

# THE INFLUENCE OF COMPETENCE, SKILL AND EDUCATION OF FIELD AGRICULTURAL EXTENSION WORKERS ON THE QUALITY OF HUMAN RESOURCES OF FARMER GROUPS THE SUMURAN VILLAGE BATANGTORU REGENCY SOUTH TAPANULI

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## ARTICLE INFO

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## ABSTRACT

The purpose of this study was to determine whether there is an effect of competence of field agricultural extension (PPL) on the quality of Human Resources (HR) farmer groups in sumuran village, batangtoru District, South tapanuli Regency. To determine whether there is the influence of the skills of field agricultural extension workers (PPL) on the quality of Human Resources (HR) of farmer groups in sumuran village, batangtoru District, South tapanuli Regency. To determine whether there is the influence of Education owned field agricultural extension (PPL) on the quality of Human Resources (HR) farmer groups in sumuran village, batangtoru District, South tapanuli Regency. To determine whether there is an effect of competence, skills and education of field agricultural extension (PPL) on the quality of Human Resources (HR) farmer groups in sumuran village, batangtoru District, South tapanuli Regency. The method in this study is the approach in this study is to use an associative approach, associative approach is an approach in which to determine that there is a relationship or influence between the two variables. Based on the research conducted shows that the competence, skills and education of each significantly affect the quality of human resources. And competencies, skills and education together significantly influence the quality of human resources.

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## 1. INTRODUCTION

The important thing of an agricultural extension must have a good performance and be able to transform the competencies, skills and education possessed [1]. So that the government can utilize the services or capabilities of agricultural extension workers to the community [2]. Especially how to improve the quality of human resources farmer groups. So that farmer groups can increase their competence, skills and knowledge in managing agriculture so that the results will be maximized [3].

Many factors affect the quality of human resources of farmer groups including competence, skills and education [4]. Competence is an ability to carry out or do a job that is based on skills and knowledge and is supported by the work attitude required by the job [5]. Thus, the farmer group must have competence, so that the farmer group can carry out their duties or work based on skills, knowledge supported by the work attitude of the job [6].

Field agricultural extension workers have been assigned and placed in villages in South Tapanuli Regency, including Sumuran Village. In Sumuran village there are 6 farmer groups, namely three groups of rice farmers, each of which is Torop Jadi, Nusa Indah and Lestari, then corn farmer groups, each of which is Maju Bersama farmer groups, Mulia Bakti and allied farmer groups, each of which each group consists of 10 members.

The Agricultural Extension Center of South Tapanuli Regency is also very hopeful and pays attention to the performance of its extension workers who are in various villages in South Tapanuli Regency. However, based on preliminary research found some problems. Where the problems found that the low competence of human resources owned farmer groups, the lack of skills, low education and low quality of human resources farmer groups. The lack of quality of human resources of farmer groups in Sumuran

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Village, Batang Toru District, South Tapanuli Regency. The quality of human resources of farmer groups in Sumuran Village is still very low, this can be seen from the way the farmer group runs the farmer group and of course how the farmer group manages the farm. Because although Sumuran sangan village has its natural resources, agricultural area is very promising but in the village has not been able to lift the results of pertaniaany. The lack of human resources of farmer groups in Sumuran village can be caused by several things, including low education of farmer groups, lack of competence of farmer groups and lack of skills owned by farmer groups, so that the resources of farmer groups in sumuran village are still stagnant and there is no improvement.

Basically, field agricultural extension workers have done various things to improve the quality of human resources of farmers in order to increase the production of agricultural products, but with various efforts made in fact not much change obtained from farmers in the village of Sumuran. Of course, field agricultural extension workers already have the competence, skills and education that will be given to farmers so that farmers in processing their farms are better and the results will also increase, but until now the program has not maximized the results for farmers. Therefore, the authors are interested to examine "the influence of competence, skills and education of field Agricultural Extension (Ppl) on the quality of Human Resources (HR) farmer groups in Sumuran Village, Batangtoru District, South Tapanuli Regency".

## 2. LITERATURE REVIEW

### 2.1 Competence

According to Armstrong and Baron competence is the behavioral dimension behind competent performance that shows how people behave when they perform their roles well [7]. According to Mc. Lelland in Moeheriono competence is a basic characteristic of personnel that is a determining factor for success or failure of a person in doing a job or in a particular situation [8]. Competence is the main variable that must be owned by an employee in carrying out their work, so that with the competence that has been owned can be able to assist employees in completing the work in accordance with predetermined targets [9]. Competency indicators competency indicators to meet the elements of competence, an employee must meet the elements below:

1. Knowledge has knowledge that supports the work, has the will to increase knowledge
2. Expertise having technical expertise in accordance with the field of work handled, having the ability to identify problems, having the ability to find solutions to problems faced.
3. The attitude of having initiative in helping colleagues, mrmiliki friendliness and politeness in carrying out the work and seriously senangani every patient complaints.

