

THE EFFECT OF CREATIVITY SERVING LEADERSHIP AGRICULTURAL EXTENSION OFFICER AT THE IMPLEMENTING EXTENSION AGENCY SINJAI REGENCY

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Abstract: *This study aimed to describe the leadership serve conducted by the Head of the Executive Agency Counseling Sinjai Regency, creativity agricultural extension in Sinjai, and serve to influence leadership at the district agricultural extension creativity Sinjai. The object of the study was the overall agricultural extension Sinjai Regency. Researchers conducted a survey on 161 agricultural extension. The sampling technique is done through proportional sampling by determining the number of samples using techniques Slovin so determined number of samples of 115 people. The main instrument was a questionnaire study which analyzed using Structural Equation Modeling (SEM). The results showed that the leadership serving Chief Executive Agency Counseling Sinjai are at very good category, agricultural extension creativity is at a very high category. Leadership serving Head of Agricultural Extension significant effect on creativity in the district agricultural extension Sinjai.*

Keywords: *serve Leadership, motivation, creativity extension*

INTRODUCTION

One of the tasks of local government bureaucracy included in Sinjai is carrying out the construction, one of which is the development of the agricultural sector. The successful development of the agricultural sector is largely determined by the performance of agricultural extension workers. Performance itself is determined by the creativity (Mangkunagara, 2005)^[1]. Thus, the creativity of agricultural extension should be developed in order to achieve successful development, especially in the agricultural sector as a bureaucratic task of local government.

This is in line with what is proposed by Akib (2011)^[2] that “the critical factor in an organization is creativity, both individual and group creativity because creativity as a coloring behavior always practice the organization of employees in the organization”. Through creativity bureaucracy within an organization of local

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government is expected any problems faced by the organization can be resolved properly and lead to accelerating the achievement of organizational performance. Creativity is also defined as the ability to reflect the smoothness, suppleness (flexibility), and originality in thinking, as well as the ability to mengkolaborasi, develop, enrich, itemize an idea, (Munandar, 2009)^[3].

Factors affecting creativity agricultural extension as part of the bureaucracy needs to be examined in depth to be used as a booster in order to more optimally. One of the factors that are considered high or low influence on the creativity of members of the organization are factors or behavioral style of leadership practiced by the leaders of the organization. Proposed by Daft (2005)^[4] that conceptually leaders can encourage and support creativity followers and followers to help organizations more receptive and ready for change. Similarly, proposed by Shin and Zhou (2003)^[5] that leadership is a variable that has a significant influence on the creativity of employees in the workplace. It can be deduced that the leadership of factors can affect the creativity of employees in an organization.

Leadership serves considered appropriate to be practiced in organizations that provide direct services to the community such as the Executive Agency Counseling, because serving leadership is leadership that emphasizes the attention to the problem of followers, empathy with them, and develop them (Northouse, 2013)^[6].

The serving leadership practiced by the Head of the Executive Agency Counseling Sinjai can be agricultural extension officers who are members of the organization to develop Reviews their creativity. With high creativity, it makes agricultural extension into high performance and task Sinjai Regency government to be successful.

Referring to the conception of the relationship of leadership and creativity of employees or members of the organization, so the researchers are interested in doing research on agricultural extension creativity is associated with one of the factors that influence it, namely serving leadership.

Based on the background that have been raised, then that becomes a problem in this research are: (1) How does the picture of leadership serving Head of the Executive Agency Counseling Sinjai? (2) How illustration creativity agricultural extension in Sinjai Regency? (3) Is there any influence of leadership serving on the creativity of the district agricultural extension Sinjai Regency?

RESEARCH METHODS

This study uses a quantitative approach by conducting a survey of 161 agricultural extension. Sampling is done by proportional sampling and determination of the number of samples using techniques Slovin so determined number of samples of 115 people. Collecting data using questionnaires as the main instrument to the

researchers. Quantitative data analysis / statistics with the aim to test the hypothesis that serve leadership significantly influences the creativity of agricultural extension. Data were analyzed using analysis techniques Structural Equation Modeling (SEM).

RESEARCH RESULTS

1. Leadership variable serving (X)

Leadership serves measured using seven indicators with leadership instrument serving a total of 33 items statement. Descriptive analysis as in Table 1 indicate that the airport is in the category of leadership is very good, which reached 80.33%. Category serve excellent leadership is supported by indicators: making concepts (X1) which is very good, restoring emotion (X2) is very good, put follower (X3) very good, helping followers to grow and succeed (X4) is very good, behave ethical (X5) is very good, empowering followers (X6) is very good, and create value for society (X7) is very good. Descriptive analysis of leadership serves as a variable in Table 1.

