

# Analysis of the Performance Improvement of Agricultural Owners in the Development of Bali Cow Business in Paser Regency (Case Study: Long Ikis District)

Abdul Rachim, Taufik Hidayat and Hamdani

Agriculture Faculty, Lambung Mangkurat University, Banjarbaru, South Kalimantan, Indonesia

DOI: 10.29322/IJSRP.8.9.2018.p8162

<http://dx.doi.org/10.29322/IJSRP.8.9.2018.p8162>

**Abstract-** This study aims to determine the performance of agricultural extension workers, know the success of farmers, analyze the relationship between the performance of agricultural extension workers and the success of farmers and analyze the relationship of each factor: knowledge, skills, motivation, attitudes, facilities and distance of residence with the performance of agricultural extension workers in the development of livestock bali cattle in Long Ikis District, Paser Regency.

This research was carried out from October 2017 to February 2018 in the Long Ikis Subdistrict of Paser Regency, East Kalimantan, with consideration of having the most potential development of Bali cattle among the districts in Paser Regency, thus supporting this research. This research is a case study, with a sample of 96 farmers and 16 agricultural extension workers. The analysis method used in this study is scoring, validation and reliability analysis.

The results showed that the performance of agricultural extension workers was less successful both from the nature of personality, namely; perseverance, discipline, hard work, responsibility, and example and the results are; frequency of extension workers, instructor materials, extension programs, changes in behavior and development in the development of bali cattle business. The success of the breeders can also be said to be less successful can be seen from weight gain, decreased mortality, knowledge of farmers, number of ownership, handling of diseases, capital and marketing. To relate the performance of agricultural extension workers to the success of farmers at 0.783 or have a real positive relationship, while the relationship between the performance of agricultural extension with supporting factors is; for knowledge of 0.652 or have a real positive relationship, skill is 0.697 or has a real positive relationship, motivation is 0.525 or has a real relationship, attitude is 0.508 or has a real relationship, distance of residence is 0.689 or has a real positive relationship and facilities are not significantly related because the value is the same.

**Index Terms-** performance improvement, agriculture extension

## I. INTRODUCTION

Bali cattle farm, Long Ikis District, Paser District, East Kalimantan is one of the most important sectors in the economy in this area, because livestock business is also one of the main providers of income for farmers and employment for some Paser District residents. With the effort to develop bali cattle breeding, it is expected to be able to expand employment opportunities and improve the welfare of farmers in accordance with the law of the Republic of Indonesia Number 41 of 2014 concerning livestock and animal health.

The high and low performance of agricultural extension workers will have an impact on the success of farmers in developing bali cattle business. The success of farmers includes: (a) increasing weight gain of Balinese cattle; (b) a decrease in the percentage of Bali cattle deaths; (c) increasing the number of ownership scales of Bali cattle business; (d) implement appropriate technology; (e) able to control disease in Bali cattle; (f) able to make cages that meet the requirements; (g) able to find capital to increase its business; (h) able to market their livestock; (i) and is able to increase its income in accordance with the regulation of the Minister of Agriculture No. 91 / Permentan / OT.140 / 9/2013 concerning Guidelines for Evaluating the Performance of Agricultural Extension. Therefore, the study of "Improving the Performance of Agricultural Extension in the Development of Bali Cattle Business in Paser District (Case Study: Longikis District)"

### 1. Formulation of the problem

Based on the background above, it can identify several problems in this study:

1. What is the performance of agricultural extension workers in the development of farmers' businesses?
2. What is the success of farmers in developing the breeder business?
3. How is the relationship between the performance of agricultural extension workers and the success of farmers in developing the farmer business?
4. What is the partial relationship between knowledge, skills, motivation, attitudes, distance of residence, and

facilities with the performance of agricultural extension workers in the development of breeder business?

