
Analysis Factors Dynamics Group (Study on Sri Rahayu Jetis Farmer Women, Cilacap Regency)

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ABSTRACT

This study aims to: (1) describe and analyze group objectives at KWT Sri Rahayu (2) describe and analyze group structure at KWT Sri Rahayu (3) describe and analyze task functions at KWT Sri Rahayu (4) describe and analyze development and maintenance at KWT Sri Rahayu (5) describe and analyze the cohesiveness of KWT Sri Rahayu (6) describe and analyze the atmosphere of KWT Sri Rahayu (7) describe and analyze pressure on KWT Sri Rahayu (8) describes and analyzes the effectiveness of KWT Sri Rahayu. This study used a quantitative descriptive approach. Data collection techniques use observation, questionnaires, and documentation. The study sample amounted to 35 people. Data analysis uses descriptive statistical methods using percentages. The results showed that the group dynamics factors in KWT Sri Rahayu were good. KWT Sri Rahayu has also become an effective group because the group's goals have been achieved and members feel satisfaction with these achievements.

Keywords: Group dynamics factors, group dynamics, KWT

INTRODUCTION

The agricultural sector is one of the hopes of farmers in order to increase farmers' income, improve farmers' living standards, and improve farmers' welfare. Efforts to improve development in the agricultural sector can be done through counseling, training, and coaching activities. Coaching and empowerment are carried out as an effort to reduce problems that arise in the agricultural sector and to increase the independence of farmers. To facilitate the development of farmers, farmer groups were formed.

Farmer groups have an important role for the progress of agriculture. Progress in the agricultural sector can be done by increasing productivity through farmer groups (Setiawan & Prajanti, 2011). One form of farmer group is the Farmer Women's Group (KWT). KWT is a form of farmer institution consisting of peasant women. Farming activities or businesses are carried out by utilizing vacant land in the home environment. According to Widyarini, Putri, & Karim (2013), farming businesses carried out by farm women are very profitable because they can meet family food and are able to support the family economy, besides that farm women can still work in other sectors. This shows that KWT members must be able to divide their time according to their role in the household. Many positive things can be absorbed by KWT members. The existence of farmer groups can increase communication networks between group members and even between other farmer groups. This is an opportunity for members to get information and knowledge that can be applied in their activities or agricultural businesses.

The problems in this study are: (1) what are the goals of the group in KWT Sri Rahayu; (2) what is the group structure contained in KWT Sri Rahayu; (3) how the duties contained in KWT Sri Rahayu function; (4) how the development and maintenance of KWT Sri Rahayu; (5) how cohesive KWT Sri Rahayu is; (6) what is the atmosphere of KWT Sri Rahayu; (7) how the group pressure contained in KWT Sri Rahayu; (8) how effective KWT Sri Rahayu is. The objectives of this study are: (1) describe and analyze the objectives of the group in KWT Sri Rahayu; (2) describe and analyze the group structure contained in KWT Sri Rahayu; (3) describe and analyze the task functions contained in KWT Sri Rahayu; (4) describe and analyze the development and maintenance contained in KWT Sri Rahayu; (5) describe and analyze the cohesiveness of KWT Sri Rahayu; (6) describe and analyze the atmosphere of KWT Sri Rahayu; (7) describe and analyze the pressure on Sri Rahayu's KWT; (8) describe and analyze the effectiveness of Sri Rahayu's KWT.

METHOD

This study used a quantitative approach with a descriptive method. This study is intended to describe and analyze the results of data obtained from research on group dynamics factors contained in KWT Sri Rahayu. The population in this study was 35 people, consisting of administrators and members of KWT. Sampling in this study used nonprobability sampling techniques with saturated samples. Saturated samples are used because the population in KWT Sri Rahayu is less than 100 people. That way all members of the population are used to be a research sample.

