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**FACTORS AFFECTING AGRICULTURAL INSTRUCTOR PERFORMANCE
IN COCOA PRODUCTIVITY IMPROVEMENT IN PALOPO**

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Abstract

The long term goal of this research is to increase the ability of cocoa farmers. This research is expected to improve the productivity of cocoa in order to increase the farmers' prosperity economically, socially and culturally. The performance of Agricultural instructor has an impact on the performance of farmers in producing cocoa. This Agricultural instructor performance focused on how to solve the problems faced by the farmers of cocoa. Meanwhile, the specific goals to be achieved in this study are: to know the factor that affecting the performance of Agricultural instructor to improve the productivity of cocoa farmers in Palopo, so that the ability of cocoa farmers in farming could be increased. The unit of analysis of the research is the Agricultural instructor with 111 populations. Based on the Slovin's formula with an error rate of 5%, the researcher took 87 Agricultural instructors as the samples. Samples were taken by Proportional Random Sampling, the samples consist of Telluwanua (14 people), Bara (9 people), Wara North (10 people), Wara (11 people), West Wara (9 people), East Wara (9 people) South Wara (9 people), Mungkajang (7 people) and Sendana (9 people). The method applied in this research is a survey method by making the questionnaire as the main instrument in collecting data. Data collected were analyzed using multiple regressions with SPSS 21.0. The results of the research indicates that age -0.018 have an impact on the Agricultural instructor performance, while formal education is -0.032, technical training is 0.061, work experience is 0.111, job location is -0.756, work areas is -0.012, the number of assisted farmers is -0.082 and interaction with farmers is 0.045. This research concluded that age, formal education, technical training, work experience, work areas, the number of assisted farmers and interaction with assisted farmers were not statistically affected the performance of Agricultural instructor, but the location of jobs affected the performance of agricultural instructor. Therefore, the researcher suggests to the leader of Agricultural instructor to pay more attention to these factors, especially the job location of instructor.

Keywords: *Agricultural instructor, cocoa, performance*

Background

The performance of Agricultural instructor is determined by the achievement of the objectives of the Agricultural instructor organizations in a predetermined time limit. The performance Agricultural instructor based on the duties and functions are described comprehensively in the description of the various tasks. The performance Agricultural instructor could be viewed in several aspects such as preparation, implementation, evaluation, reporting, the development of Agricultural instructor and the professional development of Agricultural instructor. The next aspect is leadership, communication, business partnerships, and technology dissemination, also technical areas of expertise mastery.

The performance of Agricultural instructor in preparation, implementation, evaluation and reporting is a series of systematic and structured in a groove inseparable. Agricultural instructor program is based on the analysis of the needs of farmers and the current condition of the target audience as well as the condition of the target audience that

will be implemented. This program is a learning process between farmers and instructor that begin with the process of sharing information and the involvement of farmers in planning, it is to identify potential areas, agro-ecosystem and technology requirements.

The next aspect is the material and the method chosen in Agricultural instruction. Materials and methods is a substance in the instruction which is based on the needs of farmers. The final goal of Agricultural instructor is determined by the materials and methods by Agricultural instructor.

The next parameter is reporting and evaluation of counseling. Reporting and evaluation is categorized in two aspects, namely the reporting and evaluation of the impact of education and agricultural instruction. Reporting and evaluation is introspection for an Agricultural instructor about the target that has not been achieved and should be improved.

The next aspect is the development of Agricultural instructor and profession of instruction. The instructor studies the guidelines and instructions as well as the implementation of agricultural instructor method or system of Agricultural instructor work. Agricultural instructor adding input of latest knowledge through training and seminars, writing a paper or scientific work and buying counseling books.

The successful instructor is an instructor who can design and implementing learning programs, the materials and methods in accordance with the conditions and characteristics of farmers. The Agricultural instructor should be able on leadership, communication, dissemination of technology and technical areas will be given.

Finally, the researcher concluded that preparation, implementation, evaluation and reporting, outreach and instructor professional, leadership, communication, business partnerships, technology dissemination and the mastery of technical areas of expertise are the main activities carried out of an Agricultural instructor and as the parameter to measure the performance of an Agricultural instructor.

