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## Assistance For Strengthening Farmer Group Leadership 3G-AGO Village Todo, Satar Mese North District Manggarai-Nusa Tenggara Timur

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**Abstract:** *One of the efforts that can be done is through community empowerment in agriculture, especially the horticultural agriculture sub-sector so that people can get out of this multidimensional crisis. If we look at the geographical conditions and the life of the people in Manggarai, especially in Ago Village, Todo Village, North Satarmese Subdistrict, which is agrarian, the development in the agricultural sector is very suitable to be implemented and also to support empowerment efforts carried out by the government. Therefore, farmers who are members of the 3G Farmer Group at Kampung Ago are trying to improve their Horticultural farming business in order to improve mutual welfare through the development of Organic Agriculture on our lands. Basically the group still has limitations in both Knowledge and Business Capital. Activities This community service activity was attended by leaders and members of the 3G-AGO farmer group who are practicing to develop farmer group organizations. They consist of 20 members who have officially joined this farmer group and 4 administrators. The activity will be held on Saturday 5 March 2022 and Sunday 6 March 2019 starting at 09.00 WIB until 12.00 WIB through zoom online. The participants were quite enthusiastic about participating in this training activity. At first, participants were given material according to the theme of this service. The material presented was enough to open their horizons about the importance of organizational governance and leadership. The provision of material is not only given in a lecture model, but is combined with several other methods to make it more relevant. Participants are invited to actively participate in the training process, by developing their creativity to discuss leadership and organizational issues, especially in the era of the industrial revolution 4.0. The highest effectiveness*

*value on membership insight is due to the efforts of members who are often present and active in activities made by farmer groups so that the longer the membership period of farmer group members, coupled with a strong desire to learn and actively participate in membership activities will produce knowledge insights. and also experience in organization. All of this really requires strengthening leadership in the 3G-AGO Farmer Group, Todo Village, North Satar Mese District, Manggarai – East Nusa Tenggara.*

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## INTRODUCTION

The economic condition of the community is getting weaker in various fields of life caused by the global crisis, both the pandemic crisis and the climate change crisis, so that the main problem in social life is efforts to improve people's welfare and standard of living. In a situation like this, various efforts and efforts have been made by the government in order to offset this multidimensional crisis through community empowerment whose role is still being enhanced in various agricultural sectors. To achieve this, the community must be empowered properly so that it can improve their welfare. One of the efforts that can be done is through community empowerment in agriculture, especially the horticultural agriculture sub-sector so that people can get out of this multidimensional crisis.

If we look at the geographical conditions and the life of the people in Manggarai, especially in Ago Village, Todo Village, North Satarmese Subdistrict, which is agrarian, the development in the agricultural sector is very suitable to be implemented and also to support empowerment efforts carried out by the government. Therefore, farmers who are members of the 3G Farmer Group at Kampung Ago are trying to improve their Horticultural farming business in order to improve mutual welfare through the development of Organic Agriculture on our lands. But basically the group still has limitations in both Knowledge and Business Capital.

### **Business Types Of AGO Farming Group**

Types of Business of AGO 3G Farmers Group are as follows (Interview with Team, 2022):

#### 1. Organic Farming Business

As part of the organic farming business, the 3G AGO farmer group focuses on Horticultural Crops, namely Chili and Vegetables. We are supported by seeds from Todo village and Todo village PPL. We are also supported by plastic mulch from the Ayo Indonesia Foundation.

#### 2. Organic Fertilizer Business

The business of procuring bokashi fertilizer has been running with minimal equipment. Then to help make our business easier, we tried networking, by borrowing equipment from other farmer groups.

#### 3. Livestock Business

This part of the business is to support organic farming activities and as a raw material for organic fertilizer, the 3G AGO Farmer Group is supported by 5 (five) goats by the Ayo Indonesia Foundation.

