

Performance evaluation of fisheries extension officers (Case study of civil servant fishery extension workers in Kutai Kartanegara District)

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ABSTRACT

The purpose of this study was to assess the implementation of the performance of fishery instructors in Kutai Kartanegara Regency based on 14 extension indicators in carrying out the duties and functions of fishery instructors (Decree Number: 192/KEP-BRSMD/2020). This type of research is a type of descriptive statistical research. The research method used is the census method. The population in this study were 4 Civil Servant Fisheries Extension Workers in Kutai Kartanegara Regency. The selection of the sample was by census, meaning that the four fisheries extension officers were sampled. The results of the evaluation of the performance of civil servant fisheries extension officers in Kutai Kartanegara Regency based on Decree Number: 192/KEP-BRSMD/2020 cumulatively are in the high category with a score of 80.5 which is between 70.02-90.00. This value can be interpreted that the performance of civil servant extension officers in Kutai Kartanegara Regency has been carried out well, although not optimal.

INTRODUCTION

Kutai Kartanegara Regency is a regency located in East Kalimantan Province. The capital of Kutai Kartanegara is in Tenggarong District, which borders the city of Samarinda. Kutai Kartanegara Regency has a water area of approximately 4,097 km², divided into 18 districts and 225 villages/sub-districts with a population of 626,286 (2010 census) and an increase to 734,485 in 2020 (Central Statistics Agency, 2020).

The vast fisheries potential spread across the sea and river areas is not proportional to the number of fisheries extension workers in Kutai Kartanegara. Fisheries extension workers play an important role in improving the quality of fisheries sector processing in Kutai Kartanegara, including resources for fish farmers, fishermen, and fishery product processors. Through the learning process, fish farmers, fishermen, and fishery product processors are expected to access information on technology, capital, markets, and other information needed to increase productivity, business efficiency, and income, which ultimately can improve the welfare of fisheries business actors.

Fisheries extension workers in Kutai Kartanegara Regency are very helpful for the main actors and business actors in the fisheries sector. In various extension activities, they (the extension workers) strive to transform knowledge and technology to the main actors and business actors so that they know and are willing to change their behavior for the better, namely: better business, profitable business, and more prosperous life. This requires the integrated performance of fisheries extension workers in carrying out the main tasks and functions of fisheries extension workers in planning, organizing, and evaluating fisheries extension programs in accordance with the fourteen indicators based on Decree Number: 192/KEP-BRSMD/2020 issued by the Marine and Fisheries Human Resources Research and Development Agency.

With these fourteen indicators, the performance of fisheries extension workers, especially those with the status of Civil Servants, can be measured. Fisheries extension workers with Civil Servant status have greater responsibility for their performance based on the decree issued by the Marine and Fisheries Human Resources Research and Development Agency.

METHODOLOGY

This research was conducted on Civil Servant (PNS) fisheries extension workers in Kutai Kartanegara Regency over a period of 12 months, starting from April 2022 to June 2023. The data used consists of primary and secondary data. Primary data was obtained directly through interviews with fisheries extension workers, covering respondent identities and fisheries extension activities, while secondary data was obtained from previous research, literature studies, and field studies.

Sampling Method

The population of this study consists of four (4) Civil Servant fisheries extension workers in Kutai Kartanegara Regency. The sampling method used in this study is the census method. The census method involves taking one entire population group as a sample and using structured questionnaires as the main data collection tool to obtain specific information (Usman & Akbar, 2008).

Data Analysis Method

To determine the performance levels of fisheries extension workers, qualitative measurements expressed in numerical scores/values are used. Scores for each respondent are obtained using the Likert scale measurement method, with questions based on the 14 (fourteen) indicators outlined in Decree Number: 192/KEP-BRSDM/2020 issued by the Marine and Fisheries Human Resources Research and Development Agency. The Likert scale is a tool used to measure the attitudes, opinions, and perceptions of individuals or groups about a phenomenon or educational event (Djali, 2008). Data analysis on the evaluation of fisheries extension workers' performance is categorized into three levels (high, medium, low).

