
Factors That Influence The Work Performance Of Agricultural Instructors In Cultivating Farmer Groups In Sikur District, East Lombok Regency

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Abstract

This research aims to determine the significance of the simultaneous and partial influence of motivation on the performance of agricultural instructors in Sikur District. The number of samples taken in this research was 50 respondents from agricultural extension workers in Sikur District, East Lombok Regency. Meanwhile, data analysis uses multiple linear regression analysis. Based on the results of research that has been carried out, it is found that intrinsic motivation (X1) and extrinsic motivation (X2) have a positive and significant effect on the performance of agricultural instructors in Sikur District, East Lombok Regency. Based on the results of the partial test (t-test), intrinsic motivation and extrinsic motivation have a significant and positive effect on the performance of agricultural instructors in Sikur District, East Lombok Regency. Meanwhile, the variable that more dominantly influences the performance of agricultural instructors in Sikur District, East Lombok Regency is the intrinsic motivation variable (X1) with a calculated t value of 6.904 which is greater than the extrinsic motivation variable. The intrinsic motivation and extrinsic motivation of agricultural extension instructors in Sikur District, East Lombok Regency are currently classified as moderate. So, there is a need for two-way communication between the instructors and the leadership, because with this effort the leadership can find out what the instructors want and vice versa the instructors can provide feedback to the leadership and the organization, namely by showing higher performance.

Keyword: *Performance; Motivation; Agricultural Extension Officer; Sikur District; Multiple Regression*

1. Introduction

It cannot be denied that globalization has demanded many changes and improvements in various fields. If it is related to human resources, there needs to be an increase in the quality and ability of the workforce so that they can be independent and competitive. One aspect relating to human resources that companies must pay attention to is employee work motivation, namely the employee's willingness to exert all their power and effort for the company. The level of employee work motivation will determine the level of competitive advantage for the company.

Every activity carried out by a person is driven by a power within that person, this driving force is called motivation. Employee work motivation in an organization can be considered simple and can also be a complex problem because basically, humans are easy to motivate by giving what they want. The definition of motivation according to [1], namely efforts to strengthen individual self-confidence in carrying out life activities according to their abilities and knowledge.

Organizations not only expect employees who are capable, capable, and skilled but also employees who have the will to work hard and desire to achieve optimal work results. The abilities, skills, and skills of employees are meaningless to the company if they do not have the willingness to work hard using the abilities, skills, and skills they have. Therefore, motivation has an important role, because with motivation it is hoped that each employee will have the will to work hard and achieve high work performance.

Motivation is increasingly important because leaders distribute work to their subordinates so that it is done well and directed towards previously set goals. Leaders in motivating employees must realize that humans have the will to work hard in the hope that they will be able to fulfill their needs and desires from the results of their work. This motivation is given in the form of two things, namely intrinsic motivation and extrinsic motivation. Motivation theory suggests that motivation factors consist of: [2]

- a. Intrinsic motivation includes Creative and challenging work, Achievement, Rewards, Responsibility, the Possibility of improving one's identity, and Progress in career.
- b. Extrinsic motivation is a driving force that comes from outside a person, such as salary, policies and administration, working conditions, work relationships, company procedures, and status.

With the motivation provided, it is hoped that it can improve employee performance. Understanding performance according to [3] argues that performance is the result of work that has a strong relationship with the organization's strategic goals, and customer satisfaction, and contributes to the economy. A group or organization consists of several individuals, so individual performance will influence the performance of the group or organization.

In East Lombok Regency, an agricultural extension center has been established in Sikur District, East Lombok Regency. The Agricultural Extension Center has the task and function of carrying out counseling and assistance to farmers, farmer groups, and farmer group associations in East Lombok Regency. In carrying out their work, extension workers do not carry out all the work themselves, but rather with good cooperation between fellow extension workers in completing a job. In this case, the leader of the extension center tries to encourage and arouse the motivation (willingness) of his instructors to carry out work that is their obligation, so that they are motivated to work as well as possible and can improve their performance.

Judging from the provision of extrinsic motivation, the leadership always tries to encourage the extension workers by providing salaries according to government standards and providing additional daily money in the form of food and transportation, the leadership of the extension center also tries to implement policies that are always in favor of the extension workers, such as the policy on using office motorbikes. for instructors who do not have their vehicle, and simplifies the work administration process and managing daily or monthly reports to instructors. However, judging from the working conditions, the instructors do not have their workspace, there is only one room for resting and making reports, this is due to the assumption that all instructors are assigned outside the office, so there is no need for a workspace. Meanwhile, working relationships between fellow instructors are still not well established at the extension center office, this can be seen from several instructors working individually and not directing other instructors in completing tasks well and quickly.

