



www.ersj.eu

EUROPEAN RESEARCH STUDIES

An International Multidisciplinary Journal with Topics in European Integration
Volume XX, Issue (1), Special Issue, 2017,
"Russia and EU: Development and Horizons"

Contents

General Editor and Founder:
Prof. E. I. Thalassinos

European Chair Jean Monnet
University of Piraeus, Greece
thalassinos@ersj.eu

Editors:

Prof. E. Claessens
European Chair Jean Monnet
University of Antwerp, Belgium
claessenblomme@hotmail.com

Prof. A. G. (Tassos) Malliaris
Loyola University, Chicago, USA
tmallia@luc.edu

Prof. S. K. Staikouras
City University, London, UK
S.Staikouras@city.ac.uk

Book Review Editor:

Prof. A.G. Merikas
University of Piraeus, Greece
merikas@otenet.gr

Guest Editor Note

Natalia Vovchenko 3-12

Green Logistics in Russia: The Phenomenon of Progress, Economic and Environmental Security

A.U. Albekov, T.V. Parkhomenko, A.A. Polubotko 13-21

Economic Cooperation of Russia and Greece during the sanction restrictions period and the Policies to Strengthen the Integration Process

N.G. Kuznetsov, I.I. Savvidy, N.D. Rodionova, E.S. Tsepilova 22-35

Electronic Currency: the Potential Risks to National Security and Methods to Minimize Them

N.G. Vovchenko, E.N. Tishchenko, T.V. Epifanova, M.B. Gontmacher 36-47

New Scenarios of Joint Crises Fighting in Socio-Economic Sphere of Russia and Greece

E.G. Popkova, E.Y. Zolochevskaya, S.A. Litvinova, Y.S. Zima 48-59

Difficulties and Perspectives of Incorporating Russian Economy into the European Economy and Centripetal Tendencies in the EU

V.A. Bondarenko, E.A. Israilova, S.A. Albekova, A.A. Albekova 60-67

Research and Development Intensity in Business: Russia and EU

V.M. Dzjukha, A.N. Kokim, A.S. Li, T.Yu. Sinyuk 68-80

The Impact of European Law on the Development of Legal System of Russia

I.G. Napalkova, N.E. Orlova, P.S. Samygin, G.B. Vlasova 81-90

Comparative Legal Analysis of Mediation in Russia and the EU

N.V. Fedorenko, S.V. Denisenko, A.V. Sukhovenko, L.M. Dzyuba 91-100

Providing the Budget Transparency and State Projects Efficiency Monitoring in Russia

O.B. Ivanova, I.V. Bogoslavtseva, O.I. Karepina, E.D. Kostoglodova 101-108



Scimago Journal & Country Rank

Enter Journal Title, ISSN or Publisher Name

[Home](#)

[Journal Rankings](#)

[Country Rankings](#)

[Viz Tools](#)

[Help](#)

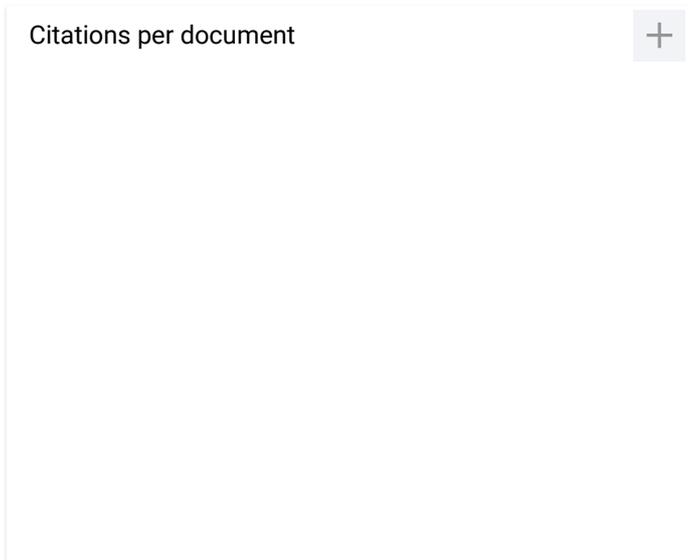
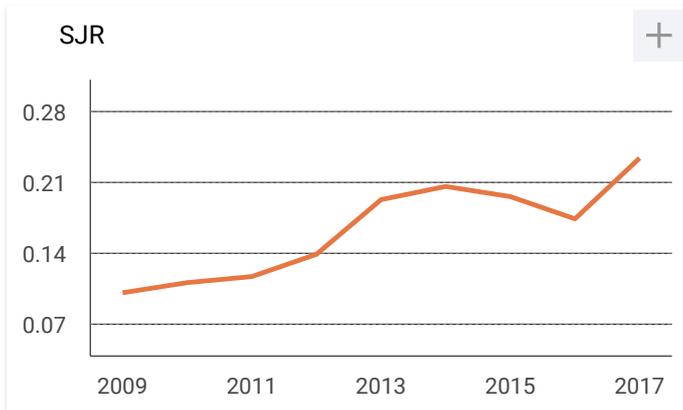
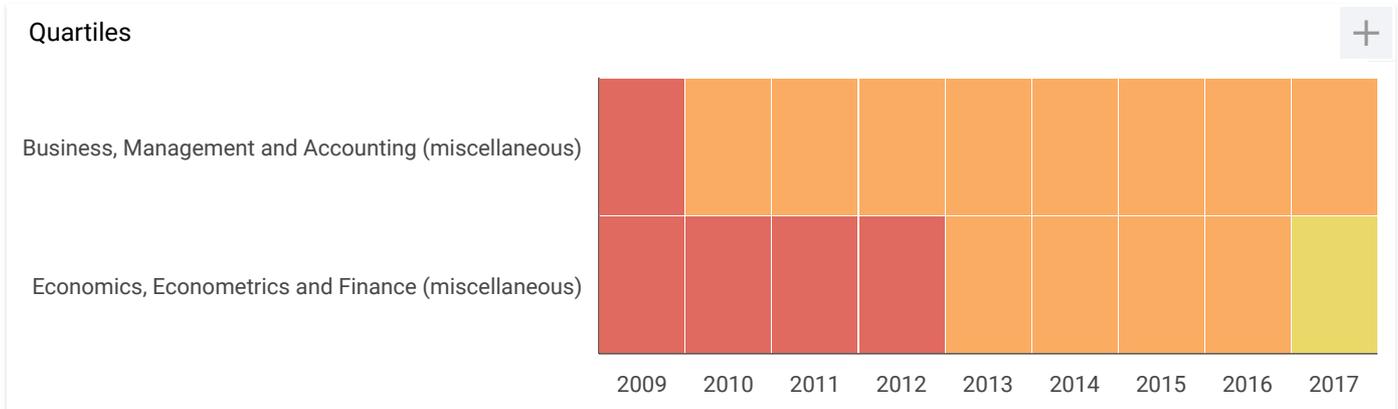
[About Us](#)

