

Dynamics of the Samberembe Young Mina Farmer Group in Mina Rice Farming in Pakem, Yogyakarta

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Abstract. This study aims to describe the dynamics of the Mina Muda Samberembe farmer group in the Mina Padi farming business in Pakem, Sleman. This study uses a qualitative descriptive method. The location was chosen on purpose. The selected respondents are those who are active in various group activities, so they understand the dynamic processes that exist within the farmer groups. In-depth interviews were conducted to obtain various information related to group dynamics to saturation. It was found that there were 11 respondents, consisting of supervisors, chairmen, secretaries, and other administrators, as well as members. The findings of the study on group dynamics show that there is movement, change, and development in the elements of purpose, structure, maintenance, cohesiveness, atmosphere, and leadership. The goals and structure of the group indicate progress towards progress. Group maintenance is carried out by having regular meetings or meetings at coffee shops. It was found that there was group cohesiveness, they had a feeling of belonging and there was a sense of interest in activities. Group atmosphere: a sense of kinship, feeling at home, easy to adjust in activities, and immediately get along after tension occurs. Existing leadership stands for: transparency, experience, friendliness, and embracing.

1 Introduction

Indonesia is an archipelagic country which has more than 17,503 islands, which are spread from Sabang to Merauke. The total population in 2020 will reach 270,203,911 people [1]. Indonesia is an agrarian country where most of the population are farmers. Agriculture is one sector that has an important role in supporting the national economy. The agriculture sector is a vital sector in most developing countries [2]. Sustainable agricultural development (SAD) requires empowerment and engagement of all actors in the agricultural production and supply chain to enable change [3]. The agricultural sector is able to provide many jobs, is a source of income for most people and contributes to supporting national income through foreign exchange earnings. There is a clear opportunity to improve household performance in the region, namely through improving farmer education, farming experience, and by adopting climate change adaptation practices [4]. Many agricultural development interventions aim to

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empower alongside goals to improve agricultural productivity and income; reduce poverty, hunger, and undernutrition; and improve health outcomes [5]. Various activities in the agricultural sector in Indonesia are organized in groups in the forum of farmer groups. Commercial and corporate agriculture has had an immense impact on displacing family farmers worldwide, a reality from which Brazilian farmers are not exempt [6]. Groups gain an employment opportunity that integrates them into society by empowering them and providing the resources they need to live more independently and with dignity [7]. There are various farmer groups, which are generally formed based on the commodities they cultivate. Such as rice farmer groups, horticulture farmer groups, *palawija* farmer groups, chicken groups, cattle groups, eel's livestock groups, catfish farmer groups, citrus farmer groups, mango farmer groups, and so on. With the formation of farmer groups in Indonesia, it is easier for the government to conduct guidance and development of farmer groups in a more advanced direction. When extension services are provided to farmers in groups, it is taken as a proxy to indicate that farmers have equal access to extension services [8]. Farmers as a collective build knowledge and open space for negotiation of meanings are the conditions that determine the success of any innovation project [9].

Farmer groups are agricultural institutions formed on the basis of common interests, similarity in environmental conditions (social, economic and resources) or familiarity to improve and develop the businesses of their members. Farmer groups are developed from, by and for farmers. They know each other, are familiar, trust each other, and have an interest in farming both in terms of traditions, settlements, and expanses of farming land. A study conducted by Malehi Salehi et al (2021), suggested that more attention should be paid to building and maintaining farmer confidence during the early stages of planning and implementing agricultural extension model sites [10].

In Samberembe Hamlet, Candibinangun Village, Pakem District, Sleman Regency, there is Mina Padi Village which consists of four farmer groups, namely a) Mina Muda Samberembe Farmers Group, b) Women Farmers Group (KWT), c) Polasar Group (processing and marketing group), and d) Youth Organization Group. The purpose of the existence of Mina rice Village is to be able to empower local people who make a living as farmers with the potential of the village. The activities carried out by the people of Mina rice Village are related to agriculture and fisheries. The technology should be developed based on the actual needs, preferences, and absorption of farmers, to ensure adoption [11].