2. Materials and Methods

This research was conducted at the Agricultural Extension Center of Sikur District, East Lombok Regency for the following reasons: 1) The role of the leadership of the Agricultural Extension Center of Sikur District, East Lombok Regency in improving employee performance through providing motivation has not been felt optimally by employees; 2) There is a decrease in work quality, employee responsibility, employee timeliness in completing tasks, which has an impact on reducing employee performance; 3) There is a willingness from the leadership of the Agricultural Extension Center, Sikur District, East Lombok Regency to grant research permission and provide the information needed by the author while conducting the research; and 4) There is a willingness of employees to be subjects in this research. The data collection method used is the census method where the entire population is sampled, the census is a method where the entire population is taken as respondents [4]. The population in this study were all employees of the Agricultural Extension Center, Sikur District, East Lombok Regency, namely 50 employees who were also respondents in this study.

2.1. Variable Measurement

In giving weighting to each motivation variable, in this case, a Likert scale is used consisting of strongly agree (SS), agree (S), disagree (KS), disagree (TS), and strongly disagree (STS). The assessment is weighted as follows [5]:

- Score 5 if the respondent chooses the answer strongly agree (SS)
- Score 4 if the respondent chooses the answer agree (S)
- Score 3 if the respondent chooses the answer disagree (KS)
- Score 2 if the respondent chooses the answer to disagree (TS)
- Score 1 if the respondent chooses the answer strongly disagree (STS)

According to [5] determining category values uses class intervals with the following formula:

$$\text{Class Interval} = \frac{\text{Highest Value} - \text{Lowest Value}}{\text{Number of Classes}}$$

The highest value is 5 and the lowest value is 1, which comes from the research scale. The number of classes is 5, so the values are from 1 to 5 with the values in the sequence being strongly disagree, disagree, disagree, agree, and strongly agree. From the formula above, the interval values are obtained as follows:

$$\text{Class Interval} = \frac{5 - 1}{5}$$

From this interval, the limit values will be obtained for each class and after that, the average or mean value of each variable is entered into these classes to determine the research results. General assessment follows the Tabel 1 [5].

Table 1. Variable Interval Value Categories

Interval	Performance	Motivation
Average score 4,2 – 5,0	Very high	Very high
Average score 3,4 – 4,2	High	High
Average score 2,6 – 3,4	Moderate	Moderate
Average score 1,8 – 2,6	Low	Low
Average score 1,0 – 1,8	Very Low	Very Low

2.2. Multiple Linear Regression Analysis

Multiple linear regression analysis was used to test the hypothesis in this study. Systematically, this analysis is expressed in the form of statistical equations [5].

$$Y = \alpha + b_1X_1 + b_2X_2 + e$$

Where:

- Y = Work performance
- X₁ = Intrinsic motivation
- X₂ = Extrinsic Motivation
- α = Constant
- b₁, b₂ = Regression Coefficients
- e = Standard Error

2.3. Simultaneous Regression Coefficient Test (F Test)

The F test is used to test the level of significance of the parameters together from the variables measured against the dependent variable, and whether they are statistically acceptable by comparing calculated F and table F. This analysis is used to test motivational factors on employee performance. If H₀ is accepted, it means that there is no significant simultaneous influence between Intrinsic and Extrinsic Motivation on Employee Performance.

2.4. Partial Regression Coefficient Test (t-Test)

This test is carried out to find out whether each independent variable individually affects the dependent variable. The t-test is a partial hypothesis testing method for regression coefficients, namely by comparing the statistical value of each regression coefficient with the t-table value according to the level of significance used. If H_0 is accepted, it means that there is no partial significant influence between the variables Intrinsic Motivation and Extrinsic Motivation on Employee Performance.

