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Volume 3, Issue 10, October – 2018 International Journal of Innovative Science and Research Technology ISSN No:-2456-2165 IJISRT18OC14 www.ijisrt.com 60 Stakeholder Analysis Management of Agro Zone Pioneering Science Techno Park Province Gorontalo Wawan K. Tolinggi, Mahludin Baruwadi, Amelia Murtisari Agribusiness Department, Faculty of Agriculture Gorontalo State University Hayatiningsih Gubali Agrotechnology Department, Faculty of Agriculture, Gorontalo State University Abstract:- In the formulation of the STP (Science Techno Park) Agro management pilot pattern, it is necessary to ensure that there is public participation in the form of actors involved as well as the influence and interests of the actors involved in the formulation process of the STP Agro area pilot management, so it is very important to conduct stakeholder analysis (stakeholders) as a process to identify individuals, groups and organizations that are influenced or can influence the environment and future generations and prioritize individuals and groups to be involved in the decision-making process.

This research aims to analyze stakeholders (stakeholders) to identify the role of the actors involved in managing the STP Agro Gorontalo province. Research data was collected through literature studies, observations, surveys and Focus Group Discussions. The data analysis method used is Stakeholder Analysis. The results of the stakeholder analysis identified 20 (twenty) stakeholders who were involved in the pilot management of the Gorontalo Province Agro STP area, which was grouped based on 4 (four) components of the Quadruple Helix namely the Government (Central and Regional), Higher Education / R & D Institutions, Business Actors, and Society. Criteria of the level of importance and level of influence resulted in 4 (four) types of classifications dominated by Key Player classifications of 9 stakeholders (45%) of the total existing stakeholders, followed by the Context Setter classification of 5 (25%), Subject classifications as much as 4 stakeholders (20%), and Crowd classification as many as 2 stakeholders (1%). The roles of the five sections are re-categorized into 8 (eight)

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categories, namely: (1) Regulation;(2) Program;(3) Cooperation;(4) infrastructure;(5) Facilities;(6) Investment;(7) Participation;(8) Participation;(9); Empowerment, and (10) Continuity. Keywords:- Agro Science Techo Park; Stakeholder analysis. I.

INTRODUCTION Innovation plays an important role in economic growth and competitiveness creation, until it is known as a helix concept which is based on the idea that innovation is an interactive result involving various types of actors who contribute according to their institutional functions in the community (Praswati, 2017).

Starting from the concept of Triple Helix (TH) involving the University, Industry, and Government, which later developed into the Quadruple Helix (QH) concept , which has involved the social community as one of the actors in it, as well as the Quintuple Helix (QuiH) concept which includes the system politics and the natural environment as a determinant in sustainable development and providing "people with 'natural capital' such as plants, animal variations, etc.

(Carayannis and Campbell, 2012). In the Helix concept, one of the innovation spaces can be implemented into a Technology Park (Techno Park), Science Park (Science Park), and Science (Science Techno Park), which is able to commercialize knowledge and provide services to develop entrepreneurial potential and ensure competitive advantage. For the region.

The hope is in the future industry will continue to emerge, and collaboration between industry and universities in developing research and innovation will be a necessity (Audretsch et.al., 2006). A number of developed and developing countries has provided an example of success in an expanding SciencePark and Technology Park, starting from Stanford Research Park that encourage the growth of Silicon Valley, Science Park in Japan has been able to provide value-added contributions to the industries based on Fukugawa technology (2006) , Techno Park in Malaysia that focuses its research and development collaboration on the automotive, biotechnology and electronics fields (Rasiah and Govindaraju, 2009), to Korea, which has successfully mapped the innovation cluster based on the developed Science Park (Deog-Seong and Yoem, 2012).

In Indonesia, the development of Science Park and Techno Park , (Tolinggi, 2018) which produced several recommendations, including the potential of the location, the potential of commodities, and the potential of agro-industry that is feasible to be developed in the pilot of the Gorontalo Province STP Agro region. (Reed et. al, 2009). II.

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MATERIALS AND METHODS The data needed in this study consisted of primary data and secondary data.

Primary data is collected through observation and interviews with selected respondents, using purposive sampling method in the Focus Discussion Group activities. Secondary data was obtained from literature studies and document studies related to the pioneering management of the Agro Science Techno Park area. Data analysis used is Stakeholder Analysis (Reed et.al, 2009).

