

Performance Analysis Of Agricultural Extensive In Indonesia Based On Farmer Group View

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Abstract.

This study aims to determine the activities and performance of extension workers based on the perceptions of farmer groups in Makali District, Polman Regency. This type of research is descriptive research, namely research that describes the phenomenon of the research variables without testing the hypothesis. The research location is in Makali District, Polman Regency. The research population of the extension partners is the farmer group, totaling 60 farmer groups. A purposive sample assessment in which all the heads of the farmer groups were used as research samples representing their respective farmer groups. The results showed that the performance assessment of the extension workers in Matakali District, Polman Regency conducted by Extension Partners (Chairman of the Farmers Group) was 4096 points, which means that the performance of the extension workers in Matakali District, Polman Regency was in the Enough category. Several things that need to be done by extension workers in improving performance so that they are optimal are the preparation of extension planning data, application of extension methods, self-help and regional development, especially the development of the extension profession in creating scientific papers to be further improved and in accordance with the needs of extension workers and breeders in Makali District. Polman district.

Keywords: Activities, Extension Performance and Makali District.

I. INTRODUCTION

The agricultural development program is essentially a series of efforts to realize agricultural development that is able to improve the economy and standard of living of the community, so that it can run smoothly requires counseling or education activities about development. The importance of extension activities in agricultural development in this case, namely involvement as a liaison between the world of science and the government as a policy maker, and a liaison between the world of research and farming business practices carried out by farmers-breeders and their families who are ultimately able to mobilize community self-help. An extension worker in carrying out his duties is basically integrated with the goals to be achieved by the government and the extension agency he represents. Generally, these goals are directed at increasing production, stimulating economic growth, improving the welfare of farming families and villagers, as well as pursuing sustainable agriculture. The performance of agricultural extension workers is a response or individual behavior to the actual work success achieved by individuals in the organization according to the duties and responsibilities that are carried out effectively and efficiently based on a certain period of time in order to achieve organizational goals. Agricultural development, especially corn, is the second food crop after rice, in its cultivation process, it really needs the role of agricultural extension workers to assist farmers in cultivating corn in accordance with agricultural cultivation technology that is oriented to the knowledge, abilities and attitudes of farmers in adopting agricultural technology. To achieve this, it is necessary to have good performance of agricultural extension workers in helping farmers to achieve high quality maize farming productivity levels.

The good performance of agricultural extension workers has an impact on improving the performance of farmers in increasing corn production. The performance of this instructor is focused on solving problems faced by farmers in carrying out corn farming. Problems faced by farmers can be in the form of technical problems and non-technical problems. The implementation of agricultural extension is sought so as not to cause "dependence" of farmers to extension workers, but is directed at creating farmers' independence by positioning them as agribusiness entrepreneurs, so that farmers can do good farming and live a more decent life based on local resources that exist around farmers. This is in dire need of integrated agricultural extension performance in the implementation of the main tasks and functions of agricultural

extension workers in planning, organizing, supervising, implementing and evaluating agricultural extension programs. The research objectives: (1) identify internal factors that can improve the performance of agricultural extension workers in farming development, (2) examine the influence of internal factors and agricultural extension performance on farmer behavior in maize farming in Gorontalo Province, (3) examine the degree of relationship between internal factors that can improve the performance of agricultural instructors in developing farming businesses, and (4) assessing the impact of agricultural extension workers' performance on changes in farmer behavior. Many parties consider agricultural extension to have a very large role in the success of agricultural and agricultural development in Indonesia. Mass guidance or guidance with training and visits has succeeded in diffusing innovation so that the transfer of knowledge and technology can occur continuously and the fact is that Indonesia has achieved self-sufficiency in rice for the first time.