### 2.2 Skills

Skill or Skill is the ability to use reason, thoughts and ideas and creativity in doing, changing or making something more meaningful so as to produce a value from the work [10]. There is also another definition that defines that skill is an ability to translate knowledge into. in practice so as to achieve the desired work results [11][12]. According to [13] basically skills can be categorized into four, namely as follows :

1. Basic skills (Basic Literacy skills) basic skills nerupakan expertise of a person that is definitely and must be owned by most people such as reading, writing, listening and others.
2. Technical Skill is someone's expertise in the development of techniques such as calculating quickly, operating computers and others.
3. Interpersonal skills are a person's ability to effectively interact with others and with colleagues such as being a good listener, expressing opinions clearly and working together in a team.
4. Solving problems is a process of activities to carry out logic, argumentation in problem solving and the ability to find out the cause, develop alternatives and analyze and choose a good solution.

According to [14] Skills are an important aspect owned by employees in the work. Skills can be assessed through the following assessment indicators:

1. Perception, including the interpretation of objects, stimulus reception, stimulus organizer, stimulus interpretation;
2. Self-control, including attitudes, emotions and motives;
3. Carry out collective responsibility, carried out jointly with colleagues;
4. Carry out individual responsibilities, carried out in accordance with ability and area of expertise of employees per individual.

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### 2.3 Education

Kamil (2012 :4) put forward the notion of education according to the National Education System Act 20 of 2005, that the purpose of which is also called the job standard (job standard). Job standards can be determined from the content of a job, can be used as a basis for assessment of each job. Andrew E. Sikula stated that the level of education is a long-term process that uses systematic and organized procedures, in which the managerial workforce learns conceptual and theoretical knowledge for general purposes. (Desak Ketut Ratna Dewi, et al,: 2016)

### 2.4 Education Indicators

According to SISDIKNAS law No. 20 (2003), Education Level Indicator consists of Education Level and Department suitability. it consists of:

- a. Education Level
  - 1) Primary Education: the level of initial education during the first 9 (nine) years of school for children who underlie the level of Secondary Education.
  - 2) Secondary Education: Advanced level of basic education.
  - 3) higher education: the level of education after secondary education that includes Bachelor's, master's, doctoral and specialist courses organized by the college.
- b. Bachelor Degree

The suitability of the department is that before the employee is recruited, the company first analyzes the level of education and the suitability of the employee's education department so that later he can be placed in a position that matches his educational qualifications. Thus employees can provide good performance for the company.

### 2.5 Quality Of Human Resources

Farmers 'human resources should always be given new knowledge and skills, so that farmers' groups know the problems and developments that occur in agriculture [15]. Thus, human resources in agriculture must continue to be trained. Human resources are the people who are in the organization contribute ideas and do various types of work in achieving organizational goals [16]. The donation in question is thoughts and work they do in various activities in company [17]. In terms of human resources, which is covered is not limited to experts, educational personnel or energy experienced only but all the Labor used by the company to realize its goals [18]. Indicators of Human Resources according to [19] said that the indicators of the quality of human resources are as follows:

1. Intellectual qualities include knowledge and skills),
2. Education,
3. Understand the field,
4. Capability,
5. Spirit of work and
6. Organizing planning ability.

### 2.6 Hypothesis

7. Hypothesis is a temporary answer from a study that must be proven true by way of testing through research. Based on this description, the authors formulate a hypothesis as follows:

1. There is an influence of competence of field Agricultural Extension (PPL) on the quality of Human Resources (HR) farmer groups
2. There is an effect of the skills of field Agricultural Extension (PPL) on the quality of Human Resources (HR) farmer groups
3. There is an influence of education field Agricultural Extension (PPL) on the quality of Human Resources (HR) farmer groups
4. There is the influence of competence, skills and education of field Agricultural Extension (PPL) simultaneously on the quality of Human Resources (HR) farmer groups in Sumuran Village, Batangtoru District, South Tapanuli Regency

## 3 METHOD

The approach in this study is to use an associative approach, associative approach is an approach in which to determine that there is a relationship or influence between the two variables (independent variable and dependent variable). In this study, the free variable X1 is competence, X2 is skill, X3 is

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education. And variable bound Y quality of human resources. The population in this study were all members of farmer groups in Sumuran Village, Batang Toru District, South Tapanuli Regency. The number of members of farmer groups in Sumuran Village, Batang Toru District, South Tapanuli Regency is 60 people spread across 6 farmer groups. The population in this study was 60.

