

The Work Ethic Of Immigrant Women (Case Study On Traders In Mamuju Central Market, Mamuju Regency)

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Abstract: The Focus Of The Research Based On Four Formulation Of The Problems That May Described As Follows: How Is The Work Ethic Of Immigrant Women Who Work As Traders In Mamuju Central Market. This Research Using Qualitative Approach With Descriptive Method. Techniques Of Data Collection Are Done Through Observation, In-Depth Interviews, Documentation And Triangulation. Then, Further Data Were Analyzed By Using Inductive Method Based On Descriptive Analysis. The Design And Approach In This Research Is Qualitative Design Method With Case Study Approach, Focus On Mamuju Central Market In Mamuju Regency. The Result Showed That: The Work Ethic Of Immigrant Women Who Work As Traders In Mamuju Central Market, Mamuju Regency, Has A Great Power Of Struggle In Running Their Business, Because: 1) They Are Living Far Away From Homeland Or Are In The Land Of Others, So They Have To Work Hard, Tenacious, Perseverance, Patient, Persistent And Never Give Up, Has Great Motivation, Discipline, Not Lazy, Oftenly Pray To Allah SWT, 2) And Also Influenced By Local Work Culture / Local Wisdom And The Existence Of Family Support. 3) The Time They Need Is About 9 - 10 Hours A Day In Running Their Business.

Keywords: Work Ethic, Women, Immigrants, Traders

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I. INTRODUCTION

Today, We Often See Women Actively Engaged In Activities In Public Sector, One Of Them Is In The Trading Sector, As A Trader. Being A Trader For Women Is Indeed An Option (Alternative). Therefore, Working Women Would Also Like To Be Acknowledged That They Can Be Successful As Well As Male Traders And Also For The Sake Of Demands As An Existence, In Which Women Engage Themselves To Increase Their Family's Economic Growth Beside Their Role In The Household. To Achieve This Achievement Women Have A Higher Level Of Motivation And Patience Than Men. The Success Of Female Traders Proves That Women Have Same Opportunities, Chances And Opportunities To Earn Income And Profit From Their Economic Involvement. It Is All Done With A Discipline And A Great Work Ethic.

The Work Ethic Of Female Traders Causes Them To Apply The Principle Of Independent Living And Not To Depend On Others. To Fulfill Daily Needs, Female Traders As A Part Of The Household Should Also Be Able To Earn A Lot Of Income. Typically, They Work To Provide For Needs Family Or Increase The Family Income By Participating In Trading Activities. Women's Participation In Business Activities In The Market Can Enlarge The Family's Economic Income.

The Involvement Of Women In The Working World Is Actually Not A New Phenomenon To The People Of Indonesia. The Dual Role Of Women, As Managers Of Households And As Workers Has Become A Profession Of Women In General. In Relation To The Statement, The Results Of Pujiwati's Research (Rauf, 17) Say That Female Workers In Rural Areas In Livelihood Activities Is A Common Phenomenon In Society. However, There Is Still A Perception In Society About Women In Business Or Trade That Puts Their Position Lower In The Structure And Classification Of Public Works.

Furthermore, A Research From Setiawati (2014, P.261) Say That Bugis Women Who Is Successful In Controlling The Clothing Business In Butung Market, Makassar, Is The Result Of Dialectics Between Past Experience As A Traders Family, A Social Environment That Provides Opportunities For Women To Take Part In The Business Realm, And The Great Demand For The Latest Fashion. As Business Controllers, The Time Is More Dominantly Allocated To Take Care Of Their Business, But The Role In The Household Sector Is Not Completely Abandoned. Although The Household Chores Like Cooking And Washing Are Carried Out By Family Members Both From Wife And Husband, But If The Person Who Take Charge Is Absent, They Will Do It; And Even The Work Of Tidying Up The Bed And Preparing Breakfast Are Still Running. It Shows That Bugis Women Who Take Part In The Business Realm Have Extensification Role (Double Role).

According To Indarwati's Research (2011, P.7), The Involvement Of Women In Informal Sector Is Spending 9 To 10 Hours (37,50% - 41-67%) In Trading, While The Effective Time Allocation For Household Affairs Is Only Ranging From 5 To 7 Hours A Day Or Equivalent To 20.83% - 29.17% Of Their Total Time Of Day. Furthermore, The Result Of Rauf's Research (2008: 51) Shows That The Number Of Working Hours Of Female Worker For Economic Activity (Market), Turns Out To Be Greater Than 7 Hours Per Day Who Working Full Time, While The Average Hours Of Working For Home Activities Are At Intervals 5-7 Hours A Day.

