

The Influence of Training, Work Discipline, Motivation and Commitment to Work Performance on Agricultural Extension Service and Food Security in Bondowoso Regency

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ABSTRACT

This study aims to investigate the effect of training, work discipline, motivation, and work commitment on the performance of agricultural extension agents and food security in Bondowoso Regency. This research was conducted using multiple linear regression and involved a sample of 100 respondents selected by purposive sampling technique. Data obtained from respondents were processed using SPSS software version 22.0. Data analysis was performed by applying multiple linear regression to evaluate the relationship between the independent variables (training, work discipline, motivation, and work commitment) and the dependent variable (instructor performance). The results showed that training, work discipline, motivation, and work commitment significantly affected the performance of the agricultural and food security extension officers in Bondowoso Regency. Training plays an important role in improving the performance of extension workers by providing the necessary knowledge and skills. High work discipline also contributes to achieving better performance. In addition, high motivation and strong work commitment also positively affect the performance of extension workers. This research has practical implications for the Department of Agriculture and Food Security in Bondowoso Regency to pay attention to the importance of training, work discipline, motivation and work commitment in improving the performance of extension workers.

Keywords: training, work discipline, motivation, work commitment and performance

INTRODUCTION

Human Resource Management aims to improve human resource support in an effort to increase organizational effectiveness in order to achieve goals. Humans are managers of other production factors such as capital, raw materials, equipment, and others in order to achieve organizational goals. The more developed an organization, the more difficult it will be in planning and controlling its employees. Therefore, human resource management is needed that is able to manage and overcome problems related to its employees. Hasibuan (2016: 10) argues that human resource management is a science and art that regulates the relationships and roles of the workforce so that they are effective and efficient in helping the realization of organizational, employee and community goals. "Human resource management can also be interpreted as a planning, organizing, coordinating, implementing and supervising procurement, development, remuneration, integration, maintenance and separation of workforce in order to achieve organizational goals" (Mangkunegara, 2013: 2).

Training is often considered the most common activity and leaders support training because through training, workers will become more skilled and therefore more productive even though these benefits have to be weighed against the time consumed while workers are being trained. According to Dessler (2006) that "Training is a process of teaching the skills needed by employees to do their jobs". Furthermore, the notion of training is simply defined by Pramudyo (2007:16) as "a learning process designed to change people's performance in doing their jobs". Training is one of the efforts to improve the quality of human resources in employee organizations, both new and those who have worked need to attend training because of job demands that can change due to changes in work environment, strategy, and so on.

Basically a person works because he wants to fulfill his life needs. The urge to desire in a person with other people is different so that human behavior tends to vary within Work. The term motivation comes from the Latin word "*movere*" which means encouragement or movement. Motivation questions how to direct power and potential to work to achieve the specified goals (Malay SP Hasibuan, 2006: 141). Furthermore, Pinder (2013) argues that work motivation is a set of forces both from within and from outside a person who encourages someone to start working behavior, according to a certain format, direction, intensity and period of time. Furthermore, according to Robbins and Judge (2013), work motivation is a willingness to expend a high level of effort towards organizational goals, which is conditioned by the ability of these efforts to fulfill an individual need.

Discipline is the main factor needed as a warning tool for employees who do not want to change their character and behavior. So that an employee is said to have good discipline if the employee has a sense of responsibility for the tasks assigned to him. Hasibuan (2012: 44) argues that work discipline is a person's awareness and willingness to comply with all organizational or government agency regulations and applicable social norms. Meanwhile Rivai

(2011: 82) argues that work discipline is a tool used by managers to communicate with employees so that they are willing to change a behavior as well as an effort to increase awareness and willingness of a person to fulfill all organizational or government agency regulations. Some of the meanings put forward by experts can be concluded that work discipline is an attitude of awareness, willingness and willingness of a person to obey and obey the rules and social norms that apply in the surrounding environment.

An individual who has a high commitment will likely see himself as a true member of the organization. According to Kreitner and Kinicki (2014) organizational commitment is an agreement to do something for yourself, other individuals, groups or organizations. Luthans (2011) The definition of organizational commitment according to Mowday, Porter and Steers is composed of three factors, namely: a strong desire to remain a member of the organization, a great willingness to work for the organization and strong belief and acceptance of organizational values and goals.