## 2. Research purposes

Based on the problems stated above, this research has the following objectives:

1. Knowing the performance of agricultural extension workers in the development of farmers' businesses.
2. Knowing the success of farmers in developing farmer businesses.
3. Analyzing the relationship between the performance of agricultural extension workers and the success of farmers.
4. Analyzing the relationship of each factor: knowledge, skills, motivation, attitudes, facilities and distance of residence with the performance of agricultural extension workers in the development of breeder businesses.

## 3. Benefits of research

Based on the research objectives stated above, this study has the benefits of:

1. For extension workers, so they can introspect and then provide input and consideration to the local government about the performance of agricultural extension agents in the development of livestock businesses
2. For breeders, in order to increase knowledge about the development of Bali cattle business in the Long Ikis District of Paser Regency, it is hoped that it will motivate to be more active and serious in developing Bali cattle business.
3. For students, in order to increase knowledge about the performance of agricultural extension workers in the development of Bali cattle business in the District of Long Ikis Paser Regency.

## II. RESEARCH METHODS

### 1. Planning

The research was carried out in October 2017 to February 2018. This research was carried out in the Long Ikis Subdistrict, Paser Regency, East Kalimantan, where the sub-district was one of the biggest places for developing Bali cattle business.

### 2. Data Collection Method

Collection is done with primary and secondary data. Primary through questionnaire with respondents while secondary data uses references in the form of related institutions and other literature.

### 3. Sampling Method

The choice of this location was determined by using the purposive sampling method which is a method of determining the location / research sample based on certain considerations (Soekartawi, 1995).

Respondents for farmers used in this study were determined proportionally, which was taken 10% of each village studied. The number of samples is determined based on the Slovin formula (Consuelo, 1993).

## 4. Data analysis method

### Variable measurement

To be able to take a conclusion from the data obtained in data processing descriptive method is used.

Data regarding the variables of performance, knowledge, skills, motivation, distance of residence, agricultural extension facilities and farmer success are measured on a five-level scale (1,2,3,4,5). This scale uses five categories of answers for each question that is compiled. Each answer is scored consistently.

Acquisition of total agricultural extension performance scores, knowledge, skills, motivation, attitudes, distance of residence, facilities and success of farmers in Bali cattle business are presented in percent (%) based on the ideal maximum score (Singarimbun and Effendi, 1989). To find out the value values of performance, knowledge, skills, motivation, attitudes, distance of residence, agricultural extension facilities, and success of farmers, each category can be seen from the percentage of achievement scores using the Class Interval formula proposed by Dajan (1986). By using the class interval formula, you can know the category value for each variable as follows. For performance categories, knowledge, skills, motivation, attitudes, agricultural extension facilities and the success of each farmer are grouped.

The relationship between the performance of agricultural extension workers and the success of farmers and the relationship between knowledge, skills, motivation, attitudes, distance of residence, and agricultural extension facilities with the performance of each agriculture instructor was tested using the Spearman level correlation coefficient test. Spearman level correlation is usually also called tiered correlation ( $r_s$ ) its usefulness is to measure the degree of closeness of the relationship between two variables or independent variables with the dependent variable ordinal scale (Riduwan, 2010).

### Validity test

Validity indicates the extent to which a measuring device measures what you want to measure according to the actual size. In this study, the method used to test the validity of a measuring instrument is construct validity, namely the preparation of operational benchmarks of a framework of thinking. The efforts made are as follows: (a) benchmarking based on the frame of mind obtained from several literature studies; (b) consult with supervisors and various parties who are considered to have mastered the material to be measured; (c) making a research questionnaire; and (d) determine the test location. The testing steps are as follows: (a) make a tabulation of scores for each question number for each respondent and (b) test the validity using the correlation formula "Product Moment" (Singarimbun and Effendi, 1995).

### 5. Reliability test

Reliability shows the extent to which a measuring instrument can be trusted or relied upon in measuring the same symptoms at different times. This is the same as the validity test performed on the same place and respondent. The reliability testing results of measuring instruments use a split technique, which is correlating the answers of the first and second hemispheres.

