



The Effect of Training and Empowerment on The Performance of Agricultural Economic Improvement Assistance Officers (PPEP) at The UPTD of The Agricultural Extension Training Center (BPPP) of South Sumatra Province in East Oku Regency

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ABSTRACT

This study aims to analyze The Effect of Training and Empowerment on the Performance of Agricultural Economic Improvement Assistance Officers (PPEP) at the UPTD of the South Sumatra Province Agricultural Extension Training Center (BPPP) in East OKU Regency both partially and simultaneously. The research used in this study is a quantitative descriptive method. The data analysis used in this study is multiple regression analysis. The results of the study show that based on the results of the research and discussion that has been carried out in the previous chapter, it can be concluded that this study empirically proves that Training and empowerment have a significant effect on the performance of Agricultural Economic Improvement Assistance Officers (PPEP) at the UPTD of the Agricultural Extension Training Center (BPPP) of South Sumatra Province in East OKU Regency. The magnitude of the influence of Training and empowerment on the performance of Agricultural Economic Improvement Assistance Officers (PPEP) at the UPTD of the South Sumatra Province Agricultural Extension Training Center (BPPP) in East OKU Regency was 87.5%, while other variables determined the remaining 12.5%. Training and empowerment policies have a significant effect on the performance of Agricultural Economic Improvement Assistance Officers (PPEP) at the UPTD of the South Sumatra Province Agricultural Extension Training Center (BPPP) in East OKU Regency is still needed because good performance greatly supports the increase in agricultural production and productivity, especially in East OKU Regency and in general in South Sumatra province.

1. INTRODUCTION

1.1. Research Background

Human resources in every company are one of the important factors in an organization to achieve its goals and objectives through the cooperative efforts of a group of people in it, so it can be said that human resources are one of the determining factors for the success or failure of a company in achieving its goals. Human Resource Management is a management that focuses on maximizing the abilities of its employees or members through various strategic steps in order to improve performance or

employees towards optimizing organizational goals (Edison, et al., 2017). This is necessary so that the performance of employees can increase, employees are meticulous in carrying out tasks, and cooperation between various work units can flourish. Employees with knowledge, skills, and a good attitude will work optimally, so the company can manage human resources more effectively and efficiently (Hamali, 2016).

According to Kasmir (2016), employee training affects performance. Employees need to take part in on-the-job Training in order to be able to perform optimal work for themselves and the company, Training will provide opportunities for employees to develop skills and abilities in work so that what they know and master can help employees to understand what should be done



and why it should be done, providing opportunities to increase knowledge and expertise. Everyone has their own abilities, but their abilities are not necessarily in accordance with the specifications sought and needed by the company. Therefore the company needs to carry out Training so that employees know what should be done and how to do it.

In addition to Training, empowerment is an important aspect of improving performance (Fadilah *et al.*, 2020). Work empowerment emerged as a construct that is considered important for innovation and organizational effectiveness, because it encourages employees to motivate themselves. Empowerment in a managerial perspective is an action taken by an organization to share power and decision-making, empowered employees will feel better about their work and themselves and can then increase their job satisfaction.

Conceptually, empowerment is an effort to provide autonomy superiors' trust to subordinates, and encourage them to be creative in order to complete their duties as best as possible, employees are given the flexibility to take actions that are considered appropriate in order to serve subordinates, including dealing with problems that occur in their work, through employee empowerment it is hoped that there will be *a sharing of power* that is, the management jointly involves subordinates to make changes (Salam et al, 2019).

South Sumatra Province is one of the provinces that continues to be determined to increase its agricultural production to achieve the target of South Sumatra becoming a national food barn by encouraging an increase in agricultural production both in irrigated land, swamps and valleys. In addition to these efforts to improve the economy of South Sumatra Province in the agricultural sector, it is necessary to optimize the utilization of potentials in the agricultural sector, natural resources and human resources according to the target plan of the Regional Medium-Term Development Plan (RPJMD) of South Sumatra Province 2019 - 2023 in the form of achieving South Sumatra as a National Food Barn and following up on Law Number 22 of 2019 concerning the Agricultural Cultivation System Continuous which requires escort and assistance of officers at the field level.

