RELATIONSHIP BETWEEN LEADERSHIP FUNCTION OF GAPOKTAN AND SUCCESS RATE OF RURAL AGRIBUSINESS BUSINESS DEVELOPMENT PROGRAM (PUAP)

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ABSTRACT
The purpose of this study is to determine the efforts to improve infrastructure in services and economic growth as well as to determine the impact of increased infrastructure on services and economic growth. The results showed that efforts to improve infrastructure in services and economic growth one of them is the realization of the construction of the Southern Cross Line (JLS). JLS is included in one of the efforts to improve infrastructure in services and economic growth, especially in the southern part of Java. JLS development is a national project. JLS is part of the construction of the south coast of Java Road (Pansela), starting from Pacitan, Trenggalek, Tulungagung Blitar, Malang, Lumajang, Jember and Banyuwangi. The results also show that through the construction of the Southern Cross Line (JLS) is expected to improve services and economic growth, especially economic growth in the southern part of Java considering the income and economic inequality between Southern and Northern Java. The southern part of Java can be categorized as poor, given the limited access to infrastructure.

KEYWORDS Construction dispute; dispute board; settlement

INTRODUCTION
The development of the agricultural sector is an effort that aims to continue to increase agricultural production, while at the same time increasing income and business efficiency for each farmer by increasing capital, skills, and maintaining the sustainability of environmental resources. The agricultural sector is one of the sectors that continues to be our country's mainstay in economic development,
because it makes a significant contribution to economic growth. The aim of agricultural development is to achieve national food security which can be seen from increasing the productivity of agricultural commodities and reducing dependence on food imports. In addition, this goal also includes increasing the added value and competitiveness of agricultural commodities, as well as the use of natural resources in a sustainable manner (Abdurrahman, 2008).

Development of National Agriculture from the era of independence until now has not been able to elevate the subject of agriculture (farmers) in a broad sense, is still traditional or conventional and even tends to decline (Sunanjaya, W, Sumawa, 2019). Poverty in rural areas is a major national problem whose handling cannot be postponed and must be a top priority in the implementation of social welfare development. Therefore, national economic development based on agriculture and rural areas will directly or indirectly have an impact on reducing the number of poor people.

The government continues to make efforts to encourage increased farming productivity through various development programs in rural areas. One of the programs implemented is the Rural Agribusiness Business Development Program (PUAP). In the PUAP program, the government provides Rp. 100 million in funds to the Association of Farmers Groups (Gapoktan) as program implementers, which will be used as a savings and loan mechanism for its members (Ministry of Agriculture, 2014).

Rural Agribusiness Development (PUAP) is one of the programs developed by the Ministry of Agriculture which is carried out in an integrated manner with the National Community Empowerment Program (PNPM-M) (Aswara et al., 2020). Rural Agribusiness Development is a form of facilitating venture capital assistance from the government for member farmers, both owner farmers, sharecroppers, farm laborers and farm households coordinated by the Association of Farmers Groups (Gapoktan). Gapoktan is a farming institution implementing PUAP for channeling venture capital assistance to members. To achieve maximum results in the implementation of PUAP, Gapoktan is accompanied by PUAP Assistants (Extensioners and Supervisors of Farmer Partners). Gapoktan is a farming institution implementing PUAP to channel capital to its members (Department of Agriculture, 2008).

Implementation of PUAP refers to the basic pattern set out in PERMENTAN Number 16/Permentan/OT.140/2/2008 namely education and training for business development, mentoring and provision of business capital assistance facilities to farmers coordinated by Gapoktan. Through the implementation of a democratic system at the Gapoktan level, namely the decision of the Member Meeting which is the highest forum for Gapoktan, it is hoped that a stimulus fund for venture capital assistance to reduce poverty and unemployment in rural areas can be achieved. To achieve maximum results in the implementation of PUAP, Gapoktan is accompanied by Extension Extension and Farmer Partner Supervisors (PMT). Through the implementation of PUAP, it is hoped that Gapoktan can become an economic institution owned and managed by farmers independently.

