

The Influence Of Training And Career Development On The Performance Of Agricultural Extenders In Luwu District

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Abstract

There are several problematic factors in the agricultural sector in Luwu district, such as crop failure due to weather and plant pests, unstable agricultural production prices and the entry of agricultural commodities from outside (both between provinces and abroad), one of which is influenced by the lack of performance of agricultural instructors towards farmers in Luwu Regency. Therefore, this research aims to improve the performance of agricultural instructors through developing training and career development for agricultural instructors, thus the title of this research is The Effect of Training and Career Development on the Performance of Agricultural Extension Instructors in Luwu Regency. This research uses a descriptive quantitative approach using a questionnaire instrument for data collection. The population in this study was 206 by determining the sample using the Slovin formula to obtain a sample size of 67 people/extension workers. The test results showed that the Training variable had a significant influence on the Performance of Agricultural Instructors, the Career Development variable had a significant influence on the Performance of Agricultural Instructors, and simultaneously the Training and Career Development variables together had a significant influence on the Performance of the Instructor.

Keywords: Training, Career Development, Performance of Agricultural Instructors

1. Introduction

Superior human resources are those who have knowledge, skills and a positive attitude when working. There are several problematic factors in the agricultural sector in Luwu district, such as crop failure due to weather and plant pests, unstable agricultural production prices and the entry of agricultural commodities from outside (both between provinces and abroad) [1], one of which is influenced by this. by the lack of performance of agricultural instructors towards farmers in Luwu Regency. Therefore, organizations need to take steps to develop and improve the quality of instructors. With training, extension workers have the opportunity to acquire new knowledge or new values, then with this new knowledge the extension workers can increase their professionalism in carrying out the tasks given to them. To improve workforce performance in a company, one step that can be taken is to implement training and development programs. [2].

The development of the agricultural sector requires human resources who have knowledge and skills. Changes in knowledge, attitudes and skills are the goal of extension, the implementation of extension is more about achieving government programs which are measured by increasing production of strategic commodities so that extension workers are busy with completing production targets which are the benchmark for the success of a

program. Training is defined by [3] as education for workers in starting their duties, which can be given at the start of recruitment or when they occupy a new role in the company. The aim of training is to provide skills to the workforce and improve performance by overcoming weaknesses that the workforce may have. In addition, career development is an important component in this research.

Career development according to [4] is an employee's action to achieve his career plan, which is sponsored by the human resources department, manager or other party. Therefore, agencies need to effectively manage and develop the careers of extension workers so that productivity is maintained and encourage them to always do their best in accordance with the agency's goals.

The selection of agricultural instructors in Luwu Regency as the research object was to see the influence of training and career development on the performance of agricultural instructors in Luwu Regency based on one of the functions of the agricultural sector, namely coaching, development and control in work programs in the agricultural sector. The Luwu Regency agricultural service has had several work program achievements regarding the performance of agricultural instructors related to this, improving agricultural extension services is a factor. Therefore, in this research we try to get an idea of the influence of training and career development on the performance of agricultural instructors in Luwu Regency.

Based on the results of previous research conducted by [5]; [6];[7] training and career development influence performance. However, in contrast to the findings by [3] training and career development have not had an effect on improving performance. Meanwhile, the results of previous research conducted by [8] show that training does not have a significant influence on performance and career development has a significant influence on performance. So, based on the background context and differences in previous research results, the research objective can be determined to determine the relationship between training and career development and the performance of agricultural instructors.

This research uses stakeholder theory. Stakeholder theory was first introduced by the Stanford Research Institute. So, what is meant by stakeholder theory are groups or individuals who have the ability to persuade or who are influenced by the process of achieving organizational goals. The term stakeholder refers to individuals, groups who have a relationship to the organization. Both government and non-government sector organizations. stated that Phillips et al., (2019) stated that stakeholders are a group or individuals who have an interest in the activities, results of an organization and to whom the organization serves to achieve company goals. Freeman (1984) in Lin et al. (2018) stakeholder theory is that a company is not an entity that only operates for its own interests but must provide benefits to stakeholders (shareholders, creditors, consumers, suppliers, government, society and other parties).