Following up on this, the Governor of South Sumatra H Herman Deru through the South Sumatra Provincial Government made a breakthrough by recruiting officers Companions for Agricultural Economic Improvement (PPEP) in 2020 as many as 1000 (*one thousand*) people and in 2021 again recruited 400 PPEP Officers (*four hundred*) people. The distribution of the number of PPEP officers recruited in 17 districts/cities throughout South Sumatra can be seen in Table 1.

From the data in Table 1, it can be seen that the total number of Agricultural Economic Assistance Officers (PPEP) in 17 (*seventeen*) districts/cities throughout South Sumatra is not following the number recruited initially, which is 1400 (*one thousand four hundred*) people, because in the next process there are Agricultural Economic Improvement Assistance Officers (PPEP) who have been declared graduated and then resigned due to specific reasons such as family matters, passed ASN and other reasons so that the final total number of PPEP Officers until 2022 is 1369 (*one thousand three hundred and sixty-nine*) people.

Table 1. Data of PPEP Officers in 17 Regencies/Cities throughout South Sumatra

| N O | REGENCY/CITY | EXTENSI ON COMPAN ION | POPT COMP ANION | PBT COM PANI ON | TOTA L |
|--------------|-------------------------------|--------------------------------|-----------------------|--------------------------|-------------|
| 1 | South Sumatra Province | - | 8 | - | 8 |
| 2 | São Paulo | 190 | 24 | 8 | 222 |
| 3 | Four Doors | 38 | 2 | 3 | 43 |
| 4 | Lubuk Linggau City | 19 | 2 | 2 | 23 |
| 5 | Pagar Alam City | 25 | 3 | 2 | 30 |
| 6 | Palembang City | 70 | 3 | 2 | 75 |
| 7 | Prabumulih City | 2 | 1 | - | 3 |
| 8 | Stuttgart | 77 | 7 | 3 | 87 |
| 9 | Muara Enim | 66 | 10 | 3 | 79 |
| 10 | Musi Banyuasin | 29 | 9 | 4 | 42 |
| 11 | Musi Rawas | 28 | 10 | 3 | 41 |
| 12 | North Musi Rawas | 12 | 4 | 1 | 17 |
| 13 | Ogan Ilir | 24 | 7 | 3 | 34 |
| 14 | Ogan Komering Ilir | 132 | 17 | 6 | 155 |
| 15 | Ogan Komering Ulu | 104 | 7 | 3 | 114 |
| 16 | Ogan Komering Ulu Selatan | 116 | 12 | 3 | 131 |
| 17 | Ogan Komering Ulu Timur | 235 | 5 | 2 | 242 |
| 18 | Scholar of Lematang Ilir Adab | 20 | 3 | - | 23 |
| TOTAL | | 1187 | 134 | 48 | 1369 |

Source : UPTD BPPP Data of South Sumatra Province

The South Sumatra Province Agricultural Extension Training Center (BPPP) is an Official Technical Implementation Unit (UPTD) of the South Sumatra Provincial Department of Agriculture, Food Crops and Horticulture which has the main task of developing Agricultural Human Resources (HR) in its work area through agricultural education and training, provision of facilities and infrastructure, technology transfer and or other forms of activities related to Education and Training.

One of the efforts of the Agricultural Extension Training Center (BPPP) of the Department of Agriculture, Food Crops and Horticulture of South Sumatra Province in order to support the improvement of the competence of agricultural apparatus, including Agricultural Economic Improvement Assistance Personnel (PPEP) is to carry out education and Training as well as empowerment so that it is hoped that agricultural apparatus who are educated and trained have performance, skills, expertise and managerial in the farming sector so that they are able to Improving self-discipline, work motivation, independence, cooperation ability, emotional maturity, access to information sources and interest in self-development and having optimal ability to provide services to the community and help realize a " More Advanced and Competitive South Sumatra Province".