"Organizational commitment is defined as the relative strength of the individual in identifying his involvement in the organization, which is characterized by acceptance of organizational values and goals, a willingness to work for the organization and the desire to maintain membership in the organization". (Robbins and Judges, 2015). According to Sopiah (2011) The definition of organizational commitment according to Richard M. Steer is a sense of identification (belief in organizational values as a sense of identification (belief in organizational values), involvement (willingness to make the best effort for the benefit of the organization, and loyalty the desire to remains a member concerned) declared by an employee against his company.

Performance is said to be high if a work target can be completed at the right time or does not exceed the time limit provided. Performance is low if it is completed beyond the allotted time limit or is not completed at all. Performance is the result of a person as a whole during a certain period in carrying out tasks such as targets that have been determined in advance and have been determined together (Rivai, 2014: 197). Employee performance is not just information to be able to do promotions or determine salaries for the organization. However, how can an organization motivate an employee and develop a plan to improve the decline in employee performance. In essence, performance is the result of work achieved by someone in carrying out their duties in accordance with the standards and criteria set for the job. Performance refers to the level of success in carrying out tasks and the ability to achieve the goals that have been set.

Based on the increase in performance supported by the use of similar theories above, there are research results that do not support or *research gap*, namely in the study of Ningsi, Citra Ayu, et al (2015), with the results of this study stating that training has a significant and positive effect on motivation, promotion has an effect significant and positive on motivation, promotions have a significant and positive effect on employee performance, motivation has a significant and positive effect on employee performance. However, training has no significant and positive effect on employee performance.

Based on the theory above and supported by similar previous research results, the research object chosen was the Department of Agriculture and Food Security in Bondowoso Regency. The work plan for the Department of Agriculture and Food Security for Bondowoso Regency for 2022 is based on the 2018-2023 strategic plan which was prepared based on the results of an evaluation of the implementation of the Level II Regional Budget (APBD) for Bondowoso Regency for 2022 and the current year (2021) and based on community input/aspirations through the mechanism for deliberations on development planning in stages starting from the Village Development Planning Deliberation, the Sub-District Development Planning Deliberation, the District Development Planning Deliberation, to realize the Bondowoso District Agriculture and Food Security Agency as a quality public service provider institution. Development planning meeting activities will be continued to a higher level, namely provincial development planning meetings and national development planning meetings so that development plans that are not covered by district development plans can be proposed through development planning meetings at a higher level.

Measurement of activity performance and measurement of performance targets for the Regional Apparatus Organization of the Agriculture and Food Security Service of Bondowoso Regency is carried out through the establishment of Performance Indicators that describe the level of achievement of an activity that has been determined. Determination of performance indicators is followed by determining the amount of performance indicators for each type of indicator that has been determined. Furthermore, an analysis of the performance achievements of the Regional Office of Agriculture and Food Security of Bondowoso Regency was carried out based on the results of measuring the performance of activities within a target, an analysis of performance achievements was carried out on that target. Performance measurement is carried out using key performance indicators. This measurement is done by looking at performance data. The Agriculture and Food Security Service of Bondowoso Regency is one of the regional apparatuses whose duties include agriculture, plantations and animal husbandry. Therefore the achievement of service performance is more on the analysis of productivity and production resulting from the programs and activities that have been implemented. The 2020 programs and activities are different from 2021, this is because the 2021 programs and activities follow according to Ministry of Home Affairs Regulation 90. The following details the program indicators for 2020 and 2021.

The Bondowoso Regency Agriculture and Food Security Service has three fields, including infrastructure and facilities; the field of counseling, control and management of agricultural disasters as well as the field of food availability and diversification. Based on the fields listed above, the research focus chosen is in the field of extension, control and management of agricultural disasters. The Work Plan of the Bondowoso Regency Agriculture and Food

Security Service was prepared with the intention of providing an overview of what agricultural development is, why agricultural development needs to be continuously improved, what are the strategies for building resilient agriculture, plantations and livestock by utilizing local resources, where agricultural development will be focused accordingly Vision, Mission, Goals and Targets of the Department of Agriculture and Food Security Work Plan, Who will be the object of agricultural development so that it is not misdirected, How many human resources, natural resources are needed and no less importantly how much budget is needed to achieve performance targets set. The aim of preparing the work plan for the Service of Agriculture and Food Security of Bondowoso Regency is so that existing resources are used effectively and efficiently on the basis of local resources to achieve the greatest prosperity of the people.