Training is defined as a systematic approach to increasing the impact of knowledge, skills and attitudes, with the aim of improving individual, group and company performance. Aguinis and Kraiger (2009, p.70) in research [9], Training is a teaching process skills that

employees need to be able to do their work (Dessler, 2010, pp.55-56). The need for professional workers is very necessary in the world of work and the readiness of the workforce is still not adequate because the abilities of formal education graduates still do not meet job requirements, so increasing personal work potential can be done by developing human resources through job training [10].

According to Wibowo (2013), training is basically necessary because there is a gap between the skills of current workers and the skills needed to fill new positions. Training is a short-term educational process that uses systematic and organized procedures, therefore it is briefly defined as a form of activity designed to improve current and future performance. This definition indicates that training is an activity designed to improve human resource development through a series of identification, evaluation and organized learning processes [11].

From the definitions above, it can be concluded that training is an activity carried out to develop human resources by increasing the knowledge and skills of instructors in their performance.

Career development generally refers to changes in job positions based on achievements, length of service, and existing opportunities. Career development involves moving to a higher position through increased performance, education, and training. Development has a more complex goal, namely preparing someone to obtain a certain position in the future [11]. Meanwhile, according to Yani (2012), career development is an individual's effort to improve oneself to achieve career goals and this involves a formal approach from the organization to ensure the availability of qualified and experienced workers when needed.

According to [12], career development is a formal approach chosen by an organization to ensure that employees have skills that suit the organization's needs. Therefore, organizations need to increase employee productivity by managing and advancing their careers, so as not to cause a decline in organizational performance. Career development for an employee or agricultural instructor needs to be done because workers working in an organization not only want what they currently have in the organization, but also expect change, progress and opportunities to improve their position to a better and higher level in the future [6].

Performance is one aspect of human resource management, one of which is influenced by organizational culture. With advances in science and increasingly high levels of competition, research and performance measurement have become increasingly important to pay attention to [13], regarding performance limits, often carried out from various perspectives according to the goals of each organization, such as profit or customer satisfaction, this also depends on the type of organization, whether it is a public or private organization, business or social [14]. Increasing employee performance will have an impact on increasing the performance of the organization where the employee works, thereby achieving the organizational goals that have been set. Factors that influence improving performance through employee work performance in an organization are the individual

characteristics of employees, which involve abilities, personality, perceptions and attitudes. Individual characteristics include differences between employees that can influence their behavior and task implementation [21]

Agricultural instructors are a policy tool that can be used by the government to encourage agricultural development. The implementation of the duties of agricultural instructors is influenced by many factors including the characteristics of instructors, motivation factors and the independence of instructors, so this really requires the performance of agricultural instructors who are integrated in the implementation of the main tasks and functions of instructors. agriculture [15]. Therefore, agricultural extension workers as actors in agricultural sector development have an important role in helping farmers develop knowledge, attitudes and skills in managing their agricultural businesses. Performance will increase if skills are improved by following developments in technology and information.

The performance of an agricultural instructor includes achieving achievements in accordance with the main duties and functions of the instructor. This assessment is based on ability in three aspects of behavior, namely related to the knowledge possessed by the instructor, the instructor's attitude and aspects related to the instructor's ability to act (Ali et al, 2018). From these definitions it can be concluded that the performance of agricultural instructors is the work performance achieved by an instructor which is based on abilities in three aspects of behavior, namely cognitive (knowledge), affective (attitude) and psychomotor (ability to act).