Extension is basically education where the target/ target is that farmers/ breeders must experience changes in behavior starting from aspects that are cognitive, affective, and finally psychomotor. In this regard, it is recognized that counseling as a process of behavior change through education will take longer, but the behavioral changes that occur will last longer. On the other hand, although behavior change through coercion can be done more quickly and easily, the behavior change will soon disappear if the coercive factor is stopped. Counseling is an investment for the future. The results of the extension cannot be known in a short time, especially if the main purpose of an extension program is the adoption of an offered innovation or a change in target behavior, of course it will take a relatively long time. Counseling activities involve a lot of value considerations. Often extension workers are faced with having to provide information not only for the benefit of the farmers themselves, but also for the benefit of the community as a whole. The instructor's ability is desired to be able to encourage. In achieving success in carrying out agricultural extension, it is necessary to have the support capacity of agricultural extension workers to develop a needs-based work plan. The target as well as the realization of agricultural extension planning by changing the behavior, attitudes, skills and knowledge of farmers in order to create community self-reliance, lies in the level of performance of agricultural extension workers to achieve this. In accordance with the issuance of the Regulation of the [5] concerning guidelines for assessing outstanding agricultural extension workers. Assessment of work performance and special works include: a) main activities of agricultural extension workers, b) agricultural extension planning, c) agricultural extension programs, d) agricultural extension work plans, e) preparation of extension materials, f) application of extension methods, g) self-help development and farmers' initiative, h) regional development, i) professional development of extension workers, and j) development of cooperative relationships with government and non-government institutions.

Guidelines for the assessment of outstanding Agricultural Instructors are intended to provide a reference for implementers involved in determining outstanding Agricultural Instructors. The purpose of the assessment of outstanding agricultural instructor candidates is to provide motivation to further improve their performance in the implementation of agricultural extension. Looking at the description that has been stated that the extension workers already have a reference or guideline in performing in farmer groups. An example of an area description in Matakali District, Polman Regency, the area is an agricultural business development area, but the management of agriculture is still simple or traditional. This is due to the limited knowledge of farmers, especially in farmer groups. Based on this, quality human resources are needed through field agricultural extension workers and related agencies that agriculture is the determinant of the sustainability and development of agricultural businesses in the future. Agricultural instructors (including agricultural instructors) foster farmers who are members of farmer groups. Through farmer groups, farmers can build togetherness and make it easier for their members to accept innovation. So far, farmer groups have been given information about their nature from top to bottom (Department of Agriculture and Extension). This study examines how the views of the farmer group (represented by the chairman) to provide an assessment (view) of the extension workers who work in the village so that it is hoped that there will be feedback on the performance appraisal of a farmer group extension worker so that the performance assessment of an extension worker can be maximized and the extension workers can carry out their own work. professional and maximum coaching. There is also an assessment by the service and farmer groups so that the extension

worker does not just about his obligations. According to [1], the professional development of agricultural instructors in regional autonomy makes the extension workers not side with farmers but side with the sub-sector office with all existing projects. Extension workers no longer serve farmers as their main task, instead they are busy with administration and projects in all sub-sectors. This situation is contrary to the extension paradigm which should have partiality and empowerment of farmers. Seeing the importance of this, it can be seen the state of the number of extension workers and farmer groups in Matakali District, Polman Regency in table 1:

No	Working area (Village)	Number of Groups farmer	Number of Extension (Person)
1	Matakali	20	572
2	Patampanua	15	382
3	Bunga-Bunga	7	169
4	Barumbung	16	405
5	Makombong	26	687
6	Tonrolima	20	542

Table 1. Distribution of Extension Workers

Seeing this situation, on average, the extension workers foster farmer groups in each village between 7 - 26 farmer groups where each farmer group has between 15-40 members. When viewed from the instructor's ability to develop farmer groups, it is actually quite fulfilling because if using the standard Training and Visiting Work System (LAKU) then each instructor can develop up to 16 farmer groups which is carried out 2 weeks 1 time. Based on the fact, it appears that the performance of the extension workers in Matakali District shows that the performance of the extension workers is less than optimal. Because those who can be considered to know very well the performance of the extension worker are the members of the farmer group who are in contact with the extension worker all the time.

II. METHODS

This type of research is descriptive research, which is a type of research that describes the phenomenon of the research variables without testing the hypothesis. namely the assessment of the performance of extension workers in Matakali District, Polman Regency. The research location is in Matakali District, Polman Regency. Research for two months, namely March to April 2015. The research population of extension partners is a farmer group, which amounts to 60 farmer groups. The sample assessment is purposive that all the heads of the farmer groups are used as research samples to represent their respective farmer groups. The type of research data is the type of qualitative data that is quantified. The source of research data is primary data, through questionnaires distributed to extension partners, namely farmer groups (group leaders), in Matakali District, Polman Regency.

