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Impact of Education, Training, Motivator Factors and Hygiene Factors on the Performance of Agricultural Extension

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Abstract: Performance agricultural extension is a self-realization of the main tasks of a counselor in accordance with a predetermined benchmark. An agricultural extension is said to have a good performance when they perform basic tasks according to certain standards. The target population is the agricultural extension in the district of Serang, Serang City, Tangerang, Pandeglang and Lebak District of Banten Province. The research data consist of data education agricultural extension, the data training data motivator factors (consisting of career development, motivation, policies and interpersonal), the data hygiene (working conditions, salaries, honoraria and annuities) and agricultural extension performance data. Based on these results it can be concluded that the education variable positive effect no significant effect on the performance of agricultural extension, training variable positive effect no significant effect on the performance of agricultural extension, motivator factors positive influence is very noticeable on the performance of agricultural extension, factors hygiene positive influence is very noticeable on the performance agricultural extension and together education, training, motivating factors, factors hygiene significantly affect the performance of agricultural extension.

Key words: Wages, salaries, personal relationships, policy, working conditions, standards

INTRODUCTION

Performance agricultural extension is a manifestation of the main tasks of a counselor in accordance with a predetermined benchmark. An agricultural extension is said to have a good performance when they perform basic tasks according to certain standards. Based to the regulations the minister of agriculture No. 91/2013 on guidelines for performance evaluation of agricultural extension, there is consisting of three indicators, namely the preparation of agricultural extension, agricultural extension implementation and reporting and evaluation of agricultural extension. The educational background is varied agricultural extension. Because the educational background of these different than most likely greatly affect the performance of agricultural extension.

The problem in this study is limited to the independent variable is the last education pursued by agricultural extension, the number following the training, motivating factors (consisting of career development, motivation, policies, interpersonal) and factor hygiene (consisting of working conditions, wages, salaries and pension). The dependent variable is the performance of agricultural extension in Banten Province. The purpose of this study is:

- Analyze the level of agricultural extension education and its influence on performance
- Analyze training and its effect on performance
- Analyze the effects of agricultural extension hygiene factor to performance
- Analyze the influence of level of education, training, motivating factors and factors hygiene on the performance of agricultural extension

Based on the Decree of the Minister of State Coordinator of Supervision development and utilization of the State Apparatus No. 19/Kep/MK.Waspan/5/1999, explained that the main tasks of agricultural extension are set up, implement, develop, evaluate and report on outreach activities. The elements of the task of agricultural extension activities, namely.

Preparation of agricultural extension include the identification of potential areas and agro-ecosystem as well as the needs of agricultural technology, preparation of agricultural extension programs and preparation of work plans extension agriculture.

Implementation of agricultural extension, agricultural extension materials covering the preparation, implementation of extension methods and the development of self-help and spontaneous farmer.

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Evaluation and reporting including reporting of the results of the evaluation of agricultural extension implementation and evaluation of the impact of agricultural extension.

Development of agricultural extension included drafting guidelines/instructions implementation of agricultural extension and development of methods/system of agricultural extension work.

Professional development includes papers/scientific field of counseling and guidance for agricultural extension underneath and agricultural extension support activities including seminars, workshops in the field of agriculture, functional assessment team membership, awards, teaching/training/training.

MATERIALS AND METHODS

Details experimental

Materials and procedures: This study uses survey research. The population in this study are all agricultural extension in Banten Province which consists of Pandeglang is 257 people, Lebak is 203 people, Tangerang namely 106 people, District of Serang that is 144 people and the Serang City is 16 people which is obtained from Agency office of Food Security and Agricultural Extension (BKPP) Banten in Serang City. Based on these data it obtained the number of population in the five districts/cities are as many as 726 people. In this study, samples are taken at 100 extensions through Slovin method. This is done, so that, the distribution of the data better and more representative.

Data were collected using self-administers a questionnaire and tested for reliability and validity. Reliability was obtained by Cronbach's alpha, instrument validity of the test results obtained by the experts of counseling. Agricultural extension officers from each district/city act as a coordinator in the distribution and delivery of the questionnaire. Interviews obtain in-depth information conducted by the researchers. Furthermore, the data processed with SPSS Version 23 to examine the effect of education, training, motivating factors and factors on the performance of agricultural extension.

RESULTS AND DISCUSSION

Impact of education, training, motivator factors and hygiene factors on the performance of agricultural extension: Equation equation alleged influence of education, training, motivating factors and factors hygiene agricultural extension of its performance are:

Table 1: The result model of impact of education, training, motivator factors, and hygiene factors on the performance of agricultural extension

Variables	B	t-values	Sig.	F-value	Sig. F
Constant	17.357	4.518	0.000	93.145	0.000
Education	0.218	1.486	0.141		
Training	0.144	1.146	0.255		
Motivator	0.089	2.086	0.040		
Hygiene	0.431	5.660	0.000		

R^2 Adjusted = 0.788; F-value = 2.47; t-value = 0.10, 1.6602

$$Y = 17.357+0.218\ X_1+0.144\ X_2+0.089X_3+0.431X_4+E$$

Where:

