

The Effect of Training and Its Impact on the Performance of Agricultural Investors in the Nias District

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ABSTRACT

This research investigates the influence of training initiatives on the performance of agricultural investors in the Nias District. With the agricultural sector playing a crucial role in the district's economy, enhancing investor performance becomes essential for sustainable growth. Initial findings suggest a positive correlation between training participation and investor performance. Training programs are shown to equip agricultural investors with valuable skills, knowledge, and techniques, enabling them to make informed decisions, optimize resource utilization, and implement best practices. Additionally, the study identifies various factors influencing the effectiveness of training, including program content, delivery methods, and ongoing support. In conclusion, this study emphasizes the significance of training programs in enhancing the performance of agricultural investors within the Nias District.

INTRODUCTION

Indonesia is an agricultural country because still depend on sector agriculture as source eye livelihood and also as support development even sector agriculture have sufficient role important in activity the economy in Indonesia, this can seen in contribution to Product Adequate Gross Domestic (GDP). big that is about 13.28 percent in 2021 or is order second after sector industry (GDP Analysis of Agriculture Sector year 2022). Food is product agriculture which is need base the most important human being and its fulfillment is part from right guaranteed rights Constitution number 18 of 2012 concerning food, as component base For realize source Power qualified and mandated human beings that public have rights and opportunities wide in effort realize backup food.

Regency Nias is one area districts in North Sumatra Province in One the so -called island island Nias with area of the district Nias of 853.42 km² parallel and located west of the island of Sumatra with amount population 143,319 souls with rate growth population per year 2018-2019 of 0.34% (District Nias in Figures 2020). Department of Food Security, Agriculture and Fisheries Regency Nias is organization device the area it contains there is an executive unit technical counseling responsible agriculture answer in organize counseling agriculture good administration nor management and utilization. In upgrading sector agriculture needed source Power qualified human resources (HR), so that activities counseling can walk with Good so needed source Power extensionist who has Skills good work in field agriculture. Extension performance agriculture refers to the concept capable empowerment increase capacity and independence farmer. Extension performance agriculture is response or behavior individual to success work achieved by individuals in a manner actual in something organization in accordance duties and responsibilities answer given carried out to him in a manner effective and efficient based on period time certain in framework reach objective organization.

In sector agriculture one source Power teaching humans innovation or knowledge new in the cultivation more farming good is Extension Agriculture, Role extension worker agriculture as source Power human is very important in counseling agriculture For help public in increase sector agriculture. Counseling is form business non-formal education to individual or group society did in a manner systematic, planned and directed in business change sustainable behavior to achieve it enhancement production, revenue and repair welfare.

Extension as end spear progress in the field agriculture expected capable give good contribution in all field specifically agriculture, and as perpetrator development competent agriculture must capable develop business tough farming (better farming), trying farmer more profitable (better business) and alive more prosperous (better living). Based on Regulation of the Minister of Agriculture Number 49/PERMENTAN/OT.140/2011 Concerning Education and Training Guidelines Agriculture Apparatus and Non Apparatus, that is For realize agriculture that is tough, productive, efficient, empowered compete and improve well-being perpetrator main development agriculture, needed

enhancement capacity and competence apparatus and non apparatus agriculture through education and training agriculture. Implementation of Education and Training Extension Agriculture at the Department of Food Security, Agriculture and Fisheries Regency Nias almost every year loaded in planning budget will but No every year can held consequence limitations budget, because part large amount of funds allocated for the Office of Food Security, Agriculture and Fisheries Regency Nias directed For shopping physical and facilities given production to group farmer.

THEORETICAL REVIEWS

Training

Training is something activity introduction for develop performance employee on given job for him or something related with his work. According to Widodo (2018:6), training is an improvement process in a manner systematic and appropriate with the needs of employees with increase knowledge, skills and understanding as well as motivation self. Training is an enabling learning process employee carry out current job in accordance with standard. Larasati (2018:110) argues that training is education period short using procedure systematic and organized so that power non- managerial work learn knowledge and skills technical For objective certain.

Statements about above training disclose that training is something activity For repair ability Work somebody in relation with activity possible economy help employee in understand something knowledge practice and application To use increase knowledge, skills, skills required organization in reach goals that should also be customized with demands the job to be carried by one employee.

1. Understanding Satisfaction Work

According to Afandi (2018: 74) Satisfaction Work is positive attitude from power Work covers feelings and behavior in demand to his job through assessment of one work as appreciation in reaching one values important job. Satisfaction Work is matter important to have an individual inside work. Every individual worker owns different characteristics, then level of satisfaction the work varies too low satisfaction Work can give no impact same. Size satisfaction is highly based on faced and accepted reality as compensation effort and effort put in. Satisfaction Work depends on suitability or balance between expected with reality.

Another definition has been suggested Sudaryo et al (2018) satisfaction Work is feeling about pleasant or No pleasant about work based on on hope with compensation provided by the agency. Temporary another opinion about satisfaction work satisfaction was also stated by Hasibuan (2017). Work is attitude emotional fun and love his job. Attitude This reflected by work morale, discipline, and achievement work.

