Implementation Of Method And Partnership Managerial Operation System In Environmentally Friendly Rice Cultivation

(Case study on agricultural working groups Pondok Modern Sumber Daya At-Taqwa, Tanjunganom, Nganjuk)

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ABSTRACT

The need of a progressive organization is based on quality and integrity of human resource as one of its fundamental elements. So that an organization must have a management function within the organization, while the management functions of the four is planning (planning), organizing (organizing), actuating (briefing), controlling (supervision). It is intended that an organization can be run in accordance with the objectives to be achieved by an organization.

In this study the source of the data used are organic rice farming model with planting patterns healthy and mandate (PTSA), which has been applied by the working group (gapoktan) LM3 POMOSDA. While the method of problem solving by using effective methods of problem solving to find simultaneously solve the problems of guidance and assistance to farmer group in POMOSDA (Pondok Modern Sumber Daya At-Taqwa).

The expected outcome of this research is to determine consumer loyalty and the partners of farmers while recognizing the success of organizational development at the farm agribusiness independent organization rooted in society Pondok Modern Sumber Daya At Taqwa (LM3 POMOSDA) Nganjuk Regency

Keyword: LM3, PTSA, Planning, Organizing, Actuating and Controlling

INTRODUCTION

Study of Organizational Behavior in a government agency or business is always focused on process optimization points and results, so that the vision, mission and goal of the organization can be achieved. Orientation operational managers are always trying to direct the output in quantity, quality, price, time and place of certain correspond to the user or consumer demand. This is in accordance with the terms of the operational management of a business management to the fullest use of all factors of production that is both labor (SDM), machinery, equipment, raw materials (raw materials) and production factors are more in the process of transformation to be a wide range of products goods or services. What can be done by the operations manager and operational manager orientation? What can be done by the management of the operation is to carry out all the functions of the management process ie planning (planning), organizing (organizing), the establishment of staff, leadership and control.
While the responsibility for operational managers are producing goods or services, taking a decision regarding the operations function and system transformation and reviewing making a decision on an operational function. In carrying out the orientation and responsibilities, operational managers fully functioning production functions and operations that process of production and operations, supporting services in the ministry of production, Planning (Planning), and Controlling (control and supervision), operations manager is also a making of decisions.

When viewed from the perspective of the conditions for any decision to be taken, at least four (4) types of decision-making:

- Decision-making for an event that is certain.
- Decisions about events that are at risk.
- Taking decisions on an uncertain event.
- Decisions about events that arise from conflicting with other conditions.

Decisions in Management of Production Systems, among others, decisions in strategic planning, long-term in the resources, systems design productive, jobs, process flow, system flow, and the arrangement on the advice of the physical and decisions operational implementation of daily, weekly and monthly, decisions Strategic Planning, Selection of the circuit design of products or services, decisions on capacity planning, site location of the warehouse, and expansion plans, systems provisioning, storage and logistics. In relation to dealing with problems, operational management approach in the decision process to solve the problem can also be applied in the context of the "model of organic rice cultivation development planning".

I. OVERVIEW POMOSDA

With the blessing and grace of Allah Almighty, activities Pondok Modern Sumber Daya At-Taqwa (POMOSDA) begins on the date July 17, 1995, initiated the establishment by Mr. KH Mohammad Afandi Munawwar. Legality POMOSDA legal entity under the auspices of the Foundation Lil Muqorrobien berakte notary number: 05 Date of October 22, 1995. And in the shelter foundation also PONDOK SUFI which essentially do the empowerment program, its prosperity of the earth God's intentions subhanaka. And since 2012 by deed of renewal in 2012 as a successor as well as the Leader / the Guide / the Caregiver POMOSDA is Mr. KH. Moh. Dzoharul Arifin Al Faqiri, Ir. And since that time the farm planting patterns healthy and mandate (PTSA) is growing very rapidly.