Of the four groups in Mina rice Village, there is one group that has the potential to be used as a reference for other groups in achieving common goals, namely the young Mina Samberembe Group. The young Mina Samberembe group is a group consisting of 35 farmers, whose members have innovations in developing their businesses. The young Mina Samberembe group has a desire to develop agriculture and fisheries in the same area. The results of a study by Awal Abdul-Rahaman and Awudu Abdulai (2018) show that participation in farmer groups is associated with increased yields and technical efficiency, compared to farmers who produce and market rice individually [12]. The young Mina Samberembe group was founded in 2010. The location of Samberembe Hamlet is on the slopes of Mount Merapi, which has the potential of abundant water sources and is supported by fertile soil. so that people can cultivate rice combined with fish rearing which is often referred to as Mina rice.

Mina rice in Samberembe Hamlet is an agricultural technology that combines rice farming with *jajar legowo* technology with fish rearing in one area. The management of fish farming includes providing well supplementary feeds to the fish, regular monitoring of fishponds and proper planning of the fish farms for a productive growth [13]. This cultivation is favourable for the areas which remain flooded for 3-8 months as in those areas fish can be grown at a low cost [14]. More plankton species in the ricefish coculture system (RF) were discovered and could serve as natural feeds for fish [15]. In 2011, the Government through

the Directorate General of Aquaculture (DJPB) developed the Mina rice program with rice, fish and shrimp commodities. The government can carry out one or a combination of its roles as a stimulator, facilitator, motivator, innovator who encourages the growth of farmers' economic and social activities in order to provide benefits for increasing farmers' income and welfare [16]. Technology transfers involve the transfer of knowledge and technical knowhow as well as physical devices and equipment [17]. The Mina rice program was carried out by the young Mina Samberembe Group. and successful, thereby benefiting local people's income generation.

The young Mina Samberembe group is a group that is still active in developing mina rice in Candibinangun Village. Previously, Candibinangun Village had three groups that applied Mina rice technology in 3 villages. However, in 2019 the two farmer groups in Kemput Hamlet and Kumendang Hamlet were no longer active. Only the young Mina Samberembe Group is still active in running mina rice farming and doing a lot of developing minas padi cultivation with *jajar legowo* technology. One of the findings of a study by Mateusz Filipiński and Ben Belton shows that aquaculture generates significantly higher incomes per hectare than agriculture [18]. *Jajar legowo* mina rice is a mina rice technology where 20% of the land is used for fishing ponds while the other 80% of the land area is used as land for planting rice. Reasonable technological choice behaviors of farmers in agricultural production have important impacts on agro-ecological environments, cultivated land protection and sustainable use, food security, etc [19].

The success of the young Mina Samberembe Group essentially lies in the group dynamics that occur within it. This is because a group is said to be dynamic if the group is effective in achieving group goals [20].

Related to this, the research objective in this study is to describe the dynamics of the young Mina Samberembe group located in the Candibinangun Village, Pakem District, Sleman Regency. Group dynamics that are important to understand in this study relate to how the dynamics of the Mina Muda Samberembe group that occurred in the Mina Padi village in an effort to develop agriculture with Mina Padi technology.

2 Method

This study uses a descriptive method with a qualitative approach. According to Cut Medika and Bambang [21]. Descriptive research is research that aims to collect information about the status of an existing symptom, namely symptoms at the time the research was conducted. In this case, the purpose of using the descriptive method is to obtain information about the dynamics that occur in the young Mina Samberembe group in developing Mina rice agriculture in Samberembe Hamlet, Candibinangun, Pakem, Sleman. The data analysis technique was carried out in a qualitative descriptive manner. The use of qualitative descriptive begins with an inductive flow, which begins with an explanatory process or event that can finally be drawn a generalization which is a conclusion from the process or event [22]. The stages of data analysis according to Miles and Huberman (2014) include activities: data collection, data reduction, data presentation, and drawing conclusions or verification [23] As shown in Figure 1.

Data was collected by means of in-depth interviews in the form of audio and written notes. Data reduction includes the selection process of narrowing, simplifying, summarizing, and transforming data. Presentation of data is the process of presenting in various ways of appearance both in the form of tables, charts, plots, pictures, verbal descriptions, or combining various ways of displaying existing data. While drawing conclusions or verification is the last stage of several stages that have been carried out. Drawing conclusions is making a substantive statement to answer research problems. The research location is in Samberembe Hamlet, Candibinangun Village, Pakem District, Sleman.

