

DAFTAR PUSTAKA

- Abdul-Rahaman, A., & Abdulai, A. (2018). Do farmer groups impact on farm yield and efficiency of smallholder farmers? Evidence from rice farmers in northern Ghana. *Food Policy*, 81(June), 95–105. <https://doi.org/10.1016/j.foodpol.2018.10.007>
- Absalyamova, S. G., Absalyamov, T. B., Mukhametgalieva, C. F., & Khusnullova, A. R. (2015). Management of the Sustainable Development of Human Capital in the Terms of Macroeconomic Instability. *Procedia Economics and Finance*, 24(July), 13–17. [https://doi.org/10.1016/s2212-5671\(15\)00606-1](https://doi.org/10.1016/s2212-5671(15)00606-1)
- Acemoglu, D; Gallego, FA; and Robinson JA. 2014. *Institutions, human capital and development*. National bureau of economic research.
- Ahmed, Z., Asghar, M. M., Malik, M. N., & Nawaz, K. (2020). Moving towards a sustainable environment: The dynamic linkage between natural resources, human capital, urbanization, economic growth, and ecological footprint in China. *Resources Policy*, 67(March), 101677. <https://doi.org/10.1016/j.resourpol.2020.101677>
- Airyq, I. M., Hubeis, A. V. S., & Sukmawati, A. (2023). Pengaruh Kompetensi, Kepemimpinan dan Budaya Organisasi Terhadap Kinerja Sumber Daya Manusia. *Jurnal Aplikasi Bisnis Dan Manajemen*, 9(1), 285–295. <https://doi.org/10.17358/jabm.9.1.285>
- Ali, Muhammad Abdul. 2004. *Langkah Sukses Membangun Tim Kerja*. Bandung: PT. Syamil Cipta.
- Alif, Muhammad. 2017. *Partisipasi Petani Dalam Komunikasi Penyuluhan (Studi Pada Kelompok Tani Sumber Murni Kelurahan Landasan Ulin Utara Kecamatan Landasan Ulin Kota Banjarbaru)*. Meta Communication; Journal Of Communication Studies. Volume 2 Nomor 2.
- Anantanyu, S. (2011). Kelembagaan petani: peran dan strategi pengembangan kapasitasnya. *SEPA: Jurnal Sosial Ekonomi Pertanian Dan Agribisnis*, 7(2).
- Antara, Made. (2001). *Sistem Pengembangan Agribisnis Hortikultura Berkelanjutan Dan Berdaya Saing Tinggi Di Kawasan Timur Indonesia*. SOCA: Jurnal Sosial Ekonomi Pertanian Vol.1.
- Anwar Prabu Mangkunegara. (2008). *Manajemen Sumber Daya Manusia Perusahaan*. PT. Remaja Rosdakarya. Bandung.
- Anwarudin, O., & Dayat, D. (2019). The Effect of Farmer Participation in Agricultural Extension on Agribusiness Sustainability in Bogor, Indonesia. *International Journal of Multicultural and Multireligious Understanding*, 6(3), 1061. <https://doi.org/10.18415/ijmmu.v6i3.1028>
- Akadie, B.V. 1990. *The Role of Institutions in Development*. Proceeding of the word Bank Annual Conference on Development Economics. Word Bank.
- Arsyad, M., Nuddin, A., Fahmid, I. M., Salman, D., Tina Pulubuhu, D. A., Unde, A.

- A., Rasyid J, A., & Amiruddin, A. (2021). Keterkaitan Peran Antar Lembaga dalam Pembangunan Pertanian di Wilayah Perbatasan Indonesia. *Agroland: Jurnal Ilmu-Ilmu Pertanian*, 28(1), 1–16. <https://doi.org/10.22487/agrolandnasional.v27i3.619>
- Ashari, Abdul, F. 2011. *Strategi Masjid dalam Pemberdayaan Ekonomi Ummat*. Universitas Islam Negeri Syarif Hidayatullah. Jakarta. Skripsi.
- Awwad, A. S. 2011. *The influence of tactical flexibilities on the competitive advantage of a firm: An empirical study on jordanian industrial companies*. *International Journal of Business and Management*, 6(1), 45-60.
- Banwo, A. O., Onokala, U., & Momoh, B. (2022). Organizational climate–institutional environment nexus: why context matters. *Journal of Global Entrepreneurship Research*, 12(1), 357–369. <https://doi.org/10.1007/s40497-022-00330-4>
- Berberoglu, A. (2018). Impact of organizational climate on organizational commitment and perceived organizational performance: Empirical evidence from public hospitals. *BMC Health Services Research*, 18(1), 1–9. <https://doi.org/10.1186/s12913-018-3149-z>
- Bontis, N; Crossan, Mary M; Hulland, J. (2002). Managing an Organizational Learning System by Aligning Stocks and Flows. *Journal of Management Studies*, 39(4), 2362–2369. <https://doi.org/https://doi.org/10.1111/1467-6486.t01-1-00299>
- Bontis, N. (1998). Intellectual capital: an exploratory study that develops measures and models. *Management Decision*, 36(2), 63–76. <https://doi.org/10.1108/00251749810204142>
- Cimen, M. O., Atan, S. Kaya., and S. Deniz. (2017). Effect of human capital on organizational performance in healthcare organizations. *Pressacademia*, vol. 4, no. 1, pp. 34–38, 2017, doi: 10.17261/pressacademia.2017.513.
- Charles, O.O. (2013). The effects of coordination on organizational performance: An intra and inter perspective,” *Asian J. Bus. Manag.*, vol. 1, no. 4, pp. 149–162.
- Claes Fornell and David F. Larcker. (2012). Equation Algebra Unobservable Error : Variables. *Journal of Marketing Research*, 18(3), 382–388.
- Creswell. W. John. 2014. *Research Design Pendekatan Kualitatif, Kuantitatif dan Mixed*. Cetakan ke 4. Pustaka Pelajar. Yogyakarta
- Cohen, J. M., & Uphoff, N. T. (1980). Participation’s place in rural development: Seeking clarity through specificity. *World Development*, 8(3), 213–235. [https://doi.org/10.1016/0305-750X\(80\)90011-X](https://doi.org/10.1016/0305-750X(80)90011-X)
- Curea, Ş. C., & Ciora, C. (2013). The impact of human capital on economic growth. *Quality - Access to Success*, 14(SUPPL. 1), 395–399. [https://doi.org/10.1016/s2212-5671\(15\)00258-0](https://doi.org/10.1016/s2212-5671(15)00258-0)