Based on the main tasks and functions of the Department of Agriculture and Food Security in Bondowoso Regency, especially in the field of extension, control and management of agricultural disasters, it has the duties and functions of changing the attitude, behavior and welfare of farmers. As well as providing knowledge and skills to farmers, but in carrying out the activity there are several things that become a problem, namely the agricultural results obtained by farmer groups under the auspices of the Agriculture and Food Security Service of Bondowoso Regency, especially in extension and counseling, control and management of agricultural disasters both in horticulture and food farmers. The data for identification of problems with the number of farmers that have not been optimal are as follows:

Table 1 Agricultural Product Data of Farmer Groups for the Entire Bondowoso Regency.

No.	Agriculture	Harvest Target 100% According to SOP
1	Food	93%
2	Horticulture	89%

Source: Department of Agriculture and Food Security, Bondowoso Regency, (2022)

Based on the agricultural yield data of farmer groups under the auspices of the Agriculture and Food Security Office of Bondowoso Regency, especially in the field of counseling, control and agricultural disaster management, it shows that in the food sector there are 7% of farmers who are still not optimal for the yields they get, while in the horticulture sector there are also yield oil harvest that is not optimal with a problematic amount of 11%. This can also be seen based on the work results of employees based on work indicators in the field of extension, control and management of agricultural disasters, which are as follows:

Table 2 Identification of Problems Based on Work Indicators.

No.	Task and Function Indicators	Target	Realization
1.	Extension Coordinator		
	Carry out the preparation of materials for policy formulation in terms of agricultural, plantation and food extension institutions.	100%	89%
	Carry out the preparation of strengthening materials, development, capacity building in the field of agricultural, plantation and food extension institutions.	100%	89%
	Carry out the preparation of materials for the preparation of agricultural, plantation and food extension programs.	100%	87%
	Carry out the preparation of materials for the assessment facility and the awarding of agricultural extension agents.	100%	85%
	Carry out coaching, supervision and performance and behavior assessment of subordinates in accordance with the provisions to improve discipline, work motivation and career development.	100%	93%
2.	Sub-Coordinator of Farmers Disaster Management and Management		
	Preparation of materials for policy formulation in Farmers Disaster Management and Management.	100%	88%
	Preparation of supply and supervision materials in the field of Farmer Disaster Management and Management.	100%	88%
	Preparation of nest control of Plant Destructive Organisms (OPT) in agriculture and plantations.	100%	86%
	Preparation of field school materials for integrated pest management in agriculture and plantations.	100%	92%
	Preparation of materials for handling the impacts of climate change in agriculture and plantations.	100%	95%

Source: Department of Agriculture and Food Security, Bondowoso Regency, (2022)

Based on problem identification data on the extension work indicator, it can be seen that the target for the implementation of the work program has not been optimal, this indicates that the extension worker's performance in carrying out their duties and functions has not been effective, so the researchers found a research phenomenon on the object of the Agriculture and Food Security Office of Bondowoso Regency, namely "Lack of the effectiveness of the performance of extension workers in carrying out their duties and functions. So that in this study, researchers tried to raise several important factors as a solution to improve performance and minimize problems obtained by the object of research. These factors include training, work motivation, work discipline and employee commitment to the performance of extension agents at the Agriculture and Food Security Office of Bondowoso Regency, especially in the fields of counseling, control and agricultural disaster management.