The fundamental problems faced by farmers are the lack of sources of capital, markets and technology as well as weak farmer organizations (Putri et al., 2020).
To overcome these problems the government established the Rural Agribusiness Business Development Program (PUAP) which began to be implemented in 2008 where the aim of this program was to accelerate the growth and development of agribusiness enterprises with the aim of reducing poverty and unemployment in rural areas.

However, since 2016, the Ministry of Agriculture no longer manages the PUAP program. Guidance and guidance to Gapoktan receiving PUAP funds is still carried out by Mitra Tani Supervisors (PMT), but the implementation costs are borne by the Regional Government. In this case, not all regions are ready to take on this responsibility. In fact, one of the factors for the success of the PUAP program is the intensity of supervision and guidance carried out by Agricultural Extension and Farmer Partner Supervisors (PMT).

In order to achieve PUAP goals, namely reducing poverty and creating jobs in rural areas, PUAP is implemented in an integrated manner with the activities of the Ministry of Agriculture and other Ministries/Institutions under the umbrella of the PNPM-Mandiri program. The implementation of the PUAP program (2008-2014) spread across various villages throughout Indonesia had an impact on farmers. The reduced number of poor farmers is one indicator of the success of the PUAP program. The success or failure of the program is determined by factors that can affect the process of running the program. One of them is the function of Gapoktan leadership.

According to Handoko (2011) leadership is the ability that a person has to influence other people to work to achieve goals and objectives. This ability to influence will determine the way members use in achieving work results in an organization. Basically, the quality of leaders is one of the factors in the success of an organization or group, this is because the presence of good and professional leaders can affect the performance of its members.

Today’s leaders are required to have quality knowledge and be able to understand various issues that concern the interests of the people they lead. That way, good cooperation will be established between leaders and subordinates. To fulfill a good collaboration process, a leader must communicate by utilizing the leadership function itself. The function of this leadership can influence the existing performance in an organization and is expected to bring about changes in organizational life (Handoko, 2011). With good leadership from a leader, in accordance with the roles and functions that must be carried out, will be able to move members to work well in accordance with the desired goals (Andrew et al., 2016).

Talking about the function of a leader, of course the very basic thing is that the leader must be able to motivate his subordinates to produce maximum work so that performance can always be improved in each period. Besides that, the leader function can mobilize organizational goals with work processes that must be developed and human resource processes being the main focus (Handoko, 2011). The leadership function is a must to be realized in the social interaction of a group or organization. The leadership function is divided into five main leadership functions Mulyadi (2012) namely: Instruction function, consultation function, participation function, delegation function and control function. In order to improve
agricultural development in Kemantren Village, Sumber District, Cirebon Regency, one of which is the availability of capital and the need for agricultural production facilities for farmers so that they can be fulfilled properly, a Farmer Group Association (GAPOKTAN) was formed as a forum for farmers both in the food crop sector, horticulture and animal husbandry named Gapoktan Sri Jaya Mulya.

Gapoktan Sri Jaya Mulya Kelurahan Kemantren received PUAP BLM Funds of IDR 100,000,000 as the initial step for Gapoktan capital to help capitalize the businesses of its members. The implementation of the Rural Agribusiness Business Program (PUAP) has helped farmers and breeders in Kemantren Village. Besides that, it can also foster cooperation to increase economies of scale and business efficiency.

The problem that often occurs in this research location is the lack of attention of members to the leader's instructions in understanding the tasks given, the lack of knowledge of the leadership regarding its functions, for example in terms of leadership participation, consultation function, delegation function, leadership control function and members who have not been used optimally, this can certainly affect the success rate of the PUAP program as a whole. From the explanations above, the researcher is interested in conducting research on how the relationship between the leadership function of Gapoktan and the success of the PUAP program at Gapoktan Sri Jaya Mulya, Kemantren Village, Sumber District, Cirebon Regency.