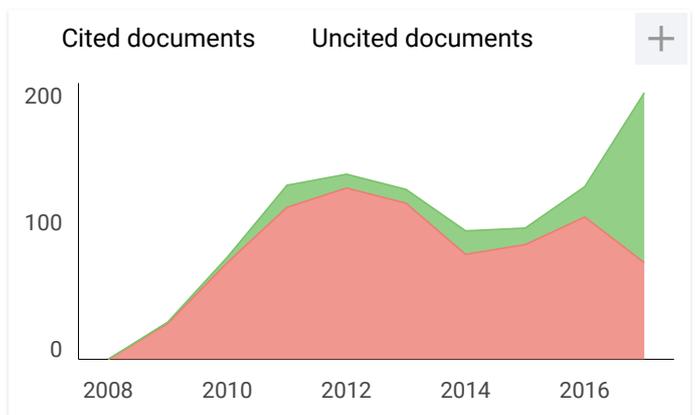
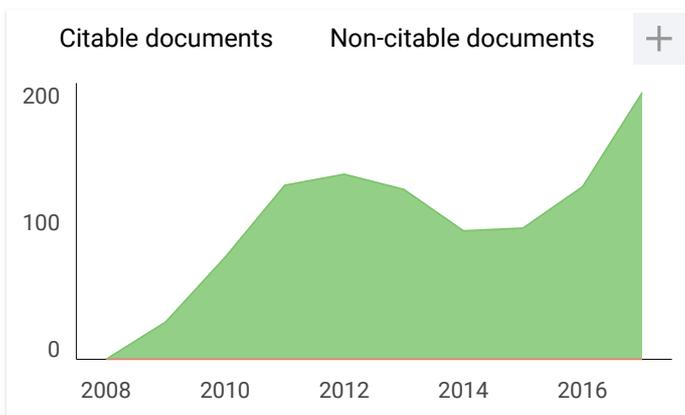
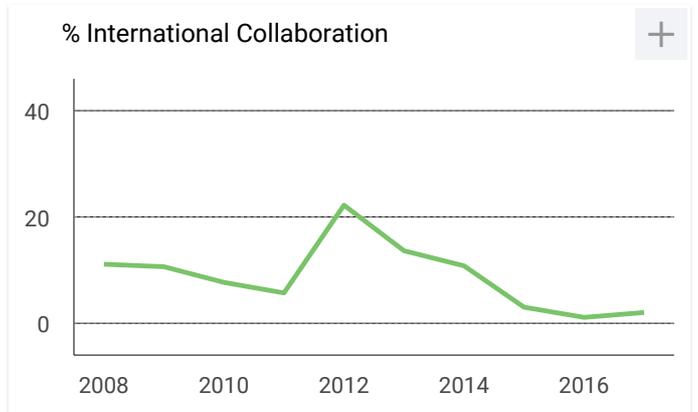
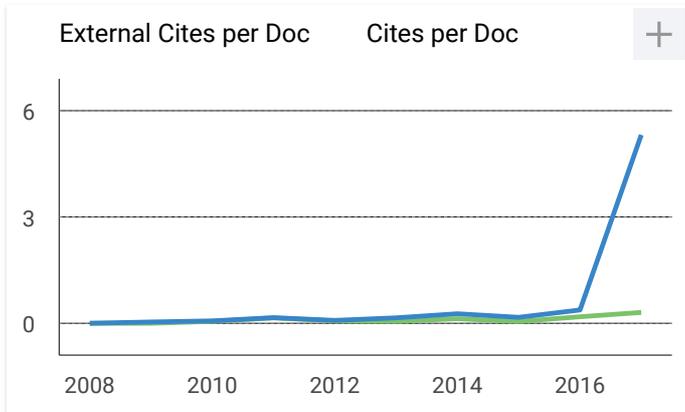
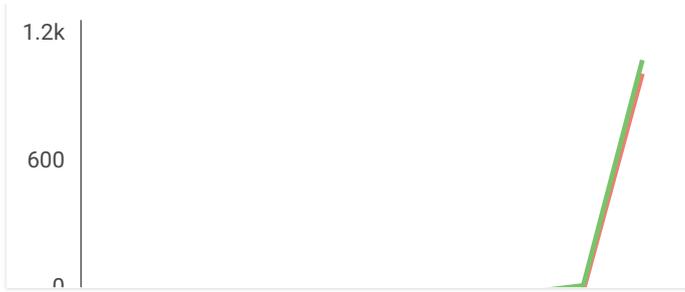
European Research Studies Journal