Stakeholders are classified based on the level of importance and influence by using an interest-influence matrix (Eden & Ackermann, 2013) which is grouped into Key Players, Context Setter, Subjects, and Crowd. Stakeholder interest and influence are quantitatively assessed from FGD results and secondary data.

III. RESULTS AND DISCUSSION The formulation of the STP Agro management pilot pattern involves 4 (four) stakeholder components, adopting the Qudaruple Helix innovation model which is the development of the Triple Helix model, namely: (1) Volume 3, Issue 10, October – 2018 International Journal of Innovative Science and Research Technology ISSN No: - 2456-2165 IJSRT18OC14 www.ijisrt.com 61 Government (Central and Regional); (2) Higher Education / R & D Institutions; (3) Business Actors; and (4) Communities / Associations / NGOs.

The results of interviews conducted on a number of key informants found that there were 20 (twenty) stakeholders who can be involved in the pilot management of the STP Agro area. The twenty stakeholders were then grouped based on 4 (four) Quadruple Helix components as presented in Table 1.

No. Stakeholders Component

- 1 Ministry of Research and Technology and Higher Education (Kemenristek DIKTI) Government (Central and Regional)
- 2 National Development Planning Agency (BAPPENAS) Government (Central and Regional)
- 3 Technology Assessment and Application Agency (BPPT) Government (Central and Regional)
- 4 Gorontalo Province Planning, Research and Regional Development Agency Government (Central and Regional)
- 5 Gorontalo Provincial Agriculture Office Government (Central and Regional)
- 6 Gorontalo Province Food Service Government (Central and Regional)
- 7 Gorontalo Province Marine and Fisheries Service Government (Central and Regional)
- 8 Gorontalo Provincial Office of Cooperatives, Industry and Trade Government (Central and Regional)
- 9 Gorontalo Provincial Public Works and Spatial Planning Office Government (Central and Regional)
- 10 Gorontalo Provincial Environment and Forestry Service Government (Central and Regional)
- 11 Gorontalo State University (UNG) Higher Education / R & D
- 12 University of

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Gorontalo (UG) Higher Education / R & D 13 University of IhsanGorontalo (UNISAN) Higher Education / R & D 14 Muhamadiyah University of Gorontalo (UMGOR) Higher Education / R & D 15 Gorontalo Polytechnic (POLIGON) Higher Education / R & D 16 Gorontalo Provincial Agricultural Technology Study Center Higher Education / R & D 17 Business Actors in Agriculture Businessmen 18 Communities around the regionrintisan Community / Association / NGO 19 Community Association Institute in the field of Agriculture Community / Association / NGO 20 Non-Governmental Organizations (NGOs) in the field of Agriculture Community / Association / NGO Table 1.

List of Stakeholders in the Management Pioneer Agro K rein STP The twenty stakeholders identified in the formulation of the pilot management pattern for the Agro STP area (Table 5.1) are then re-grouped into 3 (three) categories (Table 5.2), which is based on the concept of stakeholder identification from ODA (1995) and Grimble (1998) , and has been modified and used by Mulyaningrum in Nurfatriani, et al (2015): ? Stakeholders Primary (Primary Stakeholders), are stakeholders who are directly involved in the pilot management scheme Agro STP region.

? Stakeholders Key (Key Stakeholder), are stakeholders whose legality has authority or influence and a higher interest in the decision-making process stub management Agro STP region. ? Supporting Stakeholders (Secondary Stakeholders), are stakeholders as intermediaries in the implementation process or parties who do not have direct links but are concerned about the pilot management of the STP Agro area.

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Stakeholders Category 1 Ministry of Research and Technology and Higher Education (Kemenristek DIKTI) Key Stakeholders 2 National Development Planning Agency (BAPPENAS) Key Stakeholders 3 Technology Assessment and Application Agency (BPPT) Key Stakeholders 4 Gorontalo Province Planning, Research and Regional Development Agency Primary Stakeholders 5 Gorontalo Provincial Agriculture Office Primary Stakeholders 6 Gorontalo Province Food Service Primary Stakeholders 7 Gorontalo Province Marine and Fisheries Service Primary Stakeholders 8 Gorontalo Provincial Office of Cooperatives, Industry and Trade Primary Stakeholders 9 Gorontalo Provincial Public Works and Spatial Planning Office Primary Stakeholders 10 Gorontalo Provincial Environment and Forestry Service Secondary Stakeholders 11 Gorontalo State University (UNG) Primary Stakeholders 12 University of Gorontalo (UG) Secondary Stakeholders 13 University of Ihsan Gorontalo (UNISAN) Secondary Stakeholders 14 Muhamadiyah