- Covey, Stephen R. 1997. *Kepemimpinan Yang Berprinsip*. Jakarta: Binarupa.
- Dastagiri, M.B; Ramesh Chand; Immanuelraj, T.K; Hanumanthaiah, C.V; Paramshivam, P; Sidhu, R.S; Sudha, M; Subhasis, Mandal; Basantha Singh; Khem Chand; Ganesh Kumar, B. 2013. *Indian vegetables: production trends, marketing efficiency and export competitiveness*. American Journal of Agriculture and Forestry 2013, 1(1): 1-11.
- Daryanto, A., & Daryanto, H. K. . (2012). Model Kepemimpinan dan Profil Pemimpin Agribisnis di Masa Depan. *Agrimedia*, 5(1), 1–12. <http://ariefdaryanto.blog.mb.ipb.ac.id/files/2010/07/Model-Kepemimpinan-dan-Profil-Pemimpin-Agribisnis1.pdf>
- Delery, J. E., & Roumpi, D. (2017). Strategic human resource management, human capital and competitive advantage: is the field going in circles? *Human Resource Management Journal*, 27(1), 1–21. <https://doi.org/10.1111/1748-8583.12137>
- Dias, Joilson, and Tebaldi, Edinaldo. 2012. *Institutions, human capital, and growth: The institutional mechanism*. Structural Change and Economic Dynamics 23 . 300– 312.
- Divianto, 2010. *Pengaruh Faktor-Faktor Intellectual Capital (Human Capital, Structural Capital Dan Customer Capital) Terhadap Business Performance*. Jurnal Ilmiah Orasi Bisnis - ISSN: 2085-1375 edisi ke IV, September 2010.
- Fajriana, N. (2014). Koordinasi Kepala Desa Dalam Pembangunan Infrastruktur Di Desa Suatang Keteban Kecamatan Pasir Belengkong Kabupaten Paser. *Ilmu Pemerintahan*, 32.
- Fidyansari, Dharma dan Pur, Ridwan. 2014. Pemberdayaan Masyarakat Agribisnis melalui Penguatan Modal Usaha Kelompok Tani di Kecamatan Sabbang Kabupaten Luwu Utara. PERBAL Jurnal Pertanian Berkelanjutan. Vol. 3 No. 1
- Firdaus, Rifki, G. 2017. Analisis Modal Dalam Strategi Pemenangan Kandidat Petahana Pada Pemilu Bupati Sumenep 2015. Universitas Islam Negeri Sunan Ampel Surabaya. Skripsi.
- Garkovich, L.E. 1989. *Lokal Organizations and Leadership In Community Development*. Iowa: Iowa State University Press
- Gary, S. B. (1993). Human Capital: A Theoretical and Empirical Analysis with Special Reference to Education (3rd Edition). In *University of Chicago Press*.
- Ginting, D. B. (2009). Structural Equation Model. *Media Informatika*, 8(3), 121–134. <https://doi.org/10.3109/9781439822463.209>
- Golban, A. (2015). The analysis of competitiveness and competitive advantage of the horticultural production from the Republic of Moldova: challenges and opportunities. *Agricultural Economics and Rural Development*, 12(1), 27–43.
- Häfner, K., & Piorr, A. (2021). Farmers' perception of co-ordinating institutions in

- agri-environmental measures – The example of peatland management for the provision of public goods on a landscape scale. *Land Use Policy*, 107(May 2019). <https://doi.org/10.1016/j.landusepol.2020.104947>
- Hair, J. F., Sarstedt, M., Hopkins, L., & Kuppelwieser, V. G. (2014). Partial least squares structural equation modeling (PLS-SEM): An emerging tool in business research. *European Business Review*, 26(2), 106–121. <https://doi.org/10.1108/EBR-10-2013-0128>
- Hair Jr, J. F., Hult, G. T. M., Ringle, C. M., Sarstedt, M., Danks, N. P., & Ray, S. (2021). Partial least squares structural equation modeling (PLS-SEM) using R: A workbook. In *Springer*.
- Handayani, W. A., Tedjaningsih, T., & Rofatin, B. (2019). Peran Kelompok Tani Dalam Meningkatkan Produktivitas Usahatani Padi the Role of Farmer Group in Improving Rice Farming Productivity. *Jurnal AGRISTAN*, 1(2), 80–88. <http://jurnal.unsil.ac.id/index.php/agristan/article/view/1375>
- Harris, C. M., Wright, P. M., & McMahan, G. C. (2019). The emergence of human capital: Roles of social capital and coordination that drive unit performance. *Human Resource Management Journal*, 29(2), 162–180. <https://doi.org/10.1111/1748-8583.12212>
- Higa, K., Nonaka, R., Tsurumi, T., & Managi, S. (2019). Migration and human capital: Evidence from japan. *Journal of the Japanese and International Economies*, 54, 101051. <https://doi.org/10.1016/j.jjie.2019.101051>
- Hong, Z., & Sun, Y. (2020). Power, capital, and the poverty of farmers' land rights in China. *Land Use Policy*, 92(November 2019), 104471. <https://doi.org/10.1016/j.landusepol.2020.104471>
- Hosen, M., Ogbeibu, S., Giridharan, B., Cham, T. H., Lim, W. M., & Paul, J. (2021). Individual motivation and social media influence on student knowledge sharing and learning performance: Evidence from an emerging economy. *Computers and Education*, 172(June), 104262. <https://doi.org/10.1016/j.compedu.2021.104262>
- Husein, Umar. 2000. *Riset Pemasaran dan Perilaku Konsumen*. Jakarta : Gramedia Pustaka Utama.
- Jain, D. A., Gupta, D. B., & Bindal, D. M. (2019). A Study of Employee Motivation in Organization. *International Journal of Engineering and Management Research*, 09(06), 65–68. <https://doi.org/10.31033/ijemr.9.6.11>
- Jayanti, Paulina. D. Komunikasi dan Koordinasi yang Sinergi Antara Pemerintah Desa dan BPD dalam Pembuatan Peraturan Desa. *Jurnal Governance* Volume 1 Nomor 01.
- Jia, H., Luo, P., Yang, H., Luo, C., Li, H., Cheng, Y Huang, Y. (2022). Constructing an indices system for evaluating the ecological integrity of forests in western Sichuan, China based on structural equation modeling. *Ecol. Indic.*, vol. 146, no. December, p. 109745, 2023, doi: 10.1016/j.ecolind.2022.109745.