Country	Greece - SIR Ranking of Greece
Subject Area and Category	Business, Management and Accounting Business, Management and Accounting (miscellaneous) Economics, Econometrics and Finance Economics, Econometrics and Finance (miscellaneous)
Publisher	University of Piraeus, International Strategic Management Association
Publication type	Journals
ISSN	11082976
Coverage	2008-ongoing
	Join the conversation about this journal

19

H Index





European Research Studies Journal

Q2

Economics, Econometrics and Finance...
best quartile

SJR 2017

0.23

powered by scimagojr.com

← Show this widget in your own website

Just copy the code below and paste within your html code:

```
<a href="https://www.scimagojr.com/journalsearch.php?q=21100216333&tip=sid&clean=0"
```

B **Bikramaditya Ghosh** 3 weeks ago

Dear All,
I have couple of question:

1. Is there a submission charge? What happens to that if the paper is not accepted?
2. Where can I find the latest issue (2017)? Website shows only upto 2015.

Sincerely,
B Ghosh, PhD

reply

C

Caturida Meiwanto Doktoralina 2 months ago

This excellent journal is a reference example in some academic experts' work in it.

reply



Elena Corera 2 months ago

Thanks for your participation!

C

Caturida Meiwanto Doktoralina 2 months ago

This excellent journal is a reference example in some academic experts' work in it.

reply



Elena Corera 2 months ago

Thanks for your participation!

Leave a comment

Name

Email

(will not be published)

I'm not a robot

reCAPTCHA
Privacy - Terms

Submit

The users of Scimago Journal & Country Rank have the possibility to dialogue through comments linked to a specific journal. The purpose is to have a forum in which general doubts about the processes of publication in the journal, experiences and other issues derived from the publication of papers are resolved. For topics on particular articles, maintain the dialogue through the usual channels with your editor.

Developed by:



Powered by:



Follow us on @ScimagoJR

Scimago Lab, Copyright 2007-2018. Data Source: Scopus®

EST MODUS IN REBUS

Horatio (Satire 1,1,106)

The ERS Journal has been evaluated and accepted by [Scopus](#), [JEL](#) and it is included in [ZBW \(ECONIS\)](#), [SSRN](#) and the [EconLit](#), the electronic indexing and abstracting service of the American Economic Association. The ERS Journal has started to be distributed by [EBSCO Publishing](#), MA USA.

European Research Studies

Today we are witnessing tremendous changes in the economic and financial sectors in Europe and new theories are required every so often to meet the new demands.

ERSJ will serve as a guide with information on the implementation of new and enhanced methods in research thereby fulfilling a need which stems from a broad demand for new kinds of theories. Its content will include a review of current theories, an insight into future methods of development and an analysis of possible further expansion of the existing ones.

With the growth in research studies in various fields accelerating and with needs for new solutions increasing, ERSJ provides an essential worldwide reference to recent developments in the above topics. ERSJ constantly compiles [interesting links](#) that provide accurate and solid information on business and economic issues.

In an effort to promote the idea of being more informed of the latest innovations in the overall area of business and economics, we try to encourage those engaged in different fields to combine their experience and to evaluate project research.

ERSJ is a refereed publication and is designed to cover a wide variety of topics in the fields of Business and Economics in general including **Banking, Accounting and Finance, Health Economics, Tourism, Maritime Studies, Transport and Logistics, Energy and Environment** with reference to European Integration. It aims to act as a guide for new developments and prospects in different aspects of economic thought and business methodologies and it is programmed to come out two to four times a year. Papers are invited both from academic economists as well as practitioners.

Journal Editors

Name	Position	Email	Country
Prof. E. Thalassinos	Founder and General Editor	thalassinos@ersj.eu	Greece
Prof. Jean-Pierre Allegret	Editor	jean-pierre.allegret@unice.fr	France
Prof. Jesus-Andrees Faina	Editor	fai@udc.es	Spain
Prof. Simon Grima	Editor	simon.grima@um.edu.mt	Malta
Prof. Hardy Hanappi	Editor	hanappi@tuwien.ac.at	Austria
Prof. Anastasios G. Malliaris	Editor	tmallia@luc.edu	U.S.A.
Prof. Ileana Tache	Editor	ileanatache@unitbv.ro	Romania