The purpose of this study is to determine the efforts to improve infrastructure in services and economic growth as well as to determine the impact of increased infrastructure on services and economic growth.

**RESEARCH METHOD**

This study used a descriptive quantitative research design (Sugiyono, 2011). Aims to explain the characteristics of a relevant group, estimate the percentage of units in a certain population that show certain behaviors, know perceptions of product characteristics, know how much a variable is related and to know specific predictions (Malhotra, Nunan, & Birks, 2017). Descriptive studies are conducted when the characteristics/pheno-mena to be studied in a situation are known to exist, and we want to be able to describe them better by offering a profile of the factors present (Sekaran, 2003). More specifically, the descriptive method used in this research is the case study method (Nazir, 2018).

This research was carried out at the Sri Jaya Mulya Farmers Group Association, Kemantren Village, Sumber District. This research was conducted from November 2022 to January 2023. The determination of the research location was carried out purposively with a deliberate research location determination technique based on certain considerations (Antara, 2010). The population in this study is the group that manages Community Direct Assistance for Rural Agribusiness Development (BLM-PUAP) in Kelurahan Kemantren, Sumber District, the number of groups that manage PUAP assistance is 63 members from Gapoktan Sri Jaya Mulya. Data collection techniques using descriptive survey methods.
techniques, namely by conducting interviews, questionnaires, observation and documentation.

Data analysis techniques using a Likert Scale are used to measure attitudes, opinions and perceptions of a person or group about events or social phenomena (Riduwan, 2010). To find out the relationship between the Gapoktan leadership function and the success of the PUAP program, Rank Sperman correlation analysis was used (Wijaya, 2010).

RESULT AND DISCUSSION

The function of Gapoktan leaders' instructions in the success of the Rural Agribusiness Business Development (PUAP) program with indicators of giving orders and providing ways to complete tasks. From the variable dimension indicators the function of the instructions is then translated into 8 questions. Each instruction function indicator is given the highest score of 5 (good) and the lowest 1 (not good), then the criterion score can be determined using the class interval (Jogiyanto, 2001). From the results of the questionnaire given to 63 respondents to Gapoktan Sri Jaya Mulya in Kelurahan Kemantren, Sumber District, it shows that the instructional function of Gapoktan leaders in the success of the PUAP program is in the good category, with a real score of 2,175 or 86.30%. For more details, it can be seen in table 1 below.

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Expectation Score</th>
<th>Real Score</th>
<th>Percent (%)</th>
<th>Category</th>
</tr>
</thead>
<tbody>
<tr>
<td>Give orders</td>
<td>1,260</td>
<td>1,092</td>
<td>86.66</td>
<td>Good</td>
</tr>
<tr>
<td>Provide a way to complete</td>
<td>1,260</td>
<td>1,083</td>
<td>85.95</td>
<td>Good</td>
</tr>
<tr>
<td>the task</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total number</td>
<td>2,520</td>
<td>2,175</td>
<td>86.30</td>
<td>Good</td>
</tr>
</tbody>
</table>

Source: Results of Primary Data Analysis

From table 1, an overview is obtained of the instructional function of the leader of Gapoktan Sri Jaya Mulya in Kemantren Village, Sumber District in terms of the success of the PUAP program based on indicators of giving orders, belonging to the good category with an ability score of 1,092 (86.66%). This shows that the leadership of Gapoktan Sri Jaya Mulya Kelurahan Kemantren Sumber District is able to assign tasks to their subordinates, besides that the orders given are clear, understood and well received by members.