Furthermore, Immigrant Women Who Work As Traders In Establishing A Business Have Some Problems When It Compared With The Opposite Sex. The Problem Faced By Immigrant Women As Traders In Running Their Business Has A Dual Role As A Housewife And As A Business Woman. In Addition, The Problems That Usually Happen To The Immigrant Women Who Work As A Trader In The Market Is The Problem Of Time, Social Problems (Mindset And Behavior Of Local Communities, Customs And Family Demands), And The Problem Of Intercultural Interaction. This Happens Because Of Social Stratum In Traditional Markets. Social Stratum Is Usually Determined By The Type Of Commodity Marketed And The Amount Of Treasure Or Business Capital Owned By The Trader.

The Existence Of Mamuju Central Market Is Unique In The Presence Of Immigrant Women Who Work As Traders Which Dominate The Market But There Is No Conflict Among The Local People. They Come From Bugis Tribe, Mandar Tribe, Javanese, Makassar, Chinese And Others, And Sell Various Products With Their Own Distinctive Style And Characteristic. It Seems That It Is Already Growing Awareness In Terms Of Gender Differences. Means, There Is No Difference In Making A Living In Oversea Between Men And Women. Husband And Wife In A Family Work Hand In Hand To Trade That Has Become His Life Choice. This Is In Accordance With The Concept Of The Value Of The Mandar Tribe Is "Siwaliparri". This Concept Comes From An Understanding That There Is Togetherness And Equality Between Women And Men In The Provision Of Life. Mandar Women, Primarily Housewives, Both In Rural Areas And In Coastal Areas, Help Their Husbands In Working On Economic Value Activities To Support The Life-Cycle Of Their Family Life. (Sriesagimoon, 2009, P.94).

The Number Of Traders In Mamuju Central Market Is About 700 People Come From Various Tribes. From That Total Number, The Number Of Female Traders As Many As 455 People And Male Traders As Many As 245 People. From 455 Female Traders, 364 Of Them Are Comer Traders. (Dinas Perindag Mamuju & Forum Pasar, 2012). In That Market, Immigrant Women Who Work As Traders Earn A Living Together And Side By Side In Narrow Stalls And Stand. However, Although They Are Come From Different Ethnic Groups They Never In Conflict Because They Are Determined To Unite While Serving The Buyer In The Context Of Daily Intercourse. They Have Close Relationships With Fellow Traders And With Their Customers.

From The Results Of Pre-Research Interviews With Some Immigrant Women Who Work As Traders In Mamuju Central Market, Information Obtained That There Is An Improvement In The Family's Economy From Running Their Business. It Can Be Seen That At The Beginning Of Their Trade, They Do Not Have Their Own House, But Now They Already Have It, Motorcycles, Cars, Even Some Of Them Have Gone Up To Fulfill The Fifth Pillar Of Islam (Had Pilgrimage) And Can Send Their Children To College.

Furthermore, Until Now There Has Been No Research That Focuses On The Phenomenon Of Work Ethic Of Immigrant Women As Traders. Therefore, It Is Necessary To Conduct An In-Depth Study Of The Work Ethic Of Immigrant Women Who Work As A Trader. As Most Of The Immigrant Women Entering An Area Is Usually Rather Difficult To Obtain Formal Jobs, So They Are More Free To Find Non-Formal Jobs That Start From Small-Scale Trading Until Finally Developing Into A Medium Or Large Trading. Encouraged By The Absence Of Study About The Work Ethic Of Immigrant Women Who Work As Traders Which Explore Deeply About The Great Work Ethic Possessed By Immigrant Women As Traders. So I Nudge Myself To Break The Initial Foundation For The Development Of The Study Of Work Ethic Of Immigrant Women Who Work As Traders In The Context Of Sociology Studies.

The Existence Of Empirical Facts About The Increasing Economic Growth Of Immigrant Women Who Work As Traders In Running Their Trading Business, Surely Need Great Work Ethic And Discipline To Gain An Appreciation For Their Achievement In Managing Their Business. Their Great And Strong Work Ethic Is Genetically Derived, Or Patterned Because Of The Socio-Cultural Factors That Surround Their Daily Lives. A Great Work Ethic Among Them Can Be Caused By Many Factors, Such As Religion, Self-Esteem And Family Support. The Successful Of Immigrants Women As Traders Will Not Mean Anything Without Family Support. Family Support Will Bring A Sense Of Security, Confidence, And Useful Energy To Solve The Difficulties That Exist. A Great Work Ethic Of Immigrant Women As Traders In The Mamuju Central Market Has Good Prospects In Socio-Economic Life Because They Already Have A Good Standard Of Living, Attitude And Behavior Change. Therefore, It Is Better For Immigrant Women Who Work As Traders In Mamuju Central Market Needs To Be A Mature Person In Running Their Business Continuesly Because It Is One Of The Asset That Driving The Acceleration Of Regional Economic Development.