Editorial Board - Editorial Board

Name	Position	Country	Fax
test	Test		
Prof. N. Adamou	Editorial Board	USA	
Prof. A. Akarca	Editorial Board	USA	
Prof. R. Rupeika-Apoga	Editorial Board	Latvia	
Prof. A. Bandoi	Editorial Board	Romania	
Prof. A. Barcerzak	Editorial Board	Poland	
Prof. W. Bartlett	Editorial Board	UK	
Prof. Emeritus G. Bitros	Book Review Editor	Greece	
Prof. T.H. Bonitsis	Editorial Board	USA	
Prof. P. Breckova	Editorial Board	Czech Republic	
Prof. A. Brelik	Editorial Board	Poland	
Prof. S.I. Bukowski	Editorial Board	Poland	
Prof. Emeritus A. Cartapanis	Book Review Editor	France	
Prof. Emeritus E. Claessens	Book Review Editor	Belgium	
Prof. I. Novo-Corti	Editorial Board	Spain	
Prof. M. Cristea	Editorial Board	Romania	
Prof. E. Dedousis	Editorial Board	UAE	
Prof. F. Englander	Editorial Board	USA	
Prof. T. Epifanova	Editorial Board	Russia	
Prof. K. Featherstone	Editorial Board	UK	
Prof. J. A. Filipe	Editorial Board	Portugal	
Prof. G. Georgopoulos	Editorial Board	Canada	
Prof. D. Gounopoulos	Editorial Board	UK	
Prof. K. Hassapis	Editorial Board	Cyprus	
Prof. K. Havlicek	Editorial Board	Czech Republic	
Prof. L. Howard	Editorial Board	USA	
Prof. R.V. Ionescu	Editorial Board	Romania	
Prof. K. Kalinowska	Editorial Board	Poland	
Prof. K. Katrakilidis	Editorial Board	Greece	
Prof. S. Katsikides	Editorial Board	Cyprus	
Prof. Emeritus A. J. Kondonassis	Book Review Editor	USA	
Prof. D. Kousenidis	Editorial Board	Greece	
Prof. J. Kundera	Editorial Board	Poland	
Prof. K. Liapis	Editorial Board	Greece	
Prof. D. Maditinos	Editorial Board	Greece	
Prof. J. Malindretos	Editorial Board	USA	
Prof. I. Mazreku	Editorial Board	Kossovo	
Prof. V. Monastiriotis	Editorial Board	UK	
Prof. C. Negakis	Editorial Board	Greece	
Prof. V. Palea	Editorial Board	Italy	

Prof. D.M. Pociovalisteanu	Editorial Board	Romania
Prof. A. Pusca	Editorial Board	Romania
Prof. C. de la Robertie	Editorial Board	France
Prof. J. Lopez-Rodriguez	Editorial Board	Spain
Prof. E. Sambracos	Editorial Board	Greece
Prof. Zeljko Sevic	Editorial Board	Malaysia
Prof. S. Stattev	Editorial Board	Bulgaria
Prof. S.K. Staikouras	Editorial Board	UK
Prof. O. Stoica	Editorial Board	Romania
Prof. H. Stokes	Editorial Board	USA
Prof. T. Suryanto	Editorial Board	Indonesia
Prof. A. Tanasie	Editorial Board	Romania
Prof. N. Theriou	Editorial Board	Greece
Prof. N.G. Vovchenko	Editorial Board	Russia
Prof. Emeritus P. Yotopoulos	Book Review Editor	USA

Member Login

Username

[Login](#) [Lost Pass](#)

[Home](#) [Journal](#) [Conferences](#) [Special Issues](#) [Workshops](#) [News](#) [Links](#) [Siten](#)

...31
 Concept of the Trial of Branches of State Power and Issues of its
 ...78
 and Function of the Prosecutor's Office of the Republic of Kazakhstan with
 ...83
 ...93
 ...100
 ...113
 ...128
 ...138
 ...141

International Strategic Management Association
 Non Governmental Organization
 Latest: Vol.XVIII, Issue 4 (2015)

International Strategic Ma

[Home](#) [Online issues](#) [Journal Abstracts Volume XXI \(2018\) Is](#)

Volume XXI, Issue (2) 2018

Contents:

search...

- 1.The Payment Services Directive II and Competitiveness: The Perspective of Europe
 (Inna Románova, Simon Grima, Jonathan Spiteri, Marina Kudinska)
- 2.Family Enterprises and their Support through Subsidies
 (Andrea Tomášková, Karel Havlíček)
- 3.Testing for Stochastic Convergence: The Case of the Cohesion Countries
 (X. Chapsa, A.L. Athanassenas, N. Tabakis)
- 4.The Impact of Shariah Compliance on the Adjustment to Target Debt Maturity of Ma
 (H.I. Hussain, M.F. Shamsudin, N.A.M. Anwar, M.A. Salem, N.H. Jabarullah)
- 5.Top Management Characteristics and Company Performance: An Empirical Analys
 Indonesian Stock Exchange
 (Lailah Fujianti)
- 6.Alternative Dispute Settlement Regarding Investment in Some Asia Pacific Countri
 (Ade Saptomo, Edy Lisdiyono)
- 7.Education Financing in the Republic of Kazakhstan: Problems of Ensuring Efficienc
 (A.A. Aryn, P.B. Issakhova)
- 8.Consumer Behavior in the Context of Global Economic Transformations
 (Y.Yu. Deputatova, Y.I. Pshenitsyna, S.B. Ilyashenko, V.A. Baskakov, A.O. Zvereva)
- 9.A Study of the Determinants of Sports Participation by Maltese Nationals
 (Simon Grima, Alan Grima, Eleftherios Thalassinos, Sharon Seychell, Jonathan V. Sp

[10.6 Forecasting Production Performance](#)

(D.T. Akhmetova, G.B. Utibayeva, B.S. Utibayev, R.M. Zhunusova, A. Baidakov, B.I. ...)