Data collection techniques in this study used questionnaires, observation, and documentation. The use of questionnaires aims to obtain data that has conformity with respondents, so that in filling out questionnaires respondents can answer honestly and confidentially. The scale used in this study is the Likert scale. The categories used are very good with a score of 5, good with a score of 4, don't know with a score of 3, not good with a score of 2, very not good with a score of 1. Observations are used to strengthen the data obtained from the results of questionnaires given to respondents. Documentation is used to obtain data or information obtained from archives and documents related to data needed in research.

In this study, research instruments were tested using validity tests and reliability tests. Test the validity of an instrument needs to be done to measure the level of validity of the instrument before the research is carried out. Instruments that are already valid can be used to find out and measure the variables to be studied precisely. Test validity using the Product Moment formula with the help of SPSS (Statistical Program Of Social Science) v. 20 for windows application. Meanwhile, to test the reliability of the data using the Cronbach alpha test with the help of SPSS. Data analysis in this study used percentage techniques. This technique is used to present the results of the answers from each respondent.

RESULTS AND DISCUSSION

Jetis Village is one of the villages located in Nusawungu District, Cilacap Regency, with regional boundaries including: east of Kebumen Regency, north of Banjareja Village, west of Banjarsari Village, and south of the Indian Ocean. Jetis Village is a village located in the easternmost part of Cilacap Regency. The distance from Jetis Village to Cilacap Regency is as far as 50 Km. The distance traveled by researchers to get to the location of the Sri Rahayu KWT Secretariat is about 100 km from Cipari District. The condition of the road to the secretariat location is good because the road passed is paved. The residents of Mertangga Hamlet make a living as fishermen, farmers, and traders. Men or husbands work as fishermen while women or fishermen's wives work as farmers and traders.

Based on the wants and needs of a group of women who like to cultivate, a farmer group called the Sri Rahayu Peasant Women's Group (KWT) was formed. KWT Sri Rahayu was formed in 2015. The group is located on Jalan Tambak Pemda RT 01 RW 01 Mertangga Hamlet, Jetis Village, Nusawungu District, Cilacap Regency. The location of the secretariat building is in the area of people's houses. The existence of the group was well received by the people of Mertangga Hamlet. This is influenced by the positive impact received, which is in the form of meeting family nutritional needs and can increase family income by selling crops. The atmosphere around the KWT secretariat is quite crowded, this is because the location of the secretariat is close to the public road which is the path to the tourist attractions of Jetis Beach.

KWT Sri Rahayu has group goals that will be realized in order to build and maintain the sustainability of KWT. These objectives include: (1) increasing income and welfare, (2) increasing the knowledge and skills of group members regarding agriculture, animal husbandry, and fisheries, (3) fulfilling family nutrition through optimizing the sustainable use of home yards.

KWT Sri Rahayu has 35 active members. Of these, there are 13 people as group administrators and 22 people as members. Each manager has duties in accordance with a predetermined structure. KWT Sri Rahayu has a chairman of one person with one deputy, a secretary of one person with one deputy, a treasurer of one person with one deputy, a food crop section of one person, a plantation section of one person, a toga section of one person, a livestock section of one person, a fisheries section of one person, a public relations section of one person, The Equipment Section is one person, and members.

KWT Sri Rahayu has activities that are carried out to help achieve group goals. Activities carried out by KWT Sri Rahayu are in the form of regular meetings and counseling on optimizing yard land. These activities can strengthen the relationship between all group members.

Regular meetings at KWT Sri Rahayu are held twice every month. Regular meetings that are held have the aim that group members share their knowledge so that good interaction occurs in the group. The implementation of counseling on the optimization of yard land is carried out by agricultural assistants or extension workers. The material presented was related to cultivation and agricultural problems. The implementation of counseling is adjusted to the regular meeting schedule determined by the KWT management.

Activities at KWT Sri Rahayu were carried out vigorously by the members. The existence of these activities has a positive impact on members. These positive impacts include members knowing how to manage yards into agricultural and livestock land, as well as increasing members' skills and knowledge about agriculture and animal husbandry so that they are able to overcome problems faced during activities. In KWT Sri Rahayu there are factors of group dynamics. These factors include: (1) group goals, (2) group structure, (3) task functions, (4) group development and maintenance, (5) group cohesiveness, (6) group atmosphere, (7) group pressure, (8) group effectiveness.