Method

This research is conducted in Kantor Balai Penyuluhan Pembangunan (BPP) and Badan Ketahanan Pangan dan Penyuluhan Pertanian (KPPP) Palopo city, it is conducted from March to June 2016. The unit of analysis is Agricultural instructor with 111 populations. Based on the Slovin's formula with an error rate of 5%, the researcher took 87 Agricultural instructors as the samples. Samples were taken by Proportional Random Sampling, the samples consist of Telluwanua (14 people), Bara (9 people), Wara North (10 people), Wara (11 people), West Wara (9 people), East Wara (9 people) South Wara (9 people), Mungkajang (7 people) and Sendana (9 people).

The study applied survey method through questionnaires with interview as supported data. The validity of the instruments used is a content validity which is consulted to five experts. The results of these instruments are tested to 15 Agricultural instructor. By using Cronbach Alpha test, reliability coefficients obtained respectively by 0,812, the instrument is reliable. Data collected were analyzed using multiple regressions using SPSS 21.0.

Results and Discussion

Result

The hypothetical model¹ derived from one independent variable and eight dependent variables. After the estimation of variables that affect the performance of Agricultural instructor, we found structural model of Agricultural instructor performance showing the influence between variables. From the model in Figure 1, it is formulated structural equation model of Agricultural performance as follows:

$$Y = a - 0,018X1 - 0,032X2 + 0,061X3 - 0,111X4 - 0,0756 X5 - 0,012 X6 - 0,082 X7 +$$

0,045X8

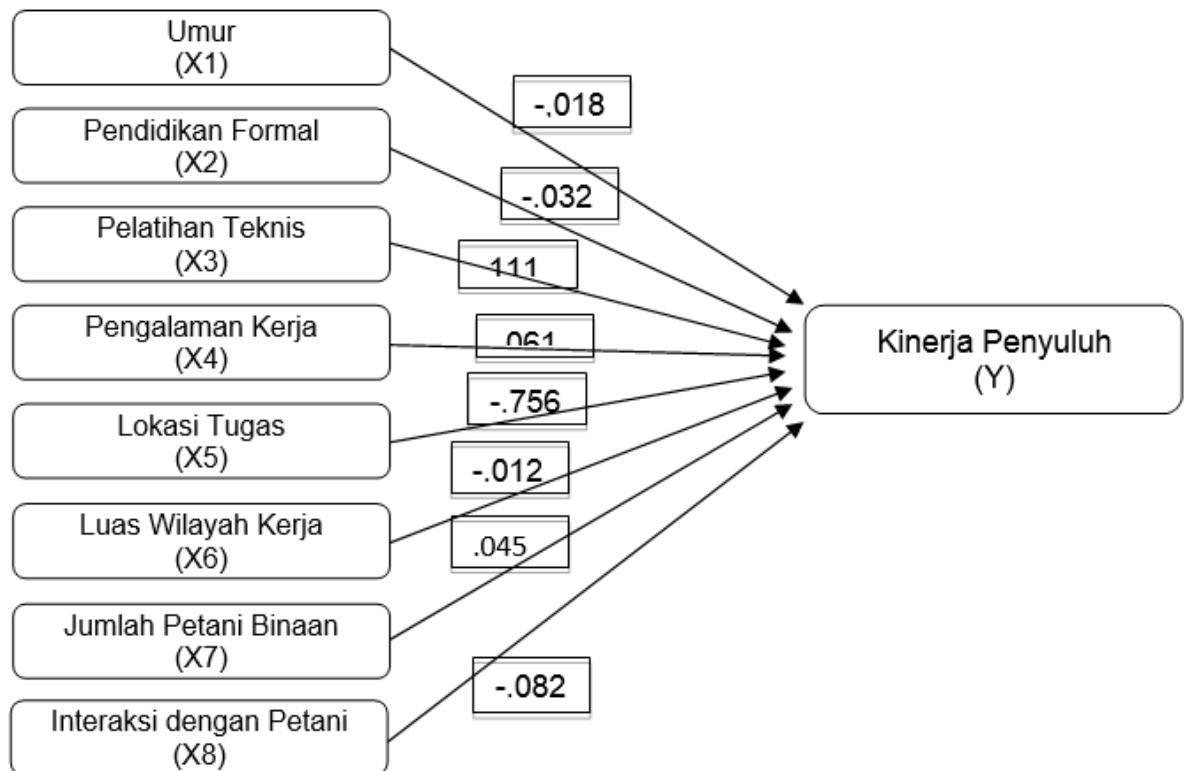


Figure. Structure Model on Factors Influencing Agricultural Instructor Performance of Cocoa Farmers in Palopo

