SUMMARY

This research aims to analyze the performance management of agricultural extension in organizing agricultural extension in South Ogan Komering Ulu Regency. The subjects of this research are agricultural instructors assisting agricultural economic improvement (PPEP), which is an agricultural instructor recruiting from the South Sumatra Province Governor's Program based on South Sumatra Governor Regulation Number 45 of 2020. The sampling method was carried out using a census where the entire population was used as a sample, namely 113 respondents in 19 sub-districts. The performance of extension workers is measured using a scoring method with measurement indicators by the Minister of Agriculture Regulation Number. 91/Permentan/OT.140/9/2013. The data analysis method used is Job Performance Value (NPK) analysis. The research results from the analysis show that the performance management of agricultural extension workers has a score with an average value for planning preparation of 4.70. Implementation of agricultural extension 3.61, while evaluation and reporting 4.87. The work achievement score has a score in the Fair category, namely 50%.

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Keywords*: Performance Management, Work Achievement, Agricultural Extension Assistant, Agricultural Economy Improvement*

RINGKASAN

Penelitian ini bertujuan untuk menganalisis manajemen kinerja penyuluh pertanian dalam penyelenggaraan penyuluhan pertanian di Kabupaten Ogan Komering Ulu Selatan. Subjek penelitian ini adalah penyuluh pertanian pendamping peningkatan ekonomi pertanian (PPEP) yang merupakan penyuluh pertanian yang direkrut dari Program Gubernur Provinsi Sumatera Selatan berdasarkan Peraturan Gubernur Sumatera Selatan Nomor 45 Tahun 2020. Metode pengambilan sampel dilakukan dengan menggunakan sensus dimana seluruh populasi digunakan sebagai sampel, yaitu sebanyak 113 responden di 19 kecamatan. Kinerja penyuluh diukur dengan menggunakan metode skoring dengan indikator pengukuran berdasarkan Peraturan Menteri Pertanian No. 91/Permentan/OT.140/9/2013. Metode analisis data yang digunakan adalah analisis Nilai Prestasi Kerja (NPK). Hasil penelitian dari analisis tersebut menunjukkan bahwa manajemen kinerja penyuluh pertanian memiliki skor dengan nilai rata-rata untuk penyusunan perencanaan 4,70. Pelaksanaan penyuluhan pertanian 3,61, sedangkan evaluasi dan pelaporan 4,87. Skor prestasi kerja memiliki nilai dalam kategori Cukup yaitu 50%.

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Kata Kunci: Manajemen Kinerja, Prestasi Kerja, Penyuluh Pertanian, Peningkatan Ekonomi Pertanian