

Factors Related to the Implementation of the Field Extension Officers Duties at the Extension Center in Jambi Province

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Abstract . This research aims to show the strong correlation between 1) the achievement motivation of the Field Extension Officers and the implementation of Field Extension Officers' duties; 2) knowledge of extension management and the implementation of Field Extension Officers' duties; 3) the quality of services of Field Extension Officers and the implementation of Field Extension Officers' duties; 4) achievement motivation, knowledge of management, and the quality of services of the Field Extension Officers simultaneously on the implementation of Field Extension Officers' duties at the Extension Center in Jambi Province. This research uses survey method applying correlational technique. Samples of this research are Field Extension Officers of civil servants, amounting to 60 respondents. The research is conducted at the Extension Center in Jambi Province in 2018. The results of this research show that there is significant and linear correlation between: 1) Achievement motivation of Field Extension Officers and the implementation of Field Extension Officers' duties; 2) Knowledge of extension management of Field Extension Officers and the implementation of Field Extension Officers' duties; 3) The quality of services and the implementation of the Field Extension Officers' duties; 4) Achievement motivation, knowledge of extension management, the quality of service of the Field Extension Officers simultaneously toward the Field Extension Officers' duties at the Extension Center in Jambi Province. Coefficient of multiple correlation $R_{y123} = 0.86$ and coefficient of determination $R^2 = 0.76$. It means that 76% of variations of the implementation of the Field Extension Officers duties at the Extension Center in Jambi Province can be explained by achievement motivation, knowledge of extension management, and the quality of services of the Field Extension Officers.

Keywords: the implementation of Field Extension Officers' duties, achievement motivation, knowledge of extension management, the quality of services

1. Introduction

The implementation of the Field Extension Officers' duties as the driving force for rural development in Jambi Province, where 90% of the area is for agriculture, plantation, forestry, livestock, and fisheries, plays an important role. The revival of the economy starts from producers or products/harvest in the villages, namely agricultural crops like rice, corn, and soybeans; plantation crops like oil palm, coconut, coffee, and tea; and livestock like chicken, duck, goat, cow, buffalo, and others.

Meanwhile, in modern life, urban people pay services to get agricultural products without having to plant. Public and private organizations or institutions, such as the Indonesian Chamber of Commerce and Industry (Kadin), are required to stabilize the prices of agricultural products at various village and city levels. The authority of the Field Extension Officers to give the extension is their teaching skill to the farmers, ranchers, planters, and fisherman, which is their work routine at the Extension Center in Jambi Province. The Field Extension Officers always give extension using practical demonstration, props, and demonstration garden. They must provide extension, explain practical lessons in rice fields, garden, and others, write a report on their activities in their work area, and compile outreach designs in the form of stages of activity/mechanical activity.

Mechanical thinking skills of the Field Extension Officers in carrying out tasks are developed when they are assigned the title of teacher at the Extension Center. As the Field Extension Officers, they are required to master the character of farmers and farmer groups in the field and to memorize the methods of farming all local agricultural products in the villages, and be able to carry out lessons learned from farmers who come to the Extension Center. Other skill possessed by the Field Extension Officers is facilitating farmers with practical knowledge and

technology needed by the farmers. The challenging tasks are to prevent and to eradicate pests and diseases of plants, livestock, fish, and others so that there is an increase in product quality.

The implementation of the Field Extension Officers' duties, which are tiered from planning, organizing, and practicing at the Extension Center will lead farmers to apply the extension materials in order to motivate farmers to be successful and satisfied with the services at the Extension Center.

It is more than fulfilling daily tasks of Field Extension Officers who have to work hard. Thus, they have to have multiple skills since they become reference and idols for the farmers. Field Extension Officers have an important role in extension activities. Out-of-school education system is shown by the role of the Field Extension Officers as the party that must organize or manage extension materials, tools, and systems as well as practical work and evaluation of farmers and their groups. The transfer of skills of the Field Extension Officers at the Extension Center is expected to have good quality (Entang, 2005: p.256).