Conceptual Research Framework

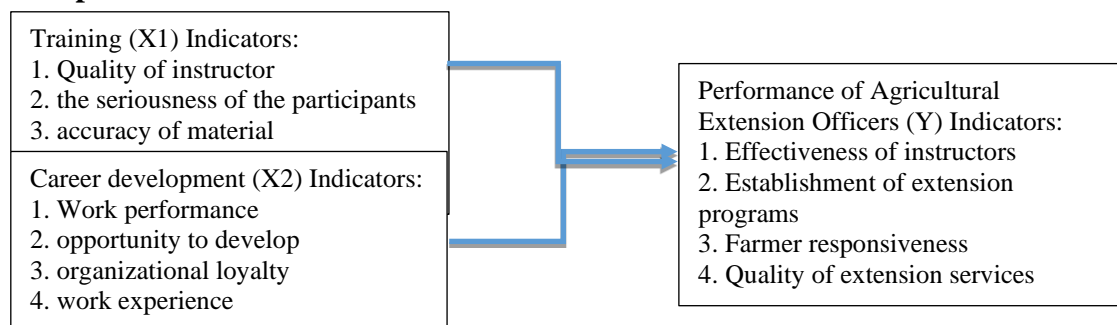


Figure I. Conceptual framework

2. Methodology

Luwu Regency is a district in South Sulawesi which within three years was divided into three strategic areas, namely Luwu Regency, North Luwu Regency, East Luwu Regency and Palopo City. Thus, the location of this research is at the Luwu Regency Agricultural Service which is located in the Luwu Regency Government Complex, Jl. Jendral Sudirman No.1 Luwu Regency Government Office Complex, South Sulawesi.

In this research, a descriptive quantitative approach was used, the research instrument used to collect data was a questionnaire. According to Sugiyono (2006:80) in [2] Population is a generalized area consisting of objects/subjects with certain qualities and characteristics

determined by the researcher to be the focus of the study and then drawing conclusions about the sample from that population. The population of this study was all 206 Luwu Regency agricultural instructors. To determine the number of samples, the Slovin formula is used as follows:

$$\text{Slovin's formula } n = \frac{N}{1+N\alpha^2} = \frac{206}{1+206(0,1)^2} = 67$$

Information: n = sample

N= population

α = error tolerance limit

Based on the Slovin formula calculation above, the number of samples taken was 67 people. According to (Sugiyono, 2011) in [16] the sample is part of the number of characteristics possessed by the population. Sampling was carried out using probability sampling, namely the simple random sampling technique, simple random sampling or simple random sampling is the process of selecting sampling units in such a way that each sampling unit in the population has the same opportunity to be selected into the sample [2].

3. Result and Discussion

The data analysis technique used in this research is instrument analysis, namely validity test, reliability test, multiple linear regression test, T test and F test to determine the effect of training (X1), career development (X2), on the performance of agricultural instructors (Y). This method was tested using the SPSS 25 computer program. The influence of the independent variable on the dependent variable was tested using a confidence level of 90% or α of 10%.

3.1. Result

1) Validity test

The validity test is used to find out whether the instrument used is valid, if the instrument is valid then it is suitable for use in research. If r calculated > r table with a significance level of 10% or 0.1 then the instrument is said to be valid.

Based on the results of the validity test, an instrument is said to be valid if R count > R table at a significance level of 10% or 0.1 and if R count < R table then the instrument is invalid. According to the results of the validity test, all items obtained R count > R table, this shows that the items in the variables Training, Career Development and Performance of Agricultural Instructors have a correlation coefficient value greater than R Table (0.227). This shows that the calculated R is greater than the R table, so all items from the variable are valid.

2) Reliability Test

The aim of the reliability test is to determine whether the questionnaire shows consistency when measurements are carried out repeatedly using the questionnaire. The questionnaire is said to be reliable if Cronbach's alpha is > 0.6.

Table I. Reliability Test Results

Variable	Cronbach's alpha	Standard	information
Training (X1)	0,987	0,6	Reliable
Career Development (X2)	0,958	0,6	Reliable
Performance of Agricultural Extension Officers (Y)	0,953	0,6	Reliable

Based on the reliability test results table above, it shows that the variables Training (X1) 0.987, Career Development (X2) 0.958 and Agricultural Instructor Performance (Y) 0.953 are reliable because Cronbach alpha is greater than 0.6. So all instruments are said to be reliable.