RESULT AND DISCUSSION

Kutai Kartanegara Regency is one of the 10 administrative regions consisting of 7 regencies and 3 cities. Geographically, Kutai Kartanegara Regency is located between 115°26' West Longitude to 117°36' East Longitude and between 1°28' North Latitude and 1°08' South Latitude, with an area of 27,263.10 km² (Central Statistics Agency, 2020). The regency is divided into 18 districts. These districts are Samboja, Muara Jawa, Sanga-Sanga, Loa Janan, Loa Kulu, Muara Muntai, Muara Wis, Kota Bangun, Tenggarong, Sebulu, Tenggarong Seberang, Anggana, Muara Badak, Marangkayu, Muara Kaman, Kenohan, Kembang Janggut, and Tabang, with a total population of 734,485, consisting of 385,663 males and 348,822 females (Central Statistics Agency, 2020).

Duties of Fisheries Extension Workers in Kutai Kartanegara Regency

The duties of fisheries extension workers in Kutai Kartanegara Regency based on Decree Number: 192/KEP-BRSDM/2020 are:

1. Preparing fisheries extension work plans
2. Conducting guidance/extension services to primary actors and/or marine and fisheries business actors

3. Forming groups of primary actors and/or marine and fisheries business actors
4. Assessing the class abilities of primary fisheries actor groups
5. Improving the class of primary actor groups and/or marine and fisheries business actors
6. Guiding micro and small enterprises in the marine and fisheries sector
7. Guiding cooperatives/corporations in the marine and fisheries sector
8. Facilitating primary actors and/or marine and fisheries business actors in accessing capital/funding for marine and fisheries businesses
9. Facilitating primary actors and/or marine and fisheries business actors in accessing fisheries product markets
10. Facilitating primary actors and/or marine and fisheries business actors with the necessary marine and fisheries technology information
11. Socializing regulations related to marine and fisheries to primary actors and marine and fisheries business actors
12. Assisting groups during and after receiving government assistance
13. Conducting data collection and/or updating primary actors or marine and fisheries business actors and production data
14. Creating extension reports

Fisheries Extension Activities in Kutai Kartanegara Regency

1. Fisheries Extension Methods

Interviews with all respondents revealed that the fisheries extension methods used include mass methods, group methods, and individual methods.

2. Fisheries Extension Media

The media used by fisheries extension workers in Kutai Kartanegara Regency are shown in the following table:

Table 1. Types of media

No.	Name	Electronic media	Printed media
1	Baiq Sulisty Rini	Video	<i>Leaflet</i> and Folder
2	Erwansa	Slide PPT	<i>Leaflet</i> , Brosur, and Folder
3	Sulastri	Slide PPT	<i>Leaflet</i>
4	Sudewi	Video	<i>Leaflet</i> and Folder

3. Extension Materials

The extension materials delivered by fisheries extension workers in Kutai Kartanegara Regency can be seen in the following table:

Table 2. Types of content

No.	Name	Content
1	Baiq Sulisty Rini	<ol style="list-style-type: none"> 1. CPIB (Good Fish Hatchery Practices) 2. CBIB (Good Fish Farming Practices) 3. Extension on eco-friendly fishing gear 4. Socialization of marine and fisheries business actor cards (KUSUKA)
2	Erwansa	<ol style="list-style-type: none"> 1. Pond management methods 2. CBIB (Good Fish Farming Practices)
3	Sulastri	<ol style="list-style-type: none"> 1. Feed making methods 2. Fishery product processing 3. Group institutionalization 4. Government regulations
4	Sudewi	<ol style="list-style-type: none"> 1. Group formation 2. Socialization of marine and fisheries business actor cards (KUSUKA) 3. Fisheries technology 4. Government regulations

4. Fisheries Extension Time

The timing for conducting extension activities must be agreed upon in advance with the fisheries actors at the extension location. The goal is to ensure that participants can attend the extension activities as fully as possible, meaning a sufficient number of participants are present so that the material can be widely disseminated in one session. Additionally, the timing should not interfere with the activities of the fisheries actors at the location.