Based on the condition above, it is necessary to do a research on the factors related to the implementation of Field Extension Officers' duties at the Extension Center in Jambi Province. Other consideration of conducting this research is that the topic has not been discussed in the previous research. The next four variables describe the study : a) The institutional background, b) The participants, c) The independent variables, d) The protocols (Zapata : 2020). The subsequent four sections present the results of the study and discuss their limitations and implication. A final brief section concludes.

2. Literature Review

The Essence of the Implementation of Field Extension Officer's Duties

The implementation of Field Extension Officers' duties is to spread useful information to famers, in terms of both the physical mechanics and electronics. According to (Pustciovsky, 1999:p. 134), learning process uses manual and electronic tools done by Field Extension Officers to farmers or farmer groups, both in the office and in the field.

Giving extension/extension skill, according to Hausman (2000:p. 4) and Luckman (2014:p. 78), is also defined as an educational process between teachers and students using Field Extension Officers' technology to transfer knowledge and technology, which connects them to the society in the form of learning and information exchange because farmers are adults. In line with that opinion, Loudon (2014:p. 156) state sthat E-learning from the Field Extension Officers contains a number of components that must be understood and memorized by the Field Extension Officers before teaching. The complexity of extension activities also includes promotion (Kotler, 2005:p. 225). According to Loudon, various E-commerce skills include (1) writing content/grammatical design skills, (2) image mechanical skills, and (3) advertising skills.

The implementation of of Field Extension Officers' duties can be done through Facebook, WhatsApp, Messenger, and others available in computer/Handpone or internet access. The duties of the Field Extension Officers are teaching farmers about some skills; giving advantageous recommendation for farmers; helping them regarding the production tools like fertilizer, seed plant, irrigation; and developing self-employment and village self-sufficiency.

The Essence of the Achievement Motivation

Regarding the achievement motivation of the Field Extension Officers, Hartman (2000:p. 35) emphasizes that instructors should continue to increase internal and external encouragement and the quality of learning through various activities. Those activities include 1) increasing commitment to the quality of learning, 2) designing systematic learning activities, and 3) empowering communication technology and other learning media in the classroom and in the field so that farmers are motivated to reach achievement in all agricultural products.

Hidayat (2008:p. 48) states that E-learning enables farmers to reach achievement and to get technology literacy to learn via computer/cellphone in the field/class. Tendency to excel in agriculture has been started by those in the village and sub-district level through Kelompencapir program (a group of listeners who are active to become prospective viewers/followers of government policies) and other excellent programs.

Motivation, according to Maslow (1987:p. 55-59), is the fulfillment of primary needs (clothing, food, shelter), social needs, health needs, security needs, and needs to look different/exist. The two-factor theory also

distinguishes between job dissatisfaction and job satisfaction. Job dissatisfaction factor is called hygiene factor, while the source of job satisfaction is called motivating factor (Baron, 1995:p. 177-178).

Based on the explanation above, the synthesis of achievement motivation of the Field Extension Officers is that they are able to motivate themselves, both inside and out, to accommodate farmers to play a more active role, aiming at increasing the achievement of managing their farms to keep gaining profits. Achievement Motivation or Motivational have been examined extensively by previous researchers including: (Riyanto et al., 2017), (Bastari et al., 2020), (Prayetno & Ali, 2017), (Rivai et al., 2017), (Chauhan et al., 2019).

The Essence of Extension Management

Extension knowledge, the Great Dictionary of the Indonesian Language, is the science of teaching. Meanwhile, according to the Regulation of the Minister of National Education of the Republic of Indonesia No. 16 of 2007, being out-of-school teachers are abilities that teachers must have with regard to student character. Pedagogic competence is the expertise that teachers have about making teaching plan, organizing teaching, implementing learning activities, designing, guiding students, and helping them develop and evaluate learning.

Field Extension Officers as out-of-school teachers are needed by rural communities who lack of information and insecure in society because they are left behind in education and do not have the skills to survive due to the lack of employment opportunities in the village. A field extension officer who knows the character of the audience or the interlocutor, both verbal and non-verbal, is a good person to be a teacher (Suriasumantri, 1987:p. 189). The duties and functions of the Field Extension Officers (Development Extension Office, 2016: 26) as a driving force for rural development need to teach the community to be independent that function as the agent of change.