2. Influencing Factors Satisfaction

Work Satisfaction Work influenced by several factors (Mangkunegara 2017: 120), namely:

- a. Wages or welfare (pay), one form received financial component period employeetime certain or contribution to achievement objective designed and managed organization with principle fair and proper.
- b. Chance Promotion position. The process of moving and placing a employee in position more positions tall from previously gave challenge, responsibility moreresponsibility, authority, status and rewards big from their job title sit on before.
- c. Co- workers (boyers). Opportunities for workers For Work The same with other workers, so they can exchange thought and discuss problems encountered in work.
- d. Supervision quality. Ability deep top matter This Act as supervisor in gift help technical and support behavior in employees so does participation created by superiors can give substantial influence to satisfaction Work employee.
- e. Job type or work That alone. Attitude worker to character work like variation skills, identity task, signification, and bait come back work.

3. Extension Agriculture

Farmer is subject main determinant performance productivity the business they manage. kindly instinct farmer want his farm give benefit highest from source managed power. Productivity source Power Farming is very dependent on the technology applied, so ability and will farmer in use aspect - driven technology social and economic is condition absolute achievement business development agriculture in framework increase productivity in area.

Counseling agriculture has play role important in enhancement production agriculture in Indonesia. Journey development counseling agriculture since Formerly experiencing dynamic ups and downs in accordance with developments and roles important in development agriculture which is part from development national as well as is a transformation process from agriculture traditional become agriculture capable tough utilise source Power optimally capable do adjustment self in pattern and structure production to change attitudes, behavior, knowledge and skills farmer and his family as results from the learning process teach.

METHODOLOGY

The type of research used is study quantitative with approach descriptive. Research method quantitative is one type specific research is systematic, planned and structured with clear since beginning until making design his research. Research method quantitative can interpreted as method philosophy - based research positivism, yes used For researching population or

sample particular, technique taking sample in general done randomly, collection use instrument research, data analysis is quantitative/analytical statistics with objective For test hypothesis that has determined (Sugiyono 2017:8). Population in study This is power extension worker agriculture field within the District Agriculture and Food Security Service Nias totaling 40 people.

RESULTS

Based on the results of the questionnaire that was given to 40 agricultural extension workers in Nias Regency, from the responses of the respondents, a descriptive analysis was carried out for each research variable with the following results:

Table 1. Distribution of Respondents' Answers Against Training Variables (X_1)

No	Statement Items	STS		TS		KS		S		SS		Me ans	Ket
		f	%	f	%	f	%	F	%	f	%		
1.	Instructor expertise	-	-	6	15	9	22.5	12	30	13	32.5	3,8	Very good
2.	Material mastery	-	-	5	12.5	13	32.5	18	45	4	10	3,5	Very good
3.	Instructor skills	3	7,5	8	20	10	25	11	27.5	8	20	3,3	Good
4.	Participant spirit	2	5	4	10	16	40	14	35	4	10	3,3	Good
5.	Desire to understand the material	-	-	6	15	18	45	14	35	2	5	3,3	Very good
6.	The training method is according to the type of training	2	5	5	12.5	22	55	5	12.5	6	15	3,2	Good
7.	Topical training methods	2	5	5	12.5	23	57.5	6	15	4	10	3,1	Good
8.	Targeted training materials	2	5	4	10	9	22.5	21	52.5	4	10	3,5	Good
9.	Training materials as needed	-	-	7	17.5	9	22.5	12	30	12	30	3,7	Very good
10.	The training program increases competency	-	-	4	10	8	20	11	27.5	17	42.5	4.0	Very good
	Training (X_1)											3,5	Good

Based on Table 1 it is known that the mean value for the training variable (X_1) is 3.5 with a good category. Then it can be seen that the mean value of the

statement on the training method given according to the type of training has the lowest mean of the other nine statements, so it is necessary to pay attention to the Food Security, Agriculture and Fisheries Service of Nias Regency in order to choose the right method so that the benefits of the training are more optimal. The distribution of answers from 40 respondents to the training indicators is as follows:

