fulfillment of financial needs.

Previous research only shows the level of welfare and changes in income but does not provide information about the compensation system carried out by livestock companies or chicken farming businesses which are the object of research. Apart from that, in the research by R. A. Gobel et al. (2022) what was analyzed was the income of chicken breeders before and after *Closed House,* not the caged children (ABK). In this research, the system of providing compensation and changes in income for the crew members (ABK) will be analyzed. This research was conducted with a focus on obtaining empirical evidence of the compensation system at UD. Turiolo for crew members before and after *closed house* and how much the income of crew members (ABK) increased. The conceptual framework of the research conducted is as follows.

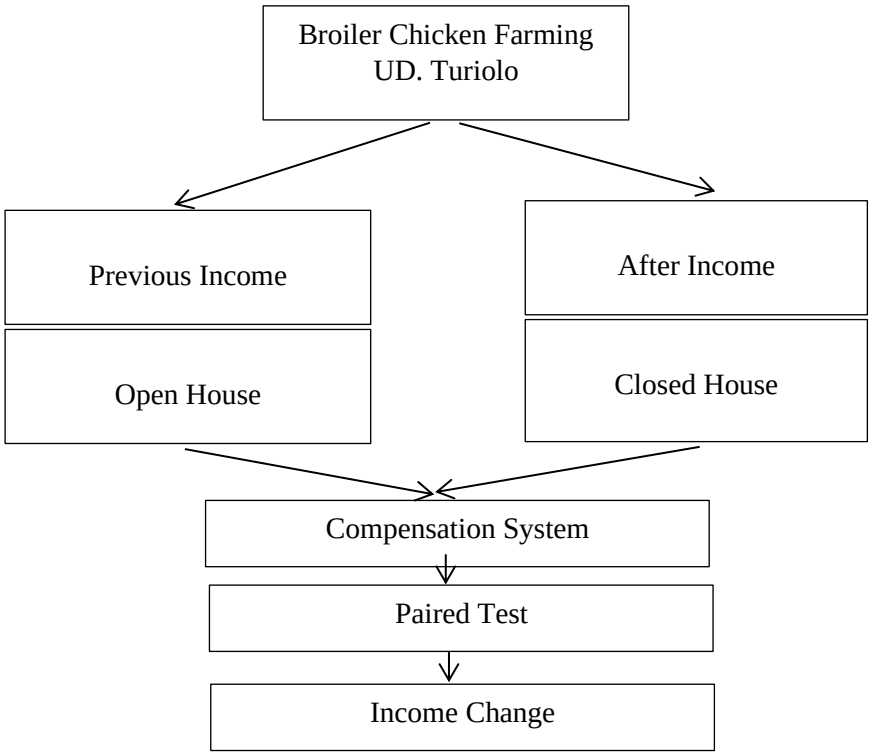

Figure 1. Conceptual Framework

The conceptual framework illustrates in Fgure 1, the focus of the research on analyzing the income of crew members (ABK) at UD. Turiolo before and after the adoption of a closed house system. The framework begins with the identification of income levels for ABK under two distinct cage models: the open house system and the closed house system. These two models are compared to evaluate the differences in income generated through the implementation of different cage systems. The framework emphasizes the role of the compensation system, which serves as a critical intermediary in the analysis. By employing a paired sample test, the study examines the statistical significance of income changes experienced by ABK as a result of the transition from the open house to the closed house system (Paly, 2023). This process ultimately aims to measure the extent of income changes and assess the effectiveness of the compensation system in ensuring fair and improved earnings for the crew members. The findings are expected to provide insights into optimizing compensation systems and improving welfare in broiler chicken farming businesses (Setiawan, 2021).

