

## **Human Resource Development for Farmers and Extension Officers in Supporting Farming Business Management in Bone Regency**

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### **ABSTRACT**

District/city governments have a very important role in encouraging regional development. This study aims to examine strategies in the context of developing human resources for farmers and extension workers in supporting the management of rice farming in the Bone Selatan Regency. This study uses a quantitative approach with a unit of analysis of the combined farmer. The data collection techniques used in this study were questionnaires, observation, and interviews. The instruments used in this study were observation, questionnaires, and interviews. The data analysis used in this research is percentage analysis. i. Education and training for farmers and extension workers must be provided regularly so that each farmer and extension worker is maintained for the competence of improving farming management.

Keywords: Management, farmers, development, human resources

### **INTRODUCTION**

The regional potential is the hidden forces that exist in the region which are indicated by the characteristics of the natural, socio-cultural and economic conditions of the region. The regional potential is determined by economic and non-economic variables or policy and non-policy variables

Agricultural development is directed towards the creation of advanced, efficient, and resilient agriculture (Feder et al., 1985; IFAD International Fund For Agricultural Development, 2009; Minten & Barrett, 2008; The International Fund for Agricultural Development (IFAD), 2014). Advanced, efficient, and resilient agriculture is characterized by 4 (four) aspects of capability. The four aspects of this capability are: (1) the ability to utilize all resources optimally, (2) the ability to overcome all obstacles and challenges faced, (3) the ability to adapt in production patterns and structures to technological changes, and (4) the ability to play a role positive in regional development, both to produce production, increase community income and expand business fields and absorption of labor.

The target of agricultural development is to increase productive employment opportunities to increase production (Dethier & Effenberger, 2012; Dorward et al., 2004; Suhara, 2019). Meanwhile, for non-agriculture, the target is aimed at the redistribution of income and productive assets by expanding employment opportunities and reducing unemployment. The emphasis is on the informal sector through rich development and utilization of facilities (Molden et al., 2013; Schutter, 2010; Swanson et al., 1997)

The increase in agricultural production is not only due to the availability of natural resources, but the quality of farmers' human resources and the readiness of farmers to be able to accept and adapt to modern knowledge, also determine the increase (Clark & Thorbecke, 1972; Diao et al., 2010; Gallup et al., 1999; IFAD (International Fund for Agricultural Development),

2009). Today, agricultural development in Indonesia has undergone a shift to industrial development. This is because it is considered that the agricultural sector is no longer able to provide a level of community welfare, especially in rural areas with narrow agricultural land.

South Bone Regency is one of the areas with quite large agricultural potential. The food crop sub-sector is one of the sub-sectors in the agricultural sector. This sub-sector includes rice crops (lowland rice and field rice), maize, cassava, sweet potatoes, peanuts, and soybeans. Based on the results of the search, it is known that most farmers have never attended formal education. This shows that in terms of education level, the quality of farmers is still low. However, there are still many other indicators that determine the quality of the human resources of the farmers themselves, such as experience and skills in managing rice plants.

## **METHOD**

This research was designed using a quantitative approach. This research was conducted in Bone Regency. The unit of analysis in this study is the Association of Farmer Groups which consists of farmer groups, farmer managers, and members of farmer groups. The instruments used in this study are observation, questionnaires, and interviews. The data analysis used in this research is the percentage technique.

## **RESULT AND DISCUSSION**

The results of this study discuss the two indicators used, namely education and training, which are described as follows:

### **Education**

Human resources for farmers and extension workers are something someone has to do the work of farming and managing existing agricultural products. Resources of farmers and extension workers are an important factor to improve the productivity performance of food commodities in a region. Farmers and extension workers are one of the main assets or determinants of the management of agricultural land in an area and also guarantee the availability of food stocks. For that, it is necessary to have education and training implemented by the government, to develop competent and reliable resources for farmers and extension workers.

Based on the results of the analysis and presentation of data for each item, then overall to see the human resource development of farmers and extension workers from educational indicators, it can be seen in table 1.