Based On The Phenomenon And Background Above The Researcher Interested To Study More Deeply Especially The Work Ethic Of Immigrant Women Who Work As Traders. Therefore, The Researcher Research Are Interested In Conducting Research Related To It By Choosing The Title " The Work Ethic Of Immigrant Women (Case Study On Traders In Mamuju Central Market, Mamuju Regency) ". Based On The Background, Then The Researcher State The Research Problem As Follows: How Does The Work Ethic Of Immigrant Women Who Work As Traders In Mamuju Central Market?

The Aim Of This Research Is To Study And Analyze About:

1. The Work Ethic Of Immigrant Women Who Work As Traders In Mamuju Central Market, Mamuju Regency.

A Quick Glimpse Of The History Of Our Society Shows A Significant Relation Between The Depth Of Religious Life And Enthusiasm In Economic Life. Certain Groups Who Run Religious Activity More Seriously In Their Social And Personal Life, Seem More Able To Adapt To Economic Life. This Tendency Is Now Become Extinct Since Political Policies When Indonesia Independent Changed The Economic Order Of Our Society. Especially Since The Early 1970s When The Government Emerged As An Agent Of Economic Change, It Was Wide Open For All Members Of Society To Be Involved In Economic Activities. Consequently Meaningful Interconnections Between The Depths Of Religious Appreciation And Excitement In Economic Life Now Live As A Mere Stereotype (Usman, 2010: 99). Therefore, To Hack Economic Hardship Or Poverty Is Hard Work. But In Reality, Many People We See Work Hard But Still Have Not Been Able To Overcome Their Problem Interms Of Economic Difficulties.

Thus, Each Person Has A Different Work Ethic According To His Personal Background, His Religious Values, His Environmental And Natural Conditions, And The Surrounding Community. The Work Ethic Is Also A Feature That Distinguishes One Community Or Group From Another.

Furthermore, Sociologists Define Ethic As Cultural Traits, Which The Tools Of A Group Distinguish Themselves And Show Their Identity Differently From Other Groups. In Another Sense, Ethic Is The Basic Attitude Of A Person Or Group Of People In Doing Certain Activities. Thus, The Work Ethic Is One's Basic Attitude In Working. (Yusuf, 2011: 62)

The Work Ethic Is A Fundamental Attitude Toward Self And The World Emitted In Life. Thus, Ethic Is An Evaluative Aspect That Evaluate, (Clifford Geerts In Usman, 2010: 100).

Furthermore, According To Toto Kasasaran In Maisaroh (2009: 3) That The Work Ethic Is The Totality Of His Personality As Well As His Way Of Expressing, Believing And Giving Meaning To Something Which Encourages Him To Act And Achieve An Optimal Charity So That The Pattern Of Relationships Between Human Beings And Other Creatures Can Be Well Established. Work Ethic Is Associated With Several Important Things Such As:

- a. Orientation To The Future, Everything Is Well Planned, Both Time, And Condition For The Future To Be Better Than Past.
- b. Appreciating Time With Time Discipline Is Crucial For Efficiency And Work Effectiveness.
- c. Responsibility, Which Gives The Assumption That The Work Is Something That Must Be Done With Diligence And Sincerity.
- d. Thrifty And Simple, Which Is Something That Different From Living Wastefully, So How The Outcome Is Useful For The Future.
- e. Healthy Competition, Namely By Push Yourself To Work And Not Easily To Broken Spirit And Increase Level Of Creativity.

In Line With The Argument, Raharjo Daman In Malik (2013: 12), Defines That Work Ethic As A Basic Attitude Pattern That Has Grown And Influenced A Person's Behavior Consistently And Continuously.

Further, According To Sinamo In Darodjat (2015: 76), The Work Ethic Is A Set Of Positive Behaviors Rooted In Fundamental Beliefs Accompanied By Total Commitment To An Integral Work Paradigm. According To Him, If, An Organization, Or A Community Adheres To The Paradigm Of Work, Trust, And Committed To The Paradigm Of Work, All Of Those Will Be Reflected To Their Attitude And The Behavior Of Their Typical Work. That's What Will Become A Work Culture.

Thus, Hard Work Is Not How Hard The Work But Hard Work Is Something That Marks Our Quality As Workers. Hard Work Is A Human Issue, Not A Job Problem. Someone Is Said To Have Hard Work If The Man Has Exerted His Physical And Mental Energy To Run, Complete, And Improve The Quality Of His/Her Work (Dinsi, 2011: 46).