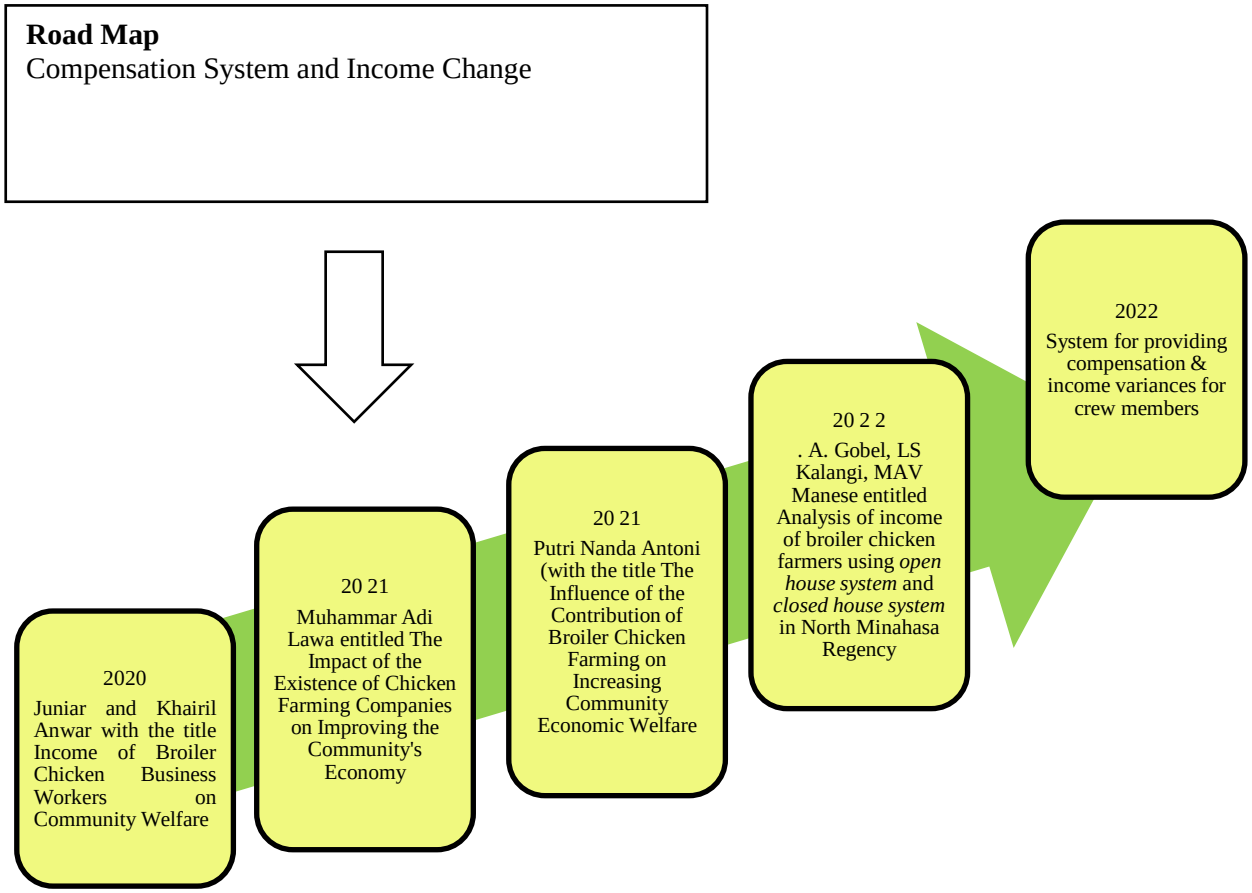

Figure 2. Road Map of the System for Providing Crew Income *Variance Compensation*

The road map illustrates in Figure 2, the progression of research and developments related to the compensation system and income variance for crew members (ABK) in broiler chicken farming businesses. It begins with studies focusing on the economic welfare contributions of broiler farming to local communities, gradually moving toward more specific analyses of farming systems and their implications. The earliest study, conducted in 2020 by Juniar and Khairil Anwar, examined the income of workers in broiler chicken farming businesses and its impact on community welfare. This foundational research highlighted the economic benefits of broiler farming for workers. In 2021, Muhammar Adi Lawa extended this by analyzing the role of chicken farming companies in improving the economic conditions of communities, emphasizing the broader socioeconomic effects of the industry. In the same year, Putri Nanda Antoni explored the contribution of broiler chicken farming to community economic welfare, providing empirical evidence of its positive impact through paired sample tests. This research offered deeper insights into how such businesses enhance economic opportunities. The focus then shifted to comparing different farming systems. In 2022, research by Gobel, Kalangi, and Manese analyzed the income of broiler chicken farmers operating under open house and closed house systems in North Minahasa Regency. This study revealed that the closed house system generates higher income compared to the open house system, highlighting the potential benefits of modernized farming methods. Building on these studies, the 2022 research outlined in this road map focuses on analyzing the system for providing compensation and addressing income variances for crew members (ABK). This includes examining the transition from open house to closed house systems at UD. Turiolo. The aim is to evaluate how changes in farming systems influence crew compensation and income, ultimately contributing to better management practices and enhanced welfare for workers in the broiler chicken industry(Rhamadan, Mastuti, & Widiyanti, 2023).