Based on the results of the researcher's interviews with several Agricultural Economic Improvement Assistance (PPEP) officers in East OKU Regency, there is a phenomenon related to Training. The South Sumatra Provincial Agricultural Extension Training Center (BPPP) training is still not optimal, as the training is only carried out a few times in one year, as seen in Table 2.

Table 2. Training of Agricultural Economic Improvement Assistance Officers (PPEP) at the UPTD of the Agricultural Extension Training Center (BPPP) of South Sumatra Province in 2020-2022.

| Yes | Year | Training | Place | Number of Participants (people) |
|-----|-----------------------|---|---|---------------------------------|
| 1 | December 10-14, 2020 | Training and Debriefing of 1000 PPEP Officers Class of 2020 in South Sumatra | Martapura Tracker, East OKU Regency Puslatpur East OKU Regency | 300 700 |
| 2 | 18-19 November 2021 | Training for Capacity Building of PPEP Officers Class of 2020 in South Sumatra | Pusri Palembang Hall | 1000 |
| 3 | 19-20 November 2021 | Training and Debriefing of PPEP Officers Class of 2021 in South Sumatra | Pusri Palembang Hall | 400 |
| 4 | March 21-23, 2022 | Information Technology (IT)-Based PPEP Officer Competency Improvement Training for PPEP Class of 2020 OKU, East OKU and South OKU Districts | Martapura Tracker, East OKU Regency | 90 |
| 5 | July 21-22, 2022 | 2020 PPEP Officer Competency Improvement Training for OKI Regency | OKI BUPATI Building Hall (Agung wood) | 155 |
| 6 | August 1-2, 2022 | 2020 PPEP Officer Competency Improvement Training for OKU Regency | BPP Raksa Jiwa Semidang Aji District, OKU Regency | 114 |
| 7 | August 3-4, 2022 | 2020 PPEP Officer Competency Improvement Training for South OKU Regency | Place in Gedung Guru, Muara Dua, OKUS Regency | 131 |
| 8 | August 22-23, 2022 | Capacity Building Training for PPEP Officers Class of 2021 (batches 1,2,3,4 and 5) | BPPP South Sumatra Province, Martapura | 200 |
| 9 | August 25-26, 2022 | Capacity Building Training for PPEP Officers Class of 2021 (waves 6, 7, 8, 9 and 10) | BPPP South Sumatra Province, Martapura | 200 |
| 10 | September 27-28, 2022 | Training for Competency Improvement of PPEP Officers Class of 2020 in Muara Enim Regency and Prabumulih City | Bapedda Hall of Muara Enim Regency | 82 |
| 11 | 29-30 September 2022 | Training for Competency Improvement of PPEP Officers Class of 2020 in Lahat Regency and Pagar Alam City | Lahat Regent office hall | 109 |
| 12 | 10-11 October 2022 | 2020 PPEP Officer Competency Improvement Training Banyuasin Regency | Rambutan Village Field | 222 |
| 13 | 12-13 October 2022 | Training on Competency Improvement of PPEP Officers Class of 2020 for Musi Rawas, Muratara, and Lubuk Linggau Regencies | Unmura Meeting Hall, Lubuk Linggau | 71 |

Source : Data of UPTD BPPP South Sumatra Province

The material provided in the Training was also not absorbed well because the number of participants was too large; only participants who sat at the front could absorb the material presented. This will have an impact on the performance of the Agricultural Economics Improvement Assistance Officer (PPEP) at the UPTD Agricultural Extension Training Center (BPPP) of South Sumatra Province in East OKU Regency because the time needed to complete the work becomes longer due to the lack of training/knowledge that supports his profession as an Agricultural Extension Assistance Officer in the field.

Then related to empowerment, the indicators of the ability of Agricultural Economic Improvement Assistance Officers (PPEP) at the UPTD Agricultural Extension Training Center (BPPP) of South Sumatra Province are still experiencing difficulties in assisting agricultural extension workers in the field, this is because the ability of Officers in the agricultural sector is still low. The average Agricultural Economics Improvement Assistance Officer (PPEP) is the latest graduate with no experience in the agricultural extension field. In addition, the authority of the Accompanying Officer also cannot be maximized

when working in the field, this is because the Accompanying Officer is an officer appointed directly from the province who is then placed at the District Extension Training Center (BPP) in their respective districts. Some of these conditions are one of the causes of the decline in the performance of Accompanying Officers. An officer's performance will be optimal if the officer can carry out his duties properly in accordance with his abilities and the authority given.