- John E. Delery and Dorothea Roumpi. 2017. *Strategic human resource management, human capital and competitive advantage: is the field going in circles*. Human Resource Management Journal, Vol 27, no 1, 2017, pages 1–21
- Kaplan, R.S. and David P. Norton, 2004. 2004: “*Strategy Maps: Converting Intangible Assets into Tangible Outcomes*”. Harvard Business School Press, Boston, Massachusetts.
- Kementrian Pertanian Republik Indonesia. (2020). *Permintaan Buah dan Sayur Tinggi, Subsektor Hortikultura Tumbuh Positif 7,85 Persen di Kuartal ke IV 2020*. In *2020*.
<https://www.pertanian.go.id/home/?show=news&act=view&id=4682>
- Khan, E. A., & Quaddus, M. (2018). Dimensions of human capital and firm performance: Micro-firm context. *IIMB Management Review*, 30(3), 229–241. <https://doi.org/10.1016/j.iimb.2018.05.004>
- Khan, M. T. I., Anwar, S., Sarkodie, S. A., Yaseen, M. R., & Nadeem, A. M. (2023). Do natural disasters affect economic growth? The role of human capital, foreign direct investment, and infrastructure dynamics. *Heliyon*, 9(1), e12911. <https://doi.org/10.1016/j.heliyon.2023.e12911>
- Knipprath, H., & De Rick, K. (2015). How Social and Human Capital Predict Participation in Lifelong Learning: A Longitudinal Data Analysis. *Adult Education Quarterly*, 65(1), 50–66. <https://doi.org/10.1177/0741713614561855>
- Linggaard, Kennet, S.C. 2001. *The Farmer Within an Institutional Environment. Comparing Danish and Belgian Organic Farming*. Sociologia Ruralis, Vol 41.
- Lucas, R. E. (1988). World Development Report. *Journal of Monetary Economics*, 22(February), 3–42. <http://linkinghub.elsevier.com/retrieve/pii/0304393288901687>
- Maja Djurica, Nina Djurica, Radmila Janicic. 2014. *Building Competitive Advantage Through Human Capital*. The Clute Institute International Academic Conference. Hal 553-558.
- Marimuthu, M., Arokiasamy, L., & Ismail, M. (2009). Humanan Capital Development and Its Impact on Firm Performance: Evidence From Developmental Economics. *Journal of International Social Research*, 2(8).<http://scholar.google.com/scholar?hl=en&btnG=Search&q=intitle:No+Title#0>
- Martina Dwi Puji Astri Ongkorahardjo, Antonius Susanto, & Dyna Rachmawati. (2008). Analisis Pengaruh Human Capital Terhadap Kinerja Perusahaan (Studi Empiris pada Kantor Akuntan Publik di Indonesia). *Jurnal Akuntansi Dan Keuangan*, 10(1), 11–21. <http://puslit2.petra.ac.id/ejournal/index.php/aku/article/view/16999>
- Mayo, A. (2000). The role of employee development in the growth of intellectual capital. *Personnel Review*, 29(4), 521–533.