Sugiyono (2015: 128) states that the conceptual framework will link theoretically between research variables, namely between *independent variables* and the *dependent variable* . The conceptual framework in this study is as follows:

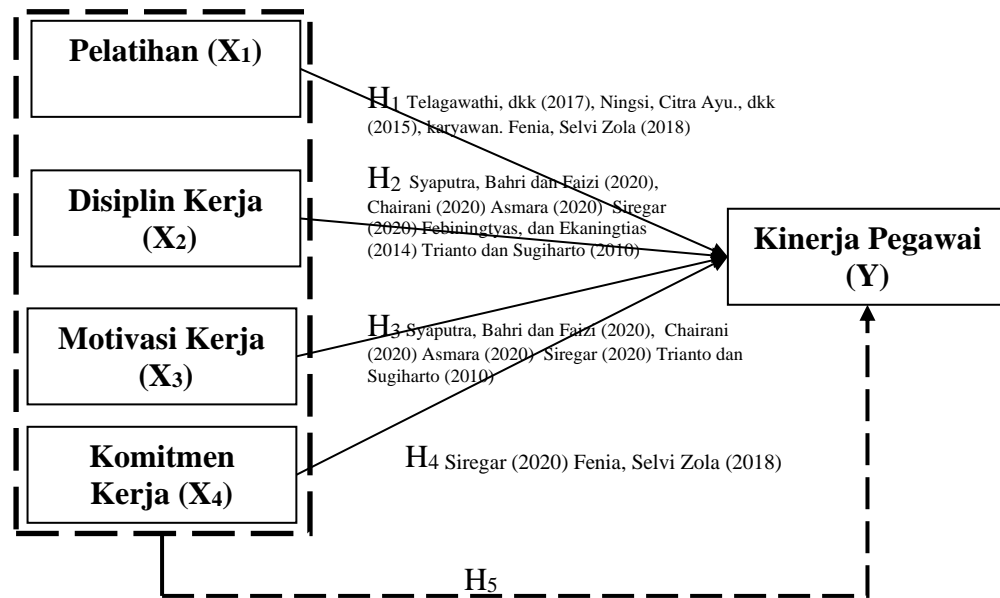


Figure 2.1 conceptual framework

Information

----->: Path of influence simultaneously

————>: Path influence partially

METHODS

This study uses a quantitative approach, namely careful measurement of certain social phenomena. The use of this approach design is expected to be able to find out the variables for the phenomena studied in depth. Quantitative design is used to prove a causal relationship or a relationship influencing and being influenced by the variables studied, in this study namely the effect of training, work discipline, motivation and work commitment, which will then be analyzed to influence the performance of extension workers at the Department of Agriculture and Food Security Bondowoso Regency.

This research was conducted for five months, from January to May 2023. The location of this research was at the Department of Agriculture and Food Security, Bondowoso Regency, Jalan Mastrip No.01 Nangkaan - Bondowoso. The population in this study were all extension officers at the Agriculture and Food Security Service of Bondowoso Regency in the field of counseling, control and agricultural disaster management, namely 234 people.

Roscoe's theory says that if the research will carry out a multivariate analysis (collection or multiple regression), then the number of sample members is at least 10 times the number of variables studied (Sugiyono, 2010: 130). So because this study consists of 5 variables, the minimum number of samples is $5 \times 10 = 50$ respondents. So the researchers determined the sample in the study was 100 respondents. The method of determining the sample using *nonprobability sampling* with *purposive sampling technique* . The *Nonprobability Sampling* method is a sampling technique that does not provide equal opportunity/opportunity for each element or member of the population to be selected as a sample. *Purposive sampling technique* . According to Sugiyono (2013: 122) *purposive sampling* is a sampling technique with certain considerations. The reason for selecting the sample using *purposive sampling* is

because not all samples have the criteria that the author specifies. Therefore, the selected sample is deliberately determined based on certain criteria that have been determined by the author to get a representative sample.

The criteria for the companies used as samples in this study are as follows:

1. The sample in this study were extension workers with PNS/P3K status.
2. Have working experience at the Department of Agriculture and Food Security for at least 3 years.

RESULTS

Simultaneous Statistical Test (*F-test*)

The results of the *F-test* can be seen in the following table:

Table 3 Statistical Test Results (F-test)

ANOVA ^a

Model	Sum of Squares	df	MeanSquare	F	Sig.
1 Regression	60,153	4	15,038	36,775	.000 ^b
residual	38,847	95	.409		
Total	99,000	99			

a. Dependent Variable: Performance

b. Predictors: (Constant), Commitment, Training, Motivation, Discipline

Source : Appendix 5 data

Based on statistical testing using the *F* test method, where the significant level obtained is $0.000 < 0.05$. Because the *p-value* is smaller than α ($0.000 < 0.05$) then H_0 = there is no effect of training, work discipline, work motivation and work commitment simultaneously on the performance of extension agents at the Agriculture and Food Security Office of Bondowoso Regency is rejected. means that the variables of training, work discipline, work motivation and work commitment simultaneously influence the performance of extension agents at the Department of Agriculture and Food Security in Bondowoso Regency