3) Multiple Linear Regression Analysis

Multiple linear regression analysis was used to determine the magnitude of the influence between the independent (dependent) variables, namely Training (X1), Career Development (X2) on the dependent (independent) variable, namely the Performance of Agricultural Instructors (Y).

Table II. Multiple linear regression results

Model	Unstandardized Coefficients	
		B
1	(Constant)	5.456
	Total_X1 (Training)	.157
	Total_X2 (Career Development)	.601

Based on the table above, the following regression model is obtained:

$$Y = 5.456 + 0.157X1 + 0.601X2$$

From the equation above it can be concluded as follows:

1. The constant obtained is 5.456, this result shows that all independent (free) variables have a value of zero, so the Y value is 5.456.
2. If Training X1 experiences an increase of one unit, then the Performance of Agricultural Instructor Y will increase by 0.157 units.
3. If Career Development X2 experiences an increase of one unit, then the Performance of Agricultural Instructor Y will increase by 0.601.

Based on the conclusions above, it can be seen that the contribution of the independent variable to the dependent variable includes Training of 0.157, Career Development of 0.601 so it can be concluded that the Career Development Variable (X2) has the greatest influence on the performance of agricultural instructors because it has the largest regression coefficient value, namely 0.601 compared to The coefficient value of the Training variable (X1) is 0.157.

4) T Test (Partial)

The partial test is used to determine whether each or partially independent variable has a significant influence on the dependent variable or not. It is said to be significant if the significance value is < 0.1 and is said to be influential if $T \text{ count} > T \text{ table}$.

Table III. T test results (partial)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.456	2.911		1.874	.066
	Total_X1 (Training)	.157	.040	.284	3.953	.000
	Total_X2 (Career Development)	.601	.063	.689	9.601	.000

Based on table 4. The T test above for the Training variable (X1) shows that the significance value of t (0.000) is smaller than $\alpha = 0.1$, namely the significant value of $t < \alpha = 0.1$ and the calculated T is $3.953 > T \text{ table } 1.669$. So the hypothesis is accepted so it can be concluded that training (X1) can significantly influence the performance of agricultural instructors (Y).

The T test for the Career Development variable (X2) obtained a significance value of t (0.000) smaller than $\alpha = (0.1)$, namely the significance value of t (0.000) $< \alpha \text{ value} = 0.1$ and calculated T $9.601 > T \text{ table } 1.669$. So the hypothesis is accepted so it can be concluded that Career Development (X2) can significantly influence the Performance of Agricultural Instructors (Y). From the overall results it can be concluded that the variables Training (X1), Career Development (X2) have a significant influence on the Performance of Agricultural Instructors (Y) partially.

5) F Test (Simultaneous)

The F test or joint or simultaneous test is used to determine whether the independent variable has a significant or simultaneous effect on the dependent variable. It is declared significant if the significance value is < 0.1 and is said to have a joint or simultaneous effect if $F \text{ count} > F \text{ table}$.

Table IV. F test (simultaneous)

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	3453.966	2	1726.983	143.319	.000 ^b
	Residual	771.198	64	12.050		
	Total	4225.164	66			

Based on table 5, the significance value f (0.000) is obtained. If the significance value of f (0.000) is smaller than $\alpha = 0.1$ (significant value of f $0.000 < \alpha \text{ value} = 0.1$) and the calculated f value is (143.319) then the calculated F is $143.319 > F \text{ table } 2.387$. By accepting the hypothesis, it can be concluded that there is a significant influence simultaneously

between the independent variables Training (X1) and Career Development (X2) on the dependent variable Agricultural Instructor Performance (Y).

3.2. Discussion

The Effect of Training on the Performance of Agricultural Instructors

Based on the results of the analysis, it was found that the Training variable had a significant effect on the performance of agricultural instructors in Luwu district, this was because the participants' seriousness in participating in the training provided by agricultural instructors had a positive impact on the instructor's main activities when carrying out work programs in the field.