According Jajang In Budimansyah, (2004: 188-191) Below Are Some Of The Characteristics Who Appreciate The Work Ethic:

1. Has Leadership
2. Always Calculate
3. Appreciate The Time
4. Live Frugality And Efficiently
5. Desire To Be Independent

6. Tenacious, Never Give Up
7. Macro-Insightful Universal
8. Productivity Oriented
9. Expanding The Network In Terms Of Hospitality

To Understand The Problem Of Work Ethic In Society, It Is Not Enough Just To Identify Or Record The Events. Events Only Tell What Challenges Are Going On, But Does Not Give Explanations About What Happened, Yet It Explain About The Nature And Causal Link Of What Happened. So Take Steps To Develop A Productive Work Ethic That Essentially Leads To Increased Productivity Is Necessary, Not Only For Individual Productivity But Also For The Productivity Of Society As A Whole.

Therefore, The Attitude Of Hard Work Must Also Be Owned By An Entrepreneur. In This Case, The Element Of Discipline Plays An Important Role. Because, People Will Not Able To Work Hard If The Discipline Does Not Exist. He Must Set The Time, According To The Rhythm Of Life, Get Up Early, Get Ready For Work, Start Work, Rest (Not Too Long), And So On Until Nightfall. At Night He Sleeps (Does Not Stay Up Late). There Is One Important Element In The Success Of Hard Work, Who Submits To Allah SWT, By Always Praying To Him. Oh God Change My Fate, Etc. God Willing, Great Hard Work With Prayer Will Be Successful, Alma (2011, P.107-108).

II. METHODS OF THE RESEARCH

Using Qualitative Methods, The Researcher Try To Do And Express The Problem Of This Research Comprehensively And Objectively Based On The True Facts. While The Type Of This Qualitative Research Is By Descriptive Analysis Method, Which Is Undertaken. The Author Is To Explore The Problems Of Research And Make Interpretation Of The Facts That Occur In The Form Of Descriptive Intact And Objective. Thus, The Author Uses A Qualitative-Naturalistic Descriptive Research Approach On The Holistic Observation Of The Work Ethic Of Immigrant Women As Traders In Mamuju Central Market.

The Location Of The Research Is In Mamuju Central Market, Mamuju Regency. The Location Is A Traditional Market Established Long Time Ago With Number Of Traders Is Approximately 700 People From Various Tribes, The Number Of Female Traders Is As Much As 455 People And Male Traders As Many As 245 People, While The Number Of Immigrants Women Traders Are 364 People.

Types Of Data Used In This Study Are Primary Data And Secondary Data. Primary Data Obtained From The Informants Or Immigrant Women Who Work As Traders That Workng At The Research Location. Research Data Includes Matters Relating To Work Ethic, Immigrant Women As Traders. Secondary Data Obtained Through Bibliographic Data And Documentation And Also Reports That Exist In The Related Agency.

In This Study, The Informants Were Chosen Purposively According To The Needs Of Research Conducted With Snow Ball Technique. Informant Consists Of People Who Are Considered To Know The Object Of Research And Stall Are In The Area Of Mamuju Central Market. By Considering The Immigrant Women As Traders From Various Tribes Totally 11 People, 1 Market Manager And 1 Person From Market Traders Forum. In Detail, Informants In This Study Consisted Of:

1. Mandar Tribe: 2 People
2. Bugis Tribe: 3 People
3. Makassar Tribe: 2 People
4. The Javanese: 2 People
5. Enrekang Tribe: 2 People
6. Head Of Market Manager: 1 Person
7. Officer Of Mamuju Central Market: 1 Person

To Obtain The Validity Of The Data From The Interviews In Each Location Where The Study Held, Observations Were Also Made. Observation Is Done To Complete And Tested The Result Of Interview Given By Informant Comprehensively Or Can Not Be Able To Describe All Kinds Of Event / Situation From What We Wanted, In This Case Writer Go And See Directly How Do The Work Ethic Of Immigrant Woman Who Work As Traders.

In This Study, Conducted With Partipacion Observation And The Type Of Observation Used Is Passive Participation Observation. Participate Observations In Qualitative Data Collection Researcher Observe Directly By See, Feel And Interpret The Variety Of Activities, Various Events And Social Syntom That Occurred Against The Object Under Study, Which Relates To Work Ethicof Immigrant Women Who Work As Traders.

In-Depth Interviews Were Conducted Informally To Explore The Views Of The Subject Under Study. In-Depth Interviews In This Regard Are Conducted At The Appropriate Time To Obtain Detailed And In-Depth Data, And Can Be Done More Than Once In Accordance With The Needs Of The Study. This Interview Technique Especially Researcher Did To Immigrant Women As A Trader In Mamuju Central Market. This Is

Also Done To Some Mamuju Central Market Manager To Get Data And Facts Objectively (Triangulation) , In Depth Interview.