Secondary data is supporting data in the form of reports from the Agricultural Extension Center, Matakali District, Polman Regency. Department of Agriculture and Agriculture in Matakali District, Polman Regency which is related to this research. The data collection technique is observation, which is to make direct observations of farmer groups, extension workers, especially regarding the performance of extension workers in Matakali District, Polman Regency. Interviews were conducted directly with farmer groups using a list of questions. Descriptive statistical data analysis based on the discussion of the performance appraisal variables of extension workers in Matakali District, Polman Regency using a frequency distribution table. To determine the performance of extension workers in Matakali District, Polman Regency, a Likert Scale is used [11] with the measurements given a weighted score for each measurement indicator. To obtain the variables, sub-variables and indicators for measuring the performance of extension workers, the agricultural instructor assessment guidelines issued by the [5].

III. RESULT AND DISCUSSION

RESULT

Extension Performance Analysis

Extension is the involvement of a person to communicate information consciously with the aim of

helping each other give opinions so that they can make the right decisions. To see how the assessment of the performance of Agricultural instructors in Matakali District, Polman Regency, it can be explained according to the respondents who made the assessment as follows:

Assessment of the Performance Level of Extension According to the Head of the Livestock Farmer's Group

Farmer groups are the target of extension activities are people who directly feel the benefits of the implementation of extension by agricultural extension workers. The agricultural instructor's performance assessment is also carried out by the head of the farmer group to provide a more objective picture of the activities of the agricultural instructor in the field. The indicators for the assessment of the head of the farmer group on the performance of agricultural extension workers in Matakali District, Polman Regency can be explained as follows:

Main Activities of Extension

In the main activity of agricultural extension, there will always be two groups that are actively involved. Extension workers are groups that are expected to be able to bring agricultural extension targets to the goals that have been planned. The results showed that the total score of the instructor's performance in terms of the main extension activities was 777. This result means that it is in the Enough category. This shows that the extension worker has carried out his duties quite well in practical activities, guidance and visits. This is in accordance with the regulation of the [4], that the implementation of extension activities is aimed at obtaining various information related to agricultural development, increasing knowledge, attitudes and skills of agricultural instructors both in theory and practice, improving ability to analyze and solve problems encountered in the field, and improve the ability of agricultural extension workers in planning and implementing agricultural extensio.

Agricultural Extension Planning Data

Based on the results of the research obtained about the assessment of the farmer group on the performance of the extension worker in terms of agricultural extension planning data, it shows that the total score of the instructor's performance in terms of extension planning data is 535. This result means that it is in the Enough category. Based on this, the data on extension planning provided by extension workers to farmer groups has not been maximized to serve as a guide for activities in accordance with the needs of farmers. This is in accordance with the opinion of [8] that the agricultural extension planning data. This is one of the guidelines for activities at the agricultural business level and as a reference for extension workers in carrying out their daily duties so that extension activities will be carried out effectively and efficiently, besides that this data will later be used in making extension programs at the district level.

Agricultural Extension Program

Based on the results of the research obtained on the performance appraisal of the extension workers in terms of agricultural extension programs in Matakali District, Polman Regency, it shows that the total score of the instructors' performance in terms of extension programs is 195. This result means that they are in the Enough category. This shows that the content of the agricultural extension program in Matakali District, Polman Regency is good enough to serve as a guideline for activities at the farm level or is in accordance with the needs of farmers. To create a work plan that is in accordance with the needs of the extension target, it is necessary to prepare an agricultural extension program together, both extension workers, farmers, and policy makers. This is in accordance with the opinion of [8], that the planning of agricultural extension programs or programs is formulated by many parties, namely extension workers together with the target community, supported by specialists, practitioners and policy makers related to local community development efforts.

Preparation of Extension Materials

The preparation of extension materials in assessing the performance of extension workers in Matakali District, Polman Regency is divided into two parts, namely print media and electronic media. The results of the assessment of the performance of the extension workers on the preparation of extension materials to the farmer group showed that the total score of the instructor's performance in terms of the preparation of extension materials was 355. This result means that it is in the Enough category. Seeing this

fact, Agricultural instructors in Matakali Subdistrict, Polman Regency are quite good at providing extension materials in the form of print media and electronic media which are delivered to farmer-livestock groups that the materials provided are in the form of brochures, magazines, film screenings, media transparency/slides as needed. This is in accordance with the opinion of [8], that whatever extension material is delivered by an extension worker, first of all it must be remembered that the material must always refer to the needs that have been felt by the target community.