Table 1
Descriptive Statistics Variable Leadership Serving

	<i>Theoretical</i>				<i>Actual</i>			
	<i>Range</i>	<i>Median</i>	<i>Min</i>	<i>Max</i>	<i>Mode</i>	<i>Mean</i>	<i>%</i>	<i>Category</i>
<i>Variable Leadership Serving Indikator</i>	33-165	99	112	152	132	132.54	80.33	<i>Very Good</i>
X1	5 6 25	15	15	25	21	21.37	85.48	<i>Very Good</i>
X2	4 6 20	12	14	20	17	17.1	86.85	<i>Very Good</i>
X3	6 6 30	18	20	29	25	25.55	85.17	<i>Very Good</i>
X4	6 6 30	18	21	30	26	25.71	85.7	<i>Very Good</i>
X5	5 6 25	15	17	25	22	21.55	86.2	<i>Very Good</i>
X6	5 6 25	15	17	25	21	21.18	84.72	<i>Very Good</i>
X7	2 6 10	6	6	10	8	8.57	85.7	<i>Very Good</i>

2. Agricultural Extension Creativity variable (Y)

Creativity agricultural extension through five indicators measured by using the instrument of creativity extension consisting of 20 instruments statement. Descriptive analysis as in Table 2 indicate that agricultural extension creativity is in the category of Very High which reached 83.88%. Category creativity counselors who are at very high category is supported by indicators: dexterity in working (Y1) is very high, the initiative in solving problems (Y2) is very high, tolerance towards others (Y3) is very high, constancy in work (Y4) is tall, attractive (Y5) is very high. Descriptive analysis of agricultural extension creativity variables are as in Table 2.

Table 2
Descriptive Statistics Variable Creativity Extension

Variable	<i>Theoretical</i>				<i>Actual</i>			
	<i>Range</i>	<i>Median</i>	<i>Min</i>	<i>Max</i>	<i>Mode</i>	<i>Mean</i>	<i>%</i>	<i>Category</i>
Variable Creativity Indicator	20-100	60	60	100	83	83.88	83.88	Very High
Y1	5 6 25	15	19	25	21	21.31	85.24	Very High
Y2	3 6 15	9	10	15	13	12.9	86	Very High
Y3	2 6 10	6	7	10	8	8.44	84.40	Very High
Y4	5 6 25	15	17	25	21	21.24	84.96	Very High
Y5	5 6 25	15	19	25	21	21.68	86.72	Very High

Further analysis testing models through SEM. Based on Table 3, it can be seen that there are four criteria that testing has shown the value of (good fit). Although there are four criteria that testing has not shown a good value, but according Ghozali (2005)^[7] that if there are two or more of the entire testing criteria used has demonstrated good value (good fit) then the model can already be said to be good. Thus, the model of evaluation results as shown in Table 3 is acceptable for further analysis.

Table 3
Evaluation Criteria Goodness of Fit

<i>Goodness of Fit Indicase</i>	<i>Cut of Value</i>	<i>Results Model</i>	<i>Information</i>
Chi Square	Expected to be small	169.404	Nonfit
Significant Probability	≥ 0,05	0.001	Nonfit
RMSEA	≤ 0,08	0.064	Goodfit
GFI	≥ 0,90	0.853	Marginal
AGFI	≥ 0,90	0.806	Marginal
CMIN/DF	≤ 2,00	1.46	Goodfit
TLI	≥ 0,95	0.902	Goodfit
CFI	≥ 0,90	0.917	Goodfit

3. Hypothesis Testing

Based on the results of processing the data in Table 4 to model good of fit testing research hypothesis stated as follows:

CR value relationships serving leadership variable is equal to 2,884 bigger than t-table by 1.96. While the value of the P-value is 0,004 less than the significance level of 0.05. Thus, the hypothesis that leadership serves a significant effect on agricultural extension proven true creativity. The coefficient value of 0.546 indicates that the better the leadership implementation serving Chief Executive Agency Counseling the higher the creativity of agricultural extension.

Table 4
Hypothesis Testing

HIP	Independent Variables Dependent Variables	Estimates	SE	CR	P	Information
H1	Serving leadership ← Creativity	0,546	0,189	2,884	0,004	Signifikan

DISCUSSION

Based on the test results in Table 4 to prove the hypothesis that serve leadership significantly influence agricultural extension creativity, indicate that the hypothesis proved to be true. With the evidence of the hypothesis that providing support to the proposed by Shin and Zhou (2003) that leadership is a variable that has a significant influence on the creativity of employees in the workplace. Also in line with that proposed by Thoha (2010)^[8] that basically the leader must seek to influence the perception of subordinates, motivate, by directing them to the clarity of his duties, achieving goals, job satisfaction, and the effective implementation of the tasks. Effective execution of tasks can be defined as creativity in launching the task.

With leadership behaviors serve a very basic is to give full attention and empower subordinates very possible extension workers who become subordinates are encouraged to develop their creativity. It is based on the theory that someone chooses to behave expectasi particular because it believes it can obtain certain results as expected. Expectation extension is how they get the recognition and enhancement of his career.

Leadership is about influence and motivate other people to contribute towards the effectiveness and success of the organization (Wibowo, 2013)^[9]. This airport also indicated that leadership is essentially to motivate subordinates to work effectively, which is part of the creative behavior in the work, including agricultural extension workers.

CONCLUSIONS

Leadership serving Chief Executive Agency Counseling Sinjai are at very good category. Creativity agricultural extension in Sinjai are at very high category. Leadership serving Chief Executive Agency Counseling Sinjai significantly affects the creativity of agricultural extension in Sinjai Regency.

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