1.2. Research Objective

This study aims to show the effect of Training and empowerment on the performance of agricultural economy improvement assistance officers (PPEP) at the uptd of the agricultural extension training center (BPPP) of south sumatra province in east oku regency".

2. MATERIALS AND METHODS

This research was conducted at the UPTD Office of the Agricultural Extension Training Center (BPPP) of South Sumatra Province which is located at Jalan Arah Muara Dua, KM 5, Bunga Mayang District, East OKU Regency, South Sumatra. The researcher limited the scope of discussion to the Effect of Training and Empowerment on the Performance of Agricultural Economic Improvement Assistance Officers (PPEP) at the UPTD of the Agricultural Extension Training Center (BPPP) of South Sumatra Province in East OKU Regency. Considering that Ogan Komering Ulu Timur Regency has the highest number of Agricultural Economic Assistance Officers (PPEP) in South Sumatra. This research was conducted starting in October 2022.

The type of research used in this study is a quantitative descriptive method (Valeriana et al., 2020). The data obtained from the research population sample was analyzed using statistical methods and then interpreted.

Sample Withdrawal Method in this study uses a simple random sampling method. This method is quite easy and commonly used in populations with relatively homogeneous unit characteristics. Sample extraction is carried out using the Slovin Formula as follows:

$$n = \frac{N}{1 + N \cdot e^2}$$

Information:

n : Sample size

N : Population size

e : Relaxation to non-scrutiny or degree of tolerance

Here is the calculation of the sample with the Slovin formula. The number of Agricultural Economic Improvement Assistance Officers (PPEP) in Ogan Komering Ulu Timur Regency is 242 people.

$$n = \frac{242}{1 + 242 \cdot 0.01^2} = 70.76$$

This population number is a population measure (N) in the slovin formula. The degree of tolerance determined at 0.1% is obtained based on an accuracy of 90% minus 100%, thus giving a result of a minimum of 70.76 or 71 samples. The sample in this study was 50% from the Agricultural Economic Improvement Assistance Officer (PPEP) of Ogan Komering Ulu Timur Regency who has participated in the Training more than twice and 50% of the Agricultural Economy Improvement Assistance Officer (PPEP) of Ogan Komering Ulu Timur Regency who has participated in the Training more than three times.

3. RESULT AND DISCUSSION

3.1. General State of the Region (Research Location)

Ogan Komering Ulu Timur Regency, better known by the abbreviation OKU Timur, is one of the districts located in South Sumatra Province. The capital city is Martapura District. East Ogan Komering Ulu was formed as an expansion of Ogan Komering Ulu Regency. This regency is famous for being one of the most developed and leading areas in South Sumatra Province. The Komering tribe, which is almost 80 percent occupying this area, such as in the areas of Gunung Jati, Campang Tiga,

Semendawai, Kangkung, Betung, Martapura, Gunung Batu, Muncak Kabau, Buay Madang, Minanga, Belitang (partially) and Madang Suku.

East OKU Regency is one of 17 districts/cities in South Sumatra Province, with an area of 3,370 Km². The topography and altitude in the East OKU Regency area ranges from 35-67 meters above sea level. Judging from the geographical side, this district is located between 103°40' - 104°33' East Longitude and 3°45' and 4°55' South Latitude.

Based on data from the Community and Village Empowerment Office of Ogan Komering Ulu Timur Regency, since 2017 the administrative area of Ogan Komering Ulu Timur Regency consists of 20 sub-district areas. The area of Ogan Komering Ulu Timur Regency in the north and east is bordered by Ogan Komering Ilir Regency. The southern part is bordered by South Ogan Komering Ulu Regency and Lampung Province, and Ogan Komering Ulu Regency borders the western part.

