
INFLUENCE THE SOCIAL CAPITAL ON PERFORMANCE OF AGRICULTURAL EXTENSION OFFICERS FOR AGRICULTURAL EXTENSION IN KONAWA REGENCY

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ABSTRACT

This study aimed to examine: (1) how is the social capital on extension officers in agricultural extension; how is performance of extension officers in agricultural extension; and (3) how does influence the social capital on the performance of extension officers in agricultural extension in Konawe Regency. The research sample comprised the entire population of agricultural extension officers in agricultural extension who are State Civil Apparatus (ASN) in Konawe Regency, totaling 113 individuals, with sampling conducted through a census method. The research variables consist of independent variables, namely the social capital of agricultural extension officers and dependent variables, namely the performance of agricultural extension officers in agricultural extension. Data analysis for this research employs both descriptive and inferential statistics. Descriptive statistics are utilized to outline the characteristics of the variables, where as inferential statistical analysis is employed to investigate the influences variable of social capital of agricultural extension officers on the performance of agricultural extension officers in agricultural extension. The inferential statistical technique applied in this research is Simple Linier Regression Analysis. The results of the study showed that the social capital of agricultural extension officers is in the good category. The research results also showed that the performance of agricultural extension workers is in the good category. The results of the study also show that the social capital of agricultural extension officers has a significant positive effect on the performance of agricultural extension officers in agricultural extension in Konawe Regency. Increasing the social capital for agricultural extension officers will improve the performance of agricultural extension officers in agricultural extension.

Keywords : *Agricultural Extension, Extension Officers, Performance, Social Capital.*

PENDAHULUAN

Agricultural extension is an out-of-school education system for farmers and fishermen and their families with the aim of making them capable and self-sufficient in improving or improving their own welfare. The role of agricultural instructors in the learning process of the out-of-school education system for farmers and fishermen is very important, because increasing the capacity of farmers and fishermen is realized thanks to systematic and continuous interaction between farmers and fishermen and agricultural instructors in various technical, social and economic aspects of farming. Jamil et al (2021); Inten et al (2017), agricultural instructors have the main task of carrying out extension as the spearhead of agricultural development because they are closest to farmers as the main actors in agricultural development. Extension officers must be able to become facilitators for farmers to increase their knowledge and skills and be willing to adopt the technological information presented.

Agricultural extension workers serve as informal leaders within farming and fishing communities, possessing specialized skills in delivering informal education. Through the mechanism of agricultural extension, farmers gain access to the most current information regarding advancements in agriculture. The effectiveness of

agricultural extension is contingent upon the capacity of individual leaders to fulfill their roles as agricultural leaders. Listiana et al (2018), that it was indicated that extension workers ought to promote the autonomy of farmers to ensure their contentment with extension services. The strategic function of agricultural extension workers is crucial in the advancement of human resources. Wardani & Anwarudin (2018), that agricultural extension agents serve as facilitators, communicators, motivators, and advisors. Their primary responsibility is to offer guidance to farmers, particularly the youth. This initiative seeks to enhance the knowledge, skills, and attitudes of young farmers.

The effectiveness of agricultural extension officers in delivering agricultural support, particularly in Konawe Regency, continues to face challenges. Syafruddin et al (2014), that the performance of agricultural experts in Konawe Regency has been reported to exhibit a moderate level of achievement, as agricultural extension officers have not completely executed the components associated with the prestige of their role. Refiswal, (2018), that he stated that the performance of agricultural instructors still experiences limitations. This situation has given rise to the current situation of farmers who are still shackled by poverty, so agricultural extension still needs to continue improving its performance to help farmers solve their own problems, especially in aspects of their agricultural activities in his set. Pinati et al (2020), that who reported the results of their research that field agriculture instructors were classified as adequate. The level of satisfaction of rice farmers with the performance of field agriculture instructors is considered adequate.

The effectiveness of agricultural extension officers is influenced by various factors, with one significant aspect being the staff's capacity to execute agricultural extension activities. Berlo (1960), that we recommend four essential human resources that every professional extension agent should possess. These four qualifications include: (1) effective communication skills; (2) a positive work attitude; (3) a strong capacity for knowledge; and (4) sociocultural traits of the instructor that are suitable or adaptable to the sociocultural context of the target community. Edmonds et al (2016) that it was highlighted that a key competency in the field of communication literature is communicative behavior. This behavior can be conceptualized as an ecosystem encompassing both observable and unobservable elements. Kamariah (2016), that parliament acknowledges the existence of at least three dimensions of staff capacity, which include: a) Knowledge capacity, b) Skill capacity, and c) Conduct and ethics in the workplace.