The function of the instructions of the leaders of Gapoktan Sri Jaya Mulya in Kemantren Village, Sumber District in the success of the PUAP program based on the indicator Providing how to complete tasks, is classified as good category with an ability score of 1,083 (85.95%). In addition to giving orders to its members, a leader must know how to complete tasks that are good and right for his members. The leadership of the Sri Jaya Mulya Gapoktan group shows that it always tells its members how to complete the tasks assigned to them, explains the expected results and supervises the completion of tasks to its members.
From the results of this study it turns out that the instructions of the Gapoktan leaders in the rural agribusiness business development program (PUAP) are classified as good, an example of the function of the instructions from the Gapoktan leaders Sri Jaya Mulya is to instruct the heads of farmer groups to announce the disbursement of PUAP loan funds to their members to participate in savings activities, borrow to help farmers in terms of capital, Gapoktan leaders instruct the heads of farmer groups to make RDKK or definitive plans for group needs.

The instruction function is one-way communication. The leader as a communicator is the party that determines what, how, when and where the order is carried out so that decisions can be implemented effectively. Effective leadership requires the ability to move and motivate others to carry out orders (Rivai et al., 2019).

The Relationship between the Instructional Function and the Success of the Rural Agribusiness Business Development Program (PUAP)

To determine the relationship between the instruction function and the success of the Rural Agribusiness Business Development program, Rank Sperman correlation analysis was used. The results of the correlation analysis showed that there was a significant (real) relationship between the leader's instruction function (X1) and the success of the PUAP program (Y). For more details, the results of calculating the correlation between the variable dimensions of the instruction function and the success of the PUAP program can be seen in table 2.

### Table 2. Relationship between the Instruction Function and the Success of the PUAP Program

<table>
<thead>
<tr>
<th>No</th>
<th>Collaboration Component</th>
<th>Mark</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Correlation Coefficient (r)</td>
<td>0.427</td>
</tr>
<tr>
<td>2.</td>
<td>Relationship closeness</td>
<td>Fair</td>
</tr>
<tr>
<td>3.</td>
<td>t&lt;sub&gt;arithmetic&lt;/sub&gt;</td>
<td>3.688</td>
</tr>
<tr>
<td>4.</td>
<td>t&lt;sub&gt;0.05(63-2)&lt;/sub&gt;</td>
<td>1.671</td>
</tr>
<tr>
<td>5.</td>
<td>Significance</td>
<td>Real</td>
</tr>
</tbody>
</table>

Source: Results of Primary Data Analysis

Based on the results of the calculation of the Spearman Rank Correlation statistical test, the value of \( r = 0.427 \) was obtained. This means that the relationship between the instruction function and the success of the PUAP program is 0.427, belonging to the medium level of closeness. From the results of the significance test (t-test) is obtained \( t_{arithmetic} \) of 3.688 is greater than \( t_{0.05} \) of 1.671 at a significant level of 5%, meaning that the relationship between the leader's instruction function and the success of the PUAP program is significantly different.

From the results of this study it turns out that the function of a leader's instructions in the success of the Rural Agribusiness Development (PUAP) program has a real relationship. The function of a leader's instructions in the research location is that the instructions of a leader can be carried out by its members, for example the leader instructs the head of a farmer group to make an RDKK or a definitive plan for group needs.
The Relationship between the Consulting Function and the Success of the Rural Agribusiness Business Development Program (PUAP)

To find out the relationship between the consulting function and the success of the Rural Agribusiness Business Development program, Rank Sperman correlation analysis was used. The results of the correlation analysis revealed that there was a significant (real) relationship between the leadership consulting function (X2) and the success of the PUAP program (Y). For more details, the results of calculating the correlation between the variable dimensions of the consulting function and the success of the PUAP program can be seen in table 3.