3.2. Profile of UPTD BPPP South Sumatra Province

3.2.1. Legal Basis, Main Duties and Functions

The South Sumatra Agricultural Extension Training Center is the Official Technical Implementation Unit (UPTD) of the Department of Agriculture, Food Crops and Horticulture of South Sumatra Province. It was stipulated through Regional Regulation Number 49 of 2001 and Governor Regulation Number 22 of 2012 of 2012, perfected by Governor Regulation Number 12 of 2018 dated January 17, 2018.

The main task of the South Sumatra Agricultural Extension Training Center is to develop agricultural human resources in the work area through agricultural Training, the provision of training infrastructure, technology transfer, and other activities related to agricultural Training.

The functions of the UPTD South Sumatra Agricultural Extension Training Center are:

1. Implementation of agricultural Training for officers and farmers in the agricultural sub-sector and/or other Training through cooperation with other parties
2. Implementation of agricultural technology transfer.
3. Preparation of agricultural training facilities and infrastructure.
4. Preparation of agricultural human resource development programs in the work area.
5. Preparation of data and information on Agricultural Human Resources in the work area.
6. Implementation of the Post-Training Follow-up Guidance and Evaluation Program.

3.2.2. Vision and Mission

The vision of the South Sumatra Agricultural Extension Training Center, the Realization of Agricultural Human Resources who are professional, entrepreneurial, moral and able to play an active role in agricultural development in their area.

Mission of the South Sumatra Agricultural Extension Training Center:

- a. Improving the quality of planning and implementation of Agricultural Training
- b. Improving the quality of training facilities and infrastructure.
- c. Increase the effectiveness of the use of information technology and agribusiness entrepreneurship.
- d. Increase cooperation with other parties through the implementation of Training and or other activities related to agriculture.

- e. Encourage agricultural development in nearby districts.
- f. Creating a flexible, familiar and conducive work environment.

3.2.3. Human Resources

The South Sumatra Agricultural Extension Training Center employs 25 civil servants consisting of Widyaiswara, Technical, and Administrative personnel and supported by *outsourcing personnel* as many as 12 people. In the training activities, participants were guided by Widyaiswara and Technical Personnel who are professional and competent in their respective fields, including Agribusiness of Food Crops, Horticulture, Plantations, Livestock and Socio-Economics.

For developing and implementing Training, carrying out studies, research, and others, the South Sumatra Agricultural Extension Training Center also collaborates with the Agricultural Training Center of the Ministry of Agriculture, Agricultural Research Institutes and universities, both public and private, in South Sumatra.

3.2.4. Types of Training Carried Out

The types of Training carried out by the South Sumatra Agricultural Extension Training Center for both farmers and agricultural officers are:

- a. Technical Training on Food Crops (Rice Cultivation, Corn Cultivation, Soybean Cultivation, etc.)
- b. Technical Training on Horticultural Plants (Vegetable Plants, Fruit Plants and Ornamental Plants)
- c. Technical Training on Plantation Crops (Rubber Cultivation, Cocoa Cultivation, Pepper Cultivation, Oil Palm Cultivation)
- d. Technical Training in Animal Husbandry (Cattle, Goats, Poultry).
- e. Agricultural Product Processing Training
- f. Management and Agribusiness Training (Entrepreneurship, *Out Bound*)
- g. Agricultural Extension Training (Basic RIHP, Basic Package II, Transfer, *Participatory Rural Appraisal*).

3.2.5. Training Facilities and Infrastructure

To support the implementation of the main tasks and functions, the South Sumatra Agricultural Extension Training Center is supported by an area of 102 hectares in which there are representative training infrastructure facilities, including:

- a. 2 Unit Office
- b. The dormitory has a capacity of 150 people.
- c. Guest Mess 3 Units
- d. 2 Units Dining Room
- e. Hall Capacity 150 people 1 Unit
- f. Classroom 4 Units
- g. Practicum Room (Agricultural Product Processing) 1 Unit
- h. Alsintan Practice Room 1 Unit
- i. Library 1 Unit
- j. Laboratory 1 Unit
- k. Screen House 2 Units
- l. Food Crop Practice Garden
- m. Horticultural Plant Practice Garden
- n. Plantation Plant Practice Garden
- o. Animal Husbandry Unit
- p. A Collection of Essays (Karaoke) 1 Unit
- q. Sports facilities (football, badminton, volleyball, table tennis, field tennis).
- r. Musolla

3.2.6. Miscellaneous

The South Sumatra Agricultural Extension Training Center is ready to collaborate with other parties (agency, private, individual) in human resource development through Training, internships, and other forms.