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University of Gorontalo (UMGOR) Secondary Stakeholders 15 Gorontalo Polytechnic (POLIGON) Secondary Stakeholders 16 Gorontalo Provincial Agricultural Technology Study Center Primary Stakeholders 17 Business Actors in Agriculture Primary Stakeholders 18 The community around the area pioneers Primary Stakeholders 19 Community Association Institute in the field of Agriculture Secondary Stakeholders 20 Non-Governmental Organizations (NGOs) in the field of Agriculture Secondary Stakeholders Table 2.

Stakeholder categories Local government agencies such as the Gorontalo Provincial Planning, Research, and Regional Development Agency, the Gorontalo Provincial Agriculture Office, the Gorontalo Provincial Food Service, the Gorontalo Province Maritime and Fisheries Service, the Gorontalo Provincial Office of Cooperatives, Industry and Trade, the Gorontalo Public Works and Spatial Planning Office , Gorontalo State University (UNG), Gorontalo Province Agricultural Technology Study Center, Business Actors in Agriculture, and Communities around the pilot area became Primary Stakeholders because they were directly involved in the pioneering management of the Agro STP area as a provincial level regulator , facilitator and at the same time as an implementer related to the formulation of the STP Agro area pilot management pattern .

Gorontalo State University (UNG) is the only state higher education institution that has Faculties / Departments / Study Programs in the fields of Agriculture, Food, Fisheries and Marine Sciences, which will provide support in the form of Human Resources (HR) who have knowledge (Knowledge Worker) needed in the effort to implement the pilot development of the Gorontalo Province STP Agro area .

Institute for Agricultural Technology Gorontalo province an agency assessment / research can provide support in the form of development of science and application of the latest technology is also needed in implementation of the pilot construction of STP Agro district of Gorontalo Province. Whereas Business Actors in the Agriculture sector are also very needed in the effort to implement the pioneering development of the Gorontalo Province STP Agro area, can be in the form of SMEs, SMEs, SMIs, or large-scale companies, whether they have a legal entity (PT, CV, Firm, or Cooperative) or not, has an important role in the regional economy, especially in terms of job creation.

The last major stakeholder is the community around the pilot province of Gorontalo Province's Agro STP, which is a community group. To classify stakeholders use

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categorization analysis that classifies stakeholders based on the level of interest and influence (Eden & Ackermann, 1998; Bryson, 2004; Reed et.al, 2009).

The method used to classify stakeholders is to use an interest-influence matrix based on the interests or interests and influence of stakeholders (Eden & Ackermann, 2013) on the pioneering management of the Gorontalo Province STP Agro area. Stakeholders are grouped into Key Player, Context Setters, Subjects, and Crowd. Fig 1:- Stakeholder Interests Matrix (Eden & Ackermann, 1998) Stakeholder classification is distinguished based on the level of importance and influence **in the pilot management of the** STP Agro area.

Measurement of the level of influence of stakeholders using 5 (five) variables including strength of condition, strength of feasibility, strength of compensation, individual strength and organizational strength (Galbraith referenced in Reed et al. 2009), and measuring the level of stakeholder interest in the management **of the STP Agro area pilot** using five variables which include level of involvement, benefits obtained, level of authority, work program and level **Volume 3, Issue 10, October – 2018 International Journal of Innovative Science and Research Technology ISSN No:-2456-2165 IJSRT18OC14 www.ijisrt.com 63 of dependency in the management of the STP Agro area pilot** .

Both levels of measurement were adopted from Jayanti and Muksin (2015). The interpretation of the level of influence and importance of each stakeholder is based on the criteria that have been compiled in the questionnaire so that it can be stated in a score (quantitative) from the results of the FGD and secondary data.

Interpretation is a modified result from Abas's study in Prasetya, et al (2017) which was developed with a tiered score 3 (Table 3), which was then linked to the criteria of the level of influence (strength of condition, strength of feasibility, strength of compensation, individual strength and organizational strength and criteria of level of importance (level of involvement, benefits obtained, level of authority, work program and level of dependence).