2. Literature Review

2.1 Broiler Chicken Farming Business

Livestock is part of the agricultural subsector that breeds and cultivates livestock with the aim of obtaining benefits and results from these activities. Livestock is divided into several categories, namely large livestock consisting of cows, buffalo and horses. The second category is small livestock consisting of goats, sheep, pigs and poultry (chickens, ducks and quail). The type of chicken that is popular in the community is broiler chicken or broiler chicken.

Initially the broiler chicken farming business used a model open enclosure (*open house*). Even though it is relatively cheaper, conditions inside the cage are greatly influenced by conditions outside the cage. Meanwhile, in the closed system cage model (*Closed house*) air circulation in the cage is regulated by the use of a *fan* . Even though operational costs are relatively high, they are commensurate with the increase in the amount of output that will be obtained (Nisa, Haryuni, & Lestariningsih, 2023). Broiler chickens are meat-producing chickens that have a fairly short rearing time, namely within 4-6 weeks broiler chickens can be harvested with a body weight of 1.5-1.56 kg/head (Yemima, 2014). Even in the *Closed House cage* weight system model The body of broiler chickens is higher than with *the open house system* at an average age of harvest of 32 days and can reach 1.99 kg (Pakage et al., 2020).

Qurniawan (2016) revealed that broiler chickens have a big role in meeting the animal protein consumption needs of Indonesian people. The increasing amount of chicken consumption in society means that the broiler chicken population also increases every year. So that chicken production or rearing activities can run well, it is necessary to pay attention to several supporting factors, including the environment, finances, and management systems. The breeder must have the ability to manage the production system, finances, workers involved and marketing activities. When this can be implemented well it will influence the success of the business.

2.2 Compensation

According to Hani Handoko (2017) Compensation is everything that employees receive as remuneration for their work. Compensation programs are also important for companies, because they reflect the organization's efforts to retain human resources.

According to Purnomo and Hasibuan (2017), compensation is all income in the form of money, direct or indirect goods, which employees receive as compensation for services provided to the company. Thus, the types of compensation are divided into:

1. *Direct compensation* is payment of remuneration in the form of salaries, wages and incentive wages. Salary is remuneration that is paid periodically to permanent employees and has definite guarantees. For example, salary will still be paid even if you don't go to work. Wages are remuneration paid to employees based on working hours, the number of goods produced or the number of services provided given . Incentive wages is additional compensation given to certain employees according to their achievements above the specified standard achievements / compensation based on performance.
2. Indirect compensation *is* reward in the form of material that is not received directly.
   The compensation system according to Hasibuan and Malayu (2019) is divided into:
   a. Achievement/results/output Compensation System is a type of compensation system that links compensation in the form of wages/salaries with work performance. The amount of compensation paid is always based on the amount of work done, not on the length of time it takes to do it .
   b. Time Compensation System is a compensation system in which the amount of compensation in the form of wages or salaries is based on time standards, for example hours, days, months.
   c. Contract/Participation Compensation System is a compensation system that determines the amount of wages based on contractual agreements, for example on the basis of the volume of work and the length of time for doing it.

The compensation earned by a worker or employee accumulates as a form of income. In the management lexicon, income is defined as money received by individuals, companies, and other organizations in the form of wages, salaries, rent, interest, commissions, fees, and profits. Thus, an individual's income can be characterized as the monetary sum received from work performed by individuals or society within a specified time frame (Brown & McIntosh, 2003). Marhaeni et al. (2024) define income as the total receipts obtained in a certain period. From these definitions, it can be concluded that income represents the aggregate earnings of members of society as remuneration for services or production factors contributed within a specified time period.