To help increase Regional Original Income (PAD), the South Sumatra Agricultural Extension Training Center also rents out Messes, Dormitories, Halls, Classrooms, and other training facilities for official, private, and individual needs.

3.3. Respondent Identities

3.3.1. Gender

The identity of respondents based on gender can be explained in the following tables and graphs:

Table 3. Respondent Identity by Gender

| Gender | Frequency | Percentage (%) |
|--------|-----------|----------------|
| Male | 52 | |
| Male | | 73.24 |
| Woman | 19 | |
| Woman | | 26.76 |
| Total | 71 | 100 |

Source: Primary data processed, 2022

Table 3 shows that of the 71 respondents, 52 males (73.24%) and 19 females (26.76%) were observed.

3.3.2. Age Status

The identity of respondents based on age can be explained in the table as follows.

Table 4. Respondent Identity by Age

| Age | Frequency | Percentage (%) |
|-------|-----------|----------------|
| 23-27 | 42 | 59.15 |
| 28-30 | 25 | 35.21 |
| 31-33 | 4 | 5.63 |
| Sum | 71 | 100 |

Source: Primary data processed, 2022

Table 4 shows that of the 71 respondents observed, it is known that 42 respondents aged 23-27 years (59.15%), respondents who have an age of 28-30 years as many as 25 people (35.21%), respondents who have an age of 31-33 years as many as 4 people (5.63%).

3.3.3. Education

Table 4. Identity of Education Respondents

| Education | Frequency | Percentage (%) |
|----------------|-----------|----------------|
| S1 Agriculture | 71 | 100 |
| Sum | 71 | 100 |

Source: Primary data processed, 2022

Table 4 shows that of the 71 respondents observed have a S1 Agriculture education (100%).

3.4. The Effect of Training and Empowerment on the Performance of Agricultural Economy Improvement Assistance Officers (PPEP) at the UPTD of the South Sumatra Province Agricultural Extension Training Center (BPPP) in East OKU Regency

3.4.1. Validity and Reliability Tests

a. Validity Test

The validity test was carried out with the help of *SPSS 20*. The validity test results for 71 respondents found that each statement item's value of Pearson's Product moment correlation coefficient (calculation) was compared to the table (0.367). Then the calculation > rtable (0.367) so that it can be concluded that each statement item used is valid.

b. Reliability Test

Based on the reliability test results, it can be concluded that the reliability of the Training and Empowerment measuring tool is good because the reliability value is above 0.8. This means that the whole item is reliable and the whole test is consistent because it has intense realism.

3.4.2. Classic Assumption Test

The normality test was carried out with the help of *SPSS 20*. The results of the normality test show that the P-Plot graph shows that the dots are spread around the diagonal line so that they are in the normal category. Thus, the graph shows that the regression model is suitable because it meets the normality assumption. Based on the processing results obtained from the SPSS output, the VIF value of the training variables (X1) and empowerment (X2) was below 10. Meanwhile, the *tolerance* value of the variable is above 0.1. This shows no correlation between these independent variables, and multicollinearity does not occur in the regression model. The results of the heteroskedasticity test show that the Scatter-Plot graph shows that the residual spread is irregular. The dots spread below and above the Y axis, and do not have an organized pattern. So in conclusion, the free variable does not have heteroskedasticity or homoskedasticity.

3.4.3. Results of Multiple Linear Regression Analysis

The results of the statistical test can be seen in Table 5.