**Table 1.**  
**Respondents' Answers for Educational Indicators**

Number	Value Obtained				Score				Amount
	A	B	C	D	A	B	C	D	
1	31	45	0	0	124	135	0	0	259
2	8	62	6	0	32	186	12	0	230
3	13	52	9	2	52	156	18	2	228
4	44	32	0	0	176	96	0	0	272
5	22	54	0	0	88	162	0	0	250
6	38	29	6	3	152	87	12	3	254
7	15	56	3	2	60	168	6	2	236
8	16	60	0	0	64	180	0	0	244
9	11	62	3	0	44	186	6	0	236
10	22	54	0	0	88	162	0	0	250
<b>Total</b>									<b>2.459</b>

Source: Wind recapitulation no. 1-10

The results of presenting the data in table 14 show that the human resource development of farmers and extension workers is seen from the educational indicators, namely:

$$\% = \frac{n}{N} \times 100 \%$$

$$\% = \frac{2459}{40 \times 76} \times 100 \%$$

$$\begin{aligned} \% &= \frac{2459}{3040} \times 100 \% \\ &= 80,89\% \end{aligned}$$

From the results of the data analysis above, it shows that for the education indicators on the development of human resources for farmers and extension workers in Bone Regency, the results are categorized as good with the percentage achievement obtained of 80.89 percent which is in the 75% -100% category. The results are categorized as good in the aspect of education, where the development of human resources for farmers and extension workers is always carried out through education, both formal and non-formal. These educational activities are also made as one of the program priorities by the Department of Food Crops, Horticulture and Plantation in Bone Regency in developing human resources for farmers and extension workers in their working areas. Farmers who are still young and still able to continue the formal education level will be provided with facilities to continue their education, this is so that educational activities are followed by farmers and can increase farmers' knowledge, abilities, and skills in farming business management activities.

The results of the presentation of the data above also show that education indicators are considered to have been carried out well, this is supported by data on the level of education of farmers in Bone Regency where the majority of education levels are high school and for extension workers there are S1. This level of education is considered good.

It is also understood that the development of human resources for farmers and extension workers is needed because it has important aspects for increasing the productivity of food products and also has certain goals that must be achieved for the advancement of food commodities in Bone Regency. The development of human resources for farmers and extension workers carried out by the Department of Agricultural Food Crops, Horticulture and Plantation in Bone Regency through the educational process is the right step, because through improving education, farmers and extension workers will gain knowledge and experience that is very useful to support their work.

### Training

Training activities, both carried out by the Department of Agriculture, Food Crops, Horticulture and Plantation, Bone Regency, and other agencies, can greatly support the success of good farming management. Because training activities will provide new knowledge that can create a high level of work productivity so that it can support the development of farming business management. On the other hand, if farmers and extension workers are not always included to participate in training activities, their ability level may decrease. If the implementation of the work is by or even exceeds the expected target, this means that the work is done successfully, and vice versa. Therefore, through training activities, farmers will be able to find out where their abilities are and how to innovate in the management of existing agricultural products.

Based on the results of the analysis and presentation of data, the overall view of human resource development for farmers and extension workers is seen from the training indicators, which can be seen in table 2.

**Table 2.**  
**Respondents' Answers to Training Indicators**

Number	Value Obtained				Score				Amount
	A	B	C	D	A	B	C	D	
11	13	63	0	0	52	189	0	0	241
12	10	63	3	0	40	189	6	0	235
13	13	58	5	0	52	174	10	0	236
14	44	32	0	0	176	96	0	0	272
15	22	54	0	0	88	162	0	0	250
16	0	0	28	48	0	0	56	48	104
17	2	9	39	26	8	27	78	26	139
18	15	61	0	0	60	183	0	0	243
19	16	60	0	0	64	180	0	0	244
20	15	58	3	0	60	174	6	0	240
<b>Total</b>									<b>2.204</b>