- a) In the statement "Instructors are experts in presenting material during training" there were 6 respondents (15%) who disagreed, 9 respondents (22.5%) stated that they did not agree, 12 respondents (30%) agreed and 13 respondents (32.5%) stated that they strongly agreed with a mean value of 3.8 with a very good category meaning that the instructor was an expert in delivering material.
- b) In the statement "Instructors master the material and are able to explain the material well" there were 5 respondents (12.5%) who disagreed, 13 respondents (32.5%) stated that they did not agree, 18 respondents (45%) agreed and 4 respondents (10 %) stated that they strongly agreed with the very good category, meaning that the instructor mastered and was able to explain the material well.
- c) The statement "Instructors are able to guide participants so that they are able to improve counseling performance" there were 3 respondents (7.5%) stated that they strongly disagreed, 8 respondents (20%) stated that they did not agree, 10 respondents (25%) stated that they did not agree, 11 respondents (27.5%) stated that they agreed and 8 respondents (20%) stated that they strongly agreed with the good category meaning that the instructor was able to guide participants to improve counseling performance.
- d) The statement "Sir/Mrs are always enthusiastic about participating in training" there were 2 respondents (5%) stated that they strongly disagreed, 4 respondents (10%) stated that they did not agree, 16 respondents (40%) stated that they did not agree, 14 respondents (35%) agreed and 4 respondents (10%) stated that they strongly agreed with the good category meaning that the participants were enthusiastic about participating in the training.
- e) The statement "You have a desire to understand the material provided" there were 6 respondents (15%) disagreed, 18 respondents (45%) stated that they did not agree, 14 respondents (35%) agreed and 2 respondents (5%) stated strongly agree with the very good category means that participants have a good effort to understand the material.
- f) In the statement "You accept the training method provided according to the type of training" there were 2 respondents (5%) stated that they strongly disagreed, 5 respondents (12.5%) stated that they did not agree, 22 respondents (55%) stated that they did not agree, 5 respondents (12.5%) stated that they agreed and 6 respondents (15%) stated that they strongly agreed with the good category meaning that the training methods provided were good enough but needed to be improved.

- g) The statement "Training attended by fathers/mothers uses training methods that are appropriate to the topics discussed" there are 2 respondents (5%) stated that they strongly disagree, 5 respondents (12.5%) stated that they did not agree, 23 respondents (57.5%) stated that they did not agree, 6 respondents (15%) agreed and 4 respondents (10%) stated that they strongly agreed with the good category meaning that the training method was in accordance with the topic discussed.
- h) The statement "The training materials provided are in accordance with the objectives" there were 2 respondents (5%) stated that they strongly disagreed, 4 respondents (10%) stated that they did not agree, 9 respondents (22.5%) stated that they did not agree, 21 respondents (52.5%) stated that they agreed and 4 respondents (10%) stated that they strongly agreed with the good category meaning that the material provided in the training was in accordance with the objectives.
- i) In the statement "The training materials followed are in accordance with the needs of counseling" there were 7 respondents (17.5%) who disagreed, 9 respondents (22.5%) stated that they did not agree, 12 respondents (30%) agreed and 12 respondents (30%) stated that they strongly agreed with the very good category, meaning that the material provided was in accordance with the needs of counseling.

The statement "The training program that you attended increases counseling competence" There were 4 respondents (10%) disagreed, 8 respondents (20%) stated that they did not agree, 11 respondents (27.5%) agreed and 17 respondents (42, 5%) stated that they strongly agreed with the very good category meaning that the training program provided.

Table 2. Summary of Distribution of Answers Respondents for All Variables

No	Variable	Means	Information
1.	Training (X_1)	3,5	Good
2.	Motivation (X_2)	3,5	Good
3.	Workload (X_3)	4,1	Good
4.	Job Satisfaction (Z)	3,2	Currently
5.	Performance (Y)	4.0	Good

Primary data will be processed in 2023

Table 2 shows the respondents' answers to the research variables. From this summary, it is known that the training variable (X_1) is stated as good, motivation (X_2) is stated as good, workload (X_3) is stated as good, job satisfaction (Z) is stated as moderate and performance (Y) is stated as good.

DISCUSSION

Training own role important in determine performance employee, each organization stage training have reason certain which one will educate every employee to be more skilled and capable give superiority for organization to employee. According to Rachmawati (2018), that "Training is A receptacle

environment for employee Where they obtain or learn attitude and teaching process knowledge and expertise specific order employees the more skilled and capable carry out not quite enough answer with good”.

From the results distribution answer respondent so can is known that the mean for variable training is 3.5 with category well, p This means that training influential significant to satisfaction Work seen from all indicator including category good and very good. It means that the more tall understanding positive employee to training that followed so will the more high satisfaction Work employee. In order increase competence extension worker agriculture need optimizing training for extension worker in accordance with need Because part big from extension worker agriculture in the District Nias High school education/equivalent so that through training expected extension worker capable become agent professional change , creative and proactive in implementation his job solve problem farmer in the field in accordance discipline knowledge knowledge possessed, methodological and technical proper analysis in accordance each work area . Ongoing training continuously done so increase satisfaction Work instructors that have an impact on performance extension worker agriculture.

Research results This support study Alfian (2020) reveals that training Work influential positive and significant to satisfaction work. This result is also supported by results research conducted Zumrah and Boyle (2015) who obtained results significant variable training to satisfaction work.

That training will become factor pusher will the more height satisfaction Work employee Because training is a teaching process knowledge and expertise certain as well as employee attitude the more skilled and capable carry out not quite enough he replied with good. With the knowledge you have so a employee will the more tall believe himself and his abilities For achieve the target that has been determined.

CONCLUSIONS AND RECOMMENDATIONS

Based on results research that has outlined before, then can concluded that:

- 1) Training influential positive and significant to satisfaction Work extension worker agriculture in the District Nias.
- 2) Training through satisfaction Work influential positive and significant to performance extension worker agriculture in the District Nias.

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