The effectiveness of agricultural extension officers in executing extension activities is significantly affected by the social capital that these officers possess. Fukuyama, (2002), that social capital refers to an organic aggregation of informal values or norms that are collectively held by members of a group, facilitating their ability to cooperate with one another. Hasbullah (2006), that social capital is recognized as a shared norm or value within society that has the potential to enhance positive social and professional networks, facilitate mutually advantageous collaboration, foster a strong sense of concern and solidarity, and increase the level of trust among individuals in pursuit of common objectives. It is essential to investigate the impact of human resources and the social capital of instructors on the performance of agricultural extension agents, particularly in Konawe Regency. The research questions identified are: (1) how is the social capital on extension officers in agricultural extension; how is performance of extension officers in agricultural extension; and (3) how does influence the social capital on the performance of agricultural officers in agricultural extension in Konawe Regency.

MATERIALS AND METHODS

This research was conducted in May and July 2024 in Konawe Regency, Southeast Sulawesi Province. The research population or unit of analysis consists of all agricultural extension officers in Konawe Regency, who are civil servants, totaling 113 people. Sugiyono (2017), that the text elucidates that the population constitutes a generalized domain comprising both objects and subjects, each possessing specific properties and characteristics that researchers utilize in their studies, leading to the formulation of conclusions. Rephrase Shukla (2020) indicates that population is the total number of analysis units whose characteristics are estimated.

The research sample for this study was established through a census approach, encompassing the entire population of 113 agricultural experts in Konawe Regency. Etikan et al (2016), that he contended that the census test is often referred to as a saturated test. A saturated sample is a sampling method in which the entire population is selected as the sample, and this approach is commonly known as a census.

This study incorporated both exogenous and endogenous variables. The exogenous variables identified in this research include: (1) the social capital of extension officers (X1), which encompasses knowledge (X1.1), attitudes and work ethics (X1.2), proficiency in technical aspects of innovation (X1.3), communication skills (X1.4), and familiarity with the target social culture (X1.5); and (2) social capital (X2), which consists of participation (X2.1), trust (X2.2), social networks (X2.3), and social norms (X2.4). The endogenous variables examined in this research

pertain to the performance of agricultural extension officers (Y), which includes: the dissemination of extension materials tailored to farmers' needs (Y1), the application of agricultural extension methods in the designated area (Y2), enhancing farmers' capacity to access market information, technology, infrastructure, and financing (Y3), fostering and developing farmer group institutions (Y4), improving farming productivity (Y5), and nurturing and developing farmer economic institutions (Y6).

The instrument variables in this research were assessed using a Likert scale, where the responses to each item of the instrument were assigned weights and values, specifically: strongly agree (5), agree (4), neutral (3), disagree (2), and strongly disagree (1). According to Joshi et al (2015), the Likert scale serves as a tool to evaluate attitudes, opinions, and perceptions of individuals or groups regarding social phenomena. The examination of the research data was conducted through both descriptive and inferential statistical methods. Descriptive statistics were employed to characterize the human resource capacity, social capital, and performance of extension officers. According to Kaur et al (2018), that descriptive statistics are utilized to summarize or present an overview of the subject being examined, employing data derived from samples or populations in their current form, without engaging in additional analysis or making extensive inferences. Sugiyono (2017), that following is the formula for quantitative descriptive analysis in research:

$$I = \frac{R}{K}$$

Description:

- I : Class Interval
- R : Range
- K : Number of Classes

The inferential statistical technique applied in this research is Simple Linier Regression Analysis. Inferential statistical analysis is employed to investigate the influences variable of capacity of human resources of agricultural extension officers on the performance of agricultural extension officers in agricultural extension. The simple linear regression formula is:

$$Y = a + bX + e \quad (\text{Sugiyono, 2017})$$

Description:

- Y = Predicted value
- a = Constant
- b = Regression coefficient
- X = Independent variable
- e = Standard error

RESULTS AND DISCUSSION

Social Capital of Extension Officers

Social capital can also be interpreted as a resource that arises from interactions between people within a community (Kimbal, 2015). Social capital of extension officers in this research includes: participation, trust, social networks, and social norms. The results of research on social capital of extension officers in this study are presented in Table 1.

Table 1. Social Capital Of Extension Officers In Konawe Regency

Number	Dimensions	Average	Category
1	Participation	3.71	Good
2	Trust	3.52	Good
3	Social Networks	3.20	Good
4	Social Norms	3.27	Good
Total Average		3.43	Good

Source: *Processed Primary Data, 2024.*

Table 1 showed that the social capital of extension officers in Konawe Regency is in the good category. This shows that agricultural extension officers in Konawe Regency generally have good social capital but still need to improve it. The social capital of extension officers has an important role in supporting the performance of agricultural extension officers. Hasbullah (2006), stated that one of the roles of social capital is that social capital and economic development, a culture of mutual cooperation, mutual help, mutual improvement between individuals in village community entities reflect the spirit of reciprocity, mutual trust and the existence of networks. -social networks (social networking). This builds solidarity in village communities to start farming together to avoid pests, form farmer groups to jointly solve problems and find joint solutions to improve the agricultural economy.