[11. The Impact of IFRS Adoption on Earnings Management in Russia](#)

(T.N. Malofeeva)

[12. Measuring the Openness of Land Investment Policy Related to Housing or Reside](#)

(Amad Sudiro)

[13. Restriction and Incentives of Investment in Indonesia: Considering the Provisions Law](#)

(Nyoman Putu Budiarta)

[14. Abuse of Circumstances as a Reason for the Cancellation of Financing Agreement](#)

(Rudyanti Dorotea Tobing)

[15. State Programs for Sustainable Rural Development](#)

(O.B. Dordzhieva, B.V. Dordzhieva, S.O. Siptits)

[16. Status and Contemporary Development of Employee Inventions Ownership in G-20](#)

(K. Roisah, Y.J. Utama, R. Saraswati, Y. Whidari)

[17. Impact Evaluation of Community Empowerment Programs with the Farmer Management](#)

(A. Rahmat, A. Izudin)

[18. The Direct and Indirect Influence of Leadership, Motivation and Job Satisfaction A](#)

(Bambang Bernanthos)

[19. Intensive Investment Activity for the Development of Recreational Areas](#)

(Z. Altaibayeva, G. Nurmukhanova, R. Alimkhanova)

[20. Analyzing the Degree of Social-Economic Transformation of Displaced Communities](#)

(N. Mangun, C. Anwar, M. Moelyono, E. Jokolelono)

[21. Production Planning with Parameters on the Basis of Dynamic Predictive Models: Interaction](#)

(Leonid Mylnikov, Rustam Fayzrakhmanov)

[22. Health Care Financing System in the Republic of Kazakhstan](#)

(G.Zh. Doskeyeva, A.E. Rakhimbekova, M.K. Zhamkeyeva, I.D. Saudambekova, R.Z. ...)

[23. Comparative Analysis of Marketing Techniques in the Republic of Kazakhstan and](#)

(A. Duisebayeva)

[24. Innovative Financing for Enterprises](#)

(G.T. Kaliyeva, S.S. Arystanbaeva, N.N. Zhanakova, A.Z. Kapenova, A.T. Djumabekov)

[25. Trends and Developments in Housing: The Case of the Republic of Kazakhstan](#)

(Z.Z. Kenzhegaliev, U.Zh. Shalbolova, D.N. Silka)

[26. Financial Statements of a Company as an Information Base for Decision-Making i](#)

(E.A. Osadchy, E.M. Akhmetshin, E.F. Amirova, T.N. Bochkareva, Yu.Yu. Gazizyanov)

27. [Index Insurance as a Tool to Improve the Russian System of Insuring Risks of Agr](#)

(K.A. Naminova, N.T. Pavlova, M.P. Sarunova, D.V. Idzhilova)

28. [Monitoring and Forecasting the Development of Local Food Systems: A Case Stu](#)

(N.I. Pyzhikova, D.V. Parshukov, E.Yu. Vlasova, E.V. Pyhanova)

29. [Problems and Main Mechanisms to Increase Investment Attractiveness of Agricult](#)

(Alexander Semin, Alikhan Kibirov, Usman Rassukhanov)

30. [Crowdfunding in Russia: An Empirical Study](#)

(Dmitrii Ilenkov, Valeriya Kapustina)

31. [Identifying the Factors that Contribute to Sustainable Development of the National](#)

(N.M. Abdikeev, Yu.S. Bogachev, M.V. Melnichuk)

32. [Poverty's Characteristics and its Reduction Strategies: A Case Study](#)

(T. Tahir, M. Hasan)

33. [Euro and Corporate Management in Czech Republic](#)

(Roman Mentlík, Mojmír Helísek)

34. [Barriers to the Internationalization of Czech SMEs](#)

(Miroslav Pavlák)

35. [Financial Management Information System: An Empirical Evidence](#)

(H.N. Hartikayanti, F.L. Bramanti, A. Gunardi)

36. [Investment Instruments to Stimulate Depressed Regions' Development](#)

(Yu.P. Maidanevych, T.S. Romanishina, L.E. Rysakova, N.G. Bondarenko, O.V. Mihai)

37. [Innovative Quality Improvements in Hotel Services](#)

(E.Y. Nikolskaya, N.I. Kovaleva, M.E. Uspenskaya, N.I. Makshakova, E.N. Lysoivane)

38. [Foreign Relations and Inter-Civilizational Interaction from a Social-Political Perspe](#)

(M. Kameneva, G. Lukyanova, D. Tavberidze)

39. [The Principles of International Trade Contract as Reference of Indonesian Contra](#)

(Mona Minarosa)

40. [Improving the Efficiency of University Management: Teacher's Performance Monit
Education](#)

(M.G. Leontev, N.G. Bondarenko, T.A. Shebzuхова, S.S. Butko, L.I. Egorova)

41. [Situational Analysis of Socio-Cultural Interaction of States Under Conditions of Gl](#)

(N.I. Anufrieva, A.V. Kamenets, I.S. Kazakova, E.A. Morozova, N.S. Yushchenko)

42. [Opportunities for Assessing the Implementation of the Strategies for the Developn](#)

(O.V. Berezhnaya, E.V. Berezhnaya, K.S. Chikaeva, M.A. Polivina, V.I. Berezhnoy)