3. Methodology

This research employs a quantitative descriptive method to investigate the compensation system and income variance of crew members (ABK) at UD. Turiolo. According to Arikunto (2019) descriptive research is designed to examine specific conditions, circumstances, or phenomena, presenting the findings systematically in the form of a research report. The quantitative descriptive approach aims to create an objective depiction of a situation using numerical data. This includes processes such as collecting, interpreting, and presenting the data to provide meaningful insights into the observed phenomena.

The research utilizes both qualitative and quantitative data to provide a comprehensive analysis. Qualitative data is obtained through field observations and interviews, allowing for an in-depth understanding of processes and experiences related to the compensation system (Ashar & Saleh, 2015). Quantitative data, on the other hand, consists of secondary data, specifically detailed salary records of crew members (ABK) at UD. Turiolo. These records cover seven maintenance cycles before and after the implementation of the Closed House system, offering a comparative perspective on income changes (Sarjana & Setiadi, 2018).

The data collection process combines observation, interviews, and documentation, ensuring the validity and reliability of the findings. Direct observation was conducted to examine and record the payroll system used at UD. Turiolo. This approach provided first-hand insights into the operational aspects of the compensation system, focusing on changes that occurred before and after the Closed House system was introduced. Structured interviews were carried out with relevant stakeholders, including management and crew members(Putra, Sukanata, & Wirapartha, 2021). These interviews were aimed at capturing qualitative insights into their experiences, perceptions of the compensation system, and how the transition to the Closed House system impacted their income and overall welfare. Secondary data in the form of payroll records, company policies, and other relevant documents were collected to complement and verify the findings. In addition, literature reviews were conducted to provide context and support for the analysis.

Data Analysis Techniques

The data analysis process involved statistical testing and detailed calculations to evaluate changes in crew compensation. Paired Sample Test: This statistical method, conducted using SPSS 24 software, was employed to analyze the differences in crew income before and after the transition to the Closed House system. The paired test is particularly suitable for comparing two related samples, making it ideal for evaluating changes across the two time periods (Evadewi & Sukmaningsih, 2021). Compensation Analysis: Detailed calculations were performed to examine the components and structure of crew compensation during the seven maintenance cycles. This analysis aimed to identify specific areas of improvement or disparity in the compensation system, providing insights into the fairness and adequacy of the changes introduced with the Closed House system (Pakage et al., 2020).

By integrating both qualitative and quantitative data with robust analytical methods, this research seeks to uncover the impact of the Closed House system on the income and welfare of crew members. The findings aim to provide empirical evidence to inform better compensation practices, enhance worker satisfaction, and contribute to the sustainable growth of broiler chicken farming businesses (Mastuti et al., 2023).

4. Result and Discussion

UD. Turiolo is one of the broiler chicken farming businesses that has *upgraded* cage from the *open house model to closed* model *house*. The following are the results of research regarding the compensation system and income *variance* of stable staff before and after *closed house.*

4.1 Respondent Characteristics

Respondents in this study were the Kage's subordinates at UD. Turiolo as many as 4 people. The characteristics of the respondents are as follows:

Table 1. Characteristics of Respondents

No	Description	*Open Houses*	*Closed House*
1	Breeder Name	Basir Yaha	Basir Yaha
	Age	56 Years	56 Years
	Education	SENIOR HIGH SCHOOL	SENIOR HIGH SCHOOL
	Maintained population	6,000 head	12,000 head
2	Breeder Name	Muh Azis	Muh Azis
	Age	25 years	25 years
	Education	JUNIOR HIGH SCHOOL	JUNIOR HIGH SCHOOL
	Maintained population	6,000 head	12,000 head
3	Breeder Name	Ramli	Ramli
	Age	40 Years	40 Years
	Education	SENIOR HIGH SCHOOL	SENIOR HIGH SCHOOL
	Maintained population	4,000 head	10,500 head
4	Breeder Name	Saleh	Saleh
	Age	50 years	50 years
	Education	SENIOR HIGH SCHOOL	SENIOR HIGH SCHOOL
	Maintained population	4,000 head	10,500 head