<https://doi.org/10.1108/00483480010296311>

- Muh. Arifin, F. (2020). Keberlanjutan Kelembagaan Agribisnis Tanaman Hortikultura Di Kabupaten Bantaeng. *Universitas Hasanuddin*, 5(3), 248–253.
- Muh, T. (2012). Strategi Pengembangan Agribisnis Sayuran di Sulawesi Selatan. *Jurnal Litbang Pertanian*, 31(2), 43–50. <https://doi.org/10.51454/instek.v2i2.106>
- Noorina, H. (2014). Intellectual capital dalam Meningkatkan Daya Saing: Sebuah Telaah Literatur. *Jurnal Etikonomi*, 13(1), 51–68. <https://doi.org/10.4018/978-1-59140-573-3.ch036>
- Nur Cahyanto, Taufik, Respati, H., & Natsir, M. (2020). The Effect of Individual Capability, Individual Motivation, Organizational Climate, and Transformational Leadership on Pilot Performance. *East African Scholars Journal of Economics, Business and Management*, 3(12), 911–919. <https://doi.org/10.36349/easjebm.2020.v03i12.002>
- Nuraini, C., Masyhuri, M., Jamhari, J., & Hadi Darwanto, D. (2016). Model Kelembagaan pada Agribisnis Padi Organik Kabupaten Tasikmalaya. *AGRARIS: Journal of Agribusiness and Rural Development Research*, 2(1), 9–16. <https://doi.org/10.18196/agr.2121>
- Ogundari, K., Awokuse, T., & Awokuse, T. (2018). Human Capital Contribution to Economic Growth in Sub-Saharan Africa: Does Health Status Matter More than Education? *Economic Analysis and Policy*, 1–3. <https://doi.org/https://doi.org/10.1016/j.eap.2018.02.001>
- Oktarina, S., Zainal, A. G., Kuswanti, A., & Purwanto, E. (2022). the Role of Human Capital and Social Capital in Agricultural Institutional Development in Rural Areas. *Agricultural Social Economic Journal*, 22(2), 77–85. <https://doi.org/10.21776/ub.agrise.2022.022.2.1>
- Okunade, S. O., Alimi, A. S., & Olayiwola, A. S. (2022). Do human capital development and globalization matter for productivity growth? New Evidence from Africa. *Social Sciences & Humanities Open*, 6(1), 100291. <https://doi.org/10.1016/j.ssaho.2022.100291>
- Olopade, B. C., Okodua, H., Oladosun, M., & Asaleye, A. J. (2019). Human capital and poverty reduction in OPEC member-countries. *Heliyon*, 5(8), e02279. <https://doi.org/10.1016/j.heliyon.2019.e02279>
- Ono, T., & Uchida, Y. (2018). Human capital, public debt, and economic growth: A political economy analysis. *Journal of Macroeconomics*, 57, 1–14. <https://doi.org/10.1016/j.jmacro.2018.03.003>
- Orey, D. (2016). The Importance of Individual Motivations in Organizational Performance - A Quantitative Study. *International Journal of Managerial Studies and Research*, 4(12), 1–10. <https://doi.org/10.20431/2349-0349.0412001>
- Papaioannou, G., Mohammed, A. M., Despoudi, S., Saridakis, G., &

- Papadopoulos, T. (2020). The role of adverse economic environment and human capital on collaboration within agri-food supply chains. *International Journal of Information Management*, 52(April 2019), 102077. <https://doi.org/10.1016/j.ijinfomgt.2020.102077>
- Parma, P. G. (2014). Pengembangan Model Penguatan Lembaga Pertanian Sebagai Prime Mover Pembangunan Kawasan Daerah Penyangga Pembangunan (Dpp) Destinasi Wisata Kintamani – Bali. *Jurnal Ilmu Sosial Dan Humaniora*, 3(1), 380–393. <https://doi.org/10.23887/jish-undiksha.v3i1.2928>
- Pasban, M., & Nojedeh, S. H. (2016). A Review of the Role of Human Capital in the Organization. *Procedia - Social and Behavioral Sciences*, 230(May), 249–253. <https://doi.org/10.1016/j.sbspro.2016.09.032>
- Peterson, S. J., & Spiker, B. K. (2005). Establishing the positive contributory value of older workers: A positive psychology perspective. *Organizational Dynamics*, 34(2), 153–167. <https://doi.org/10.1016/j.orgdyn.2005.03.002>
- Pusat Penelitian dan Pengembangan Hortikultura. 2016. *Rencana Strategis Pusat Penelitian dan Pengembangan Hortikultura 2015-2019*. Puslitbang Hortikultura. Edisi Revisi.
- Putsenteilo, P., Klapkiv, Y., Karpenko, V., & Gvozdecka, I. (2020). The role of institutions in the development of agriculture. *Bulgarian Journal of Agricultural Science*, 26(1), 23–33.
- Ramdhani, H., Nulhaqim, S. A., & Fedryansyah, M. (2015). Peningkatan Kesejahteraan Petani Dengan Penguatan Kelompok Tani. *Prosiding Penelitian Dan Pengabdian Kepada Masyarakat*, 2(3). <https://doi.org/10.24198/jppm.v2i3.13593>
- Rangkuti, Freddy. 2011. *SWOT Balanced Scorecard*. Jakarta: PT Gramedia Pustaka Utama
- Rastogi, P. N. (2002). Knowledge management and intellectual capital as a paradigm of value creation. *Human Systems Management*, 21(4), 229–240. <https://doi.org/10.3233/hsm-2002-21402>
- Rezaul Islam, M., Wahab, H. A., & Anggum, L. ak. (2020). The influence of leadership quality towards community cohesion in Iban community in Malaysia. *Heliyon*, 6(2), e03370. <https://doi.org/10.1016/j.heliyon.2020.e03370>
- Romadi, U., Hamyana, , & Sule, S. (2018). The Leadership Contribution towards Pleasure Member of Kelompok Tani in Malang Regency East Java. *Open Journal of Social Sciences*, 06(12), 331–339. <https://doi.org/10.4236/jss.2018.612028>
- Romer, M. P. (1990). Human capital and growth: Theory and evidence. A comment. *Carnegie-Rochester Confer. Series on Public Policy*, 32(C), 287–291. [https://doi.org/10.1016/0167-2231\(90\)90029-K](https://doi.org/10.1016/0167-2231(90)90029-K)