Table 5. Multiple Linear Regression Analysis Results

| Type | Unstandardized Coefficients | | Standardized Coefficients | | t | Sig. | Collinearity Statistics | |
|-------------|-----------------------------|------------|---------------------------|--|-------|------|-------------------------|-------|
| | B | Std. Error | Beta | | | | Tolerance | VIF |
| (Constant) | 21.956 | 3.159 | | | 6.951 | .000 | | |
| Training | .859 | .342 | -1.266 | | 2.509 | .000 | .109 | 9.141 |
| Empowerment | .773 | .258 | 1.511 | | 2.993 | .001 | .109 | 9.141 |

. Dependent Variable: Performance of PPEP Officers

$$Y = 21.956 + 0.859X_1 + 0.773X_2$$

From the above equation, it can be described as follows:

1. The constant value is 21.956 which means that if the variables Training (X1) and Empowerment (X2) are 0, then the Performance of the Agricultural Economics Improvement Assistance Officer (PPEP) at the UPTD Agricultural Extension Training Center (BPPP) of South Sumatra Province in East OKU Regency (Y) is worth 21.956.
2. The value of the regression coefficient for the Training variable (X1) of -0.859 states that for every increase in Training (X1) by 1 unit, then the Performance of the Agricultural Economics Improvement Assistance Officer (PPEP) at the UPTD of the South Sumatra Province Agricultural Extension Training Center (BPPP) in East OKU Regency will increase by 0.859 assuming the Empowerment variable (X2) remains the same.
3. The value of the regression coefficient for the Empowerment variable (X2) of 0.773 states that for every increase in Empowerment (X2) by 1 unit, then the Performance of the Agricultural Economics Improvement Assistance Officer (PPEP) at the UPTD of the South Sumatra Province Agricultural Extension Training Center (BPPP) in East OKU Regency (Y) will increase by 0.773 assuming the Training variable (X1) is fixed.

3.4.4. Statistical Test

Hypothesis test or statistical test or also called first order test which consists of a determination coefficient or also called R^2 , F-test or also called simultaneous test, and t-test or individual test. The results of statistical tests can be seen in table 4.6 below.

a. T test (Partial test)

The Training has a t-value of > t table, which is 2,509 > 1.66488 which means that the Training has a real effect on the Performance of the Agricultural Economy Improvement Assistance Officer (PPEP) at the UPTD of the Agricultural Extension Training Center (BPPP) of South Sumatra Province in East OKU Regency at a confidence level of 99%. This proves that the Training carried out can improve the Agricultural Economic Improvement Assistance Officer (PPEP) performance at the UPTD Agricultural Extension Training Center (BPPP) of South Sumatra Province in East OKU Regency. The performance results can be seen in the increase in the productivity of the food crop subsector, especially rice in East OKU Regency. According to data from the East OKU Regency Food Security Office in 2021, the population of East OKU is 653,062 people and rice production is 356,360 tons with an average per capita consumption of 93 kilograms per year with a total consumption of 60,734 tons of rice. So that East OKU Regency experienced a rice surplus of 295,626 tons. The results of this study follow the statement of Amelia et al (2020) that the knowledge possessed by agricultural extension officers is influenced by Training. An employee with a good level of knowledge can be assured that the employee will also produce good performance, and vice versa.

The results of this study are in line with the research of Yulia and Baskoro (2021), Aditya *et al.*, (2016), and Iftikhhar & Sheikh (2017), which stated that Training can improve employee performance. However, this study's results differ from the findings of Arief and Nugroho (2021), who state that Training does not really influence employee performance.

Empowerment has a value of t calculated > from t table, which is 2,993 > 1.66488, which means that empowerment has a

From Table 5, the regression equation is obtained as follows:

real effect on the Performance of Agricultural Economic Improvement Assistance Officers (PPEP) at the UPTD of the South Sumatra Province Agricultural Extension Training Center (BPPP) in East OKU Regency at a confidence level of 99%. This proves that the empowerment carried out at the Sub-district Extension Training Center (BPP) through the development of individual officer capacity can improve the performance of the Agricultural Economic Improvement Assistance Officer (PPEP) at the UPTD of the South Sumatra Province Agricultural Extension Training Center (BPPP) in East OKU Regency. This follows the theory of community empowerment. According to Mardikanto (2014) community empowerment is interpreted as a process of capacity development, both individual, ethnic, and network capacity (system), which includes aspects: strengthening human capacity, business capacity, environmental capacity, and institutional capacity. In empowering extension workers, paying attention to the human capacity is necessary. This business capacity needs to be used to increase their income, pay attention to the capacity of their work environment, and pay attention to the institutional capacity of the extension workers. Empowering extension workers will automatically increase the work efforts of the extension workers, improving their work performance (Musa et al., 2017).