Split-Half Guttman Reliability Value is  $0.756 \geq r$ -table, this indicates that the measuring instrument has high reliability.

The testing steps are as follows: (a) make a tabulation of scores for each question number for each respondent and (b) reliability testing using a simple correlation formula.

### III. RESULTS AND DISCUSSION

#### 1. Performance based on the nature of personality

The number of agricultural extension workers used as respondents was 16 people. For the performance of agriculture instructors based on personality traits, that is in the category of "good" as many as 5 people or 31.25% while included in the category of "not good" as many as 11 people or 68.75% with an average score of 65.55 or included in the category "not good". This shows that the performance of agricultural extension workers based on the nature of personality needs to be increased to a higher level in order to produce better performance in the future.

#### 2. Performance based on results

Agricultural extension workers have a performance based on results in the category of "unfavorable" as many as 13 people or 81.25% while including the category of "good" 3 people or 18.75% with an average score of 62.77 which is included in the category "not good". This shows that the performance of agricultural extension workers based on results is still in the unfavorable category. Thus the need for performance based extension workers needs to be increased to a higher level in order to produce better performance. Detailed data about the performance of agricultural extension workers based on the results of the study.

Overall the performance of the instructor is in the category of "good" as much as 2 people or 12.50% while the category of "poor" is 14 people or 87.50%. The average achievement of agricultural extension performance scores is 63.91% including performance in the "poor" category. This shows that instructors with performance are expected to improve their performance for the success of farmers

The performance of agricultural extension workers in good category is innovative, creative, attendance of participants, the interaction of extension workers with breeders and management of bali cattle breeding business, while those that are less well categorized are diligent, disciplined, hard work, responsible, exemplary, counseling material, probahan breeders behavior and the development of bali cattle breeders. Performance that is categorized as not good is the frequency of the extension agent. Details of complete data regarding the elements of agricultural extension performance.

From the results of the analysis it was found that the average achievement of the performance of agricultural extension workers based on the nature of personality is 65.55% of being included in the unfavorable category. This is due to the lack of perseverance, discipline, responsibility and exemplary that must be possessed by agricultural extension workers. Because the component refers to the overall output of work or activities that must be carried out in the framework of a job.

Agricultural extension workers who have long working hours will be able to produce good performance in the development of bali cattle breeding business. Forms of work that must be carried out by agricultural extension workers in this area

are motivating farmers to be able to achieve success in bali cattle breeding business, guiding farmers in maintaining Bali cattle, guiding farmers in applying technology, and providing information to farmers about a good Bali cattle marketing system.

Responsibilities that must be possessed by agricultural extension agents in this area are that agricultural extension workers try their best to find solutions to problems that are always faced by bali cattle farmers, helping Bali cattle farmers in facilitating farmers in terms of needing the necessary production facilities, and trying to motivate bali cattle farmers to be serious in carrying out the counseling material that has been given.

Exemplary is an important factor also to improve the performance of agricultural extension workers in this area. The nature of the negligence that is owned by agricultural extension workers in the research area is not good and will have an impact on the motivation to motivate farmers to do more advanced in the bali cattle breeding business that is not good. The exemplary form that should be owned by agricultural extension officers is always to set a good example in raising Balinese cattle, hard work, self-confidence, the desire to move forward in a better direction, and always be on time in carrying out tasks.

But agricultural extension agents in this area must have good innovative qualities. The form of innovative traits carried out by agricultural extension agents is that they always apply the new technology needed by Balinese cattle farmers. The new technology applied by agricultural extension workers in this area is artificial insemination, how to control Bali cattle disease, and a good marketing system for Bali cattle breeding business. The application of this new technology is done because most of the farmers in this area do not use technology that can accelerate the Bali cattle breeding business.