Table 3. The Relationship between the Consulting Function and the Success of the PUAP Program

<table>
<thead>
<tr>
<th>No</th>
<th>Collaboration Component</th>
<th>Mark</th>
</tr>
</thead>
<tbody>
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<td>1</td>
<td>Correlation Coefficient (r)</td>
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</tr>
<tr>
<td>2</td>
<td>Relationship closeness</td>
<td>Fair</td>
</tr>
<tr>
<td>3</td>
<td>\text{t}_{\text{arithmetic}}</td>
<td>3.635</td>
</tr>
<tr>
<td>4</td>
<td>(t_{0.05(63-2)}</td>
<td>1.671</td>
</tr>
<tr>
<td>5</td>
<td>Significance</td>
<td>Real</td>
</tr>
</tbody>
</table>

Source: Results of Primary Data Analysis

Based on the results of the calculation of the Spearman Rank Correlation statistical test, the value of \( r = 0.422 \) was obtained. This means that the relationship between the consulting function and the success of the PUAP program is 0.422, belonging to the moderate level of closeness. From the results of the significance test (t-test) is obtained \( \text{t}_{\text{arithmetic}} = 3.635 \) is greater than \( t_{0.05} = 1.671 \) at a significant level of 5%, meaning that the relationship between the leadership consulting function and the success of the PUAP program is significantly different.

From the results of this study it turns out that the consulting function of a leader in the success of the Rural Agribusiness Development (PUAP) program has a real relationship. The consulting function of a leader in the research location is that the Gapoktan chairman provides an opportunity for members to give opinions/suggestions, this requires the leader to learn to be a good listener, which is usually not easy to do, considering that the leader plays more of a role as the party being listened to. For this reason, the leader must convince himself that it is always possible for anyone to obtain ideas, aspirations, constructive suggestions for the development of his leadership. Consultation from the chairman of the gapoktan, for example, explained the procedures for PUAP savings and loan activities to members of prospective PUAP grant recipients.

The Relationship between the Delegation Function and the Success of the PUAP Program

To find out the relationship between the delegation function and the success of the Rural Agribusiness Business Development program, Rank Sperman correlation analysis was used. The results of the correlation analysis showed that there was a significant (real) relationship between the function of the leader's delegation (X4) and the success of the PUAP program (Y). For more details, the
results of calculating the correlation between the variable dimensions of the delegation function and the success of the PUAP program can be seen in table 4.

### Table 4. The relationship between the delegation function and the success of the PUAP program

<table>
<thead>
<tr>
<th>No</th>
<th>Collaboration Component</th>
<th>Mark</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Correlation Coefficient (r)</td>
<td>0.446</td>
</tr>
<tr>
<td>2</td>
<td>Relationship closeness</td>
<td>Fair</td>
</tr>
<tr>
<td>3</td>
<td>( t_{\text{arithmetic}} )</td>
<td>3.892</td>
</tr>
<tr>
<td>4</td>
<td>(( t_{0.05(63-2)} ))</td>
<td>1.671</td>
</tr>
<tr>
<td>5</td>
<td>Significance</td>
<td>Real</td>
</tr>
</tbody>
</table>

Source: Results of Data Analysis (2022)

Based on the results of the calculation of the Spearman Rank Correlation statistical test, the value of \( r = 0.446 \) was obtained. This means that the relationship between the participation function and the success of the PUAP program is 0.446, belonging to the moderate level of closeness. From the results of the significance test (t-test) is obtained \( t_{\text{arithmetic}} \) of 3.892 is greater than \( t_{0.05} \) of 1.671 at a significant level of 5%, meaning that the relationship between the function of the leader's participation in the success of the PUAP program is significantly different.

From the results of this study it turns out that the delegation of Gapoktan leaders in the rural agribusiness business development program (PUAP) has a real relationship with the success of the PUAP program. This can be explained that the Gapoktan chairman has delegated his duties to members who are trusted to be responsible for the delegation given, for example in training activities, meetings, assignments and so on.

An institution or institution can achieve its vision and goals depending on the extent to which the leadership's performance is in making the organization more effective and efficient. Therefore a leader must be responsible for providing maturity to his members so that when they are burdened with higher responsibilities, they have mental readiness. Related to this problem, the delegation of authority is one way that can be taken. Basically delegation of authority is the assignment of tasks or responsibilities by a leader to his subordinates. When correlated with the concept of participatory leadership, delegation of authority is something that supports, although in fact it is not identical (Haryono, 2014).

