

ANALYSIS OF JOB SATISFACTION AND MOTIVATION OF AGRICULTURAL EXTENSION WORKERS ON PERFORMANCE IN EAST JAVA PROVINCE

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ABSTRACT

In this paper, the researchers conducted the research to determine the relationship between satisfaction and job motivation. It was done by based on the partially or simultaneously on the performance of agricultural extension workers. That research was done in several Regencies in East Java, such as Lamongan, Nganjuk, and Pacitan. The type of research had used ex post facto, such as like a form of research in which can be assessed events. It has happened in the assessments of factual conditions in the field. The method in this research was used by doing several surveys. It had done by through interviews and filling out questionnaires. The research had taken parts to the location of research. The population was taken to all agricultural extension agents. It is totaling 215 people from these regencies as the object research. The location are such as Lamongan, Nganjuk and Pacitan district agriculture offices. The data was analyzed to get information from distributing questionnaires to agricultural extension workers from the three regencies using SPSS 26. The hypothesis analysis was carried out by using multiple linear regression analysis. The results of hypothesis testing shown that the job satisfaction has significant effect on the performance of agricultural extension workers. The jobs motivation have a positive and significant effect on the performance of the instructor; simultaneously job satisfaction and performancing have a positive significant effect on the performance of agricultural extension workers.

Keywords: *agricultural extension, motivation, performance, satisfaction*

BACKGROUND

The extension of activities had been brought out by field agricultural. The extension workers could run according to targets. So, it is also necessary to have reliable resources with adequate skills in which it could be accepted by the rice farmers. It is the same happened as well as land, infrastructure, investment and institutions that effective and efficient. So, that performance of agricultural extension workers are real. The effective and efficient performance of agricultural instructors have gotten an impact on increasing rice cultivation as well as adaptive farmer behavior in accepting the introduction of lowland rice agribusiness technology. The farmers are adaptable to technology and they had played in an active role in implementing technology packages. These was known as agricultural instructors. The implementing technology has an impact on increasing family income. As along the technological advances that the information had opened to agricultural instructors. It must be able to transform in providing extension materials to farmers. In several cities in east Java, the role of agricultural extension workers can be seen as the important for the farmers.

So that the agricultural extension agents had increased professionalism in various fields of modern agriculture.

The existence of agricultural extension agents as a determining factor could change the behavior of farmers to be more productive in rice agribusiness. It could be stated that the general performance of agricultural instructors was as personal professionals in the village in carrying out tasks ordered by the leadership. It had done well in order to increase agricultural productivity such as rice. The performance of agricultural extension workers needed to be continuously improving and becoming one of the indicators in the motivation to increase agricultural productivity. The effective and efficient performance of agricultural instructors have an impact to achieving the wishes of farmers, especially increasing agricultural production and ultimately increasing the income of the farmers being coached.

According to Tsauri (2014) in line with overall performance has a broader meaning. It was no longer the best because of the work. But it was consisting of how the work process takes place. The performance of agricultural extension workers as a whole must be continuously improving. A person's overall performance consists of the quality and quantity of output as well as reliability at work. In work, a person has a tendency to be faced with things that he/she might not have expected before. Talking about performance could not be separated from the factors that affect one's overall performance. These elements are including views on leadership style, organizational way of life, organizational dedication, motivation, and work enjoyment. An agricultural instructor must have the capacity to play a role in education, specifically: training, socialization/innovation, facilitation, consultation, supervision, monitoring, and evaluation. This situation has not been achieved yet due to weak efforts to increase self-potential, and a top-down nuanced policy pattern. The development of agricultural extension was still not aimed at lifestyle values, but it is based on more on financial rationality. The capacity of building must be accomplished through identification and evaluation of modern state capacity. It is not based on the views of superiors. These conditions were analyzed by comparing the best capacity options with the actual capabilities currently available. So, it was as existing capability gaps in found.

The performance of extension workers as a whole has a broad meaning. It was know from the ways in work process. It was also carried out and produces good products. It can be accounted for to their superiors. The performance of an instructor is an accumulation of the quantity and quality of the products produced as well as reliability in work. Regarding performance, it cannot be separated from the influences of the applied organizational structure, characteristics, satisfaction, competence, motivation, independence, other internal, and external factors. The existence of agricultural extension agents has a comprehensive capacity in developing extension materials, program socialization, motivation, facilitation, consultation, supervision, monitoring, and overall performance evaluation. This condition has not been achieved due to the weak development of personal potential, and institutional policy patterns in it has have a top-down nuance. The development of agricultural extension in Indonesia still did not refer to lifestyle values, but it is based on financial rationality. The development of extension resources still has to be resolved through identification and evaluation as a developing country with all its problems. In this condition, the gap in extension resources can be improved by increasing the capacity of extension workers with training, advanced studies, and increasing the salaries of agricultural extension workers. Furthermore, the performance of agricultural instructors is the quality of the instructor's work in carrying out all the duties and obligations of a

state apparatus and their potential for achievement and excellence. Therefore, the performance of agricultural instructors needed to be improved. It had happened because it was an important indicator in the development of rice agribusiness, provides conditions and sustainable agriculture.

