

Performance Analysis of Officer AI (Artificial Insemination) Animal Husbandry and Animal Health South Coastal District

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Abstract: The purpose of this study is: To conduct an analysis of training ib officers of the South Coast Coast District Animal Husbandry and Animal Health Service; To conduct an analysis of the competence of IB officers of the South Coast Coast District Animal Husbandry and Animal Health Office; To conduct a discipline analysis of the work of IB officers of the South Coast Coast District Animal Husbandry and Animal Health Office.

Data analysis in qualitative research, conducted at the time of data collection takes place, and after completion of data collection within a certain period. In the interview, researchers have analyzed the interviewees. If the interviewed answer is not satisfactory, then the researcher continues the question again, equal to a certain stage, obtained data that is considered credible.

The discussion of research results is aimed at explaining and interpreting the results of research. The steps of the data analysis component used by researchers in the study are as follows: (1) Data Reduction (2) Presentation of Data (3) Triangulation. Based on the results of the study, it was concluded that: 1. Sufficient training time and understanding of training materials will improve employee performance 2. Good understanding and knowledge of tasks and functions provide performance results above 50% of the target activities set by the agency. The application of work discipline and responsibility to the work provides performance results above 50% of the target activities provided by the agency.

Keywords: Training, Competence, Work Discipline, Performance

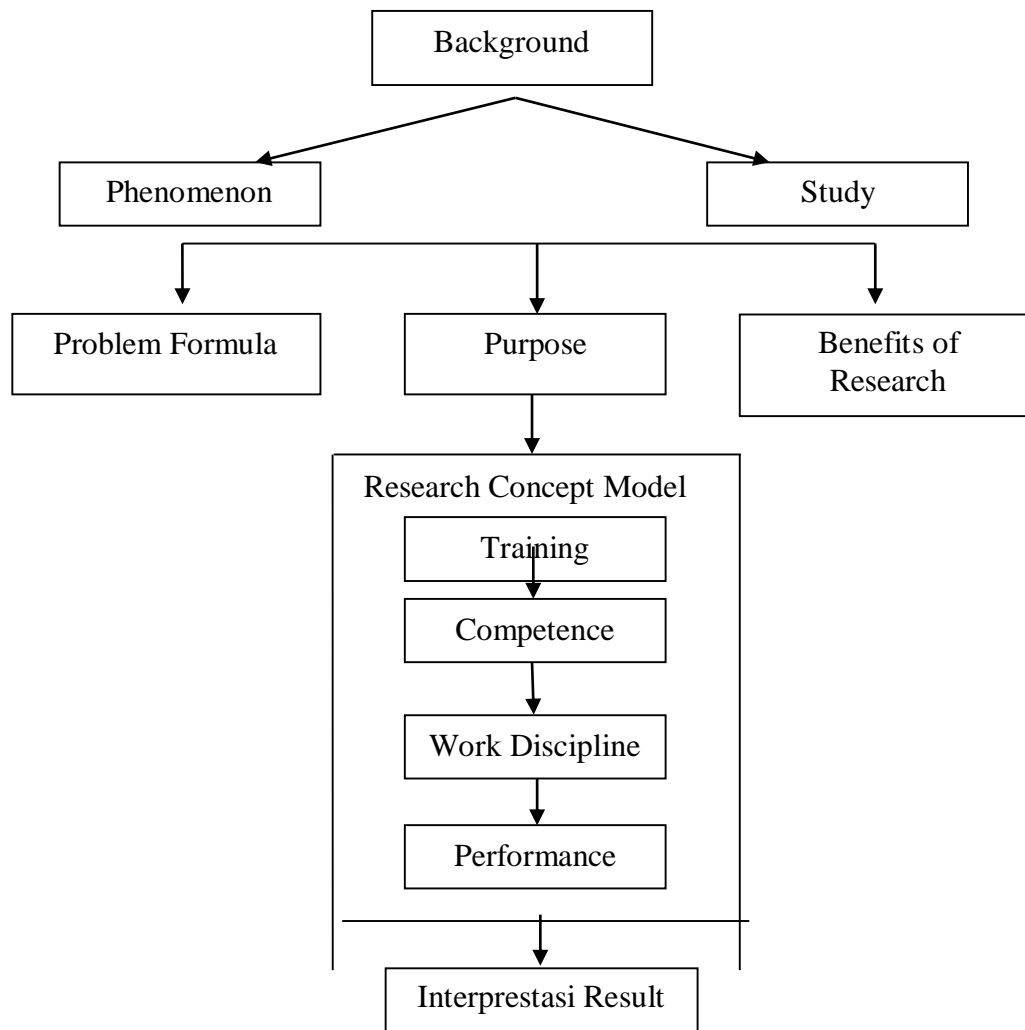
1. PRELIMINARY

Artificial insemination is the process of inserting spermatozoa into the female reproductive tract with the aim of bunting the female in the absence of a natural mating process (Hafez in Feradis 2010). Inseminator is an officer who is entitled to insemination with minimum SMU education requirements or equivalent, has passed IB training and meets the qualifications and has a driver's license (Anonymous, 2010).

The second level of expertise after someone has a driver's license-I is a Garden Examination called PKB, the understanding of officers is officers who have been educated and graduated in special skills training to conduct garden examinations and have a PKB driver's license. Furthermore, the level of expertise after having a DRIVER-PKB is a Reproductive Technical Assistant which is hereinafter referred to as ATR is an officer who has been educated and graduated in the training of basic reproductive management skills to perform reproductive management. The level of expertise for the Profession is Sterility Control, which is a veterinarian who has been educated and graduated in the practice of basic skills of reproductive management to perform reproductive management (Anonymous, 2010).

iSIKHNAS is Indonesia's state-of-the-art animal health information system. iSIKHNAS uses SMS messages from mobile phones in the field. An intelligent and automated system will ensure that data is accurately entered, reports are automatically transmitted, and there is easy access to data, programmatic routine analysis, and, crucially, a warning system for staff who need to respond to disease reports (wiki.isikhnas.com).