Partial Statistical Test (t-test)

training, work discipline , work motivation and work commitment) has a partial effect on variable Y (performance). Based on the results of processing using SPSS version 25 for Windows 13 , the results of the t test are obtained, the results of which are summarized in the following table :

Table 4 Recapitulation of Test Results t

Coefficients ^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	std. Error	Betas			tolerance	VIF
1 (Constant)	3.561E-16	.064		.000	1,000		
Training	.237	.085	.237	2,805	.006	.577	1,733
Discipline	.408	.093	.408	4,373	.000	.475	2.105
Motivation	.232	.092	.232	3,352	.006	.486	2056
Commitment	.248	.093	.248	2,663	.009	.475	2.106

Source : Appendix 5 data

a. Training (X_1)

The value t_{hitung} for the training variable is 2.805 , with a significant value of $0.006 < 0.05$. Because the *p-value* is smaller than α ($0.006 < 0.05$) , this means that the training variable partially influence the performance of the agricultural and food security extension services in Bondowoso Regency

- b. Work Discipline (X_2)
The value t_{hitung} for this work discipline variable is 4.373, with a significant value of $0.000 < 0.05$. Because the p -value is smaller than α ($0.000 < 0.05$) . This means that the variable of work discipline has a partial effect on the performance of the agricultural and food security extension services in Bondowoso Regency
- c. Work motivation (X_3)
t value t_{hitung} for this work discipline variable is 3 , 352 , with a significant value of $0, 006 < 0.05$. Because the p -value is smaller than α ($0.006 < 0.05$) it means that the variable of work motivation has a partially significant effect on extension workers from the Department of Agriculture and Food Security in Bondowoso Regency
- d. work commitment (X_4)
The value t_{hitung} for this work discipline variable is 2 , 663 with a significant value of $0.009 < 0.05$. Because the p -value is smaller than α ($0.009 < 0.05$) it means that the work commitment variable has a partial effect on extension workers from the Department of Agriculture and Food Security in Bondowoso Regency

Coefficient of Determination (R^2)

The results of the analysis of the influence of training (X_1), work discipline (X_2), work motivation (X_3), and work commitment (X_4), on the performance of extension workers (Y) as in the table above, shows the value of the coefficient of determination or *R square* shows a value of 0.659 , from these results it means that all independent variables (training, work discipline Work motivation and work commitment) have a contribution of 65.9% to the dependent variable (performance) with a sufficient level of determination, and the remaining 23% is influenced by other factors outside this study.

Interpretation

Effect of Training on Instructor Performance

Based on the second hypothesis, training affects the performance of instructors. After testing the hypothesis, the results obtained stated that the training had a significant effect on the performance of the agricultural extension service and food security in Bondowoso Regency, which was proven to be true or H_2 was accepted . This could be due to the aspects related to training that have been able to create the performance of extension workers as follows:

- a. Indicators of training content that are relevant to the duties and responsibilities of extension agents can provide a better understanding of their role within the Department of Agriculture and Food Security. If the training material is delivered correctly, extension workers will be better prepared to carry out their duties.
- b. Effective training methods also affect the performance of extension workers. If the methods used allow extension workers to practice and apply the knowledge and skills learned, they will be better equipped to face the challenges faced in their daily work.
- c. The attitude and skills of the training instructor also play an important role. If instructors have a positive, communicative and experienced attitude, they can provide good guidance to extension workers. Instructor skills in delivering material and facilitating discussions can also increase the effectiveness of training.
- d. The length of training time also has an influence on the performance of extension workers. Training that is quite long gives more time for instructors to understand and master the material. However, too long a training period can risk interfering with the productivity and efficiency of extension workers.
- e. Adequate training facilities are also important in improving the performance of extension workers. Good facilities, such as comfortable training rooms, adequate equipment, and adequate accessibility, can create a conducive environment for learning.