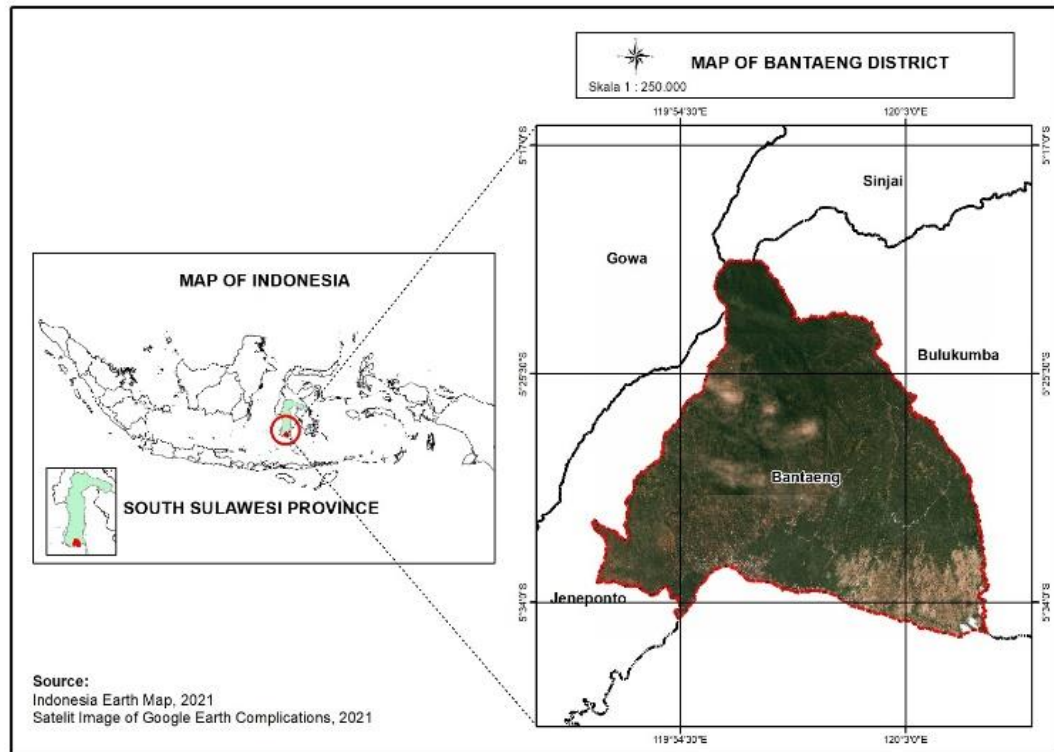
- Roumasset, J. (2008). A new institutional approach to pro-poor agricultural development: Lessons from Asia. *Journal of Asian Economics*, 19(5–6), 378–388. <https://doi.org/10.1016/j.asieco.2008.09.009>
- Ruhimat, I.S. 2017. *Institutional Capacity Building of Farmer Groups in Agroforestry Farming: Case Study in Cukangkawung Village, Sodonghilir Subdistrict, Tasikmalaya District, West Java Province*. *Jurnal Penelitian Sosial dan Ekonomi Kehutanan* Vol. 14 No.1.
- Sabatini, S., Martyr, A., Gamble, L. D., Jones, I. R., Collins, R., Matthews, F. E., Knapp, M., Thom, J. M., Henderson, C., Victor, C., Pentecost, C., & Clare, L. (2023). Are profiles of social, cultural, and economic capital related to living well with dementia? Longitudinal findings from the IDEAL programme. *Social Science and Medicine*, 317(November 2022). <https://doi.org/10.1016/j.socscimed.2022.115603>
- Sadono Sukirno dkk. 2006. *Pengantar Bisnis*. Jakarta: Kencana.
- Saputra, Hendra. 2008. *Sistem Koordinasi Kerja Pada Pt. Perkebunan Nusantara II (PTPN II) Kebun Tandem*. *Jurnal Plans Penelitian Ilmu Manajemen & Bisnis* Vol. III No. 1
- Sarstedt, M., Ringle, C. M., D. Smith., R. Reams, & Hair. J.F. (2014). Partial least squares structural equation modeling (PLS-SEM): A useful tool for family business researchers," *J. Fam. Bus. Strateg.*, vol. 5, no. 1, pp. 105–115, doi: 10.1016/j.jfbs.2014.01.002.
- Sarstedt, M., & Cheah, J. H. (2019). Partial least squares structural equation modeling using SmartPLS: a software review. *Journal of Marketing Analytics*, 7(3), 196–202. <https://doi.org/10.1057/s41270-019-00058-3>
- Sartorius, K., & Kirsten, J. (2007). A framework to facilitate institutional arrangements for smallholder supply in developing countries: An agribusiness perspective. *Food Policy*, 32(5–6), 640–655. <https://doi.org/10.1016/j.foodpol.2007.03.001>
- Schultz, T. W. (1961). Invest in Human Capital. In *The American Economic Review* Vol. 51 (Vol. 51, Issue No. 1, pp. 1–20).
- Sedarmayanti. 2014. *Sumber Daya Manusia dan Produktivitas Kerja*. Jakarta: Mandar Maju
- Sejati, W. K., & Supriadi, H. (2013). Insitutional Agribusiness at Village Level base in Plantation Comodity. *National Farmer Meeting: Mobilization of Resources and Institution*, 307–318.
- Shah, B. A., L. B. Zala, and Desai, N. A. (2022). Structural equation modelling for segmentation analysis of latent variables responsible for environment-friendly feeder mode choice. *Int. J. Transp. Sci. Technol.*, no. xxxx, doi: 10.1016/j.ijst.2022.01.003.