Table 1. Factors of Sri Rahayu Farmer Women's Group Dynamics

No	Factors	Category	Score	Sum (n=35)	Percentage
1	Group Objectives	Excellent	85-100	22	62,86%
		Good	69-84	13	37,14%
		Don't know	53-68	0	0%
		Bad	37-52	0	0%
		Very Not Good	21-36	0	0%
2	Group Structure	Excellent	85-100	23	65,71%
		Good	69-84	12	34,29%
		Don't know	53-68	0	0%
		Bad	37-52	0	0%
		Very Not Good	21-36	0	0%
3	Task Functions	Excellent	85-100	27	77,14%
		Good	69-84	8	22,86%
		Don't know	53-68	0	0%
		Bad	37-52	0	0%
		Very Not Good	21-36	0	0%
4	Development and Maintenance	Excellent	85-100	24	68,57%
		Good	69-84	11	31,43%
		Don't know	53-68	0	0%
		Bad	37-52	0	0%
		Very Not Good	21-36	0	0%
5	Group Cohesiveness	Excellent	85-100	13	37,14%
		Good	69-84	22	62,86%
		Don't know	53-68	0	0%
		Bad	37-52	0	0%
		Very Not Good	21-36	0	0%
6	Group Atmosphere	Excellent	85-100	27	77,14%
		Good	69-84	8	22,86%
		Don't know	53-68	0	0%
		Bad	37-52	0	0%
		Very Not Good	21-36	0	0%
7	Group Pressure	Excellent	85-100	11	31,43%
		Good	69-84	11	31,43%
		Don't know	53-68	3	8,57%
		Bad	37-52	7	20,00%
		Very Not Good	21-36	3	8,57%
8	Group Effectiveness	Excellent	85-100	27	77,14%
		Good	69-84	7	20,00%
		Don't know	53-68	1	2,86%
		Bad	37-52	0	0%
		Very Not Good	21-36	0	0%

Description: n= Number of Respondents

Group Objectives

Group goals are something that the group and all its members want to achieve. Clear goals can help the development of the group. This happens when the purpose of the group is known and understood by all members of the group. In accordance with Yani & Farida's (2017) research that group goals are understood by all members can provide a group picture in determining the activities carried out to achieve group goals. KWT Sri Rahayu consists of many members, so it does not rule out the possibility that in the group there are members who do not know the purpose of the group. This incident can occur if the individual is a new member, besides that it can be because the joining of individuals with KWT Sri Rahayu is just following friends, without any desire from themselves.

Based on the results of the study, it can be seen that the group's goals are in the very good category, which is 62.86% or as many as 22 people. This is because the purpose of KWT Sri Rahayu is clear and group members know and understand the purpose of the group. So that in carrying out activities adjusted to the objectives. Although there are actually still members who do not know and understand the purpose of the group well, in the implementation of activities it does not hamper the enthusiasm of members in carrying out group efforts and activities. Over time, the member knows the purpose of the group by finding out through other members and group administrators. This ignorance is because the member is a member who has just joined KWT Sri Rahayu.

Group Structure

The group structure at KWT Sri Rahayu is a position that connects individuals to each other and is adjusted to the role of each individual in the group. The group structure makes it easier for each member to receive and provide information in the group. In accordance with the results of Yani & Farida's (2017) research that the distribution of tasks carried out by the chairman to its members is based on the role in the group, and the existence of the group is used as a forum to convey information and solve problems regarding farming.

The structure of KWT Sri Rahayu by group members is considered very good. Evidenced by the results of the study, it is known that the group structure is in the very good category, which is 65.71% or as many as 23 people. This means that the structure of Sri Rahayu's KWT in terms of task distribution has been carried out according to individual roles in the group. Each individual performs their duties according to their role in the group. In relation to decision making, the management of KWT Sri Rahayu involves all group members. The involvement of all members due to the decisions taken will be applied in the group together. So that the decisions taken in the group must be based on mutual agreement and agreement so that the decision can be accepted by all group members. Although decision making is based on mutual decisions, at KWT Sri Rahayu the results of the deliberations are still conveyed back to all members as a reminder.