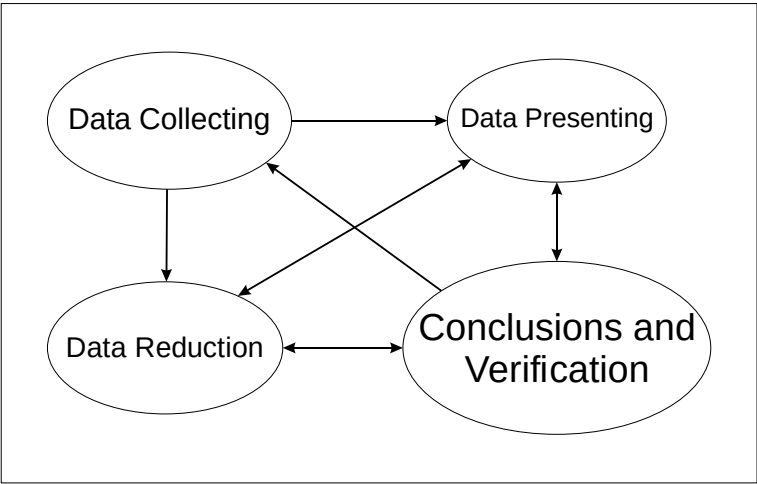


Fig. 1. Miles and Huberman (2014) data analysis techniques

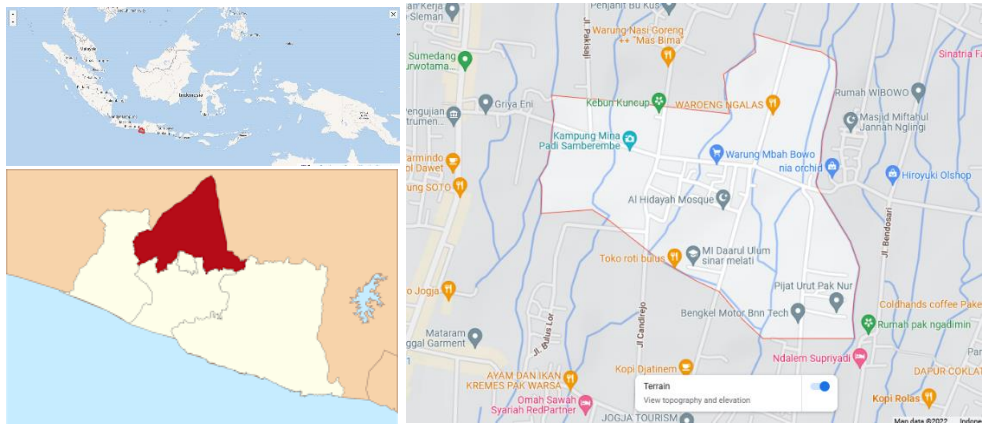


Fig. 2. Research location is in Samberembe Hamlet, Candibingangun Village, Pakem District, Sleman

The technique of determining the location of the study used the purposive method. Information retrieval techniques are carried out by in-depth interviews, observation, documentation, and focus group discussion (FGD). The informants interviewed were administrators and members of the young Mina Samberembe group who were really active in group activities and believed to have mastered various information related to the topic (group dynamics) being studied until they were saturated. This study found a number of 11 informants with different positions in the young Mina Samberembe group. The positions or positions held by the informants include: Chairman, secretary, coaches (Field Extension Officers and community leaders), divisions (production division, marketing division, independent feed division, hatchery division) and members, The informants interviewed were administrators and members of the young Mina Samberembe group who were really active in group activities and were believed to have mastered various information related to the topic (group dynamics) being studied until they were saturated. This study found a number of 11 informants with different positions in the young Mina Samberembe group. The positions or positions held by the informants include: Chairman, secretary, coaches (Field Extension Officers and community leaders), divisions (production division, marketing division, independent feed division, hatchery division) and members, The informants interviewed were administrators and members of the young Mina Samberembe group who