Agricultural extension workers in the region also have good creative traits. Agricultural extension agents always produce new ideas needed by Bali cattle farmers. With these new ideas, farmers will increase their knowledge. Forms of new ideas produced by agricultural extension workers are the provision of bali cattle feed facilities, the use of bali cattle feces into biogas, the use of artificial insemination to speed up the marital process in bali cattle, and provide information to farmers about a good Bali cattle marketing system.

Performance based on results is obtained by the average achievement of agricultural extension performance score is 62.77 and is included in the unfavorable category. This is due to the lack of frequency of agricultural extension workers, extension materials, extension programs, changes in farmer behavior and development to farmers to see the Bali cattle breeding business. According to van den Ban and Hawkins (1999), counseling is the involvement of a person to consciously communicate information with the aim of helping others in giving opinions so that the correct decision is obtained.

Communication and visits of agricultural extension workers to Bali cattle farmers are done once a month. As a result, counseling is not running smoothly and information about the development of Bali cattle business is also hampered. Communication and visits between agricultural extension agents and farmers in this area should be carried out in agricultural extension centers, village halls, in the homes of agricultural extension workers and Balinese cattle farmers.

Agricultural extension officers in this area should be involved in conducting counseling activities for Balinese cattle breeding in advance of extension programs. The preparation of the program was conducted to determine the needs of Balinese cattle farmers. There are several stages in the form of program preparation carried out by agricultural extension workers, namely: (a) the stage of collecting data on the situation / situation; (b) the data analysis stage; (c) the stage of determining needs; (d) the problem formulation stage; (e) goal setting stage; (f) the stage of determining alternatives to achieve goals; (g) the selection stage of the best alternative; (h) the stage of determining the work plan and work calendar; (i) the implementation phase of the work plan; (j) evaluation stage, and (k) reconciliation stage.

The behavior of farmers in this area is that they have not been directed towards more advanced ones. In addition, Bali cattle farmers who still tend to maintain Bali cattle as a side business. The development of Bali cattle breeding business in this area is still relatively slow. This is caused by the majority of breeders who do not fully have a Bali cattle pen as a place to eat and drink, a place to rest, protect Bali cattle from outside animals, protect from strong winds, heat and rain, and provide a sense of security for Bali cattle. In addition, farmers in this area also have a population of Balinese cattle with an average of 5 animals. This illustrates that the number of livestock holdings in this area is not too high.

The performance of agricultural extension workers based on their work is not all categorized as poor, but there are also good categories. For example the interaction between extension workers and good breeders. Farmers always discuss with extension agents about problems in developing Bali cattle business.

Management of Bali cattle farms in this area is also quite good. This is caused by the good management of Balinese cattle business carried out by farmers, and the existence of housing for Balinese cattle.

From the results of the analysis, it was found that the average achievement of the percentage of agricultural extension performance scores was 63.91%, which included the unfavorable category. This shows that agricultural extension workers have not been able to produce good performance in the hope that the success of the breeders in the Bali cattle breeding business will be achieved.

**Success of Farmers**

Bali cattle breeders As many as 22 people or 22.92% have a category of "unsuccessful" and have a category of "less successful" as many as 34 people or 35.42% and as many as 17 people or 17.71% have the category of "successful" in cattle farming Bali. The average achievement score of breeders in Bali cattle breeding business is 67.05%, including the less successful category. This shows that farmers have not succeeded well in running a Bali cattle breeding business. Complete data details about the success of farmers in Bali cattle business can be seen in Table 1.

**Table 1. Success of Farmers in Bali Cattle Farming Business**

No	Success of Farmers	Number of Agricultural Extension	
		(person)	Percentage (%)
1	Very Successful	23	23,96
2	Succeed	17	17,71
3	Less successful	34	35,42
4	Not successful	22	22,92
5	Very Unsuccessfu	-	-
Total		96	100

Source: 2017 Primary Data Processing Results

The success of breeders in Bali cattle breeding business which is categorized as less successful are body weight gain, decrease in mortality of Bali cattle, breeders 'knowledge of Bali cattle breeding, number of Bali cattle ownership, handling of diseases, capital and marketing while those that are successful include farmers' income and technology application. Details of complete data regarding the elements of success in the Bali cattle breeding business

Factors allegedly related to the performance of agricultural extension workers in the development of Bali cattle breeding businesses such as knowledge, skills, motivation, attitudes, distance of residence, agricultural extension facilities, and the success of farmers in cattle farming.