#### 4. Marketing Effort

To maximize the quality and work performance of the 3G Farmer Group, AGO establishes a cooperative relationship with the Widya Mandala Surabaya campus in terms of assistance to improve the quality of human resources for management and members.

#### **AGO Farming Group Activities Schedule**

The work schedule for the 3G Ago Farmers Group is as follows (interview with the AGO Farmers Group administrator, 2022):

1. Regular collective work of the 3G AGO Farmer Group 2x1 Sundays, Mondays and Saturdays, working hours from 08:00 – 15:00
2. Collective work is divided into 2 teams.
3. Regular group meeting every 5th of the month located in Ago village.
4. To revive this Farmers Group, it has been agreed that an initial fund of Rp. 100.000/Orang

#### **Leadership Problems**

The success of the program in this farmer group is not only supported by its members but also by the attitude of the leader in leading its members. So it is necessary to know what leadership style is applied by the group leader in carrying out his role as farmer group leader and its relation to group effectiveness. The objectives of this assistance are: 1) To describe what leadership style is applied by the chairman of the 3G -AGO Farmer Group Todo Village, Satar Mese Utara District, Manggarai - East Nusa Tenggara 2) Identify what factors direct the leadership style in the 3G Farmer Group - AGO Todo Village, North Satar Mese Subdistrict, Manggarai – East Nusa Tenggara 3) Increase the effectiveness of 3G Farmer Groups -AGO Todo Village, North Satar Mese District, Manggarai – East Nusa Tenggara 4) Improve the relationship between the leadership style of the Chairperson and the effectiveness of 3G -AGO Todo Village, North Satar Mese District Manggarai – East Nusa Tenggara.

### **LITERATURE REVIEW**

#### **The Importance of Research Based Leadership**

Previous research is one of the materials used as a reference in the implementation of PkM activities for the 3G AGO Farmer group which shows the importance of mentoring in strengthening leadership. Mutmainah and Supardjo (2014) conducted a study that analyzed leadership styles, factors that direct leadership styles, farmer group performance, and the relationship of leadership style to the performance of Karya Sejahtera farmer groups, in Employeegi Village, Parongpong District, West Bandung Regency with the method used are Non-Probability Sampling, descriptive statistical analysis, and Rank correlation test. The results obtained from this study, among others, indicate that the leadership style applied by the chairman of the Karya Sejahtera farmer group is a participatory leadership style. Individual leader factors and group factors can lead to leadership styles. The success of a business unit depends on the factors of leadership, teamwork and employee performance. Cooperatives are one of the most important business units in Indonesia. The purpose of this study was to determine: (1) The influence of leadership on the performance of the Kemdikbud cooperative employees. (2) The effect of teamwork on employee performance. (3) The influence of leadership and team work on employee performance Marpaung (2014).

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### **The Importance of Leadership**

All organizations of any kind must have and need a leader who must carry out leadership activities for the entire organization as a unit. So that in realizing leadership to make the organization effective in an organization that has many work unit leaders, it is not only the responsibility of top leaders but is a shared responsibility. Therefore, in the following description the author will explain the notions related to leadership: 1. According to Robbins (2002) says that "Leadership is the ability to influence a group towards (goals)". All members of the group/organization as a unit so that leadership is given the meaning as the ability to influence all members of the group/organization to be willing to carry out activities/work to achieve the goals of the group/organization. Leadership is an interpersonal relationship based on shared desires. Leadership is an interaction between a party who leads and those who are led. Leadership is a dynamic process carried out through reciprocal relationships between leaders and their members.

The relationship lasts and develops through interpersonal interactions that encourage each other in achieving common goals. Soekanto (2005) says that leadership is the ability of a person (leader) to influence others (members). So that the person behaves as desired by the leader." So from the examples above, it can provide an overview. Hafizhoh, (2011) suggests that there are several leadership goals, including organizational goals, group goals, and personal goals of the leader. The purpose of the organization is intended to advance the organization concerned and avoid the irrational purposes of the existing organization. Group goals are intended to instill group goals in each member so that group goals can be achieved immediately. Personal goals of group members are useful for providing teaching, training, counseling, and consulting for each group member so that group members can develop their personality. The leader's personal goals are intended to provide opportunities for leaders to develop in their duties, such as influencing, giving advice and so on (Tulasi, et al., 2019).