Value Criteria Information Importance > 7.5 - 15 High Has a level of involvement, benefits obtained, level of authority, work program, and a high level of dependency in the continuity **of the STP Agro area pilot management** pattern 0 - 7.5

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Low Have a level of engagement, benefits, levels of authority, work programs, and the low level of dependence on the sustainability of the pilot management scheme Agro region STP Level of Influence > 7.5 - 15 High Has the power conditions, eligibility strength, power compensation, power of the individual, and the strength of the organization high on the pilot management scheme Agro region STP 0 - 7.5

Low Has the power conditions, eligibility strength, power compensation, power of the individual, and the strength of the organization high on the pilot management scheme Agro region STP Table 3. Quantitative measures influence the interests of each stakeholder Source: Jayanti and Muksin (2015), Prasetia, et al (2017) Based on these quantitative measures, the results of calculating the level of influence and importance of the stakeholders in the pilot management of the Agro STP area are presented in Table 4 and Table 5. Volume 3, Issue 10, October – 2018 International Journal of Innovative Science and Research Technology ISSN No:-2456-2165 IJISRT18OC14 www.ijisrt.com 64 No.

Stakeholders	Value of Interest	Total Criteria	K1	K2	K3	K4	K5	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
Ministry of Research and Technology and Higher Education (Kemenristek DIKTI)	3	2	3	3	2	13	High																					
National Development Planning Agency (BAPPENAS)	2	3	3	3	3	14	High																					
Technology Assessment and Application Agency (BPPT)	3	3	2	3	1	12	High																					
Gorontalo Province Planning, Research and Regional Development Agency	3	2	3	3	2	13	High																					
Gorontalo Provincial Agriculture Office	3	3	3	2	3	14	High																					
Gorontalo Province Food Service	3	3	3	2	2	13	High																					
Gorontalo Province Marine and Fisheries Service	3	3	3	2	2	13	High																					
Gorontalo Provincial Office of Cooperatives, Industry and Trade	1	2	2	3	2	10	High																					
Gorontalo Provincial Public Works and Spatial Planning Office	2	2	1	2	2	9	High																					
Gorontalo Provincial Environment and Forestry Service	2	3	2	3	1	11	High																					
Gorontalo State University (UNG)	3	3	3	3	2	14	High																					
University of Gorontalo (UG)	1	2	1	2	1	7	Low																					
University of IchanGorontalo (UNISAN)	1	1	1	1	2	6	Low																					
Muhamadiyah University of Gorontalo (UMGOR)	2	1	1	2	1	7	Low																					
Gorontalo Polytechnic (POLIGON)	1	2	2	1	1	7	Low																					
Gorontalo Provincial Agricultural Technology Study Center	2	1	1	1	2	7	Low																					
Business Actors in Agriculture	3	3	3	3	2	14	High																					
Communities around the regionrintisan	3	3	2	3	1	12	High																					
Community Association Institute in the field of Agriculture	1	1	2	1	2	7	Low																					
Non-Governmental Organizations (NGOs) in the field of Agriculture	2	1	2	1	1	7	Low																					

Results Calculation and Criterion Importance of Stakeholders in the Management Lepentingan rein stubs K Agro STP ? Information K1: level of involvement; K2: benefits

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obtained; K3: level of authority; K4: work program; K5: dependency level The calculation of the level of interest of stakeholders stub manager Agro STP region as presented in Table 4, k ri Teria generate the level of interest that is dominated by the criteria of "high", exactly as many as 13 stakeholders, or by 65%.