- Shivakoti, G. P., & Thapa, S. B. (2005). Farmers' perceptions of participation and institutional effectiveness in the management of mid-hill watersheds in Nepal. *Environment and Development Economics*, 10(5), 665–687. <https://doi.org/10.1017/S1355770X0500238X>
- Sholihin, Mahfud dan Ratmono, Dwi. 2021. *Analisis SEM-PLS dengan WarpPLS 7.0*. Yogyakarta : Penerbit Andi
- Silalahi, U. (2018). Metodologi Analisis Data Dan Intepretasi Hasil Untuk Penelitian Sosial Kuantitatif. *Journal Manajemen*, 341.
- Simatupang, Pantjar; Rahmat, Muchjidin; Supriyati dan Maulana, Muhammad. 2016. *Review dan Perumusan Indikator Kesejahteraan Petani*. Pusat Sosial Ekonomi Dan Kebijakan Pertanian Badan Penelitian Dan Pengembangan Pertanian: Bogor.
- Starovic, D., & Marr, B. (2005). Understanding corporate value: managing and reporting intellectual capital. *Chartered Institute of Management Accountants*, 6. http://www.valuebasedmanagement.net/articles_cima_understanding.pdf
- Sukarno, Gendut dan Nirawati, Lia. 2016. *Kontribusi Human Capital dan Customer Capital dalam Menggapai Kinerja Cafe dan Resto di Surabaya*. Jurnal Ilmu Sosial Vol. 5 No. 2.
- Suryaningrum, D. P., & Rosdiantini. R. (2021). Impact of Human Capital on Production and Income of Hydroponic Pepper Farming in West Bandung Regency. *AgroSainTa: Widyaiswara Mandiri Membangun Bangsa*, Vol. 5 (1). <https://doi.org/10.51589/ags.v5i1.64>
- Sun, X., Li, H., & Ghosal, V. (2020). Firm-level human capital and innovation: Evidence from China. *China Economic Review*, 59(February 2019), 101388. <https://doi.org/10.1016/j.chieco.2019.101388>
- Supriyandi, S. E. S., Rum, H. S., Mulyanto;, & Suwarno, W. (2016). Pengembangan Kompetensi Fasilitator dan Kelembagaan Pemberdayaan Masyarakat di Era MEA“. In *Program Studi Magister dan Doktor Penyuluhan Pembangunan/ Pemberdayaan Masyarakat, Pascasarjana Universitas Sebelas Maret Surakarta* (Vol. 7, Issue 2).
- Suradisastra, K. (2016). Strategi Pemberdayaan Kelembagaan Petani. *Forum Penelitian Agro Ekonomi*, 26(2), 82. <https://doi.org/10.21082/fae.v26n2.2008.82-91>
- Suriñach, J., & Moreno, R. (2011). The role of intangible assets in the regional economic growth. *Investigaciones Regionales*, 20, 165–193.
- Syam, S. (2020). Pengaruh Efektivitas dan Efisiensi Kerja Terhadap Kinerja Pegawai Pada Kantor Kecamatan Banggae Timur. *Profitability: Jurnal Ilmu Manajemen*, 4, 128–152.
- Tedjaningsih. T; Suryadi, Nuryaman, H. (2018). Institutional Role in the Development of Mendong Agribusiness. *NJurnal Pemikiran Masyarakat Ilmiah Berwawasan Agribisnis*, 4(2), 210–226.

- Tchanturia, N., Beridze, T., & Kurashvili, G. (2015). Features of Development of the Human Capital in Georgia. *Procedia - Social and Behavioral Sciences*, 213, 580–585. <https://doi.org/10.1016/j.sbspro.2015.11.453>
- Tyas, L. A. C., & Irhandayaningsih, A. (2021). Penerapan Komponen Human Capital dalam Teori Andrew Mayo (Studi Kasus: Perpustakaan Daerah Kabupaten Purbalingga). *ANUVA*. Volume 5 (2), 237-250.
- Uphoff, Norman. 1986. *Local Institution Development, an Analytical Sourcebook with Cases*. Kumarian Press, West Hartford Connecticut
- Vidotto, J. D. F., Ferenhof, H. A., Selig, P. M., & Bastos, R. C. (2017). A human capital measurement scale. *Journal of Intellectual Capital*, 18(2), 316–329. <https://doi.org/10.1108/JIC-08-2016-0085>
- Wegren, S. K. (2012). Institutional impact and agricultural change in Russia. *Journal of Eurasian Studies*, 3(2), 193–202. <https://doi.org/10.1016/j.euras.2012.03.010>
- Wijana, I., & Setiawina, N. (2021). Farmers' Institutions and Social Capital in Improving the Welfare of Chili Farmers. *International Journal of Economic, Business and Management Research*, 5(03), 222–235. http://ijebmr.com/uploads/pdf/archivepdf/2021/IJEBMR_706.pdf
- Yang, Z., & Pan, Y. (2020). Human capital, housing prices, and regional economic development: Will “vying for talent” through policy succeed? *Cities*, 98(June 2019), 102577. <https://doi.org/10.1016/j.cities.2019.102577>
- Yuniati, S., Susilo, D., & Albayumi, F. (2017). Penguatan Kelembagaan Dalam Upaya Meningkatkan Kesejahteraan Petani Tebu. *Prosiding Seminar Nasional Dan Call For Paper Ekonomi Dan Bisnis (SNAPER-EBIS 2017)*, 2017(2016), 498–505.
- Zakaria, W. A. (2017). Penguatan Kelembagaan Kelompok Tani Kunci Kesejahteraan Petani. *Seminar Nasional Dinamila Pertanian Dan Pembangunan Pedesaan: Tantangan Dan Peluang Bagi Peningkatan Kesejahteraan Petani Bogor, 19 Nopember 2008, September 2016*, 1–23. <http://eprints.umm.ac.id/id/eprint/35908>
- Z. Ma, L. Peng, J. Li, and L. Wu. 2022. The situation analysis of hot dry rock geothermal energy development in China-based on structural equation modeling,” *Heliyon*, vol. 8, no. 12, p. e12123, doi: 10.1016/j.heliyon.2022.e12123.