### **Group Overview**

Definition of Groups As is known and can be observed in life in society, there are certain groups that are quite large in number, one group with another group. According to Walgito (2003), what is meant by a group is a collection of individuals who interact and influence each other. The group can consist of only two people, but can also consist of several people. Group members do not need direct or face-to-face interaction. Understanding groups can be viewed in terms of perception, motivation, purpose, interdependence, as well as in terms of interaction. Social group as a unit, which consists of several members who have a common perception of their unity. The notion of a group based on motivation as stated by Bass (in Walgito, 2003) This view is emphasized on the existence of rewarding from the group to the individuals in the group. In addition to the above understanding of groups on the basis of a motivation review, there is also an understanding of groups according to purpose. The understanding of the group focuses on the purpose or goals and considers the contacts in the group to be meaningful. It can be seen that a review on the basis of goals is not much different from a review on the basis of motivation. Furthermore, understanding is seen in terms of independence, which is dependent on one another. If analyzed, this interdependence is not different from the view on interaction. By looking at the various definitions or definitions of groups as described above, also referring to Hill's opinion (in Walgito, 2003) it is less possible to give a definite definition or exact that can be accepted by all experts, then what is meant by "a group is two or more individuals who influence each other through interaction".

Characteristics of Groups According to H. Josep Reitz (in Triatna, 2015) groups are characterized by: 1. Two or more people. Group is a group of people (at least two people) who

interact to realize a goal. 2. Interact with each other. Interaction between people in groups is intended to increase capacity or facilitate efforts to achieve goals. 3. Share the same goals. The basis for the interaction of people in groups is the commonality of their reasons for joining a group. Whatever the reason is not right or wrong, but whether with that reason it can provide a meaning / basis for good behavior in an effort to achieve goals or vice versa. 4. Sees himself as a group.

### **Overview of the Farmer's Group**

In accordance with the Decree of the Minister of Agriculture No. 93/Kpts/OT. 210/3/97, dated March 18, 1997, farmer groups are groups of farmers who grew up based on intimacy and harmony, as well as common interests in utilizing agricultural resources to work together to increase farm productivity and the welfare of its members. In the Regulation of the Minister of Agriculture No. 273/ Kpts/OT.160/4/2007 April 13, 2007 concerning guidelines for the growth and development of farmer groups and farmer group associations, it is explained that farmer groups are groups of farmers/breeders/planters; which is formed on the basis of common interests, common environmental conditions (social, economic, resources) and familiarity to improve and develop members' businesses. Farmer groups function as a learning platform, a production unit, a vehicle for cooperation and as a forum for fostering farmers.

#### 2.5.1 Characteristics of Farmer Groups

According to the Regulation of the Minister of Agriculture Number 82/Permentan/Ot.140/8/2013 Farmer groups are basically non-formal farmer institutions in rural areas that have the following characteristics:

1. Characteristics of Farmer Groups 1. Get to know each other, familiarity and mutual trust among members; 2. Have the same views and interests and goals in farming; 3. Having similarities in traditions and/or settlements, expanses of business, type of business, economic and social status, culture/culture, customs, language and ecology.
2. Binding Elements of Farmer Groups 1. The existence of a farming area which is a shared responsibility among its members; 2. The existence of farmer cadres who are highly dedicated to mobilizing farmers with leadership accepted by other farmers; 3. The existence of activities whose benefits can be felt by most of its members; 4. There is encouragement or motivation from local community leaders to support the established program. 5. There is a division of duties and responsibilities among members based on mutual agreement.
3. The functions of farmer groups are: 1. Learning classes, namely farmer groups as a forum for teaching and learning for members to improve knowledge, skills and attitudes so that they grow and develop into independent farming businesses so as to increase productivity, income and a better life ; 2. Forum for Cooperation, farmer groups are a place to strengthen cooperation both among fellow farmers in poktan and between poktan and with other parties. Through this cooperation, it is expected to make farming more efficient and able to face threats, challenges, obstacles, disturbances and more profitable; 3. Production Unit, Farming carried out by each Poktan member as a whole must be seen as a single business unit that can be developed to achieve business economies of scale, by maintaining quantity, quality and continuity.