According to Kerlinger, in the book *Communication Theory*, by Rakhmat states that: The theory of a construct set (concept) that presents a systematic view of symptoms by describing the relationship between variables to explain and predict the symptoms. (2004: 6) Meanwhile, he also said, the function of the theory itself is to help research explain social phenomena or natural phenomena that are the center of attention, as well as provide the sharpness of the researcher's analysis of the problems studied. In accordance with the explanation of the theory above, a conceptual framework is made in this research as follows:



Conceptual Framework

2. RESEARCH METHODS

The determination of participants in this study is using purposive sampling techniques, namely choosing participants according to the goals and criteria set previously by the researcher, so that it can be ascertained that the data obtained will be in accordance with the phenomenon studied. Participants in this study were the Head of the Nursery Section, the Head of the Animal Welfare Section, pkb officer and IB officer. The process of data analysis in qualitative research is as follows:

a. Analysis before in the field

- a. Qualitative research has conducted data analysis before researchers enter the field. Analysis is conducted on preliminary study results data or secondary data that will be used on the focus of the research.

b. Analysis of data in the field

Data analysis in qualitative research, conducted at the time of data collection takes place, and after completion of data collection within a certain period. In the interview, researchers have analyzed the interviewees. If the interviewed answer is not satisfactory, then the researcher continues the question again, equal to a certain stage, obtained data that is considered credible.

c. Conclusion Withdrawal

The final step in qualitative data analysis is conclusion withdrawal and verification. The initial conclusions put forward are temporary, and will change if no strong evidence is found to support the next stage of data collection. But if the conclusions presented at an early stage, supported by valid and consistent evidence when the researcher returns to the field collect data, then the conclusions presented are credible conclusions.

Conclusions in qualitative research are findings that have never existed before. Findings can be a description or picture of an object that was previously still dim or dark so that once studied becomes clear, it can be a causal or interactive relationship, hypothesis or theory.

3. RESEARCH RESULT

The discussion of research results is aimed at explaining and interpreting the results of research. The steps of the data analysis component used by researchers in the study are as follows:

1. Data Reduction

- a. Analysis of Training of IB Officers of the South Coast Coast District Animal Husbandry and Animal Health Service.

From the results of the interview showed that there were 3 (three) officers who stated that the implementation time was not enough, namely officer B with the last education of SmK Pelayaran, officer K with the last education of SLTA, officer O with the last education of vocational school. 2 (two) officers have not understood the delivery of training materials, namely officers B and O and 2 (two) officers have not understood the training materials provided, namely officers B and O.