The results of this study are in line with the research of Ipsita & Bijaya (2018), Arief and Nugroho (2021), and Purnawati (2019), which states that empowerment can improve employee performance.

b. F Test (Simultaneous Test)

The results of the calculation of the Simultaneous Test (F Test) can be shown in the following table:

Table 6. Testing Together (simultaneous)

| NEW ERA | | | |
|--|------------|-------|-------|
| Type | | F | Sig. |
| 1 | Regression | 4.936 | .015a |
| | Residual | | |
| | Total | | |
| a. Dependent Variable: Performance | | | |
| b. Predictors: (Constant), Training, empowerment | | | |

Source: processed data 2022

The results of the F test showed the simultaneous testing of all conjecture parameters at a confidence level of 95%, indicating that the F value of the table > F was calculated ($4.936 > 2.33$). It can be said that the variables of Training (X1) and empowerment (X2) together have a real effect on the Performance of Agricultural Economy Improvement Assistance Officers (PPEP) at the UPTD of the South Sumatra Province Agricultural Extension Training Center (BPPP) in East OKU Regency.

c. Coefficient of Determination (R2)

The results of the Coefficient of Determination (R2) calculation can be shown in Table 7.

Table 7. Coefficient of Determination (R2)

| Model Summary ^b | | | | |
|--|-------|----------|-------------------|----------------------------|
| Type | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .825a | .875 | .719 | 5.20652 |
| a. Predictors: (Constant), Training, empowerment | | | | |
| b. Dependent Variable: Performance | | | | |

Source: Primary data processed, 2022

The R Square value is 0.875. The R2 value means that 87.5% of the performance of the Agricultural Economic Improvement Assistance Officer (PPEP) at the UPTD of the South Sumatra Province Agricultural Extension Training Center (BPPP) in East OKU Regency can be explained by the free variables described in the model, namely Training (X1) and empowerment (X2). Meanwhile, the remaining 12.5% is explained by other variables outside the research, such as competence and infrastructure (Kasmir, 2018).

4. CONCLUSION AND SUGGESTIONS

4.1. Conclusion

Based on the results of the research and the discussion that has been carried out in the previous chapter, it can be concluded that this research empirically proves that (1) Training and empowerment significantly affect the performance of Agricultural Economic Improvement Assistance Officers (PPEP) at the UPTD of the South Sumatra Province Agricultural Extension Training Center (BPPP) in East OKU Regency. The magnitude of Training and empowerment's influence on Agricultural Economic Improvement Assistance Officers (PPEP) performance at the UPTD of the South Sumatra Province Agricultural Extension Training Center (BPPP) in East OKU Regency was 87.5%. In comparison, other variables determined the remaining 12.5%.; (2) Training and empowerment policies have a significant effect on the performance of Agricultural Economic Improvement Assistance Officers (PPEP) at the UPTD of the South Sumatra Province Agricultural Extension Training Center (BPPP) in East OKU Regency is still needed because good performance greatly supports the increase in agricultural production and productivity, especially in East OKU Regency and in general in South Sumatra province.

4.2. Suggestion

Based on the description above, the suggestions that can be given based on the results of this research are: (1) **Training and empowerment activities are hoped to** continue to be carried out so that the Agricultural Economy Improvement Assistance (PPEP) officers are more skilled, innovative, and dexterous in completing the work that is their duty and obligation. (2) **The Agency can consider the research results** regarding improving the performance of agricultural apparatus in South Sumatra Province with a training program that is held regularly.

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