### **METHOD**

This activity is carried out in the following forms:

1. Organizational Management and Leadership Training In this session, participants are introduced to organizational management starting from the introduction of the vision, mission, goals, plans, programs and organizational activities and leadership characteristics in accordance with the direction of the organization's goals.
2. Assistance Organizational management strengthens organizational leadership, starting with developing a vision, mission and budget determination. This process is open if they will conduct

consultations. The team will continue to communicate with participants.

## RESULT AND DISCUSSION

This community service activity was attended by leaders and members of the 3G-AGO farmer group who are practicing to develop farmer group organizations. They consist of 20 members who have officially joined this farmer group and 4 administrators. The activity will be held on Saturday 5 March 2022 and Sunday 6 March 2019 starting at 09.00 WIB until 12.00 WIB online. The participants were quite enthusiastic about participating in this training activity. At first, participants were given material according to the theme of this service. The material presented was enough to open their horizons about the importance of organizational governance and leadership. The provision of material is not only given in a lecture model, but is combined with several other methods to make it more relevant. Participants are invited to actively participate in the training process, by developing their creativity to discuss leadership and organizational issues, especially in the era of the industrial revolution 4.0. Participants are also directed to do exercises as a leadership simulation. This activity aims to make the material presented more acceptable and to build a more interactive atmosphere. Looking at the background of the participants, in general they are organizers who already have organizational experience, both in farmer groups or administrators and assistants, as well as those who work in the community. This makes the delivery of material more targeted with collaboration of ideas and experiences of participants.

The hope is that in the future, the members of the 3G AGO Farmer's Group will be able to apply the principles of leadership and good organizational management, and be able to contribute to the good of the community in which they work. Individual leader factors can be interpreted as things or circumstances that are inherent in the leader's personality, physiologically, which is important in leadership success. Individual factors of a leader can be seen from the nature, character, and behavior of leadership. The nature, character and behavior of leadership can be determined through seven elements, namely the level of tolerance, the level of tenacity, the level of sincerity, the level of calm, the level of direction, the level of responsiveness and skill, then the level of proficiency and flexibility. Group factors are things or conditions that are attached to groups. Group factors consist of group type, group goals, group structure, and group member characteristics that determine the success of achieving the final goals of the 3G-AGO farmer group.

## CONCLUSION

The 3G -AGO Farmers Group Todo Village, North Satar Mese Subdistrict, Manggarai - East Nusa Tenggara also has an organizational structure (composed of components or work units within an organization, so the 3G -AGO Farmer Group, Todo Village, North Satar Mese Subdistrict, Manggarai - East Nusa Tenggara can carry out its operational activities with the aim of achieving predetermined goals. The organization is organized based on the grouping of the same activities and tasks which are then collected together to form work units such as production inputs, cultivation, public relations, marketing. Group activity plans also some have been carried out. The highest effectiveness value on membership insight is due to the efforts of members who are often present and active in activities made by farmer groups so that the longer membership period of farmer group members, coupled with a strong desire to learn and actively participate in activities membership will produce insightful knowledge and also experience in the organization. All of this really requires strengthening leadership in the 3G-AGO Farmer Group, Todo Village, North Satar Mese District, Manggarai – East Nusa Tenggara.

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