2.5. Analysis of the Coefficient of Determination

Used to clarify variations in the influence of Intrinsic Motivation and Extrinsic Motivation variables on employee performance variables at the Agricultural Extension Center, Sikur District, East Lombok Regency. According to [6], the formulation used in this test is:

$$R^2 = (TSS-ESS) / TSS \\ = RSS / TSS$$

Where:

ESS = Sum of squares from regression

TSS = Total sum of squares

RSS = Sum of disturbance error quadrants

3. Results and Discussion

3.1. Description of Research Variables

The respondents in this study were extension workers who were taken as a whole (census) with a total of 50 respondents. The recapitulation of the frequency of respondents' responses in the following table illustrates motivation and performance as one of the organization's efforts to improve the performance of instructors at the East Lombok Agricultural Extension Center. A description of the measurement of respondents' answers to the intrinsic motivation variable can be seen in Table 1. The intrinsic motivation of East Lombok's highest agricultural instructor lies in providing the leadership of the extension center with opportunities to advance in their careers. In formal organizations, the existence of intrinsic motivation has consequences for leaders to be able to encourage employees to further improve their performance. Therefore, it is hoped that with intrinsic motivation, company leaders can improve the performance of their employees for the better. The existence of intrinsic motivation can be used as an effective driving force for employees to improve performance which will ultimately improve the performance of the company [7].

Table 1. Average Score Value and Description of Intrinsic Motivation Variables

Indicator Variable X_1	Total Score	Average	Description
a. The instructor's skills, abilities, and skills in completing the work	169	3.38	Moderate
b. The work results achieved by extension workers in carrying out their tasks	160	3.20	Moderate
c. Recognition and awarding by the leadership of the extension center	160	3.20	Moderate
d. The obligation for instructors to carry out their duties and the ability to use the facilities provided	154	3.08	Moderate
e. Opportunities provided by the leadership of the extension center to develop their potential	166	3.32	Moderate
f. Providing opportunities for advancement by the leadership of the extension center in career	181	3.62	High
Total	1.697	19.8	
Average		3.30	Moderate

Source: Primary data processed (2023)

Based on Table 1, the overall average value of the intrinsic motivation variable is 3.30 and is included in the medium category. This states that the intrinsic motivation given by the leadership to the instructors at the East Lombok Agricultural Extension Center is felt by the instructors to be able to support their work because, with the intrinsic motivation possessed by the instructors, they will be able to improve the performance of the instructors at the Agricultural Extension Center.

Table 2. Average Score Value and Description of Extrinsic Motivation Variables

Indicator Variable X ₂	Total Score	Average	Description
a. Payment of wages or salaries for work performance that has been carried out	186	3.72	High
b. The policies implemented by the extension center can motivate the extension workers	153	3.06	Moderate
c. The working conditions carried out at the extension center can improve employee performance.	170	3.40	High
d. The working relationship created between leaders and instructors, and fellow instructors	151	3.02	Moderate
e. The work procedures in the extension center are carried out well and easily.	160	3.20	Moderate
f. The status of instructors in the extension center is fully recognized by the leadership and other instructors.	168	3.36	Moderate
Total	988	19.76	
Average		3.29	Moderate

Source: Primary data processed (2023)

Table 2 will display a description of the measurement of respondents' answers to the extrinsic motivation variable. Based on the table above, the average value of the extrinsic motivation variable is 3.29. This states that the extrinsic motivation given by the leadership to the instructors at the East Lombok Agricultural Extension Center has been felt by the instructors, this is evident from the respondents' answers. Therefore, it is hoped that the leadership of the East Lombok Agricultural Extension Center will provide even higher levels of extrinsic motivation to the instructors so that the instructors will have high enthusiasm for their work in the end they will be able to improve their performance even higher. Some of the biggest factors influencing the extrinsic motivation of East Lombok agricultural instructors are the payment of wages or salaries for work performance that has been carried out and the conditions of work carried out at the extension center can improve employee performance. Research conducted by [8] shows that income is a factor that influences instructors' decisions in improving performance. Extrinsic motivation comes from outside the instructor who is influenced by the surrounding environment, such as a person's behavior which is influenced and stimulated by their desires, needs, goals, and satisfaction [9]. Extrinsic motivation always comes from needs that the individual has internalized, although other people may have a part in motivating the individual [10].

