

## ABSTRAK

Penelitian ini dilatarbelakangi oleh kondisi kesejahteraan anggota nelayan Koperasi Perikanan Laut (KPL) Mina Sumitra Kabupaten Indramayu yang masih berfluktuasi dan cenderung rendah, meskipun koperasi telah menerapkan strategi kompensasi serta dukungan organisasi. Tujuan penelitian ini adalah menganalisis penerapan strategi kompensasi dan dukungan organisasi, mengidentifikasi hambatan yang dihadapi, serta menilai pengaruh keduanya terhadap kesejahteraan anggota. Penelitian ini menggunakan pendekatan kualitatif dengan metode deskriptif. Informan penelitian terdiri atas pengurus koperasi dan anggota nelayan yang dipilih secara purposive. Data dikumpulkan melalui wawancara mendalam, observasi aktivitas pelelangan dan layanan koperasi, serta dokumentasi laporan koperasi periode 2021–2025. Data dianalisis dengan tahapan reduksi, penyajian, dan penarikan kesimpulan serta diuji keabsahannya melalui triangulasi sumber.

Hasil penelitian menunjukkan bahwa strategi kompensasi berbasis partisipasi anggota dan disahkan melalui RAT mampu meningkatkan motivasi serta rasa keadilan, namun besaran kompensasi rata-rata masih di bawah UMK Indramayu sehingga belum menaikkan kesejahteraan secara signifikan. Dukungan organisasi berupa SHU, dana sosial, logistik melaut, fasilitas TPI/*cold storage*, dan akses modal membantu menekan biaya operasional, tetapi pelaksanaannya tidak stabil akibat penurunan Raman, fluktuasi harga ikan, musim, dan cuaca.

**Kata Kunci: Strategi Kompensasi, Dukungan Organisasi, Kesejahteraan Anggota, Koperasi Nelayan.**

## **ABSTRACT**

*This research is motivated by the fluctuating and generally low welfare conditions of fisherman members of the Mina Sumitra Marine Fisheries Cooperative (KPL) in Indramayu Regency, even though the cooperative has implemented compensation strategies and organizational support. The objectives of this study are to analyze the implementation of compensation strategies and organizational support, identify the obstacles encountered, and assess the influence of both on members' welfare. This study uses a qualitative approach with a descriptive method. Research informants consist of cooperative management and fisherman members selected purposively. Data were collected through in-depth interviews, observation of auction activities and cooperative services, and documentation of cooperative reports for the 2021–2025 period. Data were analyzed through the stages of reduction, presentation, and conclusion drawing, and their validity was tested through source triangulation.*

*The results show that a compensation strategy based on member participation and ratified through the Annual Member Meeting (RAT) is able to increase motivation and a sense of justice; however, the average compensation amount is still below the Indramayu Regency Minimum Wage (UMK), so it has not significantly improved welfare. Organizational support in the form of SHU (surplus distribution), social funds, fishing logistics, TPI/cold storage facilities, and access to capital helps reduce operational costs, but its implementation is unstable due to declining Raman, fish price fluctuations, seasons, and weather.*

**Keywords:** *Compensation Strategy, Organizational Support, Member Welfare, Fishermen Cooperative.*