- b. Competency analysis of IB Officers of the South Coast Coast District Animal Husbandry and Animal Health Office.

Dari hasil penelitian diketahui bahwa petugas kurang / tidak mempunyai pengetahuan yang cukup mengenai job disk pekerjaannya, yaitu pernyataan dari petugas A, D, F, H, I. Pernyataan ini didukung dengan laporan petugas yang dikirimkan melalui aplikasi isiknas bahwa ada 3 (tiga) orang petugas yang tidak melaksanakan kegiatan IB pada tahun 2020 dengan realisasi kegiatan 0 %.

- c. Analysis of the Work Discipline of Ib Officers of the South Coast Coast Animal And Animal Health Service.

Based on the interview obtained results that officers do not always come to work (patients) on time, this is stated by officer A, officer U, officer V, officer W and officer Y. Officer A is an officer with the working area of Koto XI Tarusan District with a flat to somewhat flat topography. This district is located along Painan Highway - Padang after Bayang district consists of 23 nagari with an area of 425.63 Km (Source: South CoastAI Regency Angka, Year 2013). This area produces gambir, rice and highly developed livestock areas such as cattle with a population of 6,853 (DPKH Statistical Data in 2020)

Officer U, V, W is an officer with the working area of Pancung Soal District and Airpura Subdistrict with a flat topography to somewhat flat and hilly. Pancung Soal District consists of 10 nagari with an area of 426.10 Km², Airpura Subdistrict consists of 10 nagari with an area of 314.00 Km² (Source: South CoastAI Regency Angka, Year 2013) with a highly developed livestock area such as cattle with a population of 4,950 and 4,494 tails (DPKH Statistical Data in 2020).

Officer Y is an officer with a working area of Lunang District and Silaut Subdistrict with a flat to somewhat flat topography Lunang Subdistrict consists of 10 nagari with an area of 564.00 Km², Silaut Subdistrict consists of

10 nagari with an area of 365.50 Km². with a very developed livestock area such as cattle with a population of 4,950 and 4,494 tails (DPKH Statistical Data in 2020). Lunang and Silaut districts are plantation sectors, especially oil palm plantations, starting to grow rapidly so that this area becomes an area of integration of bali palm oil and cattle with a cattle population of 2,267 and 4,254 tails (DPKH Statistical Data in 2020).

1. Data Presentation

A. Structured Interviews

a. A structured interview is an interview using a list of pre-prepared questions.

Analysis of Training of IB Officers of the South Coast Coast District Animal Husbandry and Animal Health Service.

Indicator: Training Time

Officer	Realization of Reporting		
	2019 (%)	2020 (%)	2021 (%)
B	12	0	390,48
K	111,26	88,2	96,18
O	68,33	27	78,36

b. Competency Analysis of IB Officers of the Animal Husbandry Service and. Indicator: Other officers do not know the functions and duties: A,D,F,H,Indikator :

Understanding training materials

Officer	Realization of Reporting		
	2019 (%)	2020 (%)	2021 (%)
B	12	0	390,48
O	68,33	27	78,36

c. Work Discipline Analysis training officers IB Animal Husbandry and Health Service

- Indicator: Officers do not always come to work (patient) on time: A,U,V,W,Y
- Indicator: Distance of residence does not affect the timeliness of the officer coming to the patient's place: A,D,I

B. Observations based on reports

Observation results reporting through iSIKHNAS showed: In 2019, in general, the realization of IB activities reached 103.94% or 10,914 from the target of 10,260 acceptors. Of the 26 officers there are 4 (four) officers who do not carry out IB activities, namely officers L, Q, V and X, officers who perform IB below 50% as many as 2 people, namely officers B and Z, officers who carry out IB above 50% as many as 20 officers, namely officers A, C, D, E, F, G, H, I, J, K, M, N, O, P, R, S, T, U, W and Y.

In 2020, in general, the realization of IB activities reached 74.6% or 8,761 of the target of 11,750 acceptors. Of the 26 officers there are 3 (three) officers who do not carry out IB activities, namely officers B, Q and X, officers who carry out IB below 50% as many as 7 people, namely officers G, J, N, O, S, W and Z, officers who carry out IB above 50% as many as 17 officers, namely officers A, C, D, E, F, H, I, K, M, P, R, T, U and Y.