By paying attention to these factors in designing and implementing training, the Agriculture and Food Security Service of the Bondowoso Regency can improve the performance of extension workers and make a better contribution to the development of the agricultural sector and food security in the Bondowoso area.

The results of this study are supported by empirical evidence conducted by Telagawathi, et al (2017) Ningsi, Citra Ayu, et al (2015) and Fenia, Selvi Zola (2018) which states that leadership has an influence on the performance of extension workers.

The Effect of Work Discipline on the Performance of Extension Workers

Based on the second hypothesis, work discipline affects the performance of extension workers. After testing and analyzing the data, the results obtained stated that work discipline had a significant effect on the performance of the agricultural and food security extension officers in Bondowoso Regency , which was proven to be true or H_2 was

accepted. This could be due to the aspects related to work discipline that have been able to create the performance of extension agents from the Bondowoso Regency Agriculture and Food Security Service, as follows:

- a. Complying with all regulations is an important indicator in assessing the work discipline of extension workers. If extension agents can consistently follow the rules and policies set, they will create an orderly work environment and can improve efficiency in carrying out their duties.
- b. Using time effectively is also important in achieving good performance. Extension agents who can manage time well, set priorities, and avoid wasting time tend to be more productive in carrying out tasks and achieving set targets.
- c. Responsibility in work and assignments is also an important indicator of work discipline. Extension officers who have a high awareness of their responsibilities will work diligently and dedicatedly, resulting in better performance.
- d. The level of absenteeism also affects the work discipline and performance of extension workers. Extension officers who are present consistently and are not frequently absent tend to show high commitment to their work, which can have a positive impact on their performance.

In this context, it is important for the Bondowoso Regency Agriculture and Food Security Service to pay attention to these factors in managing the work discipline of extension workers. Implementing clear regulations, providing proper briefing on time management, communicating the importance of job responsibilities, and monitoring absentee levels can help improve extensionist work discipline and, ultimately, their performance in providing better service and support in the agricultural sector and food security .

The results of this study are supported by empirical evidence conducted by Syaputra, Bahri and Faizi (2020), Chairani (2020), Asmara (2020), Siregar (2020) Febiningtyas, and Ekaningtias (2014) and Trianto and Sugiharto (2010) which states that discipline work has an influence on the performance of extension workers.

Effect of work motivation on instructor performance

Based on the third hypothesis, work motivation influences the performance of extension workers. After testing and analyzing the data, the results obtained stated that work motivation had no significant effect on the performance of extension agents at the Agriculture and Food Security Office of Bondowoso Regency. The hypothesis proposed was not proven or H3 was rejected . This could be due to aspects of work motivation related to the performance of extension agents at the Agriculture and Food Security Office of Bondowoso Regency. Factors that serve as indicators of work motivation, namely the drive to achieve goals, enthusiasm for work, initiative and creativity, as well as a sense of responsibility, contribute to improving the performance of extension workers.

- a. The drive to achieve goals is an important indicator in assessing the work motivation of extension workers. If the instructor has a strong motivation to achieve the set goals, they will try harder to carry out the task and achieve the expected results.
- b. Morale also affects the motivation of extension workers. Extension officers who have high morale will have greater energy and dedication in carrying out their duties. High morale can also affect the motivation of colleagues and create a more positive work environment.
- c. Initiative and creativity are also important indicators of work motivation. Extension officers who have initiative and creative abilities can seek new solutions, face challenges in innovative ways, and make a more valuable contribution to their work.
- d. The sense of responsibility also affects the work motivation and performance of extension workers. Extension officers who feel responsible for their work will have high motivation to complete tasks properly and provide optimal results.

In this context, it is important for the Department of Agriculture and Food Security of Bondowoso Regency to pay attention to these factors in increasing the motivation of extension workers. Encouraging the drive to achieve clear goals, creating an uplifting work environment, providing space for initiative and creativity, and building a strong sense of responsibility can help increase the work motivation of extension workers and, ultimately, improve their performance in providing better service and support in agricultural sector and food security.

The results of this study are supported by empirical evidence conducted by Syaputra, Bahri and Faizi (2020), Chairani (2020), Hidayat (2020), Siregar (2020) and Trianto and Sugiharto (2010) which states that work motivation has an influence on the performance of extension workers .