Application of Extension Method

In using the extension method, the extension worker usually performs several types of methods that are given to the farming community either directly or indirectly. Based on the results of the research obtained on the performance appraisal of the extension worker on the application of the extension method in terms of forums and field meetings in the District of Matakali, Polman Regency that the total score of the instructor's performance in terms of the application of the extension method is 377. This result means that it is in the Enough category. Seeing this means that the application of the extension method where the activity finds extension workers with farmer groups in discussing important information that will be obtained by farmer groups in the development of agricultural and agricultural development in Matakali District, Polman Regency. This is in accordance with the opinion of [19], that the choice of an extension agent to a method depends on the specific goals and work situation.

Farmer Self Development

Based on the results of research obtained about the performance appraisal of extension workers on the development of self-help farmers in Matakali District, Polman Regency, it shows that the total score of the instructor's performance in terms of developing self-help farmers is 553. This result means that it is in the Enough category. This shows that the development of self-help farmers in growing cooperatives, partnerships and assessing ability classes is an activity that can be an effective policy tool to encourage agricultural development in situations where farmers are unable to achieve their goals due to limited knowledge and insight into the excitatory power of extension workers to provide application of knowledge on agricultural development. This is in accordance with the opinion of [19] that extension can be effective if it is combined with research, provision of inputs and loans, and marketing. Extension also teaches farmers to produce (plants or livestock) in the most profitable way, and self-regulates in cooperatives and other farmer organizations.

Area Development

Based on the results of the research obtained on the performance appraisal of the instructor regarding regional development in Matakali Subdistrict, Polman Regency, it shows that the total score of the instructor's performance in terms of regional development is 592. This means that it is in the Enough category. This shows that the extension worker in developing information technology and business development of farmers' income is quite good while in the development of farmer institutional extension it is sufficient in overseeing the farmer institution. Seeing this, the role of extension workers must require extensive knowledge of agricultural-agricultural technology, as well as in overseeing farmer-breeding institutions. This is in accordance with the opinion of [6] that agricultural extension has a function as an intermediary for new science and technology that has been produced and is ready to be given to farmers in the field as people who will need it. On the other hand, agricultural extension workers at the same time accept the wishes of farmers to find new technologies needed for their farming in the field, followed by [4], that the task of agricultural extension workers is to strive to grow and develop the ability, independence and responsibility of farmers and their families in utilizing and improving the quality of agricultural resources in their business and together with farmers/farmer groups to build strong farmer institutions.

Extension Professional Development

Based on the results of the research obtained about the performance appraisal of the extension worker regarding the professional development of the extension worker in Matakali District, Polman Regency. It can be seen that the total score of the instructor's performance in terms of the extension professional development is 319, which means it is in the Enough category. This shows that the instructor's enthusiasm for writing scientific papers is still not optimal because they prefer to work on projects in all

sectors. This is in accordance with [1], that the Professional Development of Agricultural Instructors in Regional Autonomy, makes extension workers not side with farmers but side with the sub-sector office with all existing projects.

Development of Cooperation Relations with Government and Non-Government Institutions

Based on the results of research obtained on the performance appraisal of extension workers on the development of cooperative relationships with government and non-government institutions in Matakali District, Polman Regency, it shows that the total score of the instructor's performance in terms of developing cooperative relationships with Government and non-Governmental Institutions is 393, which means the Enough category. This shows that the extension workers have tried quite well in developing cooperation with non-government institutions in the form of industry as well as government institutions in the form of cooperatives which will enable farmer groups to develop their agricultural production in the form of farming. This is in accordance with the opinion of [19 that extension also teaches farmers to produce (plants or livestock) in the most profitable way, and self-regulates in cooperatives and other farmer organizations. It is also in accordance with the opinion of [6], that field agricultural extension workers will carry out one of the following main tasks: 1) Providing suggestions or recommendations for more profitable farming businesses, 2) Helping to improve production facilities, work facilities, information materials Farmers need.

DISCUSSION

Based on the results of research obtained about the performance appraisal of extension workers in Matakali District, Polman Regency by agricultural extension partners, it can be seen in the following table 2.

