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Analysis of Performance Management and Work Achievements of Agricultural Extenders Assisting for Agricultural Economic Improvement (PPEP) South Ogan Komering Ulu Regency

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ABSTRACT

This research aims to analyze the performance management of agricultural extension in organizing agricultural extension in South Ogan Komering Ulu Regency. The subjects of this research are agricultural instructors assisting agricultural economic improvement **(**PPEP), which is an agricultural instructor recruiting from the South Sumatra Province Governor's Program based on South Sumatra Governor Regulation Number 45 of 2020. The sampling method was carried out using a census where the entire population was used as a sample, namely 113 respondents in 19 sub-districts. The performance of extension workers is measured using a scoring method with measurement indicators following the Minister of Agriculture Regulation Number. 91/Permentan/OT.140/9/2013. The data analysis method used is Job Performance Value (NPK) analysis. The research results from the analysis show that the performance management of agricultural extension workers has a score with an average value for planning preparation of 4.70. Implementation of agricultural extension 3.61, while evaluation and reporting 4.87. The work achievement score has a score in the Fair category, namely 50%.

1. INTRODUCTION

1.1. Research Background

The agricultural sector is very important in the national development program. The agricultural sector has proven to be able to survive to meet domestic food needs and help improve the country's economy during the COVID-19 pandemic. In 2020, under the conditions of the COVID-19 pandemic, the agricultural sector was still able to maintain positive growth, the GDP growth rate in the agricultural sector generally increased by 1.77%, and in 2021 it was 1.84%. Likewise, narrow agricultural GDP increased by 2.13%, and in 2021 it will be 1.08%.

The development of GDP in the broad agricultural sector (including forestry and fisheries) based on current prices in 2018 was IDR 1,900.6 trillion, increasing to IDR 2,253.8 trillion in 2021. This condition also occurred in the narrow agricultural sector, namely in 2018 it was IDR 1,417, 3 trillion to IDR 1,672.3 trillion in 2021.

Indonesia's agricultural policy has the main objective of advancing agriculture, and increasing production and productivity of farming businesses so that farmers' lives become prosperous. (Law Number 16 of 2006 concerning Agricultural, Fisheries and Forestry Extension Systems, 2006) states that the government is obliged to provide extension in the fields of agriculture, fisheries, and forestry to realize sustainable development of agriculture, fisheries, and forestry to improve the

welfare of farmers; eradicate poverty, increase national income; and maintain environmental sustainability. To further increase the role of the agricultural sector, quality, reliable human resources are needed, with managerial, entrepreneurial, and business organizational skills so that agricultural development actors can build businesses that are highly competitive and participate in preserving forests and the environment in line with development principles sustainable.

The agricultural development vision set by the Ministry of Agriculture is the realization of resilient agriculture to strengthen food security, increase added value and competitiveness of agricultural products, and improve the welfare of farmers. This is in line with the Revitalization of Agricultural, Fisheries, and Forestry Extension. Revitalization of Agricultural Extension is intended to support and empower agricultural extension as part of agricultural development [1]. The agricultural extension system needs to be developed to continually increase the role of agricultural, forestry, and fisheries instructors, especially in food security. To realize the vision and mission of Agricultural Revitalization, the support of independent, entrepreneurial, dedicated, professional, creative, innovative, and credible human resources is needed to be able to support an agribusiness system based on food crops, horticulture, forestry, and fisheries.

Quality human resources need to be created and developed through an agricultural extension system that can empower farmers and their families as well as other agricultural business actors through a non-formal education system, through the implementation of extension services by agricultural, forestry, and fisheries instructors [2].

1.2. Literature Review

Extension is a form of government service to farming communities. Extension human resources should have good quality as demonstrated by good performance so that extension objectives can be achieved. This performance improvement can be done through individual extension workers and extension organizations [3].