This suggests that stakeholders have high levels of engagement, benefits, level of authority, work programs, and the high level of dependency on the sustainability of the pilot management scheme Agro STP region. **Volume 3, Issue 10, October – 2018 International Journal of Innovative Science and Research Technology ISSN No:-2456-2165 IJISRT18OC14 www.ijisrt.com 65 No.**

Stakeholders	Influence Level	Total	Criteria	P1	P2	P3	P4	P5	1	Ministry								
ofResearchandTechnologyand Higher Education (Kemenristek DIKTI)	3	3	2	3	1	12	High	2										
National Development Planning Agency (BAPPENAS)	3	2	2	3	2	12	High	3	Technology									
Assessment and Application Agency (BPPT)	3	3	3	2	3	14	High	4	Gorontalo Province									
Planning, Research and Regional Development Agency	3	3	3	2	3	14	High	5	Gorontalo									
Provincial Agriculture Office	3	3	3	2	2	13	High	6	Gorontalo Province	Food Service								
2	13	High	7	Gorontalo Province	Marine and Fisheries Service	3	3	2	2	1	11	High	8					
Gorontalo Provincial Office of Cooperatives, Industry and Trade	1	2	1	1	2	7	Low	9										
Gorontalo Provincial Public Works and Spatial Planning Office	1	1	2	1	2	7	Low	10										
Gorontalo Provincial Environment and Forestry Service	2	2	1	1	1	7	Low	11	Gorontalo									
State University (UNG)	3	2	3	3	2	13	High	12	University of Gorontalo (UG)	1	2	3	2	3	11			
High	13	University of Ichsan Gorontalo (UNISAN)	3	1	2	2	10	High	14	Muhamadiyah								
University of Gorontalo (UMGOR)	3	3	2	1	1	10	High	15	Gorontalo Polytechnic									
(POLIGON)	1	1	2	2	2	8	High	16	Gorontalo Provincial Agricultural Technology Study									
Center	2	3	2	3	2	12	High	17	Business Actors in Agriculture	2	2	3	3	2	12	High	18	
the community around theareapioneers	1	2	1	1	1	6	Low	19	Community Association Institute									
in the field of Agriculture	2	1	1	2	1	7	Low	20	Non-Governmental Organizations (NGOs)									
in the field of Agriculture	1	2	2	1	1	7	Low											

Calculation Results and Criteria Level of Influence of Stakeholders in the Management of Agro region STP Stubs ? Information P1: strength of condition; P2: strength of feasibility; P3: the power of compensation; P4: individual strength; P5: organizational strength. Similarly, the calculation of the degree of influence of regional stakeholders stub manager Agro STP as presented in Table 5, generate k riTeria degree of influence which is still dominated by the criteria of "high", exactly as many as 14 stakeholders, or by 70%.

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This suggests that the stakeholders have the power conditions, eligibility strength, power compensation, power of the individual, and the strength of the organization high on the pilot management scheme Agro STP region. Volume 3, Issue 10, October – 2018 International Journal of Innovative Science and Research Technology ISSN No:-2456-2165 IJISRT18OC14 www.ijisrt.com 66 Code Stakeholders Kindergarten Criteria TP criteria Classification A Ministry of Technology and Higher Education (Kemenristek DIKTI) High High Key Player B National Development Planning Agency (BAPPENAS) High High Key Player C Technology Assessment and Application Agency (BPPT) High High Key Player D Gorontalo Province Planning, Research and Regional Development Agency High High Key Player E Gorontalo Provincial Agriculture Office High High Key Player F Gorontalo Province Food Service High High Key Player G Gorontalo Province Marine and Fisheries Service High High Key Player H Gorontalo Provincial Office of Cooperatives, Industry and Trade High Low Subject I Gorontalo Provincial Public Works and Spatial Planning Office High Low Subject J Gorontalo Provincial Environment and Forestry Service High Low Subject K Gorontalo State University (UNG) High High Key Player L University of Gorontalo (UG) Low High Context Setter M University of IchanGorontalo (UNISAN) Low High Context Setter N Muhamadiyah University of Gorontalo (UMGOR) Low High Context Setter O Gorontalo Polytechnic (POLIGON) Low High Context Setter P Gorontalo Provincial Agricultural Technology Study Center Low High Context Setter Q Business Actors in Agriculture High High Key Player R Communities around Rintisan regional stub High Low Subject S Community Association Institute in the field of Agriculture Low Low Crowd Q.

Non-Governmental Organizations (NGOs) in the field of Agriculture Low Low Crowd Table 6. Stakeholders and Results Code Classification based on the criteria of Level Kepentingan and Effect Levels in P anagemen R intisan K rein Agro STP Description : TK = Level of Interest; TP: Level of Influence.

The criteria of the level of importance and level of influence presented in Table 6 produce 4 (four) types of classifications which are dominated by Key Player classifications of 9 stakeholders (45%) of the total existing stakeholders, followed by the classification of Context Setter as many as 5 (25%), Subject classification is 4 stakeholders (20%), and Crowd classification is 2 stakeholders (1%).