The results of this research are in line with research conducted [17] entitled The Effect of Training and Work Motivation on PT Tegal Shipyard Utama Employee Performance which found that Training had a partially significant effect on employee performance. This states that with the training program provided to employees will shape and improve employee abilities and knowledge which will improve employee performance, and research conducted previously by [18] entitled The Effect of Training on Employee Performance at PT Pos Indonesia Head Office (PERSERO Bandung) found that there is a significant influence between Training on Employee Performance. Thus, it can be concluded that training has a partially significant effect on the performance of agricultural instructors in Luwu Regency.

The Influence of Career Development on the Performance of Agricultural Instructors

Based on the results of the analysis, it was found that the Career Development variable had a significant effect on the performance of agricultural instructors in Luwu Regency. This explains that increasing the work performance of agricultural instructors will have a good effect on the performance of agricultural instructors in various extension programs.

The results of this research are in line with previous research conducted by (Dedi Syahputra, Hasrudy, 2020) entitled The Influence of Competency, Training and Career Development on Employee Performance (case study of PT Aksara Pura II (Persero) Kualanamu Branch Office) which found that career development had an influence partially significant to employee performance at PT Aksara Pura II (Persero) Kualanamu Branch Office, with the existence of a career development program this will improve employee performance so that they reach the next career level in a targeted manner. And previous research conducted by [19] with the title The Influence of Career Development on Employee Performance at Telkomsel Regional West Java found that Career Development has a partially significant effect on Employee Performance, so high or low performance is influenced by career development. Thus it can be concluded that Career Development has a partially significant effect on the Performance of Agricultural Instructors in Luwu Regency.

The Influence of Training and Career Development on the Performance of Agricultural Instructors

Based on the results of the analysis, it was found that the Training and Career Development variables had a significant effect on the performance of agricultural instructors in the Regency. This is because when the instructor's seriousness and the quality of the

instructor or material provider in training and career development through work performance and work experience have a positive impact on the instructor's main activity program, the performance of agricultural instructors will increase.

The findings in this research are in accordance with a previous study conducted by [6] with the title "The Effect of Training and Career Development on Employee Performance at PT. Tri Mega Makmur". This research shows that training and career development have a significant effect on employee performance simultaneously or simultaneously at PT. Tri Mega Makmur, therefore the training provided and career development through work performance can improve employee performance and research conducted previously by [20] entitled Training and Career Development of Munduk Moding Plantation Nature Resort and SPA employees in this research aims to determine the effect of training and career development on employee performance, which found that Training and Career Development has a significant effect on the performance of Munduk Moding Plantation Mature Resort and SPA employees. Thus, it can be concluded that the effect of simultaneous training and development on the performance of agricultural instructors is significant for agricultural instructors in Luwu Regency.

4. Conclusion

Based on the results of the research and analysis that has been carried out, the following conclusions can be drawn:

1. The Training Variable (X1) has a partially significant effect on the Performance of Agricultural Instructors, this is proven by the results of the T test with a significant value of $0.000 < \alpha \text{ value} = 0.1$) and a calculated T value of $3.953 > T \text{ table value of } 1.669$, so Hypothesis 1 is accepted with It can be said that the increase in the performance of agricultural instructors is influenced by increased training programs so that the ability and knowledge of agricultural instructors in Luwu Regency increases.
2. The Career Development Variable (X2) has a significant effect on the Performance of Agricultural Instructors, this is confirmed by the results of the T Test with a significant value of $0.000 < \alpha \text{ value} = 0.1$ and T count $9.601 > T \text{ table } 1.669$, so Hypothesis 2 is accepted. So it can be said that increasing work performance through career development will have a good effect on the performance of Agricultural Extension Workers in Luwu Regency.
3. Training and Career Development simultaneously (together) have a significant effect on the Performance of Agricultural Instructors, this is proven by the results of the F Test with a significant value of $F 0.000 < \alpha \text{ value} = 0.1$ and obtained F count $143.319 > F \text{ table } 2.387$, so the Hypothesis 3 is accepted, thus increasing training and career development will improve the performance of agricultural instructors in Luwu Regency.

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