LAMPIRAN

Lampiran 1. Peta Lokasi Penelitian



Lampiran 2. Output Penelitian 1

E3S Web of Conferences 373, 04007 (2023)
ISEPROLOCAL 2022

<https://doi.org/10.1051/e3sconf/202337304007>

A study of human capital on institutional system of horticultural agribusiness

Akbar Akbar^{1*}, M. Salam², M. Arsyad², and Rahmadanih Rahmadanih²

¹Universitas Hasanuddin, Study Program of Agricultural Science, Graduate School of Universitas Hasanuddin, Makassar 90245, Indonesia

²Universitas Hasanuddin, Department of Socio-economics of Agriculture, Faculty of Agriculture, Makassar 90245, Indonesia

Abstract. Agricultural institutions are one of the supporting factors in the development of horticultural agribusiness. Various previous scientific studies explain that good human capital will have implications for strengthening agribusiness institutions. The primary objective of this study is to examine the characteristics of human capital in the horticultural agribusiness institutional system. In this study, there were 5 (five) parameters of human capital were measured: individual capability, individual motivation, leadership, the organizational climate, and workgroup effectiveness. The five parameters reflect the characteristics of human capital, which are related to the institutional system. This research was conducted in Bantaeng Regency with 120 sample respondents, which were selected at simple randomness. Then, the collected data were processed and analyzed using a Likert scale and descriptive statistics. Each parameter that is measured is assigned a value and category of assessment. The scores and categories used were with a score range of 3.67-5.00 (good), 2.34-3.66 (fairly good), and 1.00-2.33 (poor). The results of the study indicated that, in general, the characteristics and quality of the human capital of farmers who manage horticultural agribusiness institutions were in "fairly good" category. This is indicated by the average score of the parameters measured, namely for the individual capability at 3.60, the individual motivation at 3.14, the leadership at 3.38, the organizational climate at 3.63, and the workgroup effectiveness at 3.30. Based on these research results, it can be concluded that the farmers, as the main actors in the cultivation and development of horticultural crops in the research location, had good skills in managing the institutional system as part of the supporting factors for the development of horticultural agribusiness.

1 Introduction

Horticultural agribusiness development is one of the strategic measures to expand economic growth in highland areas, which are geographically very fortunate for horticulture development. In this regard, the development of farmer institutions as an integral part of the development of the agribusiness system must receive engagement. Human capital plays an

* Corresponding author: akbar@uniismuh.ac.id

Lampiran 3. Output Penelitian 2



The Role of Human Capital in Strengthening Horticultural Agribusiness Institutions: Evidence from Structural Equation Modeling

Akbar^{1,2}, Muslim Salam^{3*}, Muhammad Arsyad¹, Rahmadanib²¹ Agriculture Science Program, Graduate School, Hasanuddin University, Makassar 90245, Indonesia² Agribusiness Study Program, Faculty of Agriculture, Universitas Muhammadiyah Makassar, Makassar 90221, Indonesia³ Department Socio-Economics of Agriculture, Faculty of Agriculture, Universitas Hasanuddin, Makassar 90245, IndonesiaCorresponding Author Email: muslimsal@agri.unhas.ac.id<https://doi.org/10.18280/ijstdp.180922>**ABSTRACT**

Received: 3 April 2023
Revised: 18 July 2023
Accepted: 2 August 2023
Available online: 26 September 2023

Keywords:
human capital, institutional, horticultural agribusiness, SEM

Farmers' engagement in agribusiness institutional activities has largely been confined to production activities, and has not been fully optimized. Similarly, the role of agricultural extension workers in providing institutional assistance has been narrowly scoped, mostly limited to government-initiated programs focusing on infrastructure development and production enhancement. Human capital, a vital factor for agribusiness development, has been largely overlooked. This study, therefore, seeks to investigate the influence of human capital components on the strengthening of horticultural agribusiness institutions, with farmer participation and coordination between farmer institutions as mediating factors. The research was conducted in the Uluere Sub-district, Bantaeng District, South Sulawesi Province, Indonesia, a region known for horticultural agribusiness development. Data from 120 randomly selected respondents were analyzed using Structural Equation Modelling (SEM) to accomplish the research objective. The findings revealed that leadership, a component of human capital, has a direct, positive, and statistically significant influence on institutional strengthening. However, participation does not serve as a mediator between human capital components and the strengthening of horticultural agribusiness institutions. The variable of coordination function partially mediates between leadership and institutional strengthening, while the effectiveness of teamwork fully mediates the impact on institutional strengthening.

1. INTRODUCTION

Institutional development through farmer empowerment is a significant factor in horticultural agribusiness development. The efficiency of agribusiness is closely tied to the role and transformation of its institutions [1]. Farmers have recognized the value of institutions in bolstering horticultural agribusiness development [2]. These institutions must encompass all social elements within the local community [3], including human capital. Human capital is instrumental in agribusiness institution development [4] and serves as the foundation for resource building and strength [5] in sustainable horticultural agribusiness growth. Capital is the cornerstone in constructing an institutional horticultural agribusiness system. It defines the success or failure of an agribusiness system's development. High human capital within an institution or organization is characterized by the institution's growth and its effective functioning within society. Therefore, concerted attention must be given to farmer empowerment through institutional system development. The strategy for institutional system and farmer organization development must be based on a clear understanding of human capital quality. This understanding will ensure more precise institutional development designs, reflecting the fact that the form of institutions built is largely dependent on an institution's individual capacity and its capacity to leverage its human capital.

Institutions are typically established based on technical interests to facilitate coordination for government activities or programs, rather than farmers' awareness and personal will. They are often more program-oriented and do not ensure group independence and sustainability [6]. Farmers' involvement in agribusiness institutional activities has not been maximized and remains restricted to production activities. Furthermore, the role of agricultural extension workers in providing institutional support is primarily limited to government-initiated programs, focusing on infrastructure development and production enhancement. Yet, the human capital aspect, a critical factor for horticultural agribusiness institutional development and a key element in resource and strength building, has been largely overlooked [5].

Numerous human capital studies exist. Most, however, focus on business organizations in the manufacturing sector, such as those by Marimuthu et al. [7] and Cimen et al. [8], who found that human capital significantly impacts company performance. Human capital also influences regional economic growth and poverty reduction [9, 10]. Similarly, most studies on agribusiness institutions focus on institutional interconnectivity and role and function mapping [11], or on the adaptive capabilities of micro agribusiness companies in trading environments [12].