The code given to each stakeholder in Table 6 is then used to design a stakeholder interest-interest matrix (Figure 2). Fig 2:- Stakeholder

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InfluenceMatrixinStubManagement inGorontalo Province STP. It is clear from the influence-interest matrix in Figure 3, the criteria values produced by each stakeholder in the Key Player classification are all close to the upper limit of the classification, ranging from 11-14 to the level of influence and 12-14 to level of importance, so that the possibility for these stakeholders to change into other types of classification is very far from the possibility.

Ministry of Research and Technology and Higher Education (Kemenristek DIKTI), National Development Planning Agency (BAPPENAS) , Agency for the Assessment and Application of Technology (BPPT), Planning, Research and Regional Development Agency of Gorontalo Province , Agriculture Service of Gorontalo Province, Food Service of Gorontalo Province, Marine Service and Fisheries of Gorontalo Province, State University of Gorontalo (UNG), and business communities in the field of Agriculture, is a Key Player who has a level of importance and influence are high because instituti-institutions are regulator as well as a facilitator, implementer and evaluator in the formulation of management pattern stub region of Agro STP, so it should more actively involved fully including evaluating new strategies.

In contrast to the stakeholders in the Crowd classification, the potential to change into other types of classification is quite large, because the resulting criteria are also close to the upper limit of the classification. It is interpreted that the stakeholders of **Volume 3, Issue 10, October – 2018 International Journal of Innovative Science and Research Technology ISSN No:-2456-2165 IJISRT18OC14 www.ijisrt.com 67** Community Association Institutions in the fields of Agriculture and Non-Governmental Organizations (NGOs) in the field of Agriculture which previously had a low level of influence and importance, can at any time change to a higher level, so the relationship with the two stakeholders must be must be monitored and maintained properly. No. Group Stakeholders Role Stakeholders Stakeholders A.

Central government Regulation, Continuity Ministry of Research and Technology and Higher Education (Kemenristek DIKTI) National Development Planning Agency (BAPPENAS) Technology Assessment and Application Agency (BPPT) Local government Regulation, Program, Infrastructure, Participation Gorontalo Province Planning, Research and Regional Development Agency Gorontalo Provincial Agriculture Office Gorontalo Province Food Service Gorontalo Province Marine and Fisheries Service Gorontalo Provincial Office of Cooperatives, Industry and Trade Gorontalo Provincial Public Works and Spatial Planning Office Gorontalo Provincial Environment and Forestry Service B.

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College Facilities, Cooperation, Participation Gorontalo State University (UNG) University of Gorontalo (UG) University of IchsanGorontalo (UNISAN) Muhamadiyah University of Gorontalo (UMGOR) Gorontalo Polytechnic (POLIGON) Gorontalo Provincial Agricultural Technology Study Center C. Businessmen Investment, Participation Business Actors in Agriculture D.

Community Investment, participation, dissemination, advocacy The community around theareapioneers Community Association Institute in the field of Agriculture Non-Governmental Organizations (NGOs) in the field of Agriculture Table 7. Stakeholder Roles in Stub Management K watch Agro STP IV. CONCLUSION Based on various descriptions of the results and discussion, some conclusions are drawn, including: ? The results of the stakeholder analysis identified 20 (twenty) stakeholders involved in the pilot management of the Gorontalo Province Agro STP area, which were grouped based on 4 (four) Quadruple Helix components namely : (1) Central Government and Local Government) (2) Higher Education / R & D Institutions; (3) Business Actors in the field of Agriculture; (4) Society and its elements .

? Criteria of the level of importance and level of influence resulted in 4 (four) types of classifications dominated by Key Player classifications of 9 stakeholders (45%) of the total existing stakeholders, followed by the Context Setter classification of 5 (25%), Subject classifications as much as 4 stakeholders (20%), and Crowd classification as many as 2 stakeholders (1%).

? The roles of the four (quadruple helix) stakeholders are grouped into 8 (eight) categories, namely: (1) Regulation; (2) Program; (3) Cooperation; (4) infrastructure; (5) Facilities; (6) Investment; (7) Participation; (8) Participation; (9); Empowerment, and (10) Continuity .

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