**3. Relationship between Performance and Success of Farmers**

The success of breeders is significantly positive ( $P < 0.01$ ) or close to the value of 1 with the performance of agricultural extension workers in Bali cattle farming, meaning that this research hypothesis is accepted which can be seen in Table 2.

**Table 2. Relationship between the Success of Farmers and Extension Workers**

No	Correlation Coefficient	
	performance	Successful
1		0,783**

Source: 2017 Primary Data Processing Results

In terms of the nature of personality, this is due to: (a) not being fully diligent in carrying out the task; (b) less discipline that is owned by extension agents; (c) lack of hard work as an agricultural extension agent; (d) lack of a high sense of responsibility; and (e) the lack of exemplary characteristics possessed by agricultural extension agents.

In terms of the work of agricultural extension workers, this is caused by: (a) the frequency of extension workers is classified as not good; (b) the instructor material is not very good; (c) poor extension programs; (d) changes in the behavior of breeders haven't largely led to more advanced behavior; and (e) the development of Bali cattle breeding business is still relatively low. In terms of the success of farmers in the Bali cattle breeding business, farmers in the area are categorized as less successful. From the results of the analysis that the average achievement score is successful

The number of livestock ownership in this area is categorized as unsuccessful. This is caused by Bali cattle in this area rarely increase. Farmers only have the ownership of Bali cattle with an average of 5 heads. With the total ownership of 5 Bali cattle, it will result in a discrepancy between income and workload as a farmer. Farmers in this area rarely pay attention to the need for good feed for Bali cattle. Lack of attention of farmers to the need for this feed, resulting in not increasing body weight gain of Balinese cattle. Bali cattle can grow well, so we need good feed. With the fulfillment of the needs of Bali cattle feed is expected to support the growth and development of Bali cattle.

In capital, farmers in this area do not have the will and ability to borrow capital from banks and cooperatives. This is because farmers do not have the courage to borrow capital. Farmers are afraid of the risk of not being able to repay loans because they do not have the certainty of the success of their farms. Farmers in this area only make capital loans from close family and friends.

In seeking information on the Bali cattle market, farmers in this area sought information on the Bali cattle market through agricultural extension agents, asking for help from friends and family of farmers. This is done because farmers do not have the ability to access marketing.

**4. Agricultural extension knowledge**

Most 56.25% or 9 agricultural extension workers have the knowledge included in the "high" category, the "less high" category is 5 people or 31.25% while the remaining 2 people or 12.50% have knowledge in the category "Not High "In the development of Bali cattle breeding business. The average achievement percentage of the instructor's knowledge score regarding the development of Bali cattle breeding business is 67.50 or "less high" category.

**Table 3. Distribution of Agricultural Extension Based on Knowledge**

No	Knowledge	Number of Agricultural Extension	
		(person)	Percentage (%)
1	Very High	-	-
2	High	9	56,25
3	Not high enough	5	31,25
4	Not high	2	12,50
5	Very Not High	-	-
Total		16	100

Source: 2017 Primary Data Processing Results

**5. Agricultural extension skills**

Agricultural extension workers have skills in the "skilled" category, namely 4 people 25.00% while the skills in the category of "less skilled" are 8 people or 50.00% and 4 people or 25.00% including "unskilled" categories in the development of livestock businesses Bali cattle. The average achievement score of the instructor's skills in the development of Bali cattle breeding business is 60.31% of the maximum score included in the less skilled category.