Educational management also occurs when humans interact with other humans directly and indirectly. The accuracy of good education is characterized by 2 factors, namely (1) the accuracy of teachers and students who need it, and (2) the suitability of development tasks (BLK, Disnakertrans Jambi Prov 2017: p.18).

Based on the theoretical study above, it can be concluded that knowledge of extension management of the Field Extension Officers is a way to understand farmer groups to be handled more seriously. Thus, the Field Extension Officers need to provide counseling efficiently and effectively, according to farmers' needs.

The Essence of Quality of Service

As a civil servant, Field Extension Officers are servant of the people, and, thus, they must serve farmers. Various activities done by the Field Extension Officers must be based on the field they are engaged in. There are agricultural Field Extension Officers, Field Extension Officers for livestock, Field Extension Officers for fishery, Field Extension Officers for plantation, and Field Extension Officers for forestry. Field Extension Officers must have creativity in their field. Zimmerer in Agustina (2015:p. 30-31) state that creative field extension officer means having quality and generating new ideas to teach business opportunities. Creative field extension officer can improve services to farmers. Increasing service will result many extrinsic rewards that satisfy the Field Extension Officers because they receive more rewards than that of other employees (Stone F, 1992:p. 12).

The quality of service is shown by 1) sensitivity of the Field Extension Officers to farmers' problems so that they can immediately provide farming solutions, meaning that they can see weaknesses or mistakes in an object that other people do not see; 2) fluency in thinking, which means being able to provide various ideas and continue to model it; 3) flexibility in thinking, which means they are not afraid and persistent; 4) having tolerance, which means they can give unusual ideas, look ahead, and escape from orderly objects and situations; 5) being very disciplined in work; 6) appreciating imagination and fantasy with the same value as reality; 7) being humble and being more confidence; 8) having an attitude of sympathy and empathy and is independent; and 9) being very passionate and open (Munandar, 2015:p. 74).

Based on the theoretical study above, it can be synthesized that the quality of service of the Field Extension Officers is the ability to show performance/work results, so that it can be better imitated by farmers and farmer groups so that farmers are satisfied in seeing their farming results. Service Quality have been examined extensively by previous researchers including: (M & Ali, 2017), (Limakrisna & Ali, 2016), (Yunita & Ali, 2017), (Yunita & Ali, 2017), (Ali & Mappesona, 2016), (Ali et al., 2018), (Sitio & Ali, 2019), and (Anggita & Ali, 2017).

3. The Study

Research Questions

- 1) Is there correlation between achievement motivation of Field Extension Officers and the implementation of the Field Extension Officers' duties?
- 2) Is there correlation between knowledge of extension management of Field Extension Officers and the implementation of the Field Extension Officers' duties?
- 3) Is there correlation between the quality of services of Field Extension Officers and the implementation of the Field Extension Officers' duties?
- 4) Is there correlation between achievement motivation, knowledge of extension management, & the quality of services simultaneously and the implementation of the Field Extension Officers' duties at the Extension Center in Jambi Province?

Institutional And Extension Officers

Correlation between Achivement Motivation of the Field Extension Officers and the Implementation of the Field Extension Officers' Duties

Motivation is the inner and outer motivation of the Field Extension Officers that must be shown that the Field Extension Officers are superior, and they can provide good teaching as well as traditional and modern practical learning. The components can be classified into two main things, namely (1) the content of the extension provides both technical and substance support and (2) the delivery of material to farmers is effective and efficient.

White in Hadimyarso (2007:p. 213) states that in E-learning, the Field Extension Officers are required to be able to teach and assess whether agricultural models like the five agroforestry and the physical products to be presented are profitable. Lawrence (1972:p. 215) states that the Field Extension Officers prove that there is a consumer need. The Field Extension Officers look good, have a good reason of thinking, and always help farmers both inside and outside the Extension Center.

Based on the description above, it can be seen how many correlations between achievement motivation and the implementation of the Field Extension Officers' duties. It is also assumed that there is a positive correlation between achievement motivation and the implementation of the Field Extension Officers' duties at the Extension Center. Achievement Motivation or Motivational have been examined extensively by previous researchers including: (Riyanto et al., 2017), (Bastari et al., 2020), (Prayetno & Ali, 2017), (Rivai et al., 2017), and (Chauhan et al., 2019).