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3 Result and Discussion

Development of farming systems is one way to increase the income of farmers and their families, because of the technology applied in such systems have considered the importance of the interaction between components and their relation to activities outside of farming systems and the importance of the role of bio-physical, socio-cultural, institutional, and economic conditions dynamic [24]. Group dynamics is defined as a concept that explains that a farmer group is a process that is always moving, developing, and continuously adapting to changing circumstances and environment. Roles and the associated status and position farmers have in a given social setting are contextual and dynamic [25]. A study by Ika Darnhofer et al (2019) shows that a dynamic results from a complex process and relationships develop over time [26]. The dynamic process in a group can occur because of the forces that exist within the group, which determine how members behave in acting and carrying out activities to achieve the group's vision and mission. the young Mina Samberembe group is a group that is seen as having related movements and developments because of the activities owned by the group concerned. The elements studied and considered to have strengths in the young Mina Samberembe group include group goals, group structure, group maintenance, group cohesiveness, group atmosphere.

3.1 Group Goals

Purpose is the basic thing because a farmer group is formed. The group goal is the direction that the members in the group will go to achieve it. An effective group is a group with various dynamics of activities in it so that it can reach its goals more quickly. An effective group is a group that has clear goals accompanied by sincerity through various activities of its members to achieve these goals. Farmer groups function as an important mechanism for improving farm productivity through reduced technical inefficiency in input use[27]. In this regard, it requires a high commitment and hard work from each group member as well as a synergistic work system among group members in achieving common goals. Every effort to intensify food production must be balanced with a shared focus to make it sustainable[28]. Before the formation of the young Mina Samberembe group, the people in Samberembe Hamlet had the pleasure of keeping fish, As time goes by, more and more people keep fish. The young Mina Samberembe group is gradually growing and has innovations in developing agriculture and fisheries. This is supported because its location is on the slopes of Mount Merapi, so the availability of water is very abundant so that it can carry out Mina rice cultivation throughout the year. Based on the results of the study, it was shown that the purpose of the formation of the young Mina Samberembe farmer group was due to a fish spawning competition in 2009. As stated by Mas Dwi Nurochman as the head of the group that:

"Initially the group was formed because the people here have a hobby of raising fish. In 2009 there was a catfish breeding competition in Sleman Regency. If we want to participate in the competition, we have to be in groups, Ms. Then the people of Samberembe Hamlet gathered to form groups. When we join the competition, we get the 1st place winner. So from the competition, we think that our group will be used as a gathering place for further communication (no need to be disbanded)."

The statement of the group leader was supported by several other youths as stated by Mr. Ricky Wachid Syam (secretary), that:

"The goal is because Samberembe Hamlet has abundant natural resource potential in the form of fertile soil and flowing water because of its location on the slopes of Mount Merapi, so I joined the Mina Muda Samberembe group to add insight, experience, and can add new knowledge. also. Besides that, if we join a group, it will increase our income, it will also make it easier to get access to assistance from the Office."

This is reinforced by Mr. Satriyanta's statement regarding the objectives that:

"The potential of natural resources is good, it's just a matter of how the people want to or not to process the natural resources they have. After all, the goal will definitely return to the community itself, namely the formation of a prosperous Samberembe community."

Furthermore, Mr. Dimas revealed that there are benefits if a group is formed, that:

"Joining a group will definitely add insight, increase knowledge and increase income. Want to be successful together with the group"

The research findings show that the group's goals have developed over time, starting with fun together (the group has not yet formed), then aiming to win the fish spawning competition in 2009. Furthermore, in the study it was found that at the beginning of the formation of the young Mina Samberembe group occurred in 2010 with a more developed goal of being a way to increase family income. The goal is growing to take advantage of various innovations for mutual progress and prosperity.

Thus, the various activities of the young Mina Samberembe group are directed according to the group's goals. So that all activities related to the Mina rice business can be managed properly. The goals that have been set by the young Mina Samberembe group in writing are implemented through various activities and are enthusiastically followed by members. Through her business, Mina Padi also carries out various group activities such as holding regular meetings, making innovations in the world of agriculture and fisheries, as well as marketing fish and agricultural products. Research findings on the young Mina Sambirembe farmer group show that there is sincerity and commitment and hard work from each group member are found. In the young Mina Samberembe farmer group, it was found that there was a synergistic work system between group members in achieving goals. This is understandable because the formation of the young Mina Samberembe group began with mutual enjoyment in raising fish. Over time, more and more members of the Sambirembe community are keeping fish. Since the formation of the group in 2010 until 2022 the level of achievement of the group's goals has experienced significant development. This can be seen from the development of various activities carried out by members of the young Mina Samberembe group. As well as the level of awareness possessed by each member who continues to strive to advance the group which is supported by the natural potential of Samberembe Hamlet.