Table 3. Average score values and description of instructor performance variables

Variable performance of instructors (Y)	Total Score	Average	Description
a. The extension workers can provide good output when working at the extension center	166	3.32	Moderate
b. Extension agents are sincerity in carrying out their duties and do not abuse their authority.	165	3.30	Moderate
c. Extension agents can act independently of other people.	164	3.28	Moderate
d. The level of presence of extension workers while working at the extension center is very high.	165	3.30	Moderate
e. The instructor has the willingness to react to situations well and normally.	168	3.36	Moderate
f. Extension workers can achieve work results			

g. Extension agents can collaborate	165	3.30	Moderate
h. The knowledge and knowledge possessed by the instructor.	165	3.30	Moderate
i. An instructor who can complete the job.	167	3.34	Moderate
j. Have punctuality in completing work.	166	3.32	Moderate
	163	3.26	Moderate
Total	1.654	33.08	
Average		3.30	Moderate

Source: Primary data processed (2023)

Based on table 3, the measurement value of respondents' answers for the instructor performance variable has an overall average value of 3.30, which means it is in the medium category. This shows that the performance of the instructors at the East Lombok Agricultural Extension Center must be further improved so that it is higher and in line with the leadership's expectations. It is hoped that with better intrinsic and extrinsic motivation, instructors will be able to improve their current performance.

3.2. Multiple Linear Regression Test Results

The following are the results of multiple linear regression to answer the problem that the researchers studied, namely to find out how much influence intrinsic motivation and extrinsic motivation have on the performance of instructors at the East Lombok Regency Agricultural Extension Center.

Table 4. Multiple Linear Regression Test Results

Model	Coefficients											
	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95% Confidence Interval for B		Correlations		Collinearity Statistics		
	B	Std. Error	Beta			Lower Bound	Upper Bound	Zero order	Partial	Part	Tolerance	VIF
1 (Constant)	1.803	2.923		2.191	.033	.524	12.283					
X ₁	1.180	.185	.781	6.904	.000	.907	1.653	.813	.710	.585	.560	1.785
X ₂	.968	.159	.048	4.425	.003	.652	.887	.566	.562	.436	.560	1.785

a. Dependent Variable: Y

Source: Primary data processed (2023)

To determine the formulation of the regression equation for the influence of intrinsic motivation on the performance of instructors at the East Lombok Regency Agricultural Extension Center, multiple linear regression coefficient analysis was carried out. Based on the results of the regression coefficient analysis above, the formula for the multiple linear regression equation is:

$$Y = 1.803 + 1.180X_1 + 0.968X_2 + e$$

This linear regression equation can be interpreted as follows:

- A constant value of 1.803 means that the performance of instructors at the East Lombok Regency Agricultural Extension Center is 1.803 units, with this assuming that intrinsic motivation (X_1) and extrinsic motivation (X_2) are in a constant state.
- β_1 is 1.803 means that the regression coefficient for the intrinsic motivation variable is 1.803, stating that every time there is an increase of 1 point in the intrinsic motivation variable (X_1), it will increase the instructor's performance (Y) by 1.803 points. Assuming the extrinsic motivation variable (X_2) is constant.
- β_2 is 0.968 means that the regression coefficient for the extrinsic motivation variable is 0.968, stating that every time there is an increase of 1 point in the extrinsic motivation variable (X_2),

it will increase the instructor's performance (Y) by 0.968 points. Assuming the intrinsic motivation variable (X_1) is constant.

3.3. t Test Results (Partial Test)

To test the hypothesis of the influence of intrinsic motivation (X_1) and extrinsic motivation (X_2) on the performance of instructors (Y) at the East Lombok Regency Agricultural Extension Center can be seen in Table 5. So it can be said that the variables intrinsic motivation and extrinsic motivation have a significant and positive effect on the performance of instructors at the East Lombok Regency Agricultural Extension Center at a real level of 5%. Therefore, the decision taken is to accept H_1 and reject H_0 . So the first hypothesis can be accepted.

Table 5. t Test Regression Coefficient

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	1.803	2.923		2.191	.033
X_1	1.180	.185	.781	6.904	.000
X_2	.968	.159	.048	4.425	.003

Source: Primary data processed (2023)

Intrinsic motivation variable (X_1)

The intrinsic motivation variable (X_1) has a calculated t value of 6.904 with a significance of 0.000 with a t table of 1.67 (the way to find the t table uses the formula $df = n - k - 2 = 48$). This means that the result of t count > t table means the decision is that H_0 is rejected and H_1 is accepted.

Ektrinsic motivation variable (X_2)

The motivation variable (X_2) t value is 4.425 with a significance of 0.003 with a t table of 1.67. This means that the result of t count > t table means the decision is that H_0 is rejected and H_1 is accepted.

3.4. F Test Results (simultaneous)

Correlation explains the relationship between the independent variables (X) which are arranged in a regression equation model, namely intrinsic motivation and extrinsic motivation have a positive and significant effect on the performance of instructors at the East Lombok Regency Agricultural Extension Center (Y).