Motivation is an effort to strengthen an individual's self-confidence in carrying out lifestyle activities in accordance with their skills and information. Motivation also has meaning closely related to organizational planning, especially in the range of implementation and assessment. An employer could be helped by using the motivation of people who could carry out tasks according to their abilities, achievements and expertise. The character motivation in organizations could come from within the individual or from outside the character. According to Anwas (2013) motivation is as a combination of interests, dreams, desires and emotions of a character in achieving an intention that is found to increase welfare and sustainability of existence. Motivation is an outward statement from a person which was carried out entirely based on the urge to behave or flows simultaneously through behavioral channels that produce dreams or goals.

In the essence, that motivation could inspire agricultural extension workers to work hard in achieving their goals. These goals could increase the productivity of the extension workers, so that it had an impact in achieving the dreams of the extension workers. The motivational assets used reference such as Tsauri (2014) wrote about the type of work and the feeling of joy from being regularly helped by local farmers. Likewise, there are many aspects that influence teacher work motivation, namely: the need for success, the desire for affiliation, the need for labor, a sense of security at work, earning an honest and competitive income, and a good work environment, appreciation for work performance, and keep repairing for fair share of the extension business (Harahap, Bahri and Pasaribu, 2022).

The pride in activity is one of the most important elements in getting the best painting results. At the time someone feels happy in painting. Of course, he/she had strive for quality with all the competence who he/she has to complete his work assignments. So that the personnel productivity and work results probably could increase optimally. In fact, the enjoyment of the process in general has not yet reached its maximum levels. The factors in which could be affected one's activity/extension satisfaction can almost be divided into business, namely intrinsic elements and extrinsic factors (Mahmudin and Komariyah, 2019).

The intrinsic factors were the actors that come from within and they were added to the painting, which in this sense is an extension institution. The eccentric issues concern things that come from outside a person, including the physical condition of the work environment, interactions with other personnel, and the payroll system. Increasing the enjoyment of the activities of officials at extension institutions in Indonesia was the most effective nation if the influencing factors could be known scientifically. Both of the qualitatively and quantitatively (the magnitude of the relationship) by emphasizing intervention on factors in which they have a more significant relationship (Adriyani, 2019).

The behavioral component was the employee's behavior or more often behavioral tendencies towards their works. The level of employee work satisfaction was also as evident by the fact that they try to attend work regularly, works hard, and intend to remain a member of the organization for a long time. Their comparisons were to the cognitive and affective components of job satisfaction. The behavioral component was less informative, because the attitudes does not always match behavior,

such as someone who doesn't like their works. But they remains an employee for financial reasons (Ramadhana and Subekti, 2021).

Work satisfaction was a very important factor in getting optimal work results. At the time, a person feels satisfaction at work, of course they had tried to reach as much as possible with all his abilities to complete their work assignments. In this way, the employee productivity and work results will increase optimally. According to Kinasih, Widiyanto and Suminah (2022): states that job satisfaction is a general attitude towards one's work as the difference between the number of rewards received by workers and the number of rewards they believe they should receive. While according to Anggara and Nursanti (2019) stated that job satisfaction can be understood through several aspects, namely job satisfaction is a form of employee response to the environmental conditions of work. The Job satisfaction is often determined by work results or performance, and job satisfaction is related to other attitudes possessed by each worker. Furthermore Hamdan Al-Zahrani et al. (2021) stated that job satisfaction is a person's feelings of pleasure or displeasure (favorable and unfavorable) with respect to his work.

RESEARCH METHODS

This research used quantitative research. The technique research used multiple linear regression evaluation. The motive for using was more than one regression analysis. The purpose of this research was to find out how the independent variables influence motivation and activity satisfaction on the overall performance of agricultural teachers. The speculation check was carried out using SPSS 26 calculations based on more than one regression evaluation. There were two regressions, namely partial testing and simultaneous testing. This partial test was carried out to determine whether or not the regression coefficient values (X_1 , this simultaneous check involves two unbiased variables (satisfaction and work motivation on the dependent variable (the overall performance of agricultural instructors) in testing whether there is a large influence simultaneously. Simultaneous testing uses the F distribution, namely to evaluate the calculation results F (F ratio) with table F. The analysis of regression coefficients and correlation coefficients were more than one linear regression. They were used to determine the percentage contribution of the influence of unbiased variables simultaneously on the basic variable (Y) and was able to provide an explanation of the variance of the dependent variable. Value of R^2 was the same with zero so that there was no influence of unbiased variables on structured variables