Performance of Extension Officers

Performance is work performance or actual achievement that has been achieved by an employee. A person's performance is a comparison of the work results achieved by a person with the standards determined by an organization. Performance also means the results achieved by a person, both quality and quantity in an organization in accordance with the responsibilities given to him (Siregar, 2019). The performance of extension officers in this research includes: carrying out dissemination of extension materials according to farmers' needs; carry out the application of agricultural extension methods in the target area; increasing farmers' capacity to access market information, technology, infrastructure and financing; growing and developing farmer group institutions; increasing farming productivity; and growing and developing farmer economic institutions. The results of research on the performance of agricultural instructors are presented in Table 2.

Table 2. Performance of Extension Officers in Konawe Regency

Number	Dimensions	Average	Category
1	Carry out dissemination of extension materials according to farmers' needs	3.88	Good
2	Carry out the application of agricultural extension methods in the target area	3.48	Good
3	Increase farmers' capacity to access market information, technology, infrastructure and financing	3.42	Good
4	Growing and developing farmer group institutions	3.44	Good
5	Increasing farming productivity	3.71	Good
6	Growing and developing farmer economic institutions	3.52	Good
Total Average		3.57	Good

Source: Processed Primary Data, 2024.

Agricultural extension workers performance falls into the good group, as Table 2 demonstrates. This indicates that although agricultural extension workers have performed well in their roles, they still require improvement. The actual success of the work completed in compliance with the duties and obligations delegated to them and completed successfully and efficiently within a specified time frame is what is meant by agricultural extension agents' performance. Baruwadi et al (2020), that farmers' performance in raising farming output is influenced by the effective work of agricultural extension agents. The goal of this instructor's performance is to address the issues that farmers have when farming. Dewi et al (2021), that the performance is a job, task, or function carried out for a specific amount of time, or that the performance is a work result.

Research Result Data Analysis

This study analyzes the influence of social capital of agricultural extension workers on their performance in agricultural extension services using simple linear regression analysis. This analysis will examine R-Square and hypothesis testing.

R- Square

R-Square or coefficient of determination in simple linear regression is a statistical measure that shows how much of the proportion or percentage of variation in the dependent variable (Y) can be explained by the independent variable (X). Suhan & Rashmi (2018), that a tool for assessing how much dependent variable are influenced by independent variable is the determination coefficient (R-Square). A more successful predictive model for the relevant research is indicated by a higher R-Square value. Additionally, the R-Square value (R^2) can be

used to assess the influence of particular independent variable and ascertain whether dependent variable (Y) have a substantial impact. The R-Square value is detailed in Table 3.

Table 3. R-Square Value

Construct	R-Square (R ²)
Performance of extension Officers	0.670

Source: *Processed Primary Data, 2024.*

Table 3 showed that the R-Square value for agricultural extension officers' performance is 0.670, meaning that social capital extension officers' have impact on performance of extension officers' by 67 percent impact. According to Chan & Idris (2017), that for endogenous latent variables in the structural model, an R-Square value of 0.67 or above indicates that exogenous variables have a significant impact on the endogenous variables. On the other hand, an R-Square value between 0.19 and 0.33 is regarded as weak, and a value between 0.33 and 0.67 is classified as medium.

Ghozali & Latan (2020), assert that an R-Square value exceeding 0.75 signifies a robust model, while an R-Square ranging from 0.50 to 0.75 denotes a moderate model, and an R-Square between 0.25 and 0.50 reflects a weak model. The criteria for evaluating R-Square are as follows: (1) An R-Square value of 0.75 or higher suggests a strong influence between constructs; (2) An R-Square value between 0.50 and 0.75 indicates a moderate influence; and (3) An R-Square value from 0.25 to 0.50 signifies a weak influence between constructs.

Hypothesis Testing

To evaluate the significance of the influence or link between variables, hypothesis testing entails examining the t-statistics (T) or P-value (P). According to Sarstedt et al (2021), that a significant influence or association is indicated by a t-statistics value more than 1.96 or a P-value below the significance level of 0.05. The P-value is the main focus of hypothesis testing in this study. The findings from the hypothesis testing conducted in this study are detailed in Table 4.

Table 4. Effect of Independent Variables on Dependent Variables

Construct	P Values
Social capital of extension Officers -> Performance of extension Officers	0.000

Source: *Processed Primary Data, 2024*

Table 4 indicates that the impact of social capital on the performance of agricultural instructors is statistically significant, with a P-Value of 0.000, which is less than the threshold of 0.05. This finding suggests that the social capital possessed by instructors positively influences their performance. The social capital that extension officers utilize in their roles is crucial for enhancing their effectiveness in agricultural extension activities. Fukuyama (2002), asserts that trust, as a component of social capital, can motivate individuals to collaborate with others, leading to productive joint endeavors. Furthermore, Fathy (2019) that highlights how social capital is made up of a community's shared norms and values, which can help build strong professional and social networks, encourage high levels of concern and solidarity, foster mutually beneficial cooperation, and increase trust between people working toward shared goals.

CONCLUSION

Social capital of agricultural extension officers' and performance of agricultural extension in agricultural extension in Konawe Regency are good category. Performance of agricultural extension officers' is significantly improved by social capital of agricultural extension officers' in agricultural extension in Konawe Regency, Agricultural extension officers perform better the more human resources they have.

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