4.2 Income of Cage Subordinates

The income earned by the Cage Staff during each maintenance cycle consists of maintenance salary which is an accumulation of the basic salary, namely Rp. 500 per chicken with the total population of chickens kept plus bonuses, overtime money, fertilizer money obtained from the amount of manure collected and valued at Rp. 2500 per Zak of Fertilizer, while the harvest cost is Rp. 40 per chicken. The details of the average income of crew members in one maintenance cycle are as follows:

(*Open House*)

ABK 1 with a pet population of 6,000 chickens :

Maintenance costs are 6,000 x Rp. 500=Rp. 3,000,000
Bonus = -
Overtime pay = Rp. 300,000
Harvest Costs 6,000 x Rp. 40=Rp. 240,000
Fertilizer 78 x Rp. 2,500=Rp. 195,000
Take Home Pay **=Rp. 3,735,000**

ABK 2 with a pet population of 6,000 chickens :

Maintenance costs are 6,000 x Rp. 500=Rp. 3,000,000
Bonus = -
Overtime Pay = Rp. 300,000
Harvest Costs 6,000 x Rp. 40=Rp. 240,000
Fertilizer 80 x Rp. 2,500=Rp. 200,000
Take Home Pay **=Rp. 3,740,000**

ABK 3 with a pet population of 4,000 chickens :

Maintenance costs are	4,000 x Rp. 500=Rp. 2,000,000	
Bonus		= -
Overtime pay		= Rp. 200,000
Harvest Costs	4,000 x Rp. 40=Rp. 160,000	
Fertilizer	67 x Rp. 2,500=Rp. 167,500	
Take Home Pay		**=Rp. 2,527,500**

ABK 4 with a pet population of 4,000 chickens :

Maintenance costs are	4,000 x Rp. 500=Rp. 2,000,000	
Bonus		= -
Overtime Pay		= Rp. 200,000
Harvest Costs	4,000 x Rp. 40=Rp. 160,000	
Fertilizer	71 x Rp. 2,500=Rp. 177,500	
Take Home Pay		**=Rp. 2,537,500**

(*Closed House*)

Crew 1 with population 12,000 pets chicken :

Cost maintenance is	12,000 x Rp. 500=Rp. 6,000,000	
Bonus	12,000 x Rp. 100=Rp. 1,200,000	
Overtime	pay 12,000 x Rp. 35=Rp. 420,000	
Harvest Costs	12,000 x Rp. 40=Rp. 480,000	
Fertilizer	550 x Rp. 2,500=Rp. 1,375,000	
Take Home Pay		**=Rp. 9,475,000**

ABK 2 with a pet population of 12,000 chickens :

Maintenance costs are	12,000 x Rp. 500=Rp. 6,000,000	
Bonus	12,000 x Rp. 100=Rp. 1,200,000	
Overtime pay	12,000 x Rp. 35=Rp. 420,000	
Harvest Costs	12,000 x Rp. 40=Rp. 480,000	
Fertilizer	535 x Rp. 2,500=Rp. 1,337,500	
Take Home Pay		**=Rp. 9,437,500**

ABK 3 with a pet population of 10,500 chickens :

Maintenance costs are	10,500 x Rp. 500=Rp. 5,250,000	
Bonus	10,500 x Rp. 100=Rp. 1,050,000	
Overtime pay	10,500 x Rp. 35=Rp. 367,500	
Harvest Costs	10,500 x Rp. 40=Rp. 420,000	
Fertilizer	482 x Rp. 2,500=Rp. 1,205,000	
Take Home Pay		**=Rp. 8,292,500**

ABK 4 with a pet population of 10,500 chickens :

Maintenance costs are	10,500 x Rp. 500=Rp. 5,250,000	
Bonus	10,500 x Rp. 100=Rp. 1,050,000	
Overtime pay	10,500 x Rp. 35=Rp. 367,500	
Harvest Costs	10,500 x Rp. 40=Rp. 420,000	
Fertilizer	470 x Rp. 2,500=Rp. 1,175,000	
Take Home Pay		**=Rp. 8,262,500**

Comparison amount Subordinates ' income Cage (ABK) before and after *Closed House* can seen in the table following :