Task Functions

The task function is an effort made to direct the group and members in order to realize group goals. Rimbawati, Fatchiya, & Sugihen (2018) stated that the task function is carried out to facilitate the group in achieving its goals. There are several things that members can do with regard to the function of group tasks. The provision of information and the activeness of members in developing themselves in agriculture and animal husbandry is a manifestation of the running of functions in group. The task function of KWT Sri Rahayu is considered very good by the members. It is known from the results of the study, the task function is in the very good category, which is 77.14% or as many as 27 people. In terms of counseling, extension workers provide information and invite members to discuss agriculture and animal husbandry. The activity took place with great enthusiasm, because in this activity members could find solutions to problems that were being experienced and increase the members' insight into agriculture and animal husbandry. In terms of group activities, members perform with joy. Evidenced by the presence of members in group meetings which are held twice every month. The enthusiasm of members in participating in group activities is also high due to the efforts of the administrators in coordinating well with all members, even though at certain times there are members who cannot participate in group activities. In addition, the awareness of members about the benefits obtained after participating in group activities is also the reason.

Group Development and Maintenance

Group development and maintenance is related to group efforts made to increase the participation of all members in activities. Activities in the group must also be adjusted to the efforts that can be done in order to achieve group goals. The availability of group facilities is an important part of efforts to increase member participation. In addition, the development and maintenance of the group is also related to group order. The existence of discipline in the group can increase cooperation and interaction between group members (Machmudah, Satmoko, & Mardiningsih, 2019). Based on this opinion, the rules made have the aim of regulating the relationship of members in the group to avoid problems that can hinder the achievement of group goals. In addition, the improvement in the quality and quantity of group members is part of the group's efforts to improve the knowledge and skills of members, as well as increase member income.

Based on the results of the study, it can be seen that the development and maintenance of Sri Rahayu KWT is in the very good category with a percentage of 68.57% or as many as 24 people. This shows that the development and maintenance has been done very well by the group. Member participation in participating in group activities and meetings by most members tends to be high. Although each KWT member has a busy life with their own work, to attend regular KWT meetings can still be done. This is because the regular meeting schedule has been adjusted to the members' leisure time. In the case of work programs or group activities made in accordance with the efforts made to achieve the goals of the group. In addition, the development and maintenance of the group by members is very beneficial. Members benefit from increased knowledge and skills about agriculture.

Group Cohesiveness

Group cohesiveness is a positive relationship that exists between group members. Previous research conducted by Makawekes, Pangemanan, & Memah (2016) stated that a high level of cohesiveness in the group further stimulated members to be active in achieving group goals. Members will feel at home joining the group if a good relationship is established in the group. That way group activities will be easy to carry out. Based on the results of the study, it is known that the cohesiveness of KWT Sri Rahayu is in the good category with a percentage of 62.86% or as many as 22 people. This is because the cohesiveness is formed because members are aware that there are group goals to be achieved together.

The cooperation between KWT members has also been good. Dissemination of information between members of KWT Sri Rahayu is easy to do, namely through the KWT group and / or informed directly, because the residences of the members are close to each other. The proximity of the residence makes the relationship between members more compact. According to Effendi's research (2012), the togetherness built by each individual in the village becomes capital in the farmer group. Members can help each other and provide solutions if problems arise in their farming.

Group Atmosphere

The atmosphere of the group is related to the interaction that exists between members. A family atmosphere makes members feel at home to stay in the group and makes members more eager to achieve group goals. Based on the results of the study, it is known that the group atmosphere at KWT Sri Rahayu is in the very good category, with a percentage of 77.14% or as many as 27 people. This is because members recognize that the group atmosphere at KWT Sri Rahayu has a family nature. The atmosphere has a positive influence on KWT Sri Rahayu members, namely the establishment of interactions that spur members to achieve group goals.