43. [The Impact of Accounting Standards Utilisation on Internal Credit Rating](#)
(Gabriela Dlasková, Petr Budinský)
44. [Loan Product Policy and Rentability Based on Interest Rates in Czech Republic](#)
(Eva Cipovová, Petra Jílková)
45. [Integration in Higher Education Institutions in the Global Educational System](#)
(L.A. Krokmal, N.L. Simutina)
46. [Minimum Living Wage as a Basic Aspect for Managing the Population's Life Qua](#)
(E. Nakhratova, I. Ilina, O. Urzha, E. Kryukova, E. Potekhina)
47. [Cooperatives and Economic Growth in Indonesia](#)
(Muhammad Halilintar)
48. [Managerial Competencies in Agriculture](#)
(Mohamad Ikbal Bahua)
49. [Market Anomalies and Effect on Returns](#)
(N.N. Sawitri, P. Astuty)
50. [Determining the Efficiency and the Level of Innovative Development in Agriculture](#)
(D. Rustemov*, M. Abikayeva, G. Rakhimova, A. Omarkozhayeva, A. Temirova)
51. [Pricing Mechanism of Banking Products](#)
(A. Mussina, S. Albekova, J. Shakirova)
52. [Influence of Logistics Efficiency on Economic Growth of the CIS Countries](#)
(K. Sharipbekova, Z. Raimbekov)
53. [The Mechanism for Building a Corporate Management Model](#)
(J.S. Tsertseil, A.N. Savrukov)
54. [Optimisation of Capital Structure and Firm Value](#)
(L. Uzliawati, A. Yuliana, Y. Januarsi , M.I. Santoso)
55. [Capital Market Products and Investor Protection](#)
(Hamzah, Aripin Ahmad)
56. [Internal Control System in Enterprise Management: Analysis and Interaction Matr](#)
(Elvir Munirovich Akhmetshin, Vladimir Lvovich Vasilev, Denis Sergeevich Mironov, E Viktorovna Romanova, Alexei Valerievich Yumashev)
57. [Foresight Technologies in the Formation of a Sustainable Regional Development](#)
(Artjom Rafaelevich Nagimov, Elvir Munirovich Akhmetshin, Valeriy Pavlovich Slanov Prokopievich Solomonov, Dmitry Pavlovich Il'yaschenko)
58. [Increasing Interstate Integration in the Agro-Industrial Complex of the EAEU Cou](#)
(Anatoly Altukhov, Alexander Semin)
59. [Improvement of Tools for Government Regulation of Tourist Activity Based on An](#)
(Olga Almukhamedova, Marianna Yakimenko, Sergey Goryainov)

[\[Back \]](#)

Managerial Competencies in Agriculture

Mohamad Ikbal Bahua¹

Abstract:

The purpose of this study is: (1) to identify competencies that can be applied to agricultural extension agents in agribusiness in the sub-district Kabila and sub-district Tilongkabila, and (2) to find out the factors that influence agricultural extension agents' competence in agribusiness in the same sub-districts.

The method used in this study is a survey method where data was collected through interviews and questionnaires.

Results of this research found that, competency of agricultural extension agents in the Kabila and Tilongkabila sub-districts on agribusiness, have the ability to design educational programs, the ability to implement education programs and the ability to manage information dissemination.

The factors that influence agricultural extension agents' competence, are: knowledge, skills and attitudes of educators in designing educational programs, counseling programs to implement and manage agricultural field information.

Keywords: *Competence, Agricultural Extension Agents, Agribusiness.*

¹Agricultural of Faculty State University of Gorontalo, Indonesia,
e-mail: mohamad.bahua@ung.ac.id

1. Introduction

Agriculture Field Officer Competencies are competencies of a field officer based on his knowledge, skill and attitude to implement agricultural field activities that have been developed together with farmers and the community. These competencies will be mostly helpful to yield good performance, since competency is understood as the combination of skill, attitude, and knowledge reflected in *job behavior* that is observable, measurable, and can be evaluated. In some literature, competencies are often classified into two types, soft competency or competencies related to the ability to manage the working inter human relationship, and competencies to build interaction with others (Yueh-Shian and Weng-Kun, 2017; Burkaltseva *et al.*, 2017).

Agricultural elucidation is a non-formal community education, in which, its implementation should be based on efficiency and effectiveness of the field officer performance, hence, every elucidation program introduced to the community can be wholly adopted and is measurable by the community to prevent its social problems.

Wet field rice agribusiness is a process of developing local business of agriculture supported by four sub-systems of agribusiness, namely: (1) upstream sub-system, through providing infrastructure for production (wet field rice seeds, fertilizer, and pesticide), (2) agribusiness sub-system such as rice field culture (soil management, planting, crops management, harvesting and post-harvesting), (3) downstream sub-system such as processing and handling of the yield (diversification of rice products), and (4) supporting subsystem such as provision of agribusiness capital, either from the financing institutions (bank and koperasi) and marketing facilities and infrastructure (Hofstede, 2014).

Agricultural extension agents' competencies will tremendously help government in implementing agricultural development in programs in their respected areas, based on the planned field activities. Agricultural Extension agents, in implementing the agribusiness extension of rice field, in addition to be supported by the technical competencies such as competencies to cultivate the rice field, the agents also need to have managerial competencies that are closely related with sustainable agribusiness management such as, marketing, and access to working capital. Therefore, the farmers will feel that they are being assisted in developing and increasing the rice field agribusiness through agricultural development programs in order to increase the rice field productivity (Locander *et al.*, 2002; Srinita, 2017).

2. Research Objective

The objective of this research is: (1) to identify the competencies of agricultural extension agent that can be implemented in field rice agribusiness, and (2) to find out factors that influence the competencies of agricultural extension agents in field rice agribusiness.