The Correlation between Knowledge of Extension Management of the Field Extension Officers and the Implementation of the Field Extension Officers' Duties

Knowledge of extension management of the Field Extension Officers is essentially a display of their activities, starting from planning, organizing, implementing, financing, monitoring to evaluating the extension services and communicating with the farmers. The Field Extension Officers with adequate knowledge should demonstrate their ability as teachers who can be understood by the farmer group. Field Extension Officers is also required to understand the management knowledge related to their profession.

Farmers/farmer group's understanding enables them to be able to distinguish their priority needs precisely from their secondary and tertiary needs. The Field Extension Officers' competency is to confirm that there are many correlations between the knowledge of extension management and the implementation of the Field Extension Officers' duties.

Based on the description above, it is assumed that there is a positive correlation between the knowledge of extension management of the Field Extension Officers and the implementation of the Field Extension Officers' duties at the Extension Center. Knowledge, have been examined extensively by previous researchers including: (Desfiandi et al., 2017), (Prayetno & Ali, 2020a), (Mukhtar et al., 2016), (Brata, Husani, Hapzi, 2017), (Toto Handiman & Ali, 2019), and (Prayetno & Ali, 2020b),

The Correlation between the Quality of Service of the Field Extension Officers and the Implementation of the Field Extension Officers' Duties

One of the important characteristics of a quality service, the Field Extension Officers should be able to provide satisfaction to the farmers. The Field Extension Officers should show their best ability to serve the farmers. Every

Field Extension Officer who is strengthened or supported by their education has a great sense of responsibility, has been undergone training, has many work hours, their quality will be more qualified, and has high and logical endurance.

The Field Extension Officers should be able to create self-appearance based on its compatibility with the duties and needs of the farmers. In other words, they should work well, so the farmers will thank them. The facilities and infrastructure provided by the local government, including the availability of People's Business Credit (KUR) from all State-Owned Enterprise's banks and the Bank of Jambi without collateral, should be conveyed to the farmers.

It can be seen clearly from the description above that with the good quality of service, the Field Extension Officers can do many things to further their trained farmers. Based on this, it is assumed that there is a positive correlation between the quality of service of the Field Extension Officers and the implementation of the Field Extension Officer's Duties at the Extension Center. Service Quality have been examined extensively by previous researchers including: (M & Ali, 2017), (Limakrisna & Ali, 2016), (Yunita & Ali, 2017), (Yunita & Ali, 2017), (Ali & Mappesona, 2016), (Ali et al., 2018), (Sitio & Ali, 2019), and (Anggita & Ali, 2017).

The Correlation among Achievement Motivation of the Field Extension Officers, Knowledge of Extension Management, & the Quality of Service on the Implementation of Duties at the Extension Center

As elaborated earlier, the Field Extension Officers carry out complex physical and mental educational activities during their work. Therefore, to be able to achieve a successful work, a good and professional Field Extension Officer is required to have a number of motivation skills in order to be successful, to understand the management, and to deliver the extension. These skills are the mastery of work needed by learners, such an adequate reasoning skill as well as appropriate action and application.

These various abilities have important meaning for the sustainable quality of service at the Extension Center, and the Field Extension Officers cannot underestimate the farmers and the farmer groups. From the description above, it is clear that the three factors above are important for the implementation of the Field Extension Officers' duties with high quality.

Based on this, it can be assumed that there is a positive correlation between the achievement motivation of the Field Extension Officers, knowledge of the extension management, and the quality of service on the implementation of duties at the Extension Center in Jambi Province. Achievement Motivation or Motivational have been examined extensively by previous researchers including: (Riyanto et al., 2017), (Bastari et al., 2020), (Prayetno & Ali, 2017), (Rivai et al., 2017), (Chauhan et al., 2019).

Participants

The participants in this study were 60 Extension Officers, all of them men and civil servants, the average age was 30 years old, all of them had worked at Jambi City Extension Centre.

Instruments

Data for this study were collected in four ways. The first achievement motivation source of data was a survey with 16 open questions. Second, the Knowledge of Extension Management source of data was a test with 18 open questions. Third, quality of service source of data was a survey with 20 open questions. Fourth, implementation of the Field Extension Officer's duties at the Extension Center in Jambi Province source of data was a survey with 17 open questions (Appendix).