**Table 4. Distribution of Agricultural Extension Workers by Skills**

No	Skill	Number of Agricultural Extension	
		(person)	Percentage (%)
1	Very Skilled	-	-
2	Skilled	4	25,00
3	Less Skilled	8	50,00
4	Not Skilled	4	25,00
5	Very Not Skilled	-	-
Total		16	100

Source: 2017 Primary Data Processing Results

**6. Motivation of agricultural extension workers**

Agricultural extension workers have motivation in the category of "strong" as many as 6 people or 37.50% while having motivation in the category of "less strong" as many as 9 people or 56.25% and 1 person or 06.25% including the category "not strong" in the development Bali cattle breeding business. The average achievement score of the instructor's motivation in the development of Bali cattle breeding business is 64.69% of the ideal maximum score included in the less strong category can be seen in Table 5.

**Table 5. Distribution of Agricultural Extension Based on Motivation**

No	Motivation	Number of Agricultural Extension	
		(person)	Percentage (%)
1	Very Strong	-	-
2	Strong	6	37,50
3	Less strong	9	56,25
4	Not strong	1	06,25
5	Very Not Strong	-	-
Total		16	100

Source: 2017 Primary Data Processing Results

With motivations that fall into the less powerful category, it is expected to be better able to produce good performance in the future again in the development of Bali cattle breeding business. Details of complete data regarding the motivation of extension workers in developing Bali cattle business

**7. The attitude of agricultural extension agents in the development of Bali cattle business**

The attitude of extension workers who have in the category of "very positive" as many as 4 people or 25.00% in the development of Bali cattle breeding business, while extension workers who have a positive attitude as many as 6 people or 37.50% and 6 people or 37.50 including the category "less positive in the development of Bali cattle breeding business. The average level of attitude of agricultural extension workers in the development of Bali cattle breeding business is 72.50% of the included scores in the positive category can be seen in Table 6.

**Table 6. Distribution of Agricultural Extension Based on Attitudes in the Development of Bali Cattle Farming**

No	Attitude	Number of Agricultural Extension	
		(person)	Percentage (%)
1	Very Positive	4	25,00
2	Positive	6	37,50
3	Less positive	6	37,50
4	Not positive	-	-
5	Very Not Positive	-	-
Total		16	100

Source: 2017 Primary Data Processing Results

**8. Agricultural extension facilities**

All agricultural extension agents, namely 16 people (100%) have incomplete facilities in developing bali cattle breeding business. The average achievement of facility scores in the development of bali cattle breeding business is incomplete category can be seen in Table 8.

**Table 8. Distribution of Agricultural Extension by Facilities**

No	Facilities	Number of Agricultural Extension	
		(person)	Percentage (%)
1	Very Complete	-	-
2	Complete	-	-
3	Medium	-	-
4	Incomplete	16	100
5	Very incomplete	-	-
Total		16	100

Source: 2017 Primary Data Processing Results

This shows that agricultural extension facilities are still incomplete as agricultural extension agents in the field. Extension facilities need to be supported with adequate facilities when in the field so that the presentation of the development of Bali cattle business can run well and on target. Details of complete data regarding extension facilities in the development of bali cattle breeding business.

The results of the data analysis with the Simple Correlation Coefficient Test showed that the factors that were positively related were each of them between knowledge, skills and distance of residence with the performance of agricultural extension workers in the development of bali cattle breeding business. Motivation and attitude of each factor are significantly related to the performance of agricultural extension workers in the development of bali cattle breeding business. For facilities not related to the performance of agricultural extension agents in the development of Bali cattle breeding business can be seen in Table 9.