The population in this study amounted to 60 so the sample was taken as a whole from the population in this Data analysis techniques used are quantitative and descriptive data analysis.

1. Quantitative Analysis

Quantitative analysis is used to test hypotheses, using statistical calculations.

2. Descriptive Analysis

When the data is collected, it is classified into two groups of data, namely quantitative data in the form of numbers and qualitative data expressed in words or symbols. Qualitative Data is set aside for a while, because it will be very useful to accompany and complement the picture obtained from the analysis of quantitative data.

**4 RESULT AND DISCUSSION**

**Classic Assumption Test**

**a. Normality Test**

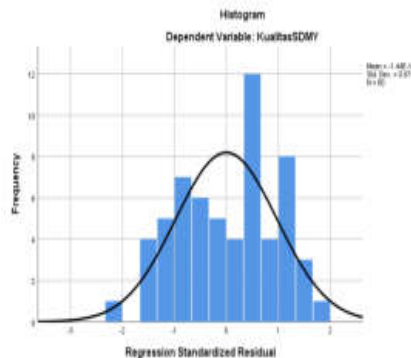


Figure 1. Normality Test

The results in the histogram normality test produce a mountain karva shape then it can be said that the pattern is normally distributed.

**b. Multicollinearity test**

Table 1. Tests of Between-Subjects Effects

Dependent Variable: KualitasSDMY					
Source	Type III Sum of Squares	Df	Mean Square	F	Sig.
Corrected Model	4445.154 <sup>a</sup>	3	1481.718	348.963	.000
Intercept	.564	1	.564	.133	.717
Competence X1	25.731	1	25.731	6.060	.017
Skills X2	65.306	1	65.306	15.380	.000
Educations X3	16.240	1	16.240	3.825	.055
Error	237.779	56	4.246		
Total	291448.000	60			
Corrected Total	4682.933	59			

a. R Squared = .949 (Adjusted R Squared = .947)

It is known that the variables of competence, skills, education and quality of human resources in the univariate test where each nilai F is (X1=6,060), (X2=15,380), (X3=3,825). Based on the results of the univariate test, it is concluded to have significance with f value of 348.96

**c. Heterocedasticity test**

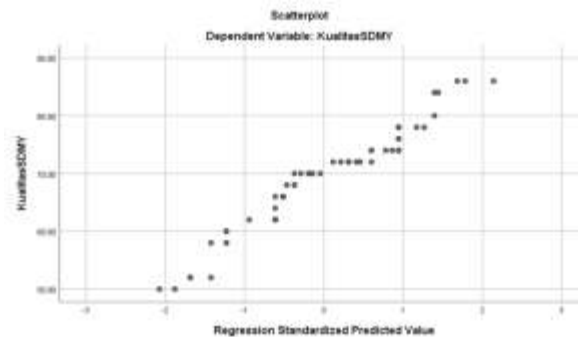


Figure 2. Heteroskedastissity

Based on the Scatterplot we can conclude that there is no Heteroskedastissity problem, until a good and ideal regression model can be met

**d. Hypothesis Test (Parsial )**

Table 2. Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized	t	Sig.
		B	Std. Error	Coefficients Beta		
1	(Constant)	.834	2.287		.365	.717
	CompetenceX1	.355	.144	.331	2.462	.017
	SkillsX2	.422	.108	.448	3.922	.000
	EducatationsX3	.207	.106	.209	1.956	.055

a. Dependent Variable: KualitasSDMY

**e. Hypothesis test (Simultan)**

Table 3. ANOVA<sup>a</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	4445.154	3	1481.718	348.963	.000 <sup>b</sup>
	Residual	237.779	56	4.246		
	Total	4682.933	59			

a. Dependent Variable: KualitasSDMY  
 b. Predictors: (Constant), EducatationsX3, SkillsX2, CompetenceX1

Based on the F test table is known that there is a significant 348,963. This significant value is greater than 0.05 means that competence, skills and education significantly affect the quality of human resources.