Referred cottage Modern cottage is managed with modern ways, not outdated. Aware to advance and stick together (guyub rukun) revealing His noble character. Maintain and preserve the spirit and consciousness as a servant. So disciplined and orderly in all behaviors in order to form the personality of the servant of God by the figure of Rabbani. POMOSDA have a curriculum with national standards, starting rate TPA / Madrasah Diniyah, junior high school to STT (College of Technology) majoring in informatics engineering and industrial engineering), complete with educational Madin as development softskill as Training Center is also working with the Department of Labour and LPK Institute for Education and Skills that cooperation with Dikpora Kab.Nganjuk. No Special classes that educate and train students to use the readiness of Indonesian, Arabic, English as the language of everyday.

Note that in this POMOSDA there is a working group in charge of units skills / vocational skills of the students who practice according to his choice. Led by one or two instructors according to their expertise. That all physical building cottage complete with frame-framed buildings and contents such as furniture, benches, cupboards-cabinets and so on are all done by the working groups, aided by the students and residents Jamaah Lil Muqorrob. Even more food needs also managed independently by students or students who are boarding.
Which becomes the background the establishment of Pondok Modern Sumber Daya At-Taqwa (POMOSDA) is:

1. Ruled a view that the quality of human resources is the main factor of existence and progress of the nation. These qualities include personal qualities that have faith and devotion. Character of a person in recognizing the existence of the Self Dzat Al-Ghaib (Allah SWT), implemented in everyday life and the quality of their mastery of science and technology.

2. Educational paradigm that separates between science and technology with the religious sciences are treated as a science separate and stand on their own, which is actually something science called theology - eschatology, or general science and technology - the science world, is dependent intention and orientation as well as it was designed.

3. Exploration and exploitation of natural resources by foreign companies cause is due to the mastery of tablespoons of the field of science and technology, is very weak. And tertinggalnya Muslims in general and the pondok pesantren in particular in the areas of science and technology

4. Educational programs that are targeted outcomes spirit of independence. Because not all graduates of "opportunity" to proceed to a higher level. The human resources needed to have faith that is supported by science and technology-based skills.

5. POMOSDA through the "unitary system lodge and system of madrassas by reference divinity is seen as references that are absolute" to participate in a national education program to improve the quality / quality of human resources in Indonesia that is faithful and devoted to the ability in the field of science and technology and vocational skills (skills ).

6. The decline in the morality of the nation's generation (moral decadence), to the point that is quite alarming, it requires a paradigm; vision, mission, goals and actions of education, in order to prepare a cadre of the nation with the values of "self-awareness" educating self and others to failure by makrifat billah. Science controlled and expertise is for the worship of God.

II. DEVELOPMENT OF AGRICULTURE ORGANIC in POMOSDA

2.1 RATIONALE IDEA

Modern agricultural history in Indonesia begins approximately since 1969, at the commencement of mass intensification program (INMAS). In that year the farmers began to be introduced to the various types of fertilizers (inorganic / chemical), drugs exterminator - diseases and weeds (herbicides and pesticides) as well as the seeds are high yielding.

Organic farming is not yet fully socialized, either by farmers themselves or the government has initiated a program back to an organic (go organic) in 2010. Although the program back to an organic does not run as expected, but Indonesia still has the opportunity to develop the potential of organic farming has. In this paper described the development of organic farming in Indonesia in order to increase the production of safe food consumption (food safety attributes), high nutrient content (nutritional attributes) and environmentally friendly (eco-labeling attributes), and can increase farmers' income and foreign exchange.

Healthy lifestyles that are environmentally friendly has become a new trend to leave the old life patterns that use non-natural chemicals (fertilizers, synthetic chemical pesticides and growth hormones). Healthy lifestyle has been institutionalized internationally, which requires a guarantee that agricultural products should be safe to
consume (food safety attributes), high nutrient content (nutritional attributes) and environmentally friendly (eco-labeling attributes). Food that is healthy and nutritious can be produced by organic farming methods (Yanti, 2005).