Procedures

This study used the survey method with correlational technique, which aims to discover whether there is a correlation between achievement motivation of the Field Extension Officers, knowledge of the extension management, the quality of service, and the implementation of the Field Extension Officers' duties at the Extension Center of Jambi Province, either individually or collectively.

4. Results

At the Extension Center, research instruments were used to collect the data of achievement motivation of the Field Extension Officers, knowledge of the extension management, the quality of service, and the implementation

of duties. Before being used, these instruments were examined. From the examination, the reliability coefficient was obtained from (1) the achievement motivation instrument by 0.86, (2) knowledge of the extension management instrument by 0.85, (3) the quality of service instrument by 0.90, and (4) the implementation of duties instrument by 0.91.

Before testing the hypothesis, the data normality test was carried out using the estimation error formula (Y-Y), and the homogeneity test using the Harriett Test. The test results showed that the estimated error (Y-Y) was normally distributed, and the variant between Y groups was based on the homogeneous Xi.

Based on the data analysis, the findings of the research results are as follows:

First, there is a positive correlation between achievement motivation of the Field Extension Officers (X₁) and the implementation of the Field Extension Officers' duties (Y) with the regression equation of $Y = 65.90 + 0.88 X_1$..

Table 1. ANAVA (Variant Analysis) for the Regression Linearity and Significance Test of the Field Extension Officers' tasks implementation (Y) for the achievement motivation (X₁).

Variant Source	Dk	JK	RJK	F _{count}	F _{table}	
					α = 0.05	α = 0.01
Total	60	84424	-	-	-	-
Coefficient (a)	1	8051.253	-	-	-	-
Regression (b/a)	1	300.253	2650.254	70.81**	3.04	7.21
Remaining	58	1722.460	35.884			
Significance	32	328.4590	21.906	0.53 ^{ns}	1.72	2.05
Error	26	1393.90	42.242	-	-	-

Information:

- JK = Total Square
- dk = Degree of Freedom
- RJK = Average Total Square
- ** = Significant Regression (F_h = 70,81 > F₁ = 7,22)
- ns = Regression in Linear (F_h = 0,53 < F₁ = 1,72)

The calculation results on the correlation strength between achievement motivation of the Field Extension Officers (X₁) and the implementation of the Field Extension Officers' duties (Y) are shown by the correlation coefficient of $r_y^1 = 0.84$. The implementation of the Field

Extension Officers' duties variation can be explained by the achievement motivation by 0.88 units, with a constant of 65.90, which turned out to be very significant, as shown in Table 2.

The determination coefficient of $r^2_{y1} = 0.774$, means that the implementation of the Field Extension Officers' duties variation can be explained by the achievement motivation variation by 77.4%. The partial correlation coefficient of $r_{y1.23} = 0.43$ is tested by the t-test, resulting in $t_{count} = 3.37 > t_{table} = 2.411$ α = 0.01 (very significant). In other words, the X₁ variable is positively correlated to the Y variable, in a stable way.

Table 2. The List of the r_{y1} Correlation Coefficient Significance Test

Correlation Coefficient	Degree of Freedom	F _{count}	F _{table}	
			0.05	0.01
0.88	58	7.443**	1.515	2.411

** = The correlation coefficient is very significant ($t_{count} = 7.443 > t_{table} = 2.411$)

Second, there is a positive correlation between knowledge of extension management of the Field Extension Officers (X₂) and the implementation of the Field Extension Officers' duties (Y) with the regression equation of $Y = 57.53 + 0.39 X_2$, which is very meaningful and linear (see Table 3), means that each increase in one unit of the implementation of the Field Extension Officers' duties is followed by an increase in the value of the knowledge of extension management by 0.39 units with a constant of 57.53.