### The relationship between the control function and the success of the PUAP program

To find out the relationship between the control function and the success of the Rural Agribusiness Business Development program, Rank Sperman correlation analysis was used. The results of the correlation analysis showed that there was a significant (real) relationship between the leader control function (X5) and the success of the PUAP program (Y). For more details, the results of calculating the correlation between the variable dimensions of the control function and the success of the PUAP program can be seen in table 5.
Table 5. Relationship between the control function and the success of the PUAP program

<table>
<thead>
<tr>
<th>No</th>
<th>Collaboration Component</th>
<th>Mark</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Correlation Coefficient (r)</td>
<td>0.449</td>
</tr>
<tr>
<td>2.</td>
<td>Relationship closeness</td>
<td>Fair</td>
</tr>
<tr>
<td>3.</td>
<td>t arithmetic</td>
<td>3.926</td>
</tr>
<tr>
<td>4.</td>
<td>(t0.05(63-2)</td>
<td>1.671</td>
</tr>
<tr>
<td>5.</td>
<td>Significance</td>
<td>Real</td>
</tr>
</tbody>
</table>

Source: Results of Primary Data Analysis

Based on the results of the calculation of the Spearman Rank Correlation statistical test, the value of \( r = 0.449 \) was obtained. This means that the relationship between the control function and the success of the PUAP program is 0.449, belonging to the medium level of closeness. From the results of the significance test (t-test) is obtained \( t_{\text{arithmetic}} \) of 3.926 is greater than \( t_{0.05} \) of 1.671 at a significant level of 5%, meaning that the relationship between the function of the leader’s participation in the success of the PUAP program is significantly different.

The control function means that successful/effective leadership must be able to manage the activities of its members in a directed and effective coordination, so as to enable maximum achievement of common goals. The control function can be realized through the activities of guidance, direction, coordination and supervision. In practice organizational performance leaders can function: 1. Help create brotherhood, cooperation, with a full sense of freedom. 2. Helping groups to organize themselves, namely participating in analyzing situations to then determine which procedures are most practical and effective, 3. Responsible for joint decision making with the group. Leaders provide opportunities for groups to learn from experience. The leader has the responsibility to train the group to be aware of the process and content of the work being done and dare to assess the results honestly and objectively. 4. Responsible for developing and maintaining the existence of the organization.

Simultaneous Relationship between the Gapoktan Leadership Function and the Success of the PUAP Program

To determine the relationship between Gapoktan’s leadership function simultaneously with the success of the Rural Agribusiness Business Development (PUAP) program, Rank Sperman correlation analysis was used. The results of the correlation analysis turned out to be a significant (real) relationship between the Gapoktan leadership function simultaneously and the success of the Rural Agribusiness Business Development (PUAP) program. For more details, the correlation calculation results between the variable dimensions of the control function and the success of the PUAP program can be seen in table 6.
Relationship Between Leadership Function of Gapoktan and Success Rate of Rural Agribusiness Business Development Program (PUAP)

Table 6. The relationship between the Gapoktan leadership function simultaneously and the success of the PUAP program

<table>
<thead>
<tr>
<th>No</th>
<th>Collaboration Component</th>
<th>Mark</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Correlation Coefficient (r)</td>
<td>0.654</td>
</tr>
<tr>
<td>2</td>
<td>Relationship closeness</td>
<td>Strong</td>
</tr>
<tr>
<td>3</td>
<td>Arithmetic</td>
<td>6.754</td>
</tr>
<tr>
<td>4</td>
<td>t&lt;sub&gt;0.05&lt;/sub&gt;(63-2)</td>
<td>1.671</td>
</tr>
<tr>
<td>5</td>
<td>Significance</td>
<td>Real</td>
</tr>
</tbody>
</table>

Source: Results of Primary Data Analysis

Based on the results of the calculation of the Spearman Rank Correlation statistical test, the value of \( r = 0.654 \) was obtained. This means that the relationship between the Gapoktan leadership function simultaneously with the success of the PUAP program is 0.654, belonging to the Strong closeness level. From the results of the significance test (t-test) it is obtained \( t_{\text{arithmetic}} = 6.754 \) is greater than \( t_{0.05} \) of 1.671 at the 5% significance level, meaning that the relationship between Gapoktan's leadership function simultaneously in the success of the PUAP program is significantly different.