With the use of inorganic fertilizers / chemical with other packages known as Panca Usaha Tani, resulting in increased plant productivity is considerably higher than the previous conditions, until Indonesia can achieve self-sufficiency in 1986, and received an award from the organization of the world's food in the United Nations (FAO).

However, shifts in farming culture, from the use of organic fertilizers (coop, compost, crop group Leguminosae) to the use of inorganic fertilizers (chemical) within a period of relatively long, until now, has lead to side effects that agricultural lands in Indonesia became the harder (hardening of the ground) resulting in lower productivity. The more the rigors of land is not caused by the loss of topsoil (topsoil) but rather due to the buildup of waste or residues chemical fertilizers of in the soil resulting in soil difficult to decompose. Because it is one of the chemicals that are relatively more difficult to decompose or destroyed compared with organic materials.

When the soil becomes increasingly harder, will result in increasingly difficult plants absorb fertilizer or soil amendment. So to get the same farm with the results of previous farm, required higher dosages. In addition, with the increasing severity of the soil, the spread of the roots (roots) and aeration (breathing) roots will be disturbed, resulting in the roots can not function optimally, so that in turn will reduce the production of these crops.

The pattern of environmentally friendly farming (land and its farmers) really processed in the process of healthy and healthful. And based on that, Chief POMOSDA Mr. Ir. Moh. Dzoharul Arifin Al Faqiri named her the Order “Pola Tanam Sehat dan Amanah and called PTSA”. In PTSA taught how to farm the healthy process from upstream to downstream.

2.2 NAME and POSITION

As the person in charge of the work program of agriculture it is necessary to set up institutions that are operational organization responsible for the work program.

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<thead>
<tr>
<th>Organization Name</th>
<th>LM3 POMOSDA as the:</th>
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<tr>
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<td>INDEPENDENT ORGANIZATION ROOTED IN SOCIETY</td>
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<td>PONDOK MODERN SUMBER DAYA AT-TAQWA</td>
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| Position          | Jl. Wakhid KH Hasyim 312, Tanjunganom, Nganjuk. Tel.: (0358) 773350, 773352. Fax.: (0358) 773 351 |

2.3 VISION AND MISSION

a. VISION

By doing recovery of agricultural land, the balanced fertilization, integrated pest control using materials that are environmentally friendly, as well as changes in attitudes of farmers towards agricultural patterns are environmentally friendly will be able to increase the quantity and quality of agricultural production, as well as increased conservation of nature with pola tanam sehat dan amanah called PTSA (planting patterns healthy and mandate).

b. MISSION

1. Cultivate interest of farmers to environmentally friendly farming practices.
2. Increasing the quantity and quality of agricultural production means also increase farmers' income.
3. Cultivate the agricultural products are safe for consumers.
4. Open, cultivate organic rice market both at home and abroad.

2.4 PURPOSE
a. Empowering farmer how to farm with environmentally friendly manner.
b. Cultivate a healthy ecosystem.
c. Increasing the quantity, the quality of agricultural production and the preservation of nature.
d. Improving the competitiveness of agricultural products on the world market in Indonesia.
e. Improving the welfare of farmers and society in general.

2.5 MANAGERIAL ASPECTS AND INSTITUTIONAL (MANAGEMENT OPERATIONS)
LM3 POMOSDA (POMOSDA Agriculture Working Group) is a sub unit of the technical implementation unit (UPT) Service and Citizen Empowerment (Society) in Pondok Modern Resource Attaqwa institutions (POMOSDA). LM3 POMOSDA legality under the auspices of the Foundation legal entity Lil Muqorrobien berakte notary number: 05 Date October 22, 1995 as a sub unit (technical implementation units). The scope of activities in departmental POMOSDA consists of education and propaganda; Research Development and Planning; Social and Health; Economics, Finance and Administration; Youth, Sport and the arts and culture; Law, human rights and security; Moslem and Women's Empowerment.