Table 3. ANAVA (Variant Analysis) for the Regression Linearity and Significance Test of the Implementation of the Field Extension Officers' Duties (Y) for the Knowledge of Extension Management (X₂)

Variant Source	dk	JK	RJK	F _{count}	F _{table}	
					α = 0.05	α = 0.01
Total	60	84426	-	-	-	-
Coefficient (a)	1	8005.128	-	-	-	-
Regression (b/a)	1	495.517	2095.517	42.071**	3.04	7.21
Remaining	38	2277.203	47.442	-	-	-
Significance	21	603.028	54.028	1.28 ^{ns}	1.72	2.05
Error	37	1674.175	42.927	-	-	-

Information:

- JK = Total Square
- dk = Degree of Freedom
- RJK = Average Total Square
- ** = Significant Regression ($F_h = 42.071 > F_1 = 7.22$)
- ns = Regression in Linear ($F_h = 1.28 < F_1 = 2.05$)

The calculation on the correlation strength between knowledge of extension management of the Field Extension Officers (X₂) and the implementation of the Field Extension Officers' duties (Y) is shown by the correlation coefficient of $r_y^2 = 0.69$, and this is very significant (see Table 4).

Table 4. The List of the r_{y²} Correlation Coefficient Significance Test

Correlation Coefficient	Degree of Freedom	F _{count}	F _{table}	
			0.05	0.01
0.69	58	6.655**	1.675	2.405

** = The correlation coefficient is very significant ($t_{count} = 6.655 > t_{table} = 2.405$)

The determination coefficient of $r_{y_2}^2 = 0.480$ which means that the Field Extension Officers' tasks implementation variation can be explained by the knowledge of extension management variation by 48%. The partial correlation coefficient of $r_{y_2.13} = 0.26$ is tested using the t-test, resulting in $t_{count} = t_{table} 1.675$ $\alpha = 0.01$ (significant). In other words, the X₂ variable is positively correlated to the Y variable, in a stable way.

Third, there is a positive correlation between the quality of service of the Field Extension Officers (X₃) and the implementation of the Field Extension Officers' duties (Y) with the regression equation of $Y = 39.44 + 0.99 X_3$. The test of regression linearity significance can be seen in Table 5. The meaning of the regression equation is that every one-unit increase in the value of the quality of service of the Field Extension Officers is followed by an increase in the value of the implementation of the Field Extension Officers' duties by 0.99 units, with a constant of 39.44.

The calculation results regarding the correlation strength between the quality of service of the Field Extension Officers (X₃) and the implementation of the Field Extension Officers' duties (Y) are shown by the correlation coefficient of $r_y^3 = 0.77$, which is very significant, as shown in Table 6.

Table 5. ANAVA (variant analysis) for the Regression Linearity and Significance Test of the Field Extension Officers' Task Implementation (Y) for the Service Quality (X₃).

Variant Source	dk	JK	RJK	F _{count}	F _{table}
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					$\alpha = 0.05$	$\alpha = 0.01$
Total	60	84424	-	-	-	-
Coefficient (a)	1	8051.28	-	-	-	-
Regression (b/a)	1	426.559	2436.559	60.241**	3.04	7.21
Remaining	58	1936.461	40.337	-	-	-
Significance	22	446.562	38.88	0.95 ^{ns}	1.71	2.05
Error	36	1469.6	40.62	-	-	-

Information:

- JK = Total Square
- dk = Degree of Freedom
- RJK = Average Total Square
- ** = Significant Regression ($F_h = 60.241 > F_1 = 7.21$)
- ns = Regression in Linear ($F_h = 0.95 < F_1 = 2.05$)

Table 6. The List of the r_{y3} Correlation Coefficient Significant Test

Correlation Coefficient	Degree of Freedom	F_{count}	F_{table}	
			0.05	0.01
0.75	58	7.873**	1.675	2.410

** = The correlation coefficient is very significant ($t_{count} = 7.873 > t_{table} = 2.410$)

The determination coefficient of $r^2_{y3} = 0.655$ which means that the implementation of the Field Extension Officers' duties variation can be explained by the quality of service variation by 65.5%. The partial correlation coefficient of $r_{y3.12} = 0.43$ is tested by the t-test, resulting in $t_{count} = 3.28 > t_{table} = 2.410$ $\alpha = 0.01$ (significant), means that the X1 variable is positively correlated to the Y variable, in a stable way.