Agricultural Extension Officers are responsible for providing assistance and consultation for the main actors and business actors in developing their agribusiness businesses so that they can adopt appropriate technology properly and can increase the empowerment of the main actors, production, productivity, income, and welfare of farmers and their families. Professional Agricultural Extension Instructors, are creative, innovative, and with a global perspective in providing productive, effective, and efficient extension, which is very necessary to build quality and reliable agricultural human resources [4].

It is felt that the performance of agricultural instructors has begun to decline since the implementation of regional autonomy. Initially, agricultural instructors were central officials who worked in the regions to help farmers in rural areas. After experiencing changes in institutional form with regional autonomy, currently, the agricultural instructors who directly develop farmers are regional government officials. Some level II regions consider that agricultural extension workers are not important because they do not have a direct effect on local original income (PAD) [5].

The performance of agricultural extension is currently felt to be declining, due to the lack of discipline of instructors in carrying out their obligations as well as the main duties and functions of extension agents. The performance of agricultural instructors in South OKU Regency was in the fairly good category, which was supported by the instructor's ability to carry out preparation and implementation of extension activities [6]. However, there are shortcomings in extension evaluation activities, so it is necessary to carry out evaluations of extension workers on an ongoing basis.

In 2024, the number of agricultural extension workers in Ogan Komering Ulu Selatan Regency will be a total of 189 people, consisting of 50 civil servant instructors, 25 PPPK people, 1 THL-TBPP person, and 113 PPEP people. The number of PPEP agricultural extension workers is the largest, namely 113 people consisting of 2 batches. Batch 1 had 69 people and Batch 2 had 44 people. The load of the instructor's duties, namely one instructor guiding 1-3 villages, consisting of 19 sub-districts and 252 villages. Extension activities in South Ogan Komering Ulu Regency are currently under the Department of Agriculture and are supervised by the Extension Division. The number of agricultural instructors in each sub-district can be seen in table 1

Table 1. Number of Agricultural Extension Instructors in South OKU Regency

No	Subdistrict	Extension Officer (Person)				Total
		Civil servants	PPPK	THL-TBPP	PPEP	
1	Mekakau Ilir	2	1		7	10
2	Banding Agung	3	1		6	10
3	Warkuk Ranau Selatan	3			3	6
4	BPR Ranau Tengah	2	2		8	12
5	Buay pemaca	5	1		10	16
6	Simpang	4	1		2	7
7	Buana Pemaca	5	1		2	8
8	Muara dua	5			8	13
9	Buay Rawan	8			4	12
10	Buay Sandang Aji	2	2		8	12
11	Tigadihaji	4			4	8
12	Buay Runjung		1		4	5
13	Rujung Agung		2		2	4
14	Kisam Tinggi	1	1	1	9	12
15	Muaradua Kisam	3	2		12	17
16	Kisam Ilir		1		6	7
17	Pulau Beringin	2	5		7	14
18	Sindang Danau	1	1		5	7
19	Sungai Are		3		6	9
	Amount	50	25	1	113	189

Based on the description above, it is interesting to carry out a study to know the level of performance management of Agricultural Economic Improvement Assistance (PPEP) instructors in planning, implementing, and evaluating programs and to determine the work performance of Agricultural Economic Improvement Assistance (PPEP) agricultural instructors in planning, implementing and evaluating the program in South Ogan Komering Ulu Regency.

2. MATERIALS AND METHODS

2.1. Time and Location

This research involved 19 Agricultural Extension Centers (BPP) which are under the auspices of the South Ogan Komering Ulu Regency Service. The time for carrying out this research was from March to April 2024.

2.2. Sampling Method

The Agricultural Extension Instructors used as samples were Agricultural Economic Improvement Assistance (PPEP) instructors in the area in South Ogan Komering Ulu Regency. Agricultural extension management assessment and work performance levels are measured in 2023. The sample in this study used the census method. Census is a sampling technique where the entire population is used as a sample. The primary data collection process is carried out by conducting structured interviews guided by a questionnaire containing assessment instruments.