After The Data Of The Research Is Obtained, Then The Next Step, The Researcher Performs A Qualitative Data Analysis That Is Inductive With Good Data Analysis Process, Before Entering, During And After Finish In Field And Done Continuously To Find Conclusion, By Using Analysis Model Flow (Flow Model Of Analysis).

III. FINDINGS AND DISCUSSION

The Hard Work For Immigrant Women Is The Primary Asset For Trader To Achieve Success. They Had To Work Hard And Be Discipline To Manage Time In Running His Business. They Should Set The Time Based On The Art Of Life Of A Trader, Get Up Early To Be Ready To Work And Work And Do Not Have Too Long Rest Until Nightfall. This, As Proposed By Some Immigrant Women Working As Trader, Such As; Informant Hj. Arifah, Is An Immigrant Woman Who Work As Trader In The Mamuju Central Market From Soppeng, South Sulawesi (Bugis Tribe), 46 Years Old, Married, Business Owner, Junior High School. According To Her Recognition As Follows:

In The Beginning, My Parents Taught Me How To Trade In Mamuju Central Market Since 1989. I Sold Clothes And Sewing. In Terms Of Improving Work Ethic, I Wake Up Early To Prepare Anything To Do With My Trading Business. Before I Go To The Market In The Morning To Trade I First Tidy-Up The Bed, Clean The House And Take Care Of The Family, I Am Assisted By My Husband, So I Prepare Breakfast And The Needs For The Family And Wash The Clothes. At The Time Before Going To Bed At Night, I Pray To Allah SWT Hope That My Business Runs Smoothly. I Live Overseas. Then I Must Makkareso (Hard Work / Tenacious) From Morning Till Night To Increase My Family's Economic Income. I Felt Like Masiri (Embarrassed) If I Did Not Succeed Here Then Thanks To My Hard Work In Trading I Can Go Hajj And Send The Children To School And Can Fulfill The Needs Of The Family. (The Interview, April 6, 2013).

The Same Thing Was Also Said By Informant Mh (Maharani), An Immigrant Woman Who Work As Trader In Mamuju Central Market From Central Java (Javanese), 31 Years Old, Married, Business Owner, Senior High School. Having 2 Children Who Are Study In Elementary School And Kindergarten. According To His Confession In Improving Work Ethic In Trading As Follows:

"Firstly, I Came To Mamuju With My Parents To Wander And Trade In Mamuju Central Market. Before Marriage, I Have Been Trading / Selling Goods With Parents. In Terms Of Improving Work Ethic, I Wake Up Early To Prepare What Are Going To Be Done In Relation To My Trading Business. In The Morning Before I Left For The Market To Trade, I Take Care Of The Family First, I Am Assisted By My Husband, I Prepare Breakfast And The Needs For The Family. At The Time Before Going To Bed I Pray To Allah SWT Hope That My Business Run Smoothly. I Work From Morning Till Night To Help Increase The Family's Income. I Work Hard, Resilient And Confident In Building The Business. I Strive To Improve My Family's Economy And Income. It Is A Duo Of Wedok (My Income Contribution), Thanks To My Hard Work In Trading I Can Have My Own House, Lands And Vehicles And Can Help My Family Who Live In The Village And Send My Children To School" (Interview, 6 April 2013).

From The Statement Above, Some Immigrant Women Who Work As Traders In The Central Market Mentioned, They Work To Sustain The Economic Needs Of Themselves And Their Families Derived From Income Earned By Working From Morning To Night And Sometimes Withstand The Nagging Sense During The Day, Patient, Tenacious, Never Give Up And Work Diligently, Discipline And Not Lazy And Pray To Allah SWT So That Her Business Is Blessed To Rise Income Or Increase Income In Trade. Moreover, They Are Encouraged Because They Feel That They Live Abroad Or In Someone Else Village, Then They Have To Work Hard By Synergizing The Principles Of Local Work Culture Each Tribe, So They Find The Identity Of A Market Trader With A Prosperous Economic Life Of The Social Status And Religious.

The Attitude And Commitment Of Immigrant Women Who Work As Trader In Mamuju Central Market Is What Is Always Imprinted Deep In Their Hearts, Where Great Working Ethic Is Something Very Important To Gain More Qualified Social Change. Hard Work, Perseverance, Tenacity, Sincerity And Discipline Are The Driving Factors That Lead To Economic Improvement, Self-Esteem And Respect From The Community In Order To Become A Buffer Or Support For Improving The Economy, Household And Family. This Is What Makes Immigrant Women Who Work As Traders In Mamuju Central Market Has Survival Strategy And Courage To Survive In The Overseas So That In Organizing The Process Of Life Experiencing A Better Progress And Growth Of Life Compare With When They Are In The Homeland. Encouragement Will Be Better Which Is An Individual's Authority And Autonomy In His Position In Society (Homas In Ritzer And Goodman, 2010: 1994 ,P.27).