RESULT AND DISCUSSION

Results of Multiple Linear Regression Equation Analysis

Table 1 shows that the variables of instructor satisfaction (X_3) and extension motivation (X_5) are significantly different with the t count greater than a significance of 0.05. This means that job satisfaction (X_3) and motivation have a real influence on the performance of agricultural instructors in East Java. Based on the SPSS output in Table 1 in the Unstandardized Beta Coefficient column, the regression equation can be formulated as follows:

$$Y = 4.952 + 0,05X_1 + 0,01X_2 + 0,2X_3 + 0,06X_4 + 0,04 + 0,06X_5 - 2,40X_6 + C$$

The instructor's job satisfaction (X3) with a t-count of 2.295 is greater than the significance of 0.023, meaning that the instructor's job satisfaction variable has a positive impact on improving performance. Meanwhile, the motivation variable with a calculated t value of 2.490 is greater than the significance of 0.235, the same as job satisfaction has a significant effect on the performance of agricultural instructors. The higher the job satisfaction and motivation, the higher the agricultural extension performance.

Table 1. Results of Multiple Linear Regression Equation Analysis

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	4.952	1.063		4.657	.000
X1 (Organisation structure)	.005	.019	.019	.268	.789
X2(Characteristics)	.001	.014	.004	.059	.953
X3 (Satisfaction)	.209	.091	.162	2.295	.023
X4 (Competencies)	.006	.018	.025	.363	.717
X5 (Motivation)	.024	.020	.081	2.490	.235
X6 (Independence)	-.240	.184	-.089	-1.302	.194

a. Dependent Variable: Y1

Result of Correlation Coefficient (R) and Coefficient of Determination (Adjusted R²)

The correlation coefficient that the (R) is the correlation of more than one, especially the correlation between two or more variables that do not favor the dependent variable. The correlation coefficient shows how much the relationship between the variables job satisfaction and motivation together with the agricultural extension performance variables as a whole. The coefficient of determination (Adjusted R²) aims to determine how much the percentage of neutral variables (job satisfaction and motivation) is able to provide an explanation for the basic variable performance (Y1).

Table 2. Consequences of Correlation Coefficient (R) and Coefficient of Determination (R²)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.8409 ^a	.8744	.641	.02223

a. Predictors: (Constant), X6, X5, X2, X1, X4, X3

b. Dependent Variable: Y1

From the SPSS output above it can be explained the value of the correlation coefficient (R) of 0.841 indicates that there is a very strong relationship between the variables of instructor job satisfaction (X3) and instructor motivation (X5) on the performance variable of agricultural extension (Y) in East Java. (Adjusted R square) of 0.641. This figure can be used to see how much influence job satisfaction and work motivation have on instructor performance with a magnitude of 64%. The remaining 36% is still influenced by external factors that still need further investigation. Prediction of errors in agricultural extension performance of 0.023.

Results of Simultaneous Hypothesis Testing (Test F)

This check is used to determine whether or not unbiased variables (job satisfaction and instructor motivation) have a simultaneous and large influence on the specified variable (performance of agricultural instructors).

Table 3. Outcomes of Simultaneous Speculation Testing (F Test)

	Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	.081	6	.013	1.584	.153 ^b
	Residual	1.769	208	.009		
	Total	1.850	214			

a. Dependent Variable: Y1

b. Predictors: (Constant), X6, X5, X2, X1, X4, X3

Table 3 stated that it appears the F-count of 1.584 is greater than the significance of 0.153, meaning that there is a close relationship between the variables tested and the performance of agricultural instructors. From the results of statistical studies. It also appears that job satisfaction (X3) and motivation (X5) have a direct influence on the performance of agricultural extension.

CONCLUSION AND SUGGESTION

The results of this research conclude that job satisfaction and motivation influence the performance of agricultural instructors as a whole, both simultaneously and partially in East Java. The conclusion can be explained as follows, the work motivation variable (X3) has an effective and partly good influence on the overall agricultural instructor performance variable (Y) in East Java, the job satisfaction variable (X3) has a very large and beneficial influence on the agricultural instructor performance variable (Y) in East Java, and there is a very close influence between the variables of job satisfaction and motivation on the performance variable of agricultural instructors with an R value of 0.841 and an Adjusted R square value of 0.64 (64%). This research still needs to be continued by looking for factors other than job satisfaction and motivation that influence the performance of agricultural instructors in East Java.

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