2.3. Data Analysis Method

Measuring the performance of extension workers is carried out using the scoring method. Namely by using a total of 16 measurements/parameters, each indicator is assessed using a scale of 1 to 5. The lowest performance is indicated by Scale 1 and the highest performance is indicated by Scale 5. The result of multiplying the score by the number of parameters obtained by the Agricultural Extension Officer is called the Independent Evaluation Score. (NEM). The measurement indicator used is called Work Performance Value (NPK) with the NPK approach as follows:

$$\text{NPK} = \frac{Total\ NEM}{80} \text{ x } 100$$

Information:

NEM : Independent evaluation value
NPK : Work Achievement Value

Extension performance management is carried out based on three main indicators, namely; preparation of agricultural extension, implementation of agricultural extension, and evaluation and reporting of agricultural extension. Each indicator has sub-indicators which have a score from 1-5. The following are the NPK categories in Table 2.

Table 2. Standard work achievement scores (NPK)

No	Mark	Work performance
1	≥ 91	Very good
2	76-90	Good
3	61-75	Fair
4	51-60	Less
5	≤ 50	Lowest

3. RESULT AND DISCUSSION

3.1. Respondent Characteristics

Respondent characteristics include gender, age, education, length of service, and distance from the work area. These characteristics are characteristics of each respondent, which can be seen in Table 3.

Based on gender, the majority of respondents were male, 81 people (72%), and female respondents, 32 people (28%). Meanwhile, in terms of age, the largest age range was 28 - 33 years, namely 70 people (62%). All respondents are in the productive age range According to (the Ministry of Health of the Republic of Indonesia, 2017), productive age is an age group with an age range (15-64 years), Whereas age 26 – 35 years is early adulthood. Workers in early adulthood generally have strong physiques, are more dynamic and creative, and have higher enthusiasm for work because they have not yet achieved satisfaction in their careers. It is hoped that this can support and improve the quality of instructor performance in the field.

Table 3. Characteristics of Extension Respondents

Respondent Characteristics	N	%
Gender		
Man	81	72
Woman	32	28
Age (Years)		
22 -26	21	19
28 – 33	70	62
34 -38	22	19
Education		
vocational school	9	8
D3	0	0
S1	104	92
Length of Work (Years)		
2	44	39
3	69	61
Working Area Distance (Km)		
< 10	44	39
10 – 30	46	41
> 30	23	20
Number of Assisted Villages		
1	73	65
2	35	31
3	5	4

The education level of most respondents was a bachelor's degree, 104 people (92%). Only 9 people (8%) have vocational school education. The length of service is relatively new, namely 2-3 years. There are 2 groups of PPEP instructors. Class I, recruited in 2021; Batch 2 will be recruited in 2022. The distance

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between the largest working areas is 10 – 30 km with the number of target villages being 1-3 villages.

3.2. Agricultural Extension Performance Management

Regulation of the Minister of Agriculture Number 91/Permentan/OT.140/9/2013 concerning Guidelines for Evaluation of the Performance of Agricultural Instructors, 2013 states that performance assessment indicators include agricultural extension planning, implementation of agricultural extension as well as evaluation and reporting of agricultural extension.

3.2.1. Preparation for Counseling

The average score of the four parameters regarding preparation for extension is 4.67, this score is the highest among the three performance assessment indicators for Extension Preparation Activities, including preparation of regional potential data, preparation of programs, preparation of annual activity plans for extension agents and guiding the preparation of Definitive Needs Plans. Farmers Group (RDKK).

Table 4. Extension Preparation Score

No	Preparation for Counseling	Score	%
1	Create regional and agro-ecosystem potential data	4,73	25
2	Guide the preparation of the RDKK	4,58	24
3	Preparation of village and sub-district agricultural extension programs	4,74	25
4	Create RKTPP	4,73	25
	Total	18,79	100

Preparation for extension is an important part before carrying out an extension to achieve the purpose of the extension, namely behavior change, farmer skills, and knowledge [7].