5. Obstacles to Fisheries Extension

- a. Access to the location is a significant obstacle faced by some fisheries extension workers. Many extension activities are conducted in remote village areas far from main roads, requiring travel on available paths to reach the location.
- b. When delivering material, extension workers are required to present it concisely and in an easily understandable manner. However, not all participants can immediately grasp the information due to factors such as low education levels and some participants being elderly.

Partial Implementation Level of Extension Activities Based on Fisheries Extension Task Indicators SK Number 192/KEP-BRSDM/2020

Cumulatively, the class interval derived from the performance assessment scores of the fisheries extension officers in Kutai Kartanegara Regency is at a score of 80.5. This means the cumulative performance assessment score of the fisheries extension officers falls within the range of 70.02-90.00, which is categorized as high.

Table 3. Partial Implementation Level of Fisheries Extension

No	Indicator	Class Interval	Score	Category
1	Preparing fisheries extension work plans	3.00-5.00 5.10-7.00 7.10-9.00	9.0	High
2	Conducting guidance/extension to primary actors and/or marine and fisheries business actors	3.00-5.00 5.10-7.00 7.10-9.00	7.7	High
3	Forming groups of primary actors and/or marine and fisheries business actors	2.00-3.30 3.31-4.61 4.62-6.00	4.5	Medium
4	Assessing the class abilities of primary fisheries actor groups	2.00-3.30 3.31-4.61 4.62-6.00	6.0	High
5	Improving the class of primary actor groups and/or marine and fisheries business actors	2.00-3.30 3.31-4.61 4.62-6.00	6.0	High
6	Guiding micro and small enterprises in the marine and fisheries sector	2.00-3.30 3.31-4.61 4.62-6.00	5.4	High
7	Guiding cooperatives/corporations in the marine and fisheries sector	2.00-3.30 3.31-4.61 4.62-6.00	5.2	High
8	Facilitating primary actors and/or marine and fisheries business actors in accessing capital/funding for marine and fisheries businesses	2.00-3.30 3.31-4.61 4.62-6.00	5.7	High
9	Facilitating primary actors and/or marine and fisheries business actors in accessing fisheries product markets	2.00-3.30 3.31-4.61 4.62-6.00	4.7	High
10	Facilitating primary actors and/or marine and fisheries business actors with necessary marine and fisheries technology information	2.00-3.30 3.31-4.61 4.62-6.00	4.4	Medium
11	Socializing regulations related to marine and fisheries to primary actors and marine and fisheries business actors	2.00-3.30 3.31-4.61 4.62-6.00	6.0	High
12	Assisting groups during and after receiving government assistance	2.00-3.30 3.31-4.61 4.62-6.00	6.0	High
13	Conducting data collection and/or updating primary actors or marine and fisheries business actors and production data	2.00-3.30 3.31-4.61 4.62-6.00	6.0	High
14	Creating extension reports	2.00-3.30 3.31-4.61 4.62-6.00	3.9	Medium

Cumulative Performance Level of Fisheries Extension Officers' Tasks in Kutai Kartanegara Regency

The class interval for the cumulative performance evaluation of civil servant fisheries extension officers in Kutai Kartanegara Regency can be seen in the following table:

Table 4. Cumulative Performance Scores of Fisheries Extension Officers

No.	Class Interval	Category	Score	Category
1	30.00-50.00	Low		
2	50.01-70.01	Medium	80.5	High
3	70.02-90.00	High		

Research results show that the cumulative performance assessment score of the fisheries extension officers in Kutai Kartanegara Regency is 80.5. This means the cumulative performance assessment score falls within the range of 70.02-90.00, which is categorized as high.

CONCLUSION

The performance evaluation results of fisheries extension officers in Kutai Kartanegara Regency, based on the indicators in Decree No. 192/KEP-BRSMD/2020, cumulatively scored 80.5, which falls into the high category with an interval range of 70.02-90.00. This performance score indicates that the performance of the civil servant fisheries extension officers in Kutai Kartanegara Regency has been carried out well.

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