Source: Wind recapitulation no. 11-20

From the results of the data analysis above, it shows that for the training indicators on human resource development for farmers and extension workers, the results are categorized as sufficient with the percentage achievement obtained of 72.5 percent, which is in the 56% - 75%

category. The results were categorized as quite good in the training aspect, where the majority of farmers and extension workers in Bone Regency always participated in training activities, both organized by the Department of Agriculture, Food Crops, Horticulture and Plantation in Bone Regency as well as other agencies whose aim was that the human resources of farmers and extension workers could improve knowledge and ability of farmers and extension workers in managing farms. Training activities are also one of the programs that are always included in the plan of activities of the Department of Agriculture, Food Crops, Horticulture and Plantation in Bone Regency, of course, these training activities also have their budget that has been provided so that farmers and extension workers can participate in various kinds of training activities or seminars that are very reliable support the goal of improving farm management

## **Discussion**

### **Education**

The ability of a farmer and extension worker can also be determined by the level of formal education that has been completed. Farmers who have high education will be able to achieve good work results. based on the level of education that farmers and extension workers in Bone District have different abilities.

From the results of research related to the development of human resources for farmers and extension workers in supporting farming management in Bone Regency, it is seen from the aspect of education that is considered good, this is because the majority of farmers and extension workers in Bone Regency are currently well educated, namely the majority of Senior High School. Seeing the level of education of farmers and extension workers in Bone Regency, it is certainly expected that farmers and extension workers can further increase their work productivity and make a large contribution to the progress of food commodities in Bone Regency.

The purpose of education in the development of human resources for farmers and extension workers is very important because following the educational process, both formal and non-formal, will increase the knowledge of farmers and extension workers on tasks that have become their responsibility to be completed properly. Also, the educational process is very beneficial for farmers and extension workers because in education there is a learning process that prepares individuals for all conditions. As Nadler has stated in Suwarno (2003: 16) education is "a learning process that prepares individuals for different jobs in the future.

### **Training**

Training as a means of motivation that encourages farmers and extension workers to work with optimal abilities, which is intended to increase their productivity. Providing training is intended to increase innovation in supporting farm management. Based on the results of research on the development of human resources for farmers and extension workers in Bone District from the training aspect which is considered good enough, it can be said that this is because the Department of Agriculture, Food Crops, Horticulture and Plantation in Bone Regency has provided opportunities for all farmers and extension workers to participate in activities. training that can support his knowledge and abilities. Also, the provision of training in the development of sources for farmers and extension workers in Bone Regency is always

carried out fairly and professionally, such as farmers and extension workers taking turns taking part in training activities or seminars conducted by other agencies with adjusted training materials.

Along with the development of technology, farmers and extension workers are required to always improve their knowledge by participating in various kinds of training activities. According to Mathis (2006: 301), "Training is a process by which people achieve certain abilities to help achieve organizational goals". Therefore, this process is tied to the various objectives of Bone District to increase their food commodity, training can be viewed both narrowly and broadly. To a limited extent, training provides farmers and extension agents with specific and identifiable knowledge and skills used in their work.

The development of resources for farmers and extension workers carried out by the Department of Agriculture for Food Crops, Horticulture and Plantation in Bone Regency through training activities is an effort to improve the quality of human resources for farmers and extension workers to improve farm management. Through training, farmers and extension workers will become more skilled and therefore more productive, and achieve new abilities that are good for their work.

## CONCLUSION

Human resource development for farmers and extension workers through educational activities as well as training, all of which have an important meaning for improving farming management. Whether it's for Bone Regency itself or the welfare of the farmers. Reliable human resources of farmers and extension workers are valuable investments for districts or regions in increasing their food commodities. Education and training of farmers and extension workers contribute to increasing the productivity, effectiveness, and work efficiency of farmers. Education and training for farmers and extension workers must be provided regularly so that each farmer and extension worker is maintained for the competence of improving farm management. This is why the training program must receive attention through proper planning to suit the needs of farmers and extension agents.

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