III.DISCUSSION
1) CONCEPTION OF ORGANIC AGRICULTURE DURING THIS APPROACH THROUGH PTSA [PATTERN PLANTING HEALTHY AND TRUSTEES]

In recent years the cultivation of rice in the neighborhood POMOSDA have done in ways farmed PTSA. The results actually exceeded ways of farming in general. Then intentionally agricultural working group to formulate a partnership POMOSDA poktan potential in applications for rice cultivation PTSA fairly in the built LM3 POMOSDA and work of group farmer are called BKT as operational.

Method of rice cultivation in PTSA is then stimulated on poktan Dingin, Cengkok, Getas, Baron, Kertosono, Nganjuk, Bagor dan Ngluyu whose members 109. The members poktan willing to follow the program this organic rice cultivation, and observations will likely continue to grow.

2) DEVELOPMENT PROGRAM EVALUATION OF FINDINGS
organic rice cultivation is a trigger for growth and development of ways of farming that is environmentally friendly and safe for consumers. Cropping pattern is expected, in the end, become a tradition of farmers in every agricultural cultivation. So every time farmers always farmed using organic agricultural cultivation. Organic rice cultivation program is run with the approach of mutual compassion - sharpening - parenting is based on the notion that:
1. Land as land cultivation of diminishing its potency so that tends to be inefficient and productivity tends to decline.
2. The level of contamination of the soil as the higher cultivated land.
3. The pattern of fertilizer by farmers in general are not balanced between macro and micro nutrients - as essential nutrients.
4. The pattern of pest control that does not use environmentally friendly pest control, they have increased the use of a high degree of pest control by farmers in general.

5. The attitude and behavior of farmers in general are less concerned about the preservation of nature, and other significant risks in the long term (such as the destruction of ecosystems, decreasing the degree of human health and others).

6. There are constraints, inefficiency and less effective in the use of manure / compost, in the cultivation of organic mass. That in order to overcome this problem is unlikely to make treatment insenental, partial, or just bits and pieces. But needed a program(sustainable) with personnel who have the commitment and high integrity, supported the participation of institutions and competent stakeholders about this.

There are four (4) Factors that can in effect be controlled four variables that determine the success of this program, namely; (1) Land Cultivation, (2) fertilization, (3) Pest control, and (4) Attitude Farmer. Technical explanation, are the following:

1. **Aquaculture**, include:
   a. introduction and explanation of the pattern of farming that is environmentally friendly and technically organic rice cultivation.
   b. Technical cultivation and basic fertilization and measurement of the health of the soil.
   c. Technical seeding rice
   d. paddy seed planter Technical
   e. Technical Fertilization either sow or spray.
   f. Technical integrated pest management.
   g. Technical irrigation.
   h. Target quantity of dry rice harvest 10-15 tonnes per hectare.
   i. Increased land area of organic rice cultivation.
   j. Demonstration planting - organic rice cultivation.
   k. Research and development of organic rice cultivation.

2. **Post-Harvest Processing**
   That latter organic rice harvest pattern PTSA with a total of 109 farmer partners with area of 16 hectares, reaching an average of 5600 kg per hectare. Total production is absorbed by the market like rice / paddy usual. And we all know, organic rice which produces organic rice is able to achieve a better market. The sale price is higher for better quality rice.

   Therefore, this POMOSDA Agriculture Working Group intends to develop organic rice market, through a partnership between the ministry and LM3 poktan, in the form of
   a. purchases of dry grain harvest, Rp. 500, - up to Rp. 1000 - above the local market price.
   b. Grain drying.
   c. Processing of milled rice into rice.
   d. Labeling / certification of organic rice, rice keorganikan percentage.
   e. Packing (packaging) rice into 5 Kg and 25 Kg.
   f. Marketing of rice in the packaging.
   g. Distribution of rice in the packaging.