Fourth, there is a positive correlation between achievement motivation of the Field Extension Officers (X_1), knowledge of the extension management (X_2), and the quality of service (X_3) simultaneously with the implementation of the Field Extension Officers' duties (Y), with the regression equation of $Y = 31.90 + 0.52 X_1 + 0.25 X_2 + 0.27 X_3$. The significance test for the multiple-regression can be seen in Table 7. The regression equation model implies that if the achievement motivation of the Field Extension Officers, knowledge of extension management, and the quality of service are simultaneously increased by one unit, then there is an increase in the value of the implementationof duties by 0.85, with a constant of 21.09.

Table 7. ANAVA (variant analysis) for the Regression Linearity and Significance Test of the Implementation of the Field Extension Officers' duties (Y) for the Achievement Motivation (X_1), the Knowledge of Extension Management (X_2), and the Quality of Service (X_3).

Variant Source	dk	JK	RJK	F_{count}	F_{table}	
					$\alpha = 0.05$	$\alpha = 0.01$
Regression	3	3147.990	1049.319	39.400**	2.81	4.24
Remaining	56	1224.762	26.625	-	-	-
Total	59	4392.752	-	-	-	-

Information:

- JK = Total Square
- dk = Degree of Freedom
- RJK = average total square
- ** = significant regression ($F_{count} = 39.400 > F_{table} = 4.24$) in α level = 0.01

The multiple correlation coefficient of $R_{y123} = 0.86$ which is very significant using the F-test can be seen on Table 8. The determination coefficient of $R^2 = 0.76$, which means that 76% variation of the implementation of the Field Extension Officers' duties can be explained by the achievement motivation of the Field Extension Officers, knowledge of extension management, and the quality of service.

Table 8. The List of the r_{y123} Coefficient Correlation Significance Test

Correlation Coefficient	Degree of Freedom	F_{count}	F_{table}	
			0.05	0.01
0.86	59	39.444**	2.815	4.24

** = The correlation coefficient is very significant ($t_{count} = 39.444 > t_{table} = 4.24$)

Fifth, the rank of the correlation strength between the independent and the dependent variables can be seen through the partial creativity coefficient obtained by controlling other independent variables (see Table 9).

Table 9. The Rank of the Correlation Strength between the Implementation of the Field Extension Officers' duties (Y), the achievement motivation (X_1), the knowledge of extension management (X_2), and the quality of service (X_3).

Correlation	Correlation Degree	Rank
$r_{y1.23}$	0.45	First
$r_{y2.13}$	0.44	Second
$r_{y3.12}$	0.27	Third

Based on the table, it can be concluded that in relation to the implementation of the Field Extension Officers' duties at the Extension Center in Jambi Province, the correlation strength with the independent variables for the first rank is the achievement motivation of the Field Extension Officers; the second rank is the quality of service of the Field Extension Officers, and the third rank is the knowledge of extension management of the Field Extension Officers.

5. Discussion

The hypothesis test shows that the four hypotheses proposed in this research (H_1) are accepted, and the hypothesis (H_0) is declined. This can be interpreted that (1) there is a positive correlation between the achievement motivation of the Field Extension Officers and the implementation of the Field Extension Officers' duties at the Extension Center in Jambi Province, (2) there is a positive correlation between the knowledge of extension management of the Field Extension Officers and the implementation of the Field Extension Officers' duties at the Extension Center in Jambi Province, (3) there is a positive correlation between the quality of service of the Field Extension Officers and the implementation of the Field Extension Officers' duties at the Extension Center in Jambi Province, (4) there is a positive correlation among the achievement motivation of the Field Extension Officers, the knowledge of extension management of the Field Extension Officers, the quality of service of the Field Extension Officers, and the implementation of the Field Extension Officers' duties at the Extension Center in Jambi Province.

6. Limitations and Implication

Some efforts are required to increase the achievement motivation of the Field Extension Officers, the knowledge of extension management of the Field Extension Officers, and the quality of service of the Field Extension Officers in order to improve the implementation of the Field Extension Officers' duties at the Extension Center in Jambi Province. These efforts can be carried out in the context of education or training, which is also carried out by the Field Extension Officers, independently and sustainably.

7. Conclusion

As open extension continues to grow in the extension centre, extension centre may offer valuable opportunities for the much-needed development of personalized in achievement motivation, quality of service and knowledge of extension management. Good personalization are essential for the success of Extension Centre in Jambi Province

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