Discussions

The Effect of Age on the Cocoa Agricultural Instructor Performance

The partial analysis results concluded that age negatively affect the performance of cocoa Agricultural instructor. It was proved by the partial test regression where the coefficient for the age variable is negative (-0.017), it means that age has affected the reduction of Agricultural instructor performance. While for the t test obtained t value of -0.232 is smaller than the value t table that is 1.991 and the significance is 0.817 greater than 0.05, it can be concluded that the age variable has no significant effect on the performance of cocoa Agricultural instructor.

The results of the research are similar with Raharjo (2012) who stated that age has no significant effect on the performance of agricultural instructor in Kabupaten Boyolali.

It is strengthened by the opinion of Padmowihardjo (2004), who stated that the age of a person strongly suspected affect its ability, good physical capabilities or ability to think (the intelligentsia). The older of a person's age will also decrease his ability; therefore a person's age is closely related to its performance.

The Effect of Formal Education to the Cocoa Agricultural Instructor Performance

The result of partial analysis can be concluded that the formal education negatively affect the performance of the cocoa Agricultural instructor. This is proved by the partial test where the regression coefficients of formal education is negative (-0.066), which means that every enhancement in formal education will affect the performance degradation of cocoa Agricultural instructor. While, for the t-test gained t value -0.439 is smaller than t table 1.991 and the significance is 0.662 is greater than 0.05, it can be

concluded that the formal education variable has no significant effect on the performance of cocoa Agricultural instructor.

The results of the research is similar with the research done by Raharjo (2012) who stated that there is no significant influence of education on the performance of Agricultural instructor in Kabupaten Boyolalai. The result of this research shows that there is no difference between the performances of instructor in Boyolali with educational backgrounds. In additional, the results of this study shows that most of the instructors have undergraduate backgrounds of Agricultural Education.

The Effect of Training on the Cocoa Agricultural Instructor Performance

The results of partial analysis can be concluded that training have a positive effect to the performance of cocoa Agricultural instructor. This is proved by the partial test where the regression coefficient of training variable is negative (0.162), which means that every enhancement of training will affect the performance of Agricultural instructor. The t-test obtained t arithmetic 0.798 less than the value of t table 1.991 and the significance is 0.427 greater than 0.05. It can be concluded that the training variable has no significant effect on the Agricultural instructor performance.

The results of this study is not in line with research done by Celestino Goncalves Talo Mali (2012) which showed that the training variable and Agricultural instructor attitude positively and have significant effect on the Agricultural instructor performance. Further Simanjuntak (2005) defines that training is part of the investment in human resources (human investment) to improve the capabilities and skills, and thereby improving employee productivity. The purpose of training is to develop the competencies or skills of the employees in particular job duties. Therefore, the training must be conducted in accordance with the needs of employees and given the relatively short time in order to provide an employee with work skills.

The Effect of Working Period to the Cocoa Agricultural Instructor Performance

The results of partial analysis can be concluded that working period positively affected the performance of cocoa Agricultural instructor. This is prove by the partial test where obtained the regression coefficients of the training variable is positive (0.096), which means that the enhancement in the working age will affect the performance of cocoa Agricultural instructor. While for the t-test obtained by the value of t-arithmetic is 1.403 less than t-table 1.991 and the significance of 0.165 greater than 0.05. It can be concluded that working period variable has not significant affect on the working period of the cocoa Agricultural instructor performance.

The results above are not in line with the opinion of Heidjrachman (2002: 69), he says that the skills will always improve by increasing work experience and the more experienced an employee the ability to complete the tasks given by the company will better. Therefore, an employee who has a lot of work experience would be easy to complete the task/ job compared to a less experienced employee, so that the goals of the organization or company will be achieved or not is depend on the skills of experienced employees.