From the results of this study it turns out that the leadership function simultaneously in the success of the rural agribusiness business development program (PUAP) has a real relationship with the success of the PUAP program. This can be explained that in the variable dimension of the instruction function Gapoktan leaders have been able to give instructions to members, for example in saving and loan activities strengthening the PUAP capital fund Gapoktan leaders instruct the heads of farmer groups to announce the disbursement of PUAP loan funds to their members to participate in savings and loan activities in order assisting farmers in terms of capital, Gapoktan leaders instruct the heads of farmer groups to make RDKK or definitive plans for group needs which are carried out every season.

In the consulting function variable dimensions, consultation from Gapoktan leaders, for example, explain the procedures for lending PUAP funds to members of prospective PUAP grant recipients, in the variable dimension of the participation function, Gapoktan leaders have participated in the activities carried out by Gapoktan Sri Jaya Mulya, for example in making RDKK, RDK or meetings and regular meetings with members of farmer groups or with related agencies. In the variable dimension of the delegation function, the Gapoktan chairman has delegated his duties to members, for example giving authority/responsibility to members to complete the tasks given, the function of controlling the head of farmer groups, for example in terms of controlling savings and loan activities to strengthen PUAP fund capital by providing guidance to members of farmer groups, providing direction, coordinating and supervising PUAP fund saving and loan activities.

The function of instruction also means that decisions made will be meaningless without the ability to realize or translate them into instructions/commands. Furthermore, the command will be meaningless if it is not implemented. Therefore, in line with the notion of leadership, the point is the ability of the leader to move members to carry out orders, which originate from decisions.
that have been made (Mulyadi, 2012). The consulting function provides an opportunity for members to give opinions/suggestions, this requires leaders to learn to be good listeners, which is usually not easy to do, bearing in mind that leaders play more of the role of being listened to.

For this reason, the leader must convince himself that it is always possible for anyone to obtain ideas, aspirations, constructive suggestions for the development of his leadership (Mulyadi, 2012). Participation is a manifestation of the desire to develop democracy through a decentralization process which seeks, among other things, the need for planning from the bottom (button-up) by involving the community in the process of planning and community development (Tilaar, 2009). In general, delegation of authority can be done by assigning different tasks or responsibilities to members (Haryono, 2014).

Organizational control activities are highly dependent on the ability to foster and manage the people they lead to become a cohesive team. With guidance and direction, coordination and supervision, leaders try to prevent mistakes or errors from occurring in each unit or individual in carrying out the volume and workload or orders from their superiors. Control is done by preventing members from thinking and doing something which tends to harm the common interest (Rivai et al., 2019). This is also in line with research simultaneously input, process, output, and the results affected the PUAP program in Bondowoso Regency (Astuti et al., 2022).

CONCLUSION

There is a significant relationship between the Gapoktan leadership function partially and the success rate of the rural agribusiness business development program (PUAP) in Kemantren Village, Sumber District, the better the instruction function, consultation function, participation function, delegation function and control function of the Gapoktan leader, the more the success rate of the PUAP program is also high. There is a real relationship between the Gapoktan leadership function simultaneously with the success of the rural agribusiness business development program (PUAP) in Kemantren Village, Sumber District, obtained rs = 0.654 and t arithmetic value of 6.754, has a strong relationship level. The better the Gapoktan leadership function will be followed by the higher the success rate of the PUAP program.

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