**f. Determination test**

Table 4. Model Summary<sup>b</sup>

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	R Square Change
1	.974 <sup>a</sup>	.949	.947	2.06060	.949

a. Predictors: (Constant), EducatationsX3, SkillsX2, CompetenceX1  
 b. Dependent Variable: KualitasSDMY

**Influence competence affect the quality of Human Resources**

Based on the results of the study the influence of competence on the quality of human resources of farmers in the village Sumuran stating  $t_{hitung} > t_{table}$  is 2462  $>$  0.717 this shows that competence significantly affect the quality of human resources. With the quality of human resources currently available in farmer groups in sumuran Village which is still relatively low, it is necessary to make various efforts so that the competence of farmer group members is improved. The improvement of farmer groups in Sumuran village can be done through field agricultural extension workers who have been assigned to Sumuran

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Village, Batang Toru District. Increasing the competence of farmer groups can be done with a variety of activities that can stimulate and increase the competence of the farmer group. Both through training, workshop, and agricultural practice even scientific research. During this time the field agricultural extension has made various efforts so that the farmer group has the competence that is needed. However, in the implementation activities take place, not all members of farmer groups can accept well, there are members of farmer groups that do not heed the various rules and instructions given, so that the planned activities do not go as planned. Even the idea to revise the management of farmer groups was already there, but the farmer groups did not want to [20][21][22].

### **The influence of skills affect the quality of Human Resources**

Based on the results of the study regarding the influence of skills on the quality of human resources farmers in the village of Sumuran stating that  $t_{table} > t_{hitung} > 0,717$ . This shows that skills significantly affect the quality of human resources. Skills possessed by members of farmer groups is still relatively low, so it needs to be improved. Because the skills possessed by farmer groups have an effect on the quality of human resources. If the quality of human resources of farmer groups want to be better then the skills of the farmer groups should be improved. In terms of improving the skills of farmer groups in Sumuran Village, all administrators and field agricultural extension agents must formulate and work together to improve these skills. This means that in terms of improving the skills that must be owned by farmer groups can not be done by one person, but everyone involved must support and implement various programs to improve these skills. With the improvement of skills owned by farmer groups in Semuran village it will be able to improve and improve agricultural processing. With better agricultural processing and maximum, the production of agricultural products will increase as well. So if you want to increase the production of agricultural products, the skills of farmer groups must be improved [23][11][24].

### **Influence of Education affect the quality of Human Resources**

Based on the results of the study regarding influence of education on the quality of human resources farmers in the village of Sumuran stating that  $t_{table} > t_{hitung} > 0,717$ . This shows that education significantly affects the quality of human resources. Education is very important in everything, because with education will be able to simplify all the problems, because there is science in it. Education will largely determine the ability of members of farmer groups in the village of Sumuran Kecamatan Batang Toru. Thus, agricultural extension workers must be able to provide education to members of farmer groups even though it is not formal. In the sense of education in agriculture, so that farmer groups know various important aspects that must be improved on themselves. Then by itself will be able to have an impact on the production of agricultural products owned [25][26][27].

### **The influence of competence, skills, education affect the quality of Human Resources**

Analyzing the influence of competence, skills and education of field agricultural extension workers on the quality of human resources of farmer groups in Sumuran Village, Batang Toru District, South Tapanuli Regency, in this study it is proven that it is known from the test results when compared with  $t_{table} > t_{hitung} > 0,717$  so that it is concluded that competence, skills and education significantly affect the quality of human resources. And it is known that there is a significant  $0,717$ . This significant value is greater than  $0,05$  means that competence, skills and education significantly affect the quality of human resources.

Thus, skills, education and competency must really be improved with maximum effort. Efforts can be made by conducting various trainings, workshops, agricultural practices, non-formal education in agriculture and all related elements therein should be able to contribute to the farmers group [28]. What has now been done needs to be improved and improved quality, and the problems that exist in the management of members of the farmer group must be revised as soon as possible [29]. Because the revisions made will be a good refreshment for the agendas planned by agricultural extension workers and farmer groups [30].

## **5. Conclusion**

Based on the results of the t test on the influence of the competence of field agricultural extension workers on the quality of human resources of farmer groups in sumuran village, batangtoru District, South tapanuli regency, it shows that competence has a significant effect on the quality of human resources.

Based on the results of the t test on the influence of the skills of field agricultural extension workers (PPL) on the quality of Human Resources (HR) farmer groups in sumuran village, batangtoru District, South tapanuli regency, it was found that skills significantly affect the quality of human resources.

Based on the results of the t-test on the effect of education on the quality of human resources owned agricultural extension field farmer groups in the village sumuran batangtoru District of South tapanuli shows that education significantly affect the quality of human resources.

Based on the atbel F test, it is known about the influence of competence, skills and education of field agricultural extension workers on the quality of human resources of farmer groups in sumuran village, batangtoru District, South tapanuli Regency in this study it is proven that it is known from the test results, so it is concluded that competence, skills and education significantly affect the quality of human resources.

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