This Is Because They Have A Philosophy Of Life That The Most Important For Human To Posses Is Hard Work, Especially When They Think That Work Is Worship And It Is Also Influenced By The Local Work Culture Of Each Female Immigrant Owned (Bugis - Makassar Tribe) That Is "Reso (Perseverance / Abstinence)

And "Siri" (Shame, Honor Or Self-Esteem), Mandar "Maqjamaotau (Working)" And "Siwaliparri" (Si Means Respects, Wali Means Help And Parri Means Difficult, So That Means Help Each Other, Work Together (Mutual Cooperation) And Hard To Be Shared Or Togetherness And Equality Of The Role Of Women And Men In Providing For Life. Mandar Women Primarily Housewives, Both In Rural And Coastal Areas, Helped Her Husband In Doing Activities In Improving The Family Economy. To Support The Economic Life Of The Family And The Tribe Of Java "Donation Of Husband And Wife (Duwit Lanang: Male Money) And (Duwit Wedok Is Female Money).

If You Consider The Orientation Of Immigrant Women Working As Traders In Mamuju Central Market In The Work Ethic Then, To Build A Great Work Ethic, It Needs A Good Performance. The Performance Is As Much As Possible Empowered In Order To Ease Toward The Desired Goal. A Low Work Ethic Will Lead To A Low Performance And Will Serve The Purpose To Be Achieved, In Line With Darodjat's (2015: 81-82) Opinion, That Great Working Ethic Is Said When Referring To The Following Signs: (A)) Has A Very Positive Appraisal Of The Work, (B) Puts The View Of Work, As A Very Sublime Thing For Human Existence, (C) Work Perceived As Meaningful Activity For Life, (D) Work Is Lived As A Process Requires Perseverance And At The Same Time An Important Means Of Realizing The Ideals (E) Work Is Done As A Form Of Worship. Characteristics Of A Person Who Has A Great Work Ethic Is: (1) Has A Future Orientation, (2) Hard Working And Respect The Time, (3) Responsible, (4) Save And Simple, (5) Diligent And Tenacious; (5) Competence Honest And Healthy. A Work Ethic Occupied By A Person Or Group Of People, Will Be A Source Of Motivation For His Actions. When It Associated With The Life Situation Where The Human Being Are "Building", Then A Great Work Ethic Serve As An Absolute Prerequisite, Which Must Be Grown In This Life. Because It Will Open The Views And Attitudes To The Human To Assess Great Hard Work And Earnestly, So That It Can Erode The Attitude Of Perfunctory, Not Oriented To The Quality That Should Earned.

Furthermore, This Is Also Similar With Sinungan's Opinion (2008, P.141-142) That Steps That Can Be Taken In Developing Work Ethic Such As: 1) Increasing Productivity Through The Growth Of Work Ethic, Can Be Done Through Directed Education. Education Must Lead To The Formation Of A Mental Attitude Of Development, A Positive Attitude Or Character As A Developmental Human Characterized By Initiative, Creative, Risk-Taking, Systematic And Skeptic.2) The Education System Needs To Be Tailored To The Needs Of Development That Requires Various Skills And Also Creative Skills To Improve Creativity, Productivity, Quality And Work Efficiency. Various Vocational And Polotechnical Education Needs To Be Expanded And Upgraded.3) In Continuing And Improving Development, Indonesian Cultural Values Should Be Developed And Fostered In Order To Foster A Sense Of Price And Nationality And To Strengthen Unity.4) National Displants Should Be Continually Nurtured And Developed To Gain A Sense Of Mental Attitude Productive Human Beings.5) Promote Community Participation, Promote And Encourage Changes In Society About The Behavior, Attitudes And Psychology Of The Community.6) Grow Motivation, From A Worker's Point Of View, Work Means Sacrifice, Whether It Is Sacrifice Of Leisure And Enjoyment Of Life While Wages Are A Compensation For All Their Sacrifices.

Hard Work, Perseverance, Tenacity And Discipline Are The Basic Elements Of Work Ethics That Are Followed By Religious Values And Local Cultural Values Of Work Resulting In Time And Opportunity That Can Be Used And Enabled And Utilized Opti- Mally To Gain An Economic Increase Level And Additional Income Which Is Greater In Sustaining The Sustainability Of Economic Needs And The Religious Values It Holds Has Significance In The Life Of An Expatriate Woman Who Is A Market Entrepreneur In The Mamuju Central Market. This Is In Line With Weber's Opinion (In Suyanto, 2013: 20-21), Saying That Protestant Theology, Especially The Calvinist Sect, Encourages People To Rationally Accumulate To The World On The One Hand, And On The Other It Also Encourages People To Live Ascetic-Simple, Diligent In Worship, And Life Sparingly. This Attitude Of Life Is Developed By The People To Obtain God's Favor, So They Feel They Are The Ones Whom God Chooses. Work, For Protestant Ethicists Is Done Because It Is Considered As A Calling Or A Sacred Duty From God. Calvinists Believe That Life Must Be Sought Through Hard Work, And They Are Convinced That Life Must Be Dedicated To Efficiency And Rationality In Order That Human Work To Be Maximum As What God Wants.