Effect of work commitment on the performance of extension workers

Based on the fourth hypothesis, work commitment affects the performance of extension workers. After testing and analyzing the data, the results were obtained which stated that work commitment had a significant effect on the performance of extension agents at the Bondowoso Regency Agriculture and Food Security Service which was proven true or H2 was accepted. This could be due to aspects of work commitment relating to the performance of extension services from the Department of Agriculture and Food Security in Bondowoso Regency. The factors that serve as indicators of work motivation, namely the willingness of the extension worker, the loyalty of the extension worker, and the pride of the extension worker, contribute to improving the performance of the extension worker.

- a. The willingness of extension workers is an important indicator in assessing work motivation. If extension agents have a high will to achieve goals and carry out their duties well, they will show maximum dedication and effort in their work.
- b. The loyalty of extension workers also affects their motivation and performance. Loyalty in this context includes loyalty to the institution where they work, compliance with organizational rules and policies, and a commitment to providing the best service and support. Loyal extension workers will tend to be more motivated to make meaningful contributions.
- c. The pride of extension workers also has an impact on their work motivation and performance. If extension agents take pride in their work and the values it represents, they will work in high spirits and strive for superior performance.

In this context, it is important for the Department of Agriculture and Food Security of Bondowoso Regency to pay attention to these factors in increasing the motivation of extension workers. Encouraging high willpower, strengthening loyalty to the institution and the task at hand, and building extension agents' pride in their work can help increase extension workers' motivation and, ultimately, improve their performance in providing better service and support in the agricultural sector and food security.

The results of this study are supported by empirical evidence conducted by Siregar (2020) Fenia, Selvi Zola (2018) Sinaga , Dearlina (2019), Lika Dora (2018), Tarigan, Y., & Rozzyana, R. (2018) which states that Commitment Work has an influence on the performance of extension workers.

CONCLUSION

Based on the research findings described in Chapter IV, the conclusions in this study are as follows:

1. The test results prove that partially training has a positive and significant effect on the performance of extension workers .
2. The test results prove that partially work discipline has a positive and significant effect on the performance of extension workers .
3. The test results prove that partially work motivation has no significant effect on the performance of extension workers .
4. The test results prove that partially work commitment has a positive and significant effect on the performance of extension workers .
5. The test results prove that simultaneously training, work discipline, work motivation and work commitment have a positive and significant effect on the performance of extension workers .

RECOMMENDATIONS

Based on research interpretations regarding the effect of training, work discipline, work motivation, and commitment to the performance of extension agents at the Agriculture and Food Security Office of Bondowoso Regency, the following are some suggestions that can be given:

1. Improve Training Programs: The Agriculture and Food Security Service of Bondowoso Regency can improve training programs for extension workers. Make sure that the contents of the training are relevant to the duties and responsibilities of extension workers, use effective methods, and are carried out by instructors who have good attitudes and skills. In addition, pay attention also to the length of time the training is not too long so as not to interfere with the productivity of extension workers.
2. Strengthen Work Discipline: The Department of Agriculture and Food Security in Bondowoso Regency needs to strengthen the work discipline of extension workers. Ensure that all regulations are followed and applied consistently. Encourage effective use of time and increase responsibility in work and assignments. Also monitor extensionist absentee levels and take appropriate action if discrepancies are found.
3. Strong Work Motivation: Provide strong encouragement and motivation to extension workers. Provide opportunities to achieve their goals, boost morale, and encourage initiative and creativity. Build a sense of responsibility and loyalty to work and organization. Note also that extension workers take pride in their work and recognize the contributions they make.

4. Increase Work Commitment: The Department of Agriculture and Food Security in Bondowoso Regency needs to increase the work commitment of extension workers. Encourage extension agents to have a strong commitment to their work and to the organization. Provide necessary support to improve their performance, such as further training, career development, and recognition for achievements.
5. Evaluation and Review: Periodically evaluate the effect of training, work discipline, work motivation, and commitment to the performance of extension workers. Review existing programs and policies, identify areas for improvement, and take the necessary actions to continuously improve the quality of extension work.
6. For future research it is recommended to consider other factors that also influence the performance of extension workers such as work discipline, competence and job satisfaction .
7. Future research can also broaden the research orientation to a different organizational scope or a wider population .

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