In 2021, in general, the realization of IB activities reached 99.5% or 7,968 of the target of 8,011 acceptors. Of the 26 officers there are 4 (four) officers who do not carry out IB activities, namely officers J, N, X and Z, officers who perform IB below 50% as many as 3 (three) people, namely officers M, U and W officers who carry out IB above 50% as many as 21 officers, namely officers A, B, C, D, E, F, G, H, I, K, L, O, P, Q, R, S, T, V, W and Y.

C. Dokumentasi

Researchers document the implementation of research activities through photos or images, as physical evidence of the implementation of research. Based on the results of observations through the delivery of documentation of Artificial Insemination (IB) activities through the WhatsApp application of 25 (twenty-five) IB

officers there are only 20 (twenty) officers who routinely send photos of activities while 5 (five) officers do not have at all photos of activities, namely officers J, N, Q, X and Z for the following reasons:

1. Officer J of Batang Kapas District work area, Officer can not take documentation because he does not use Android phone and is approaching retirement NIP 19620101 198603 1 034
2. Officer L work area lengayang subdistrict, IB implementation is rarely done although not reported through iSIKHNAS and approaching retirement NIP 19640524 198903 1 005
3. Officer N working area lengayang district, The implementation of IB is rarely done because of health conditions and nearing retirement NIP 19620403 198603 1 014
4. Officer Q of Linggo Sari Baganti Subdistrict, Health condition does not allow for the implementation of activities in the field (outpatient due to lung pain) NIP 19670110 200003 1 002
5. Officer X working area bab Tapan district, does not carry out IB because container (seed storage) leaking / damaged (honoror)

2. Triangulasi

Triangulation is a technique of examining the validity of data that utilizes something else in comparing interview results against research objects, researchers use interview techniques, observations and documents.

1. IB Officer Training Analysis of Animal Husbandry and Health Services

The results of the interview were supported by Mangkunegara (2007) which stated that training is a short-term educational process that uses systematic and organized procedures where non-managerial employees learn knowledge and skills in limited purposes. Supported by ulfah rulli hastuti research (2017) with the title of research on the role of training and development in improving employee performance in BTN Syariah Tegal branch with the results of BTN Syariah research has human resources that are able to compete with Islamic banking in their fields. In addition, employees who are owned today have skills and attitudes in accordance with the type of work done.

Training is the process of systematically changing employee behavior to achieve organizational goals. With training will increase the expertise and ability of employees to carry out current work. Training has a current orientation and helps employees to achieve certain subtlety and abilities in order to succeed in carrying out their work.

2. Competency Analysis of IB Officers of Animal Husbandry and Health Service

The officer/ Respondent understands the duties and responsibilities that the agency gives him. The implementation of duties and responsibilities in the implementation of Artificial Insemination based on the Decree of the Head of Animal Husbandry and Animal Health Office of South CoastAI Regency No. 524.3/151/Disnakkeswan-PS/2020 on working group (Pokja) implementation of Activities to Optimize The Reproduction of Cows and Buffalo Mainstay Commodities of the country (Sikomandan). The officer stated that respondents have a high interest in current employment and future career development.

According to Anonimus, 2010 Inseminator is an officer who is entitled to insemination with minimum SMU education requirements or equivalent, has passed IB training and meets the qualifications and has a sim-I The second skill level after someone has a driver's license-I is a Garden Examiner referred to as PKB, understanding officers are officers who have been educated and graduated in special skills training to conduct garden examinations and have a DRIVER'S LICENSE-PKB. Furthermore, the level of expertise after having a DRIVER-PKB is a Reproductive Technical Assistant which is hereinafter referred to as ATR is an officer who has been educated and graduated in the training of basic reproductive management skills to perform reproductive management.

The level of expertise for the Profession is Sterility Control, which is a veterinarian who has been educated and graduated in the practice of basic reproductive management skills to perform reproductive management (Anonimus, 2006)

Wibowo (2014) explained that competence is an ability to carry out work based on skills and knowledge possessed and supported by the work attitude demanded by the job. Sufficient knowledge of the job disk of his job, understanding the duties and responsibilities, good attitude to colleagues, high interest in the current job and career development that each officer understands in accordance with the opinions of Spencer and

Spencer in Tjutju and Suwatno (2009: 23), states that there are five characteristics of competence, namely as follows:

1. Skill is the ability to be able to carry out certain physical and mental tasks.
2. Knowledge is an information that a person has, especially in a specific field. Knowledge is a complex competency.
3. Self Concepts Self Concepts Self concepts are attitudes or values, or the self-image of people. Self-concept is all the ideas, thoughts, beliefs and stances that individuals know about themselves and influence individuals in relating to others.
4. Motive: What is consistently thought or desired to take action. What drives behaviors that lead to and be chosen toward a particular activity or goal.
5. Traits Physical traits and reactions that are consistent with situations or information.