Although Their Level Of Education Is Not Very High, Immigrant Women Entrepreneurs Have The Motivation, Attitude And Commitment To Apply The Moral Principles Embodied By Hard Work, Tenacity, Perseverance, Patience, Discipline Combined With The Local Work Culture Of Each Tribe And Sticking To Religious And Ancestral Values That They Have So They Can Find Themselves As A Immigrant Women As Traders In Mamuju Central Market With A Rich Economic Life And Can Raise The Dignity Of Their Social Status.

The Process Of Increasing And Growing Economic And Religious For Immigrant Women As Traders In Mamuju Central Market Indicates That Their Great Work Ethic Has Been United With Local Work Culture. Where The Informants Already Have Some Assets Such As Own Homes, Land, And Vehicles And Can Help Families In The Village As Well As Sending Children And Pilgrimage. With The Economic Reality That Has

Been Achieved Through A Process Of A Great Work Ethic. This Is In Line With Mc's Opinion. Clelland In Sztompka, (2010, P.283), The Motivation For Achievement Is The Struggle To Achieve Success By Self-Seeking In Situations That Require An Assessment Of The Performance Of One's Work In Relation To The Standard Of Excellence.

Immigrant Women As Traders In Managing Time

As The Status Of Immigrant Women As Traders, They Still Remain Their Role As Housewives And Family Members And Members Of The Community. It Is Not Easy To Do But Has An Art Because It Requires Management To Divide The Time For Each Role. Therefore It Is Necessary To Divide The Task Between Husband And Wife In Terms Of Family And Business. From Evening Till Morning, Female Traders Prepare Themselves And Go To The Market. When Back Home In The Midday Or In The Afternoon, She Has To Do Household Chores And Sometimes Help Their Husband. Wash The Clothes And Dishes, Cooking, Bathing The Children, Take The Children To School, And Prepare Dinner And Supper Which Is A Job That Still Has To Do Regularly.

Here Are The Interviews With Informants On How To Manage Time Between Trading And Family. The Informants, Erna, Hj. Arifah, Asma, Rasdiana, Hj. Hasmar, Hj. Syamsia, Hj. Siti Johar, Jumiati, And Namira, According To Their Confession As Follows:

“In Terms Of Managing The Time To Take Care Of The Family, I Am Assisted By My Husband, Before Going To The Market In The Morning, I Prepare Breakfast And The Needs For The Family, Then Take The Children To School And Kindergarten And Then Go To The Market Immediately And Alternately Take Care Of The Children Education With Y Husband. The Time I Need To Run My Business Is Around 9-10 Hours A Day.”

From The Statement Of Some Female Traders Mentioned Above, They Manage The Time Well Between The Trading And Family By Take Care Of The Family First Then Deal With The Trade And Assisted By The Husband. Such As Preparing Breakfast And Family Needs And Then Take Their Kids To School And Go To Market. Thus, Despite Their Status (Immigrant Women) As Traders, They Are Still Run Role As Housewives And Members Of The Community. It Is Not Easy To Do But Requires An Art In Managing Time For Each Of These Roles. This Is In Line With Hubies' Opinion, (2010, P.239-241) Empirically, The Role Of Women Inside And Outside The Household, Raises The Complexity Of Functions And Obligations That Require Them To Be Able To Properly Predict And Allocate Their Potential, Ie When And Where Duties As A Wife, Mother, Domestic Manager, Community Member And Worker (Breadwinner) Must Be Played. This Hope Demands The Supra Management Ability Of Women In Adjusting Themselves To Socio-Cultural And Religious Values.

In The Community Of Immigrant Women Who Work As Traders Related To Household Charge With A Broad Family System Is Still Strong. Usually The One Who Take Charge In Taking Care Of Children Remain Depend On The Mother, And The Children Socialize Not Only With Their Own Family But Also From People Around The Environment. The Role Of Grandparents, Grandmothers, Neighbors, Friends, And Relatives Is Huge. They Are The Ones Who Help And Provide Safety For Children For Female Traders. The Time Allocation Devoted By Immigrant Women Who Work As Traders In Mamuju Central Market Takes 9 To 10 Hours A Day In Average Within The 24-Hour Timeframe Of Running The Business Presented In The Following Table.