3. Research Methodology

This research was implemented in Kabila and Tilongkabila sub-districts of district Bone Bolango. The research was carried out from February to April, 2015 using descriptive statistics to describe several variables related to the object of the research. This research has used the survey method, in which, data collection was carried out through interviews and the administration of questionnaires. Data were taken from samples to be able to make generalization of the observed phenomenon, hence data collection method should be done properly.

Qualitative data collected in this research consisted of primary and secondary sources. The smallest unit of observation in this research is the agricultural extension agent and by involving the agents' supervisor and farmers, that were guided by the agents in each of their respected area.

The number of agricultural extension agents in Kabila and Tilongkabila sub-districts is 10 people, hence the whole population were all the agricultural extension agents in both sub-districts. Data taken randomly and proportionately from all the population of agents.

4. Findings and Discussion

4.1 Characteristics of Agricultural Extension Agents

This research revealed that characteristics of agricultural extension agents in Kabila and Tilongkabila sub-districts of Bone Bolango districts consists of the age of the agent, their level of formal education, and the trainings attended by the agents during their tenure as extension agents. 3 people or 30% of the agricultural extension agents were 20-35 years old, 5 agents (50%) were 36-45 years old, and 2 agents (20%) were more than 45 years old. Taking into consideration the retirement age of 60 years, in the next ten years, Kabila and Tilongkabila sub-districts will lose 12% of their agricultural extension agents. The characteristics of the agent are also influenced by their level of formal education, the level of education obtained by the extension agents in Kabila and Tilongkabila sub-districts's is Junior High School, Senior High School, and Diploma 3.

With reference to education, 1 agent (10%) has a junior high school diploma, 3 agents (30%) have a high school diploma, and 6 agents (60%) have diploma 3 (University degree). In relation to the level of education stipulated by the Department Pertanian EI (2005), a first level extension agent has to have at least a diploma 3 qualification, and as mentioned above, the agricultural agents in both districts that met this requirement remained as low as 60%. In implementing their tasks, agricultural extension agents are not only relying on formal education, but also on the training to improve their knowledge and skill as agricultural extension agents in Tilongkabila and Kabila sub-districts. This is because their formal education may

not be sufficient or related to their work, hence, they will need technical trainings such as, rice culture technique and training on agribusiness product marketing.

There are 5 extension agents who have participated in technical training for rice culture (50%), 3 extension agents (30%) have participated in training for agricultural product marketing, and 2 extension agents (20%) have participated in agricultural extension management training.

The Department Pertanian RI/Department of Agriculture of the Republic of Indonesia (2005) stipulated that an extension agent has to participated at least in 2 technical trainings during their tenure as first level extension agent, hence, it implies that the extension agent in Kabila and Tilongkabila sub-districts have met this requirement, with some improvement needed in management trainings.

The research is in line with Bahua (2013) on “*Model of Competencies development for Agricultural Extension Agent in Gorontalo Province,*” which revealed that 2.3% of extension agents’ competencies was influenced by the level of formal education; 10.7% was influenced by technical trainings that they have participated in; 32.1% was influenced by work tenure; 34.9% was influenced by the age of the extension agent.

Theoretically, this research is in harmony with Ruky (2003) who stated that individual characteristics that correlate with performance are called person specifications, namely: (1) technical knowledge and skills, (2) trainings attended, either specialization trainings, comprehensive trainings, or complementary trainings, (3) work experience, (4) motivation, (5) values system attitude as organizational core culture, (6) personality, (7) knowledge, (8) skill, (9) sex, (10) age, and (11) physical appearance as weight, height, hobbies, talent, and appearance.

Agribusiness is closely related with community capacity improvement in production mechanism. Basic competence of agricultural extension agents in wet field rice agribusiness is justified through extension activities planned together with farmers.

4.2 Competencies of Agricultural Extension Agents

The research shows that competencies of agricultural extension agents in Kabila and Tilongkabila sub-districts consists of: (1) the ability to design the extension program, (2) the ability to implement the extension program and (3) the ability to manage the extension information.

Competencies of agricultural extension agents are reflected in their activity description that correlates with learning process in implementing rice field agribusiness in Kabila and Tilongkabila sub-districts as evident in the following Table 1.

Table 1. *Competencies of Agricultural Extension Agent in Rice Field Agribusiness*

Components of Extension Agents Competencies	Activity Description	Number of agents (person)	Percentage (%)
Ability to design the extension program	Extension program is designed	10	100
Ability to implement the extension program	Conduct learning process using method and media familiar to the farmers	10	100
Ability to manage the extension information	Manage extension information through internet, such as: sending download, and store agricultural information	10	100

Based on Table 1, the competencies of agricultural extension agents are:

- 1) the ability to design the extension program;
- (2) the ability to implement the extension program;
- (3) the ability to manage the extension information.

These three competencies are embedded in extension agents, hence in implementing duties and functions, they are always guided by their competencies based on their knowledge, skill and attitude of the agricultural extension agent in agricultural technology innovation.

The research is in line with Wijianto (2010) on “*Correlation of agricultural extension agents’ competencies and the members of farmers group participation in Banyudono sub-districts of Boyolali district*” which concludes that there was a significant correlation between extension agents’ competencies and members of farmers group participation in group activities. This means that every increase in value of the extension agents’ competencies, would be followed by the increase in value in member’s participation. Theoretically, this research is also in line with Boyatzis (1982) who states that, competencies are characteristics or one’s ability to show or perform specific activities in a working environment that were conducted diligently, hence, the person can accomplish their role and duties given to them.