Y = Performance agricultural extension
X_1 = Agricultural extension education
X_2 = Total following training
X_3 = Motivator factors
X_4 = Hygiene factors
E = Error

Based on data in Table 1 F count that 93.145 is greater than the value of F table is 2, 47, then the independent variables of education X_1, training X_2, motivator factors X_3 and hygiene factors X_4 agricultural extension significantly the dependent variable performance of agricultural extension. R^2 value or coefficient of determination is 0.788 means that the suitability of the independent variable is education X_1, training X_2, motivator factors X_3 and hygiene factors X_4, the dependent variable performance of agricultural extension (Y) was 78.8%. This suggests that the performance of the agricultural extension dependent variable (Y) can be explained by the independent variables of education X_1, training X_2, motivator factors X_3 and hygiene factors X_4 agricultural extension.

Impact of education on the performance of agricultural extension: Agricultural extension education in Banten Province ranged from high school up to Master degree wherein the majority or 61% educated as a bachelor. While the majority of agricultural extension in Banten Province is the bachelor but no real influence on the performance at the level of 10%. This may be due to educational background or majors are not taken in accordance with the competence of the agricultural extension or not linear.

Education and training are the most important investment in human capital. Revenues from people who are more educated are mostly above average, although the benefits are generally greater in less developed countries (Becker, 2000). According to Sulistiyani and Rosidah (2003), knowledge is the accumulation of the educational process that contributes to a person in the problem-solving ability,

creativity including in conducting and completing the work. Thus, agricultural extension workers who have higher levels of education would have the ability to carry out its core functions well and productive which in turn will be reflected in the performance achieved. The 15% confidence level education variable X_1 a real positive effect. This is in line with the opinion of Sulistiyani and Rosidah (2003).

Impact of training on the agricultural extension performance: The results of the study are not consistent with the theory put forward by Jimmy L Gaol which suggests that the benefits of the training program are for the organization and for the individual. for the organization is to improve the knowledge of the position and skills, improving morale, identify organizational goals to create the image of the organization better, improve relations between superiors and subordinates, helping employees to adapt to the changes to help improve the productivity and quality of work (Gaol 2014). Training improves employee's performance in accordance with current technological developments. Training is also provided to new employees or employees who will improve their competence to meet the needs. Dessler (2010) training provides the up to date competences to run the job for the new employees or the existing employees. In a phenomenon that occurs to agricultural extension in Banten Province most likely due to the improper training program. Therefore, we recommend a training program created should be revisited.

Impact of motivator factors on the performance agricultural extension: Value alleged influence motivator factors variable (X_3) 0.898 agricultural extension of its performance means that each additional unit Likert scales motivating factor will increase or improve performance by 0.898 points. Motivating factors consisted of four indicators namely career development, motivation, policies and interpersonal relationships. Of these four indicators, the results obtained 63.92% of the respondents agree with the statements that exist. 2,086 t-value greater than t table 1.984 at the level of alpha 5% with a significance of 0.040. This means that agricultural extension motivator factor variable real positive effect on performance. This is in line with the opinion of Rivai (2003), career development is the process of improving the ability of individual work that is accomplished in order to achieve the desired career. Career development is one of the indicators of motivational factors.

Impact of hygiene factors on the performance of agricultural extension: Value alleged influence of variable hygiene factors X_4 0.431 agricultural extension of its performance means that each additional unit hygiene factor will increase or improve performance by 0.431 points. Hygiene factor consists of four indicators namely working conditions, wages, salaries and pensions. Of these four indicators, the results obtained 50.11% of the respondents agree with the statements that exist. The 5.660 t-value greater than t-table 2.626 at the level of alpha 1% with a significance of 0.000. This means that agricultural extension factor variable hygiene real positive effect on performance.

This is in line with the opinion by Vroom in Hasibuan (2007), the task of leadership with members is overcome limiting factors are factors hygiene then seek to create a new implementation of an earlier motivator. In this case, the leadership communication with members is important because sometimes what a motivator for someone is not necessarily for others.

CONCLUSION

Based on these results, it can be concluded as follows:

- Education is a positive and nonsignificant on the performance of agricultural extension
- Training is a positive and nonsignificant on the performance of agricultural extension
- Factors motivator is a positive and very significant the performance of agricultural extension
- Factors hygiene highly significant positive on the performance of agricultural extension
- Education, training, motivating factors, factors hygiene together significantly affects the performance of agricultural extension

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Research the performance of agricultural extension is limited to one province alone, namely the province of Banten. Agricultural extension workers in Indonesia are spread in all provinces in Indonesia and is a human resource agricultural sector plays an important role in agricultural development, it is necessary to research nationally.

Research on the performance of agricultural extension is only using four independent variables: education, training, motivation factors and hygiene factors. Therefore, research must be done by adding other independent variables such as competence, leadership and governance.

In this study, each instrument has not been discussed because of time constraints. Therefore, it is necessary for a more detailed discussion of each item instrument.

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