Based on table 6, shows the results of the ANOVA test or F Test that the calculated F is greater than the F table, namely 3.20, which means it is significant, with a significance level of 0.000 which is smaller than (<0.05) meaning that the intrinsic motivation and extrinsic motivation variables have a positive effect and significant to the performance of instructors at the East Lombok Regency Agricultural Extension Center. This means that the second hypothesis can be accepted.

Table 6. F Test Results

		ANOVA				
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2268.794	2	1134.397	46.166	.000
	Residual	1154.886	47	24.572		
	Total	3423.680	49			

a. Predictors: (Constant), X_2 , X_1

b. Dependent Variable: Y

Source: Primary data processed (2023)

If there is an increase and improvement in intrinsic motivation and extrinsic motivation carried out by the leadership of the East Lombok Regency Agricultural Extension Center (Y) in the future, there will be an opportunity to improve the performance of instructors, conversely, if there is no improvement in intrinsic motivation and extrinsic motivation it will cause the lower the performance of the instructors at the East Lombok Regency Agricultural Extension Center.

3.5. Dominant Test Results

To determine the third hypothesis, namely the variable that more dominantly influences the performance of instructors at the East Lombok Regency Agricultural Extension Center, it can be seen from the values of each variable, intrinsic motivation and extrinsic motivation, which are as follows:

- a. The intrinsic motivation variable (X_1) has a calculated t value of 6.904 with a significance of 0.000 with a t table of 1.67. This means that the result of t count > t table means the decision is that H_0 is rejected and H_1 is accepted.
- b. For the extrinsic motivation variable (X_2) the calculated t value is 4.425 with a significance of 0.003 with a t table of 3.20. This means that the result of t count > t table means the decision is that H_0 is rejected and H_1 is accepted.

Meanwhile, the most dominant variable is the variable that has the largest calculated t value compared to other variables, namely the intrinsic motivation variable (X_1). Where the intrinsic motivation variable (X_1) has a calculated t value of 6.904, higher than the extrinsic motivation variable (X_2). So the third hypothesis can be proven.

3.6. Coefficient of Determination Test

Meanwhile, the coefficient of determination explains how much contribution the independent variable makes to the performance variable of instructors at the East Lombok Regency Agricultural Extension Center.

Table 7. Determination Coefficient Test

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Model Summary					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	.814	.763	.648	4.95702	.663	46.166	2	47	.000	1.912

a. Predictors: (Constant), X_4 , X_2 , X_3 , X_1

b. Dependent Variable: Y

Source: Primary data processed (2023)

Based on Table 7, the coefficient r is 0.814 (81.4%) meaning that the independent variables (intrinsic motivation and extrinsic motivation) have a close relationship with the performance variable of instructors at the East Lombok Regency Agricultural Extension Center. Meanwhile, the R^2 (coefficient of determination) is 0.663 or 76.3%. This means that the independent variables, namely intrinsic motivation (X_1) and extrinsic motivation (X_2) can explain the performance of instructors at the Agricultural Extension Center, Sikur District, East Lombok Regency with a contribution of 76.3% while the remaining 23.7% is influenced by variables, others not examined in this study.

4. Conclusion

Based on the results of the Simultaneous Test (F Test), show that intrinsic motivation (X_1) and extrinsic motivation (X_2) have a positive and significant effect on the performance of agricultural instructors in Sikur District, East Lombok Regency. A partial test (t-test) found that the variables intrinsic motivation and extrinsic motivation had a significant and positive effect on the

performance of agricultural extension instructors in Sikur District, East Lombok Regency. Meanwhile, the variable that more dominantly influences the performance of agricultural extension instructors in Sikur District, East Lombok Regency is the intrinsic motivation variable (X_1) with a calculated t value of 6.904 which is greater than the extrinsic motivation variable.

The intrinsic motivation and extrinsic motivation of agricultural extension instructors in Sikur District, East Lombok Regency are currently classified as moderate, so there is a need for two-way communication between instructors and leaders because, with this effort, leaders can find out what the instructors want and vice versa. Extension workers can provide feedback to leaders and organizations, namely by showing higher performance. Then, the leadership of the Agricultural Extension Center, Sikur District, East Lombok Regency, must provide opportunities for instructors to improve their abilities, and improve their achievements by guiding instructors through training and training to further improve the performance they have obtained.

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