Leadership relations of the rice farmers' head group with group dynamics in Tugondeng Village

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Abstract. The purpose of this study was to analyze the relationship between the leadership of the head of the rice farmers' group and the dynamics of the group in Tugondeng Village, Herlang District, Bulukumba Regency. The sample of respondents in this study was adjusted to 45 people. Data collection methods in this study are by conducting observations, interviews and assisted by filling out questionnaires. The data analysis method used in this study is a quantitative method using Rank Spearman analysis. This research was conducted in January 2019 in Tugondeng Village. In the results with the Rank Spearman analysis method obtained figures below 0.05, then HO is rejected or there is a significant relationship between leadership style with group dynamics.

1. Introduction
The agricultural sector is important for Indonesia's economic development because many Indonesian people are involved in aquaculture, to the processing and marketing of agricultural products. The agricultural industry can absorb 45 percent of Indonesia's population, but the contribution to Gross Domestic Product is only 15 percent. This shows that the farming sector needs to be pursued to improve through development of agriculture [1,2].

In agriculture, there is an organization called a farmer group. Farmer groups are a combination of several farmers. Farmer groups are a place for farmers to gain knowledge and experience that is useful for building their farms so that farmers can get good results and can achieve prosperity.

The farmer group is inseparable from the head of the farmer group who acts as a leader to direct, nurture, give tasks and guide members to achieve the goals of the farmer group, namely to increase production. Leaders not only direct but as an example of their members so leaders must have attitudes that are not shared by everyone [3].

The success of an organization/company in achieving its goals is vital to have a leader and leadership process. This is necessary because the various activities to be carried out by all members must be in harmony in the sense that all members must work together, not work together. Two words in management will determine the direction of success in achieving organizational / community goals, namely leaders and leadership. These terms need to be spelled out so that it can be understood by various interested parties to be able to inspire and provide practical knowledge on how to lead an organization/community. Leadership style is a pattern of behavior of a leader in the process of directing and influencing workers/teams in organizations/communities, which is part of the expertise that is quite influential in achieving goals [4].
Group dynamism is marked by the existence of clear objectives, the completeness of the structure as well as the function of the duties as members as information there is a strong attachment between members. External and internal factors influence the realization of dynamic groups. External factors come from outside the group while internal factors come from the members themselves which will cause interaction between members, exchange opinions and experiences which will later increase knowledge for others [5].

Farmer groups in Tugondeng Village have different levels of dynamism. Several farmer groups routinely hold meetings. This can improve the dynamics that occur within the group, and each member can carry out their duties properly so that the group's goals can be achieved.

2. Methods
This research was conducted in Tugondeng Village, Herlang District, Bulukumba Regency. The selection of this research site was carried out deliberately or purposively, with the consideration that Tugondeng Village was a potential area for agricultural production activities because of its strategic natural factors. As a potential agricultural area in the village of Tugondeng has 28 farmer groups and specifically for the rice farmer groups consisting of 6 farmer groups. The researcher is interested to see the relationship between the leaderships of the farmers’ group and the dynamics within the group. This research was conducted in January 2019.

The population in this study were all members of farmer groups in Tugondeng Village, amounting to 150 people. In this study, the authors narrowed the population to the number of all members of the farmer group by 150 people by calculating the sample size carried out using the Slovin technique. Based on sample calculations using the Slovin formula, the sample respondents in this study were adjusted to as many as 45 people. This was done to facilitate data processing and for better testing results. According to Morisson [6] said that population is a generalization area consisting of objects/subjects that have certain qualities and characteristics determined by researchers to be studied and then drawn conclusions.

The type of data used in this study is quantitative data and qualitative data. Qualitative data is not in the form of numbers or cannot be calculated and is obtained from interviews with organizational leaders and members in the organization as well as information obtained from other parties relating to the problem under study. Types of qualitative data obtained from interviews with respondents. Quantitative Data is data obtained in the form of figures that can be calculated, obtained from questionnaires distributed and related to the problem under study. The type of quantitative data obtained from the results of filling out the survey by respondents. Quantitative data can be in the form of tables or diagrams.

The method used in this study is to conduct observations, interviews and assisted by filling out questionnaires, then through the research survey method, researchers examine the leadership style of farmer group leaders, the dynamics that occur in groups, and the leadership relationship of rice farmer group leaders with group dynamics. The method used in this research is qualitative and quantitative methods. The qualitative approach is used to analyze the first and second goals, while the quantitative is used to analyze the third objective by using Rank Spearman analysis.

3. Results and discussions
3.1. Leadership style
The leadership style of the head of the farmer group in Tugondeng Village is reflected in the formation of the farmer group. Sub variables studied in the farmer group leadership style include autocratic leadership style, democratic leadership style, free leadership style, and paternalistic leadership style.