3. **Human Resource Development (HRD) Rice Cultivation of organic**
   a. trainings and education.
   b. The comparative study of
   c. studies in relevant scientific reference
   d. studies(researchs)
4. Development of equipment and production facilities
   b. Processing tracktor land.
   c. Handsprayer.
   d. Warehouse.
   e. Scales seated.
   f. Points of grain drying.
   g. Threshing machine.
   h. Grain grinding machines (huller / Slip).
   i. Carrier wagon.
   j. Making good greenhouse for breeding as well as cultivated lands.

5. Development of Organic Agricultural Products More
   a. Organic horticultural cultivation development (environment friendly), both in conventional and land use and pipe verti polybeg
   b. Fisheries Development and farms organically, namely providing balanced nutrition with the lowest possible content of chemical residues.
   c. The cultivation of plantation crops organically (eg, mango, guava, etc.), both in conventional and land use polybeg.
   d. Research and development of cultivation of medicinal plants organically.

3) EVALUATION OF FINDINGS PROGRAM  DEVELOPMENT
   From the evaluation results and findings of data management, we can report as well as the recommendations advanced program is as follows:
   a. Identification of the product and lead
   b. The marketing planner in consumer community
   c. Required investment and operating costs
   d. Aspects capital easier

IV. CONCLUSIONS AND RECOMMENDATIONS
4.1 CONCLUSION
   a) Frame operational management independent organization that ties between poktan can be used as an evaluation of management and solutions to solve problems in product development strategies both just form opinions and to influence consumer loyalty partners farmer LM3 POMOSDA
   b) By combining the management approach, operational and Effective problem solving developed at the University of Maryland contributed substantially in solving the problems of guidance and assistance to the working group POMOSDA farmers and farmer partners.
   c) By applying the operating system of managerial, we are able to manage completely and measured properly in each level (PDCA) and in each STEP, as the following example:

   A. In Cultivating Organic Rice
      1) Introduce and explain the pattern of farming that is environmentally friendly and technically organic rice cultivation to the farmers good individually or in groups.
      2) Coaching in land management and basic fertilization and measurement of the health of the soil.
      3) Coaching and mentoring in rice seeding
      4) coaching and mentoring in rice seed planter
      5) coaching and mentoring in both sow and spray fertilization.
6) Coaching and mentoring in integrated pest management.
7) Coaching and mentoring in land irrigation.
8) Expected quantity of dry rice harvest 10-15 tonnes per hectare
9) Increased land area of organic rice cultivation.
10) Demonstration planting, organic rice of cultivating
11) Research and development

B. In Post-Harvest Processing:
1) Purchase of dry grain harvest, Rp. 500, - up to Rp. 1000 - above the local market price.
2) Grain drying.
3) Processing of milled rice into rice.
4) Labeling / certification of organic rice.
5) Packing (packaging) rice into 5 Kg and 25 Kg.
6) Marketing of rice in the packaging.
7) Distribution of rice in the packaging.

C. In the Development Program
1) Farmers have had the initiative of planting or cultivation in ways that are environmentally friendly.
2) Farmers in farmer groups forming business cooperatives; for among other husbandry inputs and purchases of dried grain harvest, post-harvest and is able to process (into the organic rice in the packaging).
3) Having established the organic rice market both inside and continuity in abroad.
4) Institutions LM3 POMOSDA (Koppontren JAPO Jawatan Uswatan) can be recognized to make organic label.
5) Having Laboratories, Libraries farm and field test (Greenhouse).

4.2 ADVICE
From the description above based on the principles of theory organization of agribis management, and in the development of agribusiness activities Pondok Modern Sumber Daya At-taqwa (POMOSDA) with partners group of farmer. The policy is needed in form of fund support for agribusiness development (organic product). The fund is managed and coordinated by POKTAN management under controlled LM3 POMOSDA (BKT Jatayu POMOSDA). Following this frame:
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