4.3 Factors that Influenced the Extension Agents’ Competencies

Competencies are basic characteristics of a person that influence their way of thinking and acting, making generalization on situations staying for long. Factors that influenced agricultural extension agents in rice agribusiness at Tilongkabila and Kabila sub-districts are available in the following Table 2.

Table 2. Factors Influencing the Competencies of Agricultural Extension Agents in Rice Agribusiness.

Component of Agricultural Extension Agent Competencies	Influencing Factors	Number of Agents (Person)	Percentage (%)
Ability to Design the Extension Program	Knowledge	6	60
	Skill	8	80
	Attitude	4	40
Ability to Implement the extension program	Knowledge	8	80
	Skill	8	80
	Attitude	2	20
Ability to manage the extension program information	Knowledge	5	50
	Skill	3	30
	Attitude	4	40

Table 2 shows that the factors that influenced the competencies of the agricultural extension agent in rice agribusiness are: knowledge, skill, and the attitude of the agricultural extension agent. This indicates that the extension agents who have knowledge, skill and a good attitude will make an impact on the increase of the extension agents competencies in managing the rice agribusiness.

The research is in line with Damihartini and Amri Jahi (2005) on “*Correlation of Farmers’ Characteristics and Agribusiness Competencies in Vegetables Agribusiness in Kediri Sub-district of Jawa Timur*”, which concludes that the knowledge, attitude, and skill aspects are mutually independent in assessing the agribusiness aspects that have to be mastered by the farmers. Overall, the research output shows the influence of knowledge and skill factors on agricultural extension agent’s competencies in rice agribusiness. The knowledge on agricultural extension are mainly from formal education attended the agents, meanwhile their skills are more due to either technical trainings attended or practice done by the extension agents during their tenure. Theoretically, the research is also in agreement with Deborah *et al.*, (2002) who describe that core competencies are a basic knowledge, skill, attitude and behavior that play a role in determining the success of an extension program. *Wisconsin Cooperative Field officer* states that a competency is a sufficient quantity of knowledge, skill, and responsibility to fulfill certain tasks or jobs. *Missouri Cooperative Field officer* states that every professional extension officer should processed their personal strengths, ability as educators, and skill in information technology and as expert in his/her field.

5. Conclusions and Recommendations

Based on the discussion and findings, the following conclusions are made:

- (1) Competencies of agricultural extension agents in Kabila and Tilongkabila sub-districts of Bone Bolango district in Rice Agribusiness are the ability to design, implement and manage the extension program information.

- (2) Factors that influence the competencies of Kabila and Tilongkabila sub-districts of Bone Bolango district in Rice Agribusiness are knowledge, skill and attitude of extension agents in designing, implementing, and managing the information related to extension programs.

Based on the findings in this research and its conclusion the following actions are recommended:

- (1) The policy makers need to improve the competencies of agricultural extension agents in rice agribusiness by considering their level of knowledge, skill, and attitude of the agents in designing, implementing and managing the information related to rice agribusiness.
- (2) The agricultural extension agents, in order to help farmers in rice agribusiness, need to consider the competencies on their own knowledge, skill and attitude, hence, an extension program suited to the needs of the farmers and their agribusiness can be created.
- (3) A further research needs to be done to explore the agricultural extension agents' competencies related to improvement of agribusiness products.

References:

- Bahua, M.I. 2013. Agricultural Extension Competency Development Model in Gorontalo Province: Research Report. Gorontalo State University, Research Institute.
- Boyatzis, R.E. 1982. *The Competent Manager: A Model for Effective Performance*. New York, John Wiley and Sons.
- Burkaltseva, D.D., Sivash, O.S., Boychenko, O.V., Savchenko, L.V., T.N. Bugaeva, T.N., Zotova, S.A. 2017. Realization of Investment Processes in the Agricultural Sector of the Digital Economy. *European research Studies Journal*, 20(4B), 366-379.
- Damihartini and Amri, J. 2005. Extension Competencies for Chili Agribusiness in Kediri Regency. *Extension Journal*, 1(2), 15-20.
- Deborah, J.M., Keith, N., Jim, L., Ken, B. 2002. Core Competencies for the Cooperative System, <http://www.idrc.ca/en/ev-30266-201-1-do.html>.
- Department Pertanian RI. 2005. Draft Revitalization of Agricultural Extension. Agricultural Human Resource Development Agency. Jakarta, Ministry of Agriculture.
- Locander, W.B., Hamilton, F., Ladik, D., Stuart, J. 2002. Developing a leadership- rich culture: The missing link to creating a market-focused organization. *Journal of Market-Focused Management*, 5, 149-163.
- Hofstede. 2014. Management styles and organizational effectiveness : An appraisal of private enterprises in Eastern Nigeria. *American International Journal of Contemporary Research*, 2(9), 198-204.
- Ruky, S.A. 2003. *Quality HR Changes Vision into Reality*. Jakarta, Gramedia Main Library.
- Srinita. 2017. Economic and Consumption Distribution and Business Strategy Toward Improvement of Agricultural Industry. *European Research Studies Journal*, 20(4A), 175-193.
- Wijianto, A. 2010. The relationship between the Competency of Extension with Member Participation in Farmer Group Activities. *Agritext Journal*, 2(3), 4-9.
- Yueh-Shian, L. and Weng-Kun, L. 2017. Leadership Behaviours and Culture Dimension in The Financial Industry. *Journal of Applied Finance & Banking*, 2, 15-44.