**Table 9. Relationship of Supporting Factors with Extension Performance**

No	Supporting Factors with the Performance of the Extension	Correlation Coefficient
1	Knowledge	0,652**
2	Skills	0,697**
3	Motivation	0,525*
4	Attitude	0,508*
5	Distance of residence	0,689**
6	Facility	-

Source: 2017 Primary Data Processing Results

NB: \*\* = real positive because the value approaches 1, \* = real

Knowledge has a real positive relationship ( $P < 0.01$ ) with the performance of agricultural extension workers in the development of bali cattle breeding business in the District of Long Ikis, meaning that this research hypothesis is accepted. This is due to the large number of agricultural extension jobs lack of training followed by extension agents as basic training in agricultural counseling, training in artificial insemination, beef cattle cultivation, beef cattle agribusiness, agribusiness management, recording beef cattle, processing of livestock products, animal feed preservation, and development rural agribusiness According to Bahua (2010) that training is carried out as an effort to expedite one's learning process, thereby increasing their competence through increasing their knowledge, skills and attitudes in a particular field to support the implementation of their duties.

Skills are significantly positive ( $P < 0.01$ ) with the performance of agricultural extension workers in the development of bali cattle breeding business, meaning that the research hypothesis is accepted. This is because agricultural extension workers lack the ability to conduct counseling well. Many activities are neglected because agricultural extension workers also handle other fields such as plantations and agriculture itself so that the skills for developing the Bali cattle business are not so good.

Motivation was significantly correlated ( $P < 0.05$ ) with the performance of agricultural extension workers in the development of bali cattle breeding business, meaning that this research hypothesis was accepted. This is because agricultural extension agents in this area lack sufficient income that can encourage them to carry out their tasks in the field. This is because most of the extension workers are freelancers (THL), which affects the motivation of agricultural instructors in carrying out their duties.

Attitudes are significantly related ( $P < 0.05$ ) to the performance of agricultural extension workers in the development of bali cattle farming, meaning the hypothesis of this research is accepted. It can be understood that the attitude of agricultural extension officers who are positive can support the performance of agricultural extension agents in the development of Bali cattle business. The form of positive attitude possessed by agricultural extension workers in this area consists of the attitude of extension workers who sincerely help and always set aside time for Bali cattle farmers in developing Bali cattle breeding

business. In the implementation of Bali cattle breeding counseling, agricultural extension workers are also always strong in dealing with farmers even though the work they do is relatively heavy.

#### IV. CONCLUSIONS AND RECOMMENDATIONS

##### 1. Conclusion

Based on the results of research and discussion, it is concluded as follows:

1. The performance of agricultural extension workers in the development of Bali cattle breeding business in Long Ikis Subdistrict is included in the unfavorable category.
2. The success of breeders in Bali cattle breeding business in Long Ikis Subdistrict is included in the less successful category.
3. The performance of agricultural extension workers is positively related to the success of farmers in the breeder business
4. Knowledge, skills, and distance of residence of agricultural extension workers are significantly positive with the performance of agricultural extension workers in the development of Balinese cattle breeding business, the motivation and attitude of agricultural extension workers are significantly related to the performance of extension workers in the development of Bali cattle breeding in the District of Long Ikis. While the agricultural extension facilities are not related significantly to the performance of extension workers in the development of the breeder business

##### 2. Rekomendations

Based on the results of research and discussion, it is concluded as follows:

1. Given the performance of instructors both from the nature of personality, namely perseverance, discipline, hard work, responsibility, role model and results, the frequency of extension workers, extension program counseling material, changes in behavior and development of Bali cattle business are still low, there needs to be an integrated improvement of extension agents agriculture
2. The need for agricultural extension workers in this area to increase knowledge, skills, motivation and attitudes towards the development of Bali cattle business
3. Need further research on the Performance of Agricultural Extension in the Development of Bali Cattle Farming in the Long Ikis District from the aspect of synergy between the role of agricultural extension agents, farmers and the government.

#### ACKNOWLEDGEMENT

The authors would like to thank the Agricultural Extension Center of the Long Ikis District, the Animal Health Implementing Unit of the Long Ikis Subdistrict, the Agriculture and Plantation Agency, the Food Crops Office of Paser Regency, other relevant institutions to support the availability of data in

this study. This is also thanks to the Agricultural Economics Masters Program, Faculty of Agriculture, University of Lambung Murat, for its support during the implementation of this research.