Regarding the dynamics of the Mina Muda Samberembe farmer group, it was found that there were at least four developments in the group's goals that were considered important. The four development goals of the Samberembe Young Farmers Group can be seen in Table 1.

Based on Table 1, it shows the dynamics of the Mina Muda Samberembe Farmer Group through the development of group goals from time to time, from beginning to end. Based on the reality in the field, it shows how important it is that the development of goals can be clearly formulated by the group and used as a basis for carrying out various group activities. With a clear formulation of goals in each development, the young Mina Samberembe farmer

group can achieve group success in every development of the group's goals. The interesting thing was when there was a desire to take part in a fish spawning competition in 2009. The people of Samberembe did not aim to become a champion at all. So that when they are determined as the champion of hope one they feel as a mutual success. This is what motivated the people of Samberembe hamlet to form the Mina Muda Samberembe Farmer Group in 2010. At first, keeping fish was just a hobby to get pleasure. Currently, the Mina Muda Samberembe Farmer Group is seen as a mina padi group that is able to develop according to the dynamics of the group in achieving its goals.

Table 1. Development of the goals of the Mina Muda Samberembe farmer group from its inception until 2022.

No.	Important Moment	Destination Type	Achievement	Category
1	Shared awareness about the hobby of keeping fish	Channeling a hobby to raise fish	The community can channel their hobby of keeping fish and create a sense of shared pleasure, because it is supported by the many water sources in Samberembe Hamlet	Succeed
2	Fish Spawning Competition 2009	Win the fish spawning competition	Getting the 1st Champion of Sleman Regency	Succeed
3	The formation of the Mina Muda Samberembe group in 2010	Increase family income	It is felt that there is additional family income through fish rearing.	Succeed
4	One year after the formation of the group, there is a common awareness to take advantage of innovations in the world of agriculture and fisheries	In order for the fishery business to grow for the sake of progress and prosperity together	The development of various activities carried out by members of the Mina Muda Samberembe group. As well as the level of awareness possessed by each member who continues to strive to advance the group which is supported by the natural potential of Samberembe Hamlet.	Succeed

3.2 Young Mina Samberembe's Group Structure

Group structure is the arrangement of patterns of relationships among the various positions within a group. The group structure describes a network of authority or authority in decision making and acts as a communication channel to convey instructions or information from top to bottom as well as aspirations from bottom to top.

In this study it was found that there was a development of changes in group structure. At first, only community groups had a hobby of keeping fish, here an (informal) group was

formed consisting of a coordinator and several members. The structure of the farmer group changed in 2010, when the young Mina Samberembe farmer group was founded. For this purpose, a group structure was made consisting of a chairman, secretary, treasurer, and members.

The findings of the next research show that when the young Mina Sambirembé farmer group grows and has various group activities, also wants to learn various innovations, and wants to be more advanced, the group structure is also growing. The structure of the young Mina Sambirembé farmer group has recently changed to exist supervisor, chairman, secretary, treasurer, production division, equipment division, hatchery division, public relations division, independent feed division and marketing division with a group membership of 35 farmers. As stated by Ricky Wachid (Secretary) that:

"We have changed the organizational structure three times as the group has grown. First, there is only a coordinator to develop the hobby of raising fish, secondly a core group is formed (the Mina Muda Sambirembé farmer group has been formed), and finally, as the group has grown, divisions were created. division".

In full, the findings of the study on the structure of the latest young Mina Samberembe group are presented in Figure 2.