Table 2. Comparative Data on ABK Income Before and After Close House

crew	Description Wages	*Open Houses*	*Closed House*
	Takehome Pay	**IDR 3,735,000**	**IDR 9,475,000**
1	Maintenance	IDR 3,000,000	IDR 6,000,000
	Bonus	Rp -	IDR 1,200,000
	Overtime	IDR 300,000	IDR 420,000
	Cost Harvest	IDR 240,000	IDR 480,000
	Fertilizer Money	IDR 195,000	IDR 1,375,000
2	Maintenance	IDR 3,000,000	IDR 6,000,000
	Bonus	Rp -	IDR 1,200,000
	Overtime	IDR 300,000	IDR 420,000
	Cost Harvest	IDR 240,000	IDR 480,000
	Fertilizer Money	IDR 200,000	IDR 1,337,500
	Takehome Pay	**IDR 3,740,000**	**IDR 9,437,500**
3	Maintenance	IDR 2,000,000	IDR 5,250,000
	Bonus	Rp -	IDR 1,050,000
	Overtime	IDR 200,000	IDR 367,500
	Cost Harvest	IDR 160,000	IDR 420,000
	Fertilizer Money	IDR 167,500	IDR 1,205,000
	Takehome Pay	**IDR 2,527,500**	**IDR 8,292,500**
4	Maintenance	IDR 2,000,000	IDR 5,250,000
	Bonus	Rp -	IDR 1,050,000
	Overtime	IDR 200,000	IDR 367,500
	Cost Harvest	IDR 160,000	IDR 420,000
	Fertilizer Money	IDR 177,500	IDR 1,175,000

	Takehome Pay	**IDR 2,537,500**	**IDR 8,262,500**

4.3 Paired Sample t-Test Results

In measuring is there is subordinate income *variance* Cage (ABK) before and after *closed house* so done paired sample testing. Testing using income data four crew members at the time *open house* and *close house* during six cycle maintenance. Test result can see in the table following:

Table 3. Paired Samples Statistics

		Mean	N	Std. Deviation	Std. Error Mean
Pair 1	Open Houses	3146458,3330	24	615364,82490	125610.81890
	Close House	8887708,3330	24	606072,04540	123713,93820

Table 4. Paired Samples Correlations

		N	Correlation	Sig.
Pair 1	Open House & Close House	24	,999	,000

Table 5. Paired Samples Test

		t	df	Sig . (2-tailed)
Pair 1	Open House - Close House	-814,336	23	.00 0

Based on Table 3-5 above, there is a difference in the income of crew members when raising broiler chickens in *open house* and *closed house cage models.* Referring to the mean value between *open houses* and *closed houses* are known that level *closed house* crew income more big compared to *open house* (8887708.3330 > 3146458.3330). Then mark significance results testing 0.000 < 0.05. This matter means that there is a difference in significant crew income when looking after broiler chickens in a cage model *open house* and *closed house*.

4.4 System for Providing Compensation and Income Variance at UD. Turiolo

Compensation is remuneration given to employees or workers for the results of their work. Providing appropriate compensation will indirectly motivate employees to further improve their performance. The compensation system is divided into three, namely compensation based on achievement, based on time, and a piece rate system. Based on the results of research conducted at UD. It can be seen from Turiolo that the compensation system implemented uses an achievement system. From the results of interviews conducted by researchers with Kandang Subordinates (ABK) and UD business owners. Turiolo obtained information that each crew member kept 10,500 to 12,000 broiler chickens per cage. ABK, assisted by their wives and children, are responsible for one cage (there are 4 cages). The amount of income earned by crew members is based on the number of broiler chicken populations they raise. *Take home pay* is obtained by adding up maintenance salaries, bonuses, overtime pay, harvest costs and manure sales. Apart from that, every year crew members also receive holiday allowances (THR).

Changing the cage model to *a closed house* is based on the results of the sampled paired t-test, the significance value of the test results is 0.000 < 0.05. From this it is known that there is a significant difference in the income of crew members when raising broiler chickens in *open house* and *closed house cage models.* also influences the amount of income earned. One of them is an additional bonus that they didn't get when the cage model was still *open house.* Business owners hope that providing compensation based on an achievement system can motivate crew members to further improve their work performance. When crew members have good performance, the results of raising broiler chickens will also be better and this will automatically increase the number of sales obtained.