This overview underscores the importance of understanding human capital in developing institutional systems as a first step

Lampiran 4. Output Penelitian 3

Open Agriculture

Mediating Role of leadership and Group Capital Between Human Capital Component and Sustainability of Horticultural Agribusiness Institutions in Indonesia --Manuscript Draft--

Manuscript Number:	OPAG-D-23-00086
Full Title:	Mediating Role of leadership and Group Capital Between Human Capital Component and Sustainability of Horticultural Agribusiness Institutions in Indonesia
Short Title:	Mediating Role of leadership
Article Type:	Research Article
Keywords:	horticultural agribusiness, human capital, institutional sustainability, leadership, group capital.
Corresponding Author:	Muslim Salam, ph.D Hasanuddin University of Makassar INDONESIA
Corresponding Author's Institution:	Hasanuddin University of Makassar
First Author:	Akbar Akbar, Master
First Author Secondary Information:	
Order of Authors:	Akbar Akbar, Master Muslim Salam Muhammad Arsyad Rahmadanih Rahmadanih
Abstract:	Currently, farmers' institutions are more cultural and mostly oriented only to getting government facilities; farmers' institutions have not been directed at utilizing access to various technological information, capital, and markets needed to develop horticultural agribusiness. Nevertheless, almost all farmers' institutions exist in rural areas, but not all existing institutions can survive and carry out their functions sustainably. The research objectives were to examine the influence of human capital through leadership and group capital on the sustainability of horticultural agri-business institutions. This research was conducted in Uluere District, Bantaeng Regency, as one of the horticultural agribusiness development areas in South Sulawesi, Indonesia. Sample selection was done by simple randomization by taking as much as 10% of the total population so that the number of samples used in this study was 233 respondents. Data collection was carried out in July-November 2022. Furthermore, to obtain results on the influence of human capital on the sustainability of institutional agribusiness horticulture analyzed by Structural Equation Modeling (SEM) analysis techniques. The results showed that the components of human capital that have a direct influence on institutional strengthening are individual abilities, individual motivation, organizational climate, and effectiveness workgroup, with positive and statistically significant correlations. Furthermore, leadership and group capital partially mediate between human capital components and the institutional sustainability of horticultural agribusiness.
Opposed Reviewers:	
Additional Information:	
Question	Response
Has your manuscript been published as a whole or as a part in any medium by the authors or anyone else?	No
Is your manuscript considered for publication in any other medium?	No

Lampiran 5. Curriculum Vitae

A. Data Pribadi

1. Nama : Akbar
2. Tempat, tgl. lahir : Bateballa, 31 Januari 1988
3. Alamat : Perumahan Green Cakra Residence Blok K2
No. 4 Desa Taeng, Kabupaten Gowa
4. Status Sipil :
 - a. Nama Istri : Suharti Novial, S.Pd., M.Pd
 - b. Nama Anak : 1. Muhammad Jaisyul Imamah AR
2. Muhammad Althaf Al fath AR
3. Aleena Mafaza Novialani AR
4. Aleeta Mafaza Octavia Akbar

B. Riwayat Pendidikan

1. Tamat SD tahun 2000 di SD Inpres Bateballa, Bantaeng
2. Tamat SMP tahun 2003 di SMPN 2 Bantaeng
3. Tamat SLTA tahun 2006 di MAN Dampang, Bantaeng
4. Sarjana (S1) tahun 2013 di Jurusan Agribisnis Pertanian Universitas Muhammadiyah Makassar
5. Magister (S2) tahun 2018 di Magister Agribisnis, Universitas Hasanuddin

C. Pekerjaan dan Riwayat Pekerjaan

Jabatan	Institusi	Periode
Dosen	Program STudi Agribisnis Universitas Muhammadiyah Makassar NIDN: 0931018803 Pangkat/Jabatan: III.b/Asisten Ahli	2018 - Sekarang
Wakil Dekan III	Fakultas Pertanian Universitas Muhammadiyah Makassar	2018 - 2022
Wakil Dekan II	Fakultas Pertanian Universitas Muhammadiyah Makassar	2022 – 2025
Anggota	Senat Akademik Fakultas Pertanian Universitas Muhammadiyah Makassar	2018 - Sekarang

D. Karya ilmiah yang telah dipublikasikan (misalnya pada jurnal):

1. *A Study of Human Capital on Institutional System of Horticultural Agribusiness*
2. *The Role of Human Capital in Strengthening Horticultural Agribusiness Institutions: Evidence from Structural Equation Modeling*
3. Analisis Struktur, Perilaku dan Kinerja Pemasaran Kentang di Desa Erelembang Kecamatan Tombolopao Kabupaten Gowa
4. Tipologi Petani dalam Keberagaman Usahatani Sayur di Desa Erelembang Kecamatan Tombolopao Kabupaten Gowa
5. Kinerja Penyuluh Pertanian dalam Mendukung Pertanian Ramah Lingkungan di Desa Bontomanai Kecamatan Bangkala Kabupaten Jenepoto
6. Kajian Modal Sosial dalam Mendukung Ketahanan Pangan Rumah Tangga Petani Padi di Desa Boddia Kecamatan Galesong Kabupaten Takalar

E. Makalah pada Seminar/Konferensi Ilmiah Nasional dan Internasional

1. *A Study of Human Capital on Institutional System of Horticultural Agribusiness* Disampaikan pada Seminar Internasional ISEPROLOCAL 2022 di Universitas Bengkulu.
2. *Sustainability of Agribusiness Institutions (Case Study on Horticultural Agribusiness Farmer Groups in Bantaeng Regency)* Disampaikan pada Seminar Internasional *Agriculture, Environment, and Food Security (AEFS) 2023* di Universitas Sumatera Utara.
3. Pengolahan Janggel Jagung Sebagai Pakan Alternatif di Kelurahan Rajaya, Kecamatan Polongbangkeng Selatan, Kabupaten Takalar Disampaikan pada Seminar Nasional KKN MAS Tahun 2022 di Universitas Muhammadiyah Makassar.