3.2.2. Implementation of Extension

The implementation of extension is closely related to agricultural extension activities carried out by extension agents. The competency that extension workers must have is the implementation of agricultural extension. Because it is directly related to assisted farmers and as an implementation of extension planning [8]. Competencies in implementing extension include preparing extension materials, applying extension methods, and growing and developing farmer institutions.

The average score of the extension implementation indicators is 3.61. In this indicator, there are parameters with quite high values, namely the implementation of extension methods in the form of visits, dissemination of material, task meetings, and increasing the capacity of farmers and farmer institutions (Table 6). However, several parameters have low values, namely the implementation of extension methods with farming courses and the formation of Farmer-Owned Enterprises (BUMP). This is because implementing the farming course method usually requires quite large funds and is usually carried out if there are funds and is facilitated by the government with the available budget either from APBD or APBN funds.

Table 5. Extension Implementation Score

No	Implementation of Extension	Score	%
1	Carrying out material dissemination	4.25	12
2	Implementing outreach methods in the form of visits	4.44	12
3	Carry out extension methods in the form of demonstrations.	3.65	10
4	Implement counseling methods in the form of meetings	3.66	10
5	Implementing extension methods in the form of farming courses	2.35	6
6	Increase farmer capacity	3.80	11
7	Growing and developing farmer institutions in terms of quantity	4.06	11
8	Growing and developing farmer institutions in terms of quality	3.27	9
9	Growing and developing farmer economic institutions	2.38	7
10	Increasing farmer productivity	4.25	12
	Amount	36,11	100

3.2.3. Extension Evaluation and Reporting

The average score of the extension evaluation parameters was 4.87. This means that agricultural extension workers have carried out evaluations and reporting well. Extension evaluation activities are carried out to measure the success of achieving predetermined goals, and the evaluation results can be used as a reference for extension agents in determining the sustainability of the extension program. It is hoped that evaluation can be made a top priority for extension workers to support their performance so that it becomes better in the future. The priority strategy for improving the performance of agricultural instructors is the need for regular monitoring evaluations of the performance of agricultural instructors [9].

Table 6. Evaluation and Reporting Scores Counseling

No	Extension Evaluation and Reporting	Score	%
1	Evaluate the implementation of counseling	3,42	35
2	Make reports on the implementation of agricultural extension	6,32	65
	Amount	9,73	100

Currently, PPEP has only been an extension agent for 3 years, so he needs more learning and experience. The longer an instructor works in the field of agricultural extension, the more informed and skilled the instructor will be in preparing extension services, carrying out extension services, and carrying out evaluations it has an impact on work results [10].

3.2.4. Extension Work Achievement Values

The work performance of PPEP Agricultural Instructors in South OKU Regency is in the criteria of Very Good at 16%, Good at 33%, Fair at 50%, and Less at 2% with an NPK range of 61-75. This is due to differences in the abilities of each instructor. In carrying out the stages of preparation, implementation, and evaluation of extension.

Table 7. PPEP Extension Work Achievement Values

No	Work performance	Amount	%
1	Very good	18	16
2	Good	37	33
3	Fair	56	50
4	Less	2	2
5	Lowest	0	0
	Total	113	100

The performance of agricultural instructors is influenced by many factors. The performance of agricultural instructors is influenced by Internal and external factors. Internal factors include education, training, age, motivation, use of outreach media, and length of service [11]. Meanwhile, external factors include facilities and infrastructure, reward system, distance to work area, number of assisted villages, number of assisted farmer groups, information technology, level of active participation of farmers, relationships within the organization, and coaching and supervision support.

4. CONCLUSION

Based on the results of the analysis and discussion, it can be concluded as follows : (1) The performance management of PPEP extension workers at the South OKU District Agriculture Service has an average score for planning preparation of 4.70. Implementation of agricultural extension is 3.61 while evaluation and reporting is 4.87; (2) The level of work performance of PPEP extension workers at the South OKU Regency Agriculture Service in planning, implementing, evaluating, and reporting implementation, has a very good work performance of 16%, Good at 33%, Fair at 50%, and Poor at 2%

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