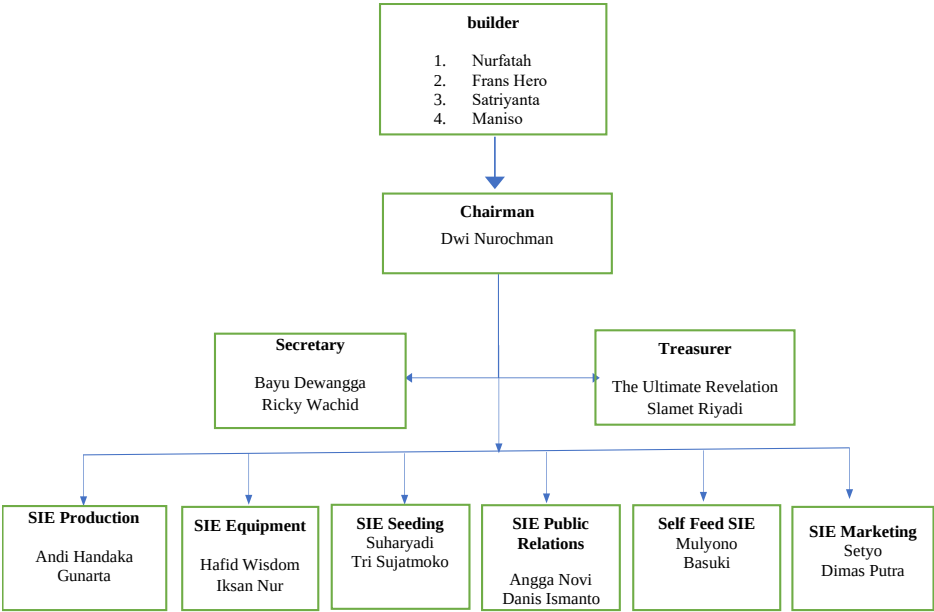


Fig. 3. The structure of the Mina Muda Samberembe farmer group

Based on the study, it was found that the dynamics of the young Mina Samberembe farmer group regarding the organizational structure had developed dynamically in accordance with the development of the group's needs. The formation of the group structure was carried out based on joint deliberation since the formation of the young Mina Samberembe group. In the group structure, there are sections that are responsible for all fields in the young Mina Samberembe group. The structure of young Mina Samberembe group has undergone a change of management for three periods, the first before 2009 (before the young Mina Samberembe farmer group was formally formed), the second in 2010-2015 and the third in 2016 until now. Initially the young Mina Samberembe group made a change of management every five years, but in 2019 there was a new regulation where the change of

management was carried out every three years. This latest regulation is expected to create new regeneration and minimize the occurrence of management saturation. This was stated by Mas Dwi Nurochman as the group leader that:

"If the management changes once every 5 years, it will definitely get boring. Five years is too long. This change is also for regeneration."

The election of the chairman is carried out in two stages, first deliberation for consensus, then voting. Prior to voting, anyone has the right to run for chairman. Then when voting is done, the candidate for chairman who has the most votes is the one who is elected chairman.

3.3 Group Maintenance

Group maintenance is an effort to maintain the relationship between group members so that it continues to run well. Group maintenance is carried out by holding routine activities that involve all members. Group maintenance is carried out by providing guidance to all group members once a month. The coaching of the members of this group is carried out in the village of Mina rice or it is also usually done outside by drinking coffee and chatting casually. This activity is carried out in an effort to maintain member activity with flexible time. With this flexible time, it can guarantee that there are members who can attend, although it does not guarantee that all members can attend, as stated by Pak Dimas Pamungkas that:

"Usually if you don't attend, the reason is that there are other things. For example, I am Ms., I also work as a travel driver. So for example, I have a job, I can't join the coaching event. Thank God the other members can understand because it's impossible for friends not to give permission because we want to make money."

It is clear that the research findings in this study, indicate that routine activities that bring together all members are intended for group maintenance. With regular meetings various information can be conveyed so that information disclosure is formed for all members. Through regular meetings, it is also a way for the leader to carry out group maintenance by providing direction, advice, motivation, conveying values, or norms that are important to be maintained for all group members. Based on the findings it is clear that group maintenance is also carried out by drinking coffee and chatting casually outside of routine meetings. Thus the relationship between members becomes intimate, informal, not rigid, and members can express their hearts more freely.

So, the findings of group maintenance in the Mina Muda Samberembe Group are known to be group maintenance through routine activities and group maintenance through informal meetings (casual chat). More details can be seen in Table 2.

Based on Table 2, it shows that there is a dynamic of the Mina Muda Samberembe Farmer Group through group maintenance. The findings in the field show that it is important to maintain group in order to maintain good group relations. The maintenance of the Mina Muda Samberembe Farmer