The improvement of competence for officers is supported by Siti Aulia research (2011) research title competency analysis in an effort to increase work productivity in Umkm Mufidah Craft Dikampung Purun Palam Banjarbaru. The results showed that (1) MUFIDAH CRAFT MSMEs need to follow the trainings so that MUFIDAH CRAFT MSMEs can innovate so that MUFIDAH CRAFT MSMEs can achieve targets and can compete with similar products and with (2) MUFIDAH CRAFT MSMEs have efforts to increase their productivity in the future, namely by following more active training through training conducted by the government and gaining insight through the internet and others.

3. Work Discipline Analysis of IB Officers of Animal Husbandry and Health Service

The Animal Husbandry and Health Office placed 1 (one) officer for 1samapai 2 sub-districts this happened because of the limitations of field technical personnel. Time adjustments in the implementation of Artificial Insemination can be adjusted based on the start time of the appearance of birahi to minimize the obstacles on the ground so that there are no delays in the implementation of IB.

At the time in Artificial Insemination (IB) the livestock must be in a state of lust, because at that time the cervical burrow (servix) is in an open position. According to (Foote, 1999) the exact time of ib implementation is 5 to 14 hours after the signs of estrus appear. The implementation of IB at that time will result in a high conception rate. Anderson further (2004), states that estrus is the time female cattle receive the presence of males and generally lasts 14 to 18 hours.

Based on the results of the study can be interpreted that the accuracy of the time to come to the patient's place can be adjusted by estimating the length of peride estrus, this is in line with what was stated by Budi Setiyawan and Waridin (2006) in Mohammad (2005), There are 5 factors in the assessment of discipline of work on the provision of services to the community, namely: a. The quality of work discipline, including arriving and returning on time, utilizing time for the implementation of tasks and the ability to develop self-potential based on positive motivation. b. The quantity of work includes the volume of output and contribution. c. Compensation required includes: advice, direction or improvement. d. Location of work or place of residence. e. Conservation includes respect for rules with the courage to always prevent actions that are contrary to the rules.

In terms of officer discipline in the delivery of reports, there are still officers who do not send the implementation of IB activities through iSIKHNAS or documentation of the implementation of activities through WhatsApp Group, this will also have an impact on the realization of activities. The provision of decisive action against officers who lack discipline and the awarding of officers who show good discipline is an action that has been done by establishing the distribution of the amount of distribution of Frozen cement and liquid Nitrogen based on the results of the realization of activities at the end of the year.

This action has a positive impact with an increase in reporting of IB activities in 2021. This is supported by research conducted by Mahfuzah Sari (2018) with the research title Work Discipline Analysis to Improve Employee Performance in Employee Cooperative pedami Banjarmasin Hasil research shows:

- 1) The level of discipline at PEDAMI Banjarmasin Employee Cooperative is seen from attendance absence is quite low in 2018 from 2019, it needs action from HRD management to be able to increase employee absenteeism by giving a firm sanction in the form of salary deductions if committing violations.
- (2) The application of work discipline applied in PEDAMI Banjarmasin Employee Cooperative with sanctions ranging from light scale to the most severe scale sanctions aimed at creating authoritative and disciplined employees can be said to be effective.
- (3) Based on the comparison graph of sick absence data, permits, and overall work discipline alpha can be explained that there is an improvement and improvement in the quality of work discipline in PEDAMI Banjarmasin employee cooperatives this can be proven by a decrease in the quantity of non-work in 2018 and 2019 both in terms of non-work due to illness, permits, and alpha.

3. Conclusion/ Verification

Based on the results of the study, the author concluded that: (1) Sufficient training time and understanding of training materials will improve employee performance. (2) Good understanding and knowledge of tasks and functions provide performance results above 50% of the target activities set by the agency. (3) The application of work discipline and responsibility for work provides performance results above 50% of the target activities provided by the agency.

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