#### REFERENCES

- [1] Adjid, D. A. 1994. Position of Agricultural Extension in the Dynamics of Farming Responses to Progress Challenges. Jakarta: Ministry of Agriculture.
- [2] Paser Regency Central Statistics Agency. 2016. Paser In Figures Regency 2016. Paser Regency: Central Statistics Agency.
- [3] Consuole, G, Seveela. 1993. Introduction to Research Methods. Jakarta: University of Indonesia Press.
- [4] Dajan, A. 1986. Introduction to Volume II Statistical Methods. Jakarta: LP3ES.
- [5] Agriculture department. 2003. General Guidelines for Agricultural Counseling in the Form of Legislation on the Functional Position of Agricultural Counseling and Credit Figures. Jakarta: Agriculture Human Resources Development Agency. Jakarta: Ministry of Agriculture.
- [6] Hersey, P, and Blanchard, K.H. 2005. Management of Organizational Behavior: Utilizing Human Resources. 4th Ed. [translation]. Jakarta: Erlangga
- [7] Jabal, Rates. 2003. Agricultural Communication and Extension. Malang: Banyu Media. Jahi, Amri and Ani, Leilani. 2006. Performance of Agricultural Extension in Several Regencies, West Java Province. Extension Journal. Vol. 2 No.2.
- [8] Mardikanto. 1993. Extension of Agricultural Development, Reference for Students, Students, Lecturers, Extension Workers, Social Workers, Policy Designers and Interested Students in Development Counseling Activities. Surakarta: Eleven March Press University.
- [9] Mardikanto. 2009. Agricultural Extension System. Surakarta: UNS Educational Development Institute (LPP) and UNS Publishing and Printing Unit (UNS Press).
- [10] Marius J.A, Sumardjo, Slamet Margono, Pang S Asngari. 2006. The Influence of Internal and External Factors of Extension to the Competency of Extension in East Nusa Tenggara. Extension Journal. September edition ISSN-2664. Vol.3No. Bogor Agricultural University.
- [11] Muhibbin, S. 1995. Educational Psychology with a New Approach. Bandung: Youth Rosadakarya.
- [12] Mulyadi and Jhony S, 2001. Management Planning and Management Systems: Performance Multiplication Systems. Yogyakarta: Aditya Media.
- [13] Notoatmodjo, Soekidjo. 2003. Human Resource Development. Jakarta: Rineka Cipta.
- [14] Sedarmayanti. 2001. Human Resources and Work Productivity. Bandung: Mandar Forward.
- [15] Simanjuntak, P.J. 2003. Industrial Relations Management. Jakarta: Library of Sinar Harapan.
- [16] Soedijanto. 1987. Some Conceptions of Learning Concepts and Their Implications. Ciawi-Bogor: Agricultural Education and Training Agency,
- [17] Soekanto, S. 1982. Sociology: An Introduction. Jakarta: Rajawali Press. Soeyanto, T. 1981. Intensification of Livestock. Jakarta: Yudistira.
- [18] Sudarmanto. 2009. HR Competency Performance and Development. Yogyakarta: Student Library.
- [19] Sulistiyani, R. 2003. Human Resource Management. Concepts, Theory and Development in the Context of Public Organizations. Yogyakarta: Graha Ilmu.
- [20] Suprihanto, J., TH. A. M. Harsiwi, P. Hadi. 2003. Behavior of Organizations. Yogyakarta: College of Economics of the State Heroes' Family Foundation.

#### AUTHORS

**First Author** – Abdul Rachim, Agriculture Faculty, Lambung Mangkurat University, Banjarbaru, South Kalimantan, Indonesia

**Second Author** – Taufik Hidayat, Agriculture Faculty, Lambung Mangkurat University, Banjarbaru, South Kalimantan, Indonesia

**Third Author** – Hamdani, Agriculture Faculty, Lambung Mangkurat University, Banjarbaru, South Kalimantan, Indonesia