No	Research Indicators	Total Score	Category
1	Main Activities of Extension	777	Enough
2	Extension Planning Data	535	Enough
3	Agricultural Extension Program	195	Enough
4	Preparation of counseling materials	355	Enough
5	Application of the Extension Method in the form of a Forum	377	Enough
6	Farmer Self Development	553	Enough
7	Area Development	592	Enough
8	Extension Professional Development	319	Enough
9	Development of Cooperation Relations with Institutions	393	Enough
10	Government and non-government		Enough
	Amount	4096	Enough

Table 2. Results of the Recapitulation of the Performance Level Assessment

In the table above, it can be seen that the total weight obtained for the assessment of the performance level of the instructors carried out by the partners of the Agricultural extension agents (Chairman of the Farmers-Livestock Group) in the Matakali District, Polman Regency was obtained 4096 points, this means that the performance level of the extension workers in the Matakali District, Polman Regency is in the Enough Category (4096). According to the extension partner (Chairman of the Farmer-Livestock group), this shows that the extension worker has met and implemented all the assessment criteria sufficiently. Seeing this fact, the level of performance in Matakali District, Polman Regency has reached normal standards, but still needs to be improved so that it reaches an optimal level of performance, several things need to be improved, namely the preparation of extension planning data, application of extension methods, self-help and regional development, especially the development of the extension profession in creating scientific writings to be further improved and in accordance with the needs of extension workers and breeders in Matakali District, Polman Regency. Efforts to improve the performance of extension workers in Matakali Subdistrict, Polman Regency are by involving extension workers in extension trainings, providing, and improving extension facilities and infrastructure. Seeing this fact, the level of performance in Matakali District, Polman Regency has reached normal standards, but still needs to be improved so that it reaches an optimal level of performance, several things need to be improved, namely the preparation of extension planning data, application of extension methods, self-help and regional development, in particular.

The development of the extension profession in creating scientific writings to be further improved and in accordance with the needs of extension workers and breeders in Matakali District. Steps were also taken to improve the performance of extension workers in Matakali Sub-district, Polman Regency, namely by involving extension workers in extension trainings, providing and improving extension facilities and infrastructure, as well as awarding awards to improve the quality of work of agricultural extension workers in carrying out their duties as field extension workers, and Implementing an agricultural instructor attendance system when making visits to their fostered farmer groups to make monitoring easier. This will indirectly improve the performance of the Agricultural instructors themselves. This is in accordance with the opinion of [20] that performance is the result of work that has a strong relationship with the organization's strategic goals, customer satisfaction, and contributes to the economy. Performance has a broad meaning, not only the results of work, but including how the work process takes place. Thus, performance is about doing the job and the results achieved from that work. Performance is about what is done and how to do it. Furthermore, it is said that performance objectives are a specific statement that explains the results achieved, when, and by whom the objectives to be achieved are completed.

IV. CONCLUSION

Based on the results of research on the analysis of the performance of the extension workers based on the views of the farmer groups in Matakali District, Polman Regency, it can be concluded as follows: The performance assessment of the extension workers in Matakali District, Polman Regency conducted by Extension Partners (head of the farmer group) is 4096 points, it means that the performance of the extension workers in Matakali District, Polman Regency is in the Enough category. Findings in the category Sufficient means that the performance of the extension workers still needs to be improved and the findings can be used as meaningful input for the extension workers to be better. Several things that need to be done by extension workers in improving their performance so that they are optimal are the preparation of extension planning data, application of extension methods, self-help and regional development, especially the development of the extension profession in creating scientific papers to be further improved and in accordance with the needs of extension workers and farmers in Matakali District, Polman Regency.

Based on the results of research on the analysis of the performance of extension workers in Matakali District, Polman Regency, it can be suggested as follows: 1) improving the performance of extension workers in Matakali District, Polman Regency requires an increase and supervision of the role of the Agriculture and Agriculture Service of Polman Regency as a source of policy, information, and innovation for extension workers. through structural coordination channels so that extension workers can work more disciplined; 2) improve the training of extension workers, especially in the preparation of work plans for extension workers, preparation of scientific papers for extension workers based on the needs of farmer groups in Matakali District, Polman Regency; and 3) researchers who want to learn more about farmer groups, extension workers can relate the productivity of agricultural products produced by farmers so that there is a correlation between good counseling and increasing farmers' income in Indonesia.

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