Table 1. Schedule Of Activities From An Immigrant Woman Who Work As Trader In Mamuju Central Market

Time	Activities	
	Wife	Husband
04.00 – 05.00 Am	Wake Up, Do Pray Shubuh	Wake Up, Pray Shubuh
05.00 – 06.00 Am	Prepare Breakfast, Tidy The Bed And Wash Clothes	Clean The Motorcycle And Car And Watch TV
06.00 – 07.00 Am	Breakfast, Prepare The School Needs Of Children	Breakfast, Help To Prepare The Children's School Needs
07.00 – 08.00 Am	Clean The House And Yard And Deliver The Children To School Sweeping, Preparing Items To Be Brought To Market	Take The Kids To School,
08.00 – 09.00 Am	At The Market	Accompany Wife To Arrange Goods,
		Go To The Office, The Market.
09.00 - 12.00	At The Market	Accompany Wife In Market,

Am		At The Office, In The Market
12.00 – 1.00 Pm	Praying Dzuhur, Lunch	Praying Dhuhur, Lunch
1.00 – 4.00 Pm	At The Market	At Market, At The Office
5.00 – 6.00 Pm	At The Market	At Home, Socialize With The Community
6.00 - 7.00 Pm	At Home, Socialize With The Community, Do Maghrib Prayer	At Home, Do Maghrib Prayer
7.00 – 8.00 Pm	At Home, Dinner, Social Relations, Isya Prayer.	At Home, Dinner, Socialize With The Community, Isha Prayer.
8.00 – 10.00 Pm	Watch TV, Socialize With The Community, Spend Time With Family	Watch TV, Socialize With The Community, Spend Time With Family
10.00 Pm - 04.00 Am	Break	Break

The Table Above Shows That Despite The Immigrant Women Play The Role As Traders In Mamuju Central Market, They Are More Dominant In Allocating Their Time In Managing Their Business; However The Role As Housewives Is Not Completely Abandoned. Starting From Preparing Breakfast, Tidying The Bed, Washing Clothes And Cleaning The House In The Morning They Still Run. While The Cooking Activities For Lunch And Dinner Are Run By The Family Members, Both The Women’s Mother In-Laws And Parents As Well As Other Family Members From Husband And Wife. Because More Family Members Play A Role In Cooking, And Cleaning The House, That Is Why These Activities Are Occasionally Performed By The Immigrant Women Who Work As Traders.

However, Sometimes There Are Family Members Who Have Been Running Their Lead Role Is Not At Home, And Then The Role Would Be Carried Out By Immigrant Women Who Work As Traders. This Shows That The Differentiation Of Roles Between Women And Men Does Not Occur In Immigrant Women Who Work As Traders In The Role Of Traders In Mamuju Central Market. Thus, It Indicates The Existence Of Role Expansion, Which Is Double Role In The Domestic Sector As Well As In The Trade Sector.

IV. CONCLUSIONS AND RECOMMENDATIONS

Based On The Results Of The Research As Described Above, The Research Conclusions Can Be Stated As Follows:

1. The Work Ethic Of Immigrant Women Who Work As Traders In Mamuju Central Market, Mamuju Regency Is Huge. They Have A Great Motivation In Running Their Business. This Is Because They Do Not Live In Their Homeland Otherwise, They Live In The Land Of Other People, So They Have To Work Hard, Tenaciously, Patient, Seriously, Never Give Up And Diligently, Discipline, Not Lazy And Often Pray To Allah SWT So That The Business Is Blessed In An Effort To Increase Income, And This Is Also Influenced By The Local Work Culture Of Each Of Immigrant Women (Bugis - Makassar Tribe), Namely "Reso And" Siri ", Mandar" Maqjamaota And "Siwaliparri" And Javanese "Duwit Lanang And Duwit Wedok And The Existence Of The Family Support.
2. Managing The Time, The Immigrant Women Who Work As Traders In Mamuju Central Market Play More Dominant Role To Allocate The Time In Run Their Business, But The Role As A Housewife Does Not Completely Abandoned. Starting From Prepare The Breakfast, Tidy The Bed, Wash Clothes And Clean The House In The Morning They Still Do. The Time Spend By The Immigrant Women Who Work As Traders In Mamuju Central Market Is 9 To 10 Hours A Day Within A 24-Hour To Run Their Business.

By Seeing The Work Ethic Of The Immigrant Women Who Work As Traders In Mamuju Central Market, Mamuju Regency, Which Has A Great Power Of Struggle, Generates Great Motivation In Trading. Therefore, The Government Of Mamuju Regency And West Sulawesi Province Should Make This Finding As Reference In Empowering The Community, Especially In Conducting Community Empowerment For Productive Women For The Development Of Family And Community Economic Business.

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