The Effect of Work Sites to the Cocoa Agricultural Instructor Performance

The results of partial analysis can be concluded that work sites negatively affected the performance of cocoa Agricultural instructor. This is prove by the partial test where obtained the regression coefficients of the training variable is negative (0.808), which means that the enhancement in the work sites will affect the performance of cocoa Agricultural instructor. While, for the t-test is -10.239 less than t-table -1.991, and the

significant value 0.000 is greater than 0.05. It can be concluded that work sites variable has significant affect on the cocoa Agricultural instructor performance.

The results above in line with the opinion of Rudy Lantang Janis (2013), he says that the instructor will maximum in working when the work load in accordance with the capability and capacity of the instructor itself, when an instructor have to handle multiple jobs at once, or handle the target area more than one, it will difficult to maximize his job, difficult to divide time and less of focus on its main task as an instructor. The performance of an instructor who got one work site will different with the performance of instructor in more than one work sites. An instructor that has more than one or have double duties in the office would be difficult to divide their time in assisting the farmers, especially for them who domiciled outside the work sites.

The Effect of Large Area to the Cocoa Agricultural Instructor Performance

The results of partial analysis can be concluded that large area negatively affected the performance of cocoa Agricultural instructor. This is prove by the partial test where obtained the regression coefficients of the training variable is negative (-0.002), which means that the enhancement in the large area will affect the performance of cocoa Agricultural instructor. While for the t-test -0.151 less than t-table 1.991 and the significant 0.880 is greater than 0.05. It can be concluded that large area has no significant affect on the cocoa Agricultural instructor performance.

The results above in line with the opinion of Rudy Lantang Janis (2013) who states that the largest area of Agricultural instructor work, the more difficult and limited him to undertake instruction activities. The time required to perform the activities from one place to another will be longer and higher in operational costs. Farmers need information as well as the presence of the instructor cannot be realized. They have to wait and it can make farmers saturated and frustrating. Thus, the large area of the instructor work will affect their competence.

The Effect of the Amount of Assisted Farmers to the Cocoa Agricultural Instructor Performance

The results of partial analysis can be concluded that the amount of assisted farmers negatively affected the performance of cocoa Agricultural instructor. This is prove by the partial test where obtained the regression coefficients of the training variable is negative (-0.002), which means that the enhancement in the amount of assisted farmers will affect the performance of cocoa Agricultural instructor. The t-test value is -1.088 it is less than t-table value 1.991 and the significant 0.280 is greater than 0.05. It can be concluded that the amount of assisted farmers have no significant affect on the cocoa Agricultural instructor performance.

The results above in line with the opinion of Lubis RA (2014), he states that the amount of assisted farmers have no significant effect on the cocoa Agricultural instructor performance. This is due to the number of farmers who cultivated would make the instructor overwhelmed in providing effective and efficient instruction materials.

The Effect of Interaction towards Assisted Farmers to the Cocoa Agricultural Instructor Performance

The results of partial analysis can be concluded that the interaction towards assisted farmers positively affected the performance of cocoa Agricultural instructor. This is prove by the partial test where obtained the regression coefficients of the training variable is negative (-0.045), which means that the enhancement in the interaction towards assisted farmers will affect the performance of cocoa Agricultural instructor. The t-test value is 0.593, it is less than t-table value 1.991 and the significant 0.555 is greater

than 0.05. It can be concluded that the interaction towards assisted farmers have no significant affect on the cocoa Agricultural instructor performance.

The results above in line with the research done by Pera Nurfatiyah (2015), she states that the participatory interaction towards assisted farmers directly affects the Agricultural instructor performance. Each improvement of one unit of interaction participatory of Agricultural instructor would boost their performance about 0.40 units.

Conclusion

Based on the analysis and discussion, the researcher concluded that: (a) age does not affect the cocoa Agricultural instructor performance, (b) formal education has no effect on the cocoa Agricultural instructor performance, (c) technical training has no effect on the cocoa Agricultural instructor performance, (d) working period has no affect on the cocoa Agricultural instructor performance (e) the work sites has affect on the cocoa Agricultural instructor performance (f) the large area has no effect on the cocoa Agricultural instructor performance (g) the amount of assisted farmers has not affect on the cocoa Agricultural instructor performance, and (h) the interaction with the farmers has no affect on the cocoa Agricultural instructor performance. Moreover, it is suggested to the government of Palopo city. Badan Ketahanan Pangan dan Penyuluhan Pertanian to consider the factors affected cocoa Agricultural instructor performance, especially the work sites factors.

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