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Leadership style of farmer group leaders

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Abstract. The purpose of this study was to determine the leadership style of the head of the rice farmers group in Tugondeng Village, Herlang District, Bulukumba Regency. The sample of respondents in this study was 45 people. Data collection methods in this study were observations, interviews, and questionnaires. Data analysis methods used in this study were qualitative and quantitative methods. This research was conducted in January 2019 located in Tugondeng Village. The leadership style in Tugondeng Village is 920 (35.0%). This situation shows that the leadership style of the head of the farmer group in Tugondeng Village, Herlang District, Bulukumba Regency applies a democratic leadership style.

1. Introduction

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

A farmer is someone who does cultivation activities. Farmers usually join an organization called a farmer group. According to Ministry of Agriculture Regulation No. 82 of 2013 [2], farmer groups are groups of farmers/ranchers/ planters formed based on the same interests, the same social, economic, and resource environment conditions, commodity similarity and familiarity to improve and develop member businesses. Philosophically, farmer groups are formed to solve problems so that they can produce optimally and efficiently due to its consolidated agriculture in farmer groups, procurement of production facilities and sale of products that can be done together. The volume of production facilities purchased and the volume of output sold become larger. Therefore, the cost of procurement per unit of facility and marketing per unit of yield is lower. The rationalization of farming that pursues efficiency and added value will reduce traditional farmers [3].

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' role is not merely directing but also as an example of their members. Thus, the leaders must have attitudes that are not shared by everyone [4,5].

The success of an organization/company in achieving its goals is essential 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. It means that all members must work together. Two words in management will determine the direction of success in achieving organizational / community goals are leaders and leadership. Each of these terms needs to be spelled out in detail. Finally, it is expected to be



understandable for various interested parties so that they are able to inspire and provide practical knowledge on how to lead an organization/community. Leadership style (leadership style) is a pattern of behavior of a leader in the process of directing and influencing workers/teams in organizations/communities. It is a part of the expertise that is quite influential in achieving goals as well [6].

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 considering Tugondeng Village was a potential area for agricultural production activities due to 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 was interested to see the relationship between the leadership of the head of the rice farmers' group and the dynamics within the group. This research was conducted in January 2019.

The population in this study was all members of farmer groups in Tugondeng Village amounting to 150 people. The authors narrowed the population to the number of all members of the farmer group 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 45 people. This was done to facilitate data processing and for better testing results.

The type of data used in this study were quantitative data and qualitative data. Qualitative data is not in the form of numbers. It cannot be calculated and 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 were collected from interviews with respondents. Quantitative data obtained is in the form of figures that can be calculated. The data derive from distributed questionnaires and related to the problem under study. The type of quantitative data collected from the results of filling out the survey by respondents. Quantitative data can be in the form of tables or diagrams.

In this study, the data sources used in data collection include primary data and secondary data. The interview method was applied to collect primary data. To obtain information about the relationship between the chairman of the paddy farmer group and group dynamics, the interview was carried out by going directly to the research subjects. Secondary data was collected by other parties not by the researchers themselves for other purposes. The way to obtain secondary data was by researching the library and from existing documents.

The method used in this study was to conduct observations, interviews and assisted questionnaires. Through the research survey method, researchers examine the leadership style of farmer group leaders, the dynamics of the groups, and the leadership relationship of rice farmer group leaders with group dynamics. The method used in this research was qualitative and quantitative. The qualitative approach was used to analyze the first and second goals while the quantitative was 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 farmer group in Tugondeng Village is currently 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.

3.2. Autocratic leadership style

In this study, the farmer's autocratic leadership style in Tugondeng Village was seen from five aspects. They are goal-oriented, structure-oriented, set-oriented tasks, instructions of the chairman, and group

members who carry out tasks according to the chairman's orders. The autocratic leadership style gained a total weight of 903.

3.3. *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.

3.4. *Free leadership style*

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

3.5. *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. Those are treating members of the farmer group as minors and the leader as the major. The paternalistic leadership style gained a total weight of 296. In the farmer group in Tugondeng Village, more or less treated the farmer group members as children.

4. Conclusion

Based on the results, it can be concluded that the leadership style of the leader of the farmer's group in Tugondeng Village, Herlang Sub-district, Bulukumba Regency applies a democratic leadership style. It means 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 of the members of the farmer group, the approaches of development structures used, cooperative decision making, the head of the farmer group who pays more attention to the members, and an atmosphere of mutual trust and appreciate. In such a situation, the atmosphere in the farmer group is pleasant. Thus, to maintain this atmosphere, the chairperson and members of the farmer group must maintain an attitude and always compact in decision making.

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