The system for providing compensation and addressing income variance at UD. Turiolo reflects an effort to align the income of crew members (ABK) with their performance and contributions to the broiler farming business. Compensation, defined as remuneration for work performed, serves not only as a reward but also as a motivational tool to enhance employee performance. At UD. Turiolo, the compensation system is structured based on achievement, where crew members' earnings are tied to their ability to manage and maintain broiler chickens effectively. This approach ensures that workers are incentivized to achieve better outcomes, which benefits both the employees and the business.
From the research findings, it was revealed that the crew members (ABK) at UD. Turiolo are responsible for maintaining between 10,500 to 12,000 broiler chickens per cage, with each family (the crew member, spouse, and sometimes children) typically managing one of the four cages. The compensation received by crew members includes multiple components, such as maintenance salaries, bonuses, overtime pay, harvest costs, and revenue from manure sales. Additionally, they receive an annual holiday allowance (THR), further enhancing their overall remuneration package. This multi-faceted compensation system aims to reward the diverse efforts of the crew and ensure their financial security.

The transition from an open house to a closed house cage model introduced significant changes to the compensation system. Statistical analysis using a paired sample t-test confirmed that the shift to a closed house model led to a significant increase in crew members' income, as indicated by a p-value of 0.000, which is below the 0.05 significance threshold. This increase was attributed to enhanced productivity and additional bonuses, which were not part of the compensation system under the open house model. For instance, the closed house system provides better environmental control, resulting in healthier and more productive chickens, which directly translates into higher revenues and bonuses for the crew members.

The implementation of a performance-based compensation system has proven beneficial in motivating crew members to improve their work outcomes. By linking income to performance, crew members are encouraged to take greater responsibility for the success of their assigned tasks. The business owner believes that this system not only enhances the crew's motivation and performance but also positively impacts the overall productivity of the broiler chickens. With better performance from the crew, the quality and quantity of broiler chicken production increase, leading to higher sales and greater profitability for the business. This mutually beneficial arrangement underscores the importance of adopting a well-structured compensation system in achieving both employee satisfaction and business growth.

5. Conclusions

The research conducted at UD. Turiolo in Bontosunggu Village, Bajeng District, Gowa Regency, elucidates the substantial benefits of transitioning from an open house to a closed house system in poultry farming. This shift significantly impacted the operational dynamics of the farm, particularly regarding worker compensation and income levels. The closed house system, characterized by controlled environmental conditions, created a more stable and productive setting for broiler chicken farming. By mitigating the external environmental factors that often compromised chicken health and growth in the open house system, the closed house approach allowed the farm to optimize yield and increase the number of chickens managed per cycle. This improvement not only enhanced farm productivity but also directly influenced the earnings of the Cage Crews (ABK).

The transition to the closed house system resulted in a notable increase in the income of the crew members. With the capacity to manage larger chicken populations per cycle—doubling in many cases—the crew members experienced a corresponding rise in their earnings. The implementation of a performance-based compensation system at UD. Turiolo further amplified this impact. Crew members' wages were calculated based on the number of chickens they managed, with additional incentives such as bonuses, overtime pay, and revenue from manure sales. This performance-driven approach not only rewarded efficiency and productivity but also served as a motivating factor, encouraging workers to

maximize their efforts. Bonuses introduced under the closed house system became a significant addition to their income, reflecting the enhanced productivity enabled by the new system.

The increase in crew income was statistically significant, as demonstrated by the paired sample t-test. The data indicated that the average income of crew members under the closed house system was significantly higher than in the open house system. This underscores the economic benefits of adopting modernized farming practices, both for the business owners and the workers. The additional revenue streams from manure sales and higher harvest yields provided crew members with supplementary earnings that further augmented their total income. The results reveal how a well-structured compensation system can align worker interests with the operational goals of the farm, creating a mutually beneficial relationship.

Beyond the economic improvements for individual workers, the transition to the closed house system had broader implications for the local economy and community. By expanding the farm's capacity, UD. Turiolo created more employment opportunities in a rural area where such options are often limited. This had a positive impact on the local community, offering stable income opportunities and improving the standard of living for many families. The enhanced income levels of the crew members also allowed them to invest more in their families' well-being, including better access to education and healthcare, contributing to the overall socio-economic development of the area.

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