Interaction established in groups will have a positive influence in the form of increased information about agriculture (Wahyuni et al., 2017). The occurrence of interaction between members increases harmonious relations between KWT members. Solid relationships and a family atmosphere make members feel at home to stay with KWT. In addition, the comfortable state of the secretariat makes members enthusiastic in participating in meetings and activities organized by KWT Sri Rahayu.

Group Pressure

Group pressure relates to demands made to group members with a view to maintaining members' obedience to the achievement of group goals. Based on research by Susilowati, Widjyanthi, & Soejono (2017) that pressure on groups comes from within the group, namely in the form of conflicts and pressure from outside the group, namely in the form of concerns caused by changes in selling prices that can affect income. Pressure within a group can have both positive and negative impacts for a group. If the pressure is too strong, it can cause weak morale of the members, resulting in the attitude of members who are arbitrary. While the pressure is made by mutual agreement, the members will accept and be able to survive in the members. It also relates to the application of group sanctions.

Based on the results of the study, it is known that the pressure contained in Sri Rahayu's KWT tends to be good. As evidenced by the assessment of members, as many as 11 people rated the group's pressure to be in the very good and good category with each percentage of 31.43%. Pressure on the group is carried out in accordance with mutual agreement so that in its implementation it is well received by the members. The imposition of pressure on the group, members become enthusiastic and encouraged in carrying out group

activities because members are aware that there are goals that must be achieved. In terms of order, members exercise it carefreely. Members understand that this is done with the aim of maintaining group obedience and cohesiveness.

Group effectiveness.

Group effectiveness is related to the achievement of the group in achieving goals. This is also related to member satisfaction that arises because group goals have been achieved. Effective groups will be faced with challenges so that the group can continue to maintain cohesiveness and maintain good relations between members. The role of members is also very important to improve group welfare (Amam et al., 2019). Based on the results of the study, it is known that the effectiveness of KWT Sri Rahayu is in the very good category with a percentage of 77.14% or as many as 27 people. This is because KWT Sri Rahayu has been able to achieve group goals. Evidenced by the confession of members who stated that KWT Sri Rahayu is an effective group. In terms of productivity, members admitted that problems regarding the farming business they worked on could be resolved. This is because there is interaction between group members that causes an exchange of stories about the farming business they do. That way, the farming business that is done can develop and the level of family income can increase. The increase in family income comes from frugal behavior. This happens because individuals can meet family food needs in the form of vegetables and fruits by taking from their own yards, so that the level of expenditure is no longer much. In addition, family income increases because they get additional income from the sale of crops. There is satisfaction felt by members because the goal has been achieved. Family nutrition is fulfilled by utilizing yards planted with vegetables, fruits, and livestock. In accordance with the research of Suaedi, Nurhilal, & Musindar (2013) that food consumption and family nutrition can increase by utilizing the yard.

CONCLUSION

KWT Sri Rahayu has a very good group goal. Based on the results of the study, it can be seen that the purpose of the group at KWT Sri Rahayu is clear and can be understood by group members. The group structure at KWT Sri Rahayu is very good. Evidenced by a clear division of tasks and decision making taken based on the results of mutual agreement, not only centered on the group leader. The task function of KWT Sri Rahayu is very good. This can be seen from the efforts made by the group in an effort to achieve goals. There are extension activities that are used as a forum to provide information about agriculture from extension workers for all group members. KWT Sri Rahayu has become an effective group because the group's goals have been achieved. The achievement of these goals is accompanied by the satisfaction of group members. This satisfaction is proof that the group has succeeded in advancing KWT by achieving goals. For KWT members, Sri Rahayu is expected to be able to maintain enthusiasm and solid relationships between members so that in carrying out activities they do not feel bored and the benefits obtained from the activities they participate in can be applied in developing agricultural businesses. For related agencies, it is expected to be able to accompany and guide KWT so that its existence continues to grow and be directed. In addition, it is expected to be able to provide strength and inspiration so that group members can open and develop their thoughts about the farming business carried out.

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