3.1.1. Autocratic leadership style. In a study in Tugondeng Village, Herlang Sub-District, Bulukumba District authoritarian leadership style farmer group leaders seen from five aspects, namely goal-oriented, structure-oriented, oriented tasks that are set, the chairman gives instructions, and group
members carry out tasks according to the chairman’s orders. The autocratic leadership style gained a total weight of 903.

3.1.2. Democratic leadership style. The democratic leadership style is divided into five aspects, which are oriented in recognizing the dignity and values of farmer group members, approaching farmer group members, cooperative decision making, paying attention to feelings in attitude and acting towards members, applying mutual trust and respect. The democratic leadership style gained a total weight of 920.

3.1.3. Free leadership style. The open leadership style in Tugondeng Village is divided into three aspects, namely, giving full power, the structure of the farmer group is loose, and the leader is passive. The free leadership style gained a total weight of 506. The head of the farmer group in Tugondeng Village lacked full authority.

3.1.4. Paternalistic leadership style. The leader of the farmer group in the village of Tugondeng did adopt a paternalistic leadership style. The paternalistic leadership style is divided into two indicators, namely treating members of the farmer group as minors, and the leader of the farmer group is fatherly. The paternalistic leadership style gained a total weight of 296. In the farmer group in Tugondeng Village more or less treated farmer group members as children.

3.2. Group dynamics
The dynamics of the farmer groups in Tugondeng Village are influenced by the leadership of the farmer group leaders. Leaders who direct well in a variety of group activities can impact the lives of group members. Sub variables that are examined in the dynamics of farmer groups consist of nine variables, namely group goals, group structure, task functions, group coaching and development, group cohesiveness, group atmosphere, pressure in groups, group effectiveness, and covert intentions.

3.3. Group purpose
The purpose of the farmer group is divided into four indicators namely an understanding of group goals, the goals of the farmer group activities by personal goals, group goals following personal goals and group goals that provide motivation. The purpose of the group in the farmer group in the village of Tugondeng gained a total weight of 772.

3.4. Group structure
The structure of farmer groups in Tugondeng Village is divided into four parts, namely the adjustment of the position and role of each member of the farmer group, members of the farmer group carrying out their duties properly, the group working hard in achieving the goals of the farmer group, and supporting facilities and infrastructure. The farmer group structure in Tugondeng Village gained a total weight of 699.

3.4.1. Task function. The task functions include providing information, organizing coordination, generating initiatives, inviting participation, and explaining something to the group. The task function of the farmer group in Tugondeng Village gained a total weight of 845.

3.4.2. Guidance and group development. The development and development of farmer groups are divided into four indicators, namely group members participating, adequate group facilities, monitoring of norms, and group leaders conducting socialization to new group members. The development and development of farmer groups in Tugondeng Village gained a total weight of 684.

3.4.3. Group cohesiveness. Group cohesiveness in the village of Tugondeng is divided into eight indicators, namely the effect of commitment to group cohesiveness, the influence of leadership on member commitment, the impact of membership on member commitment, the impact of homogeneity
on member commitment, the effect of goals on member commitment, the influence of cohesiveness on member commitment, the effect of cooperation on member commitment, and the effect of group size on member commitment. The cohesiveness of the farmer groups in Tugondeng Village gained a total weight of 1,365.

3.4.4. *Group atmosphere.* Group atmosphere in Tugondeng Village is divided into three indicators, namely the relationship between group members, the influence of the group's physical environment on the group's atmosphere, and freedom of participation. The atmosphere of the farmer group in the village of Tugondeng gained a total weight of 554.

3.4.5. *Group pressure.* Group pressure is divided into four indicators namely helping one another achieve the goals of the farmer group, maintaining themselves as a group, helping to strengthen the opinions of other members, and maintaining relationships with the social environment. The pressure of the farmer groups in the village of Tugondeng gained a total weight of 723.

3.4.6. *Group effectiveness.* The effectiveness of the group consists of two indicators, namely the implementation of the task to achieve the goals of the farmer group and the achievement of the effectiveness of the farmer group. The effectiveness of farmer groups in Tugondeng Village gained a total weight of 366.

3.4.7. *Covert purpose.* The covert intention is divided into two indicators, namely the existence of a hidden purpose and the impact that occurs. The hidden intention of the farmer group in Tugondeng Village gained a total weight of 294.

4. **Conclusion**

From the results of research related to the leadership style of the head of the rice farmers group in Tugondeng Village, it can be concluded that the leadership style of the head of the farmers group in Tugondeng Village, Herlang Sub-District, Bulukumba District applies a democratic leadership style, meaning that there is a tendency for the leadership style of the head of the farmer group to have the nature of recognizing and upholding the dignity and dignity of the members of the farmer group, the structure of the development uses approaches, cooperative decision making, the head of the farmer group pays attention to feelings in attitude, there is an atmosphere of mutual trust and appreciate. In such a situation this means that the atmosphere in the farmer group is good, and to maintain this good atmosphere the chairperson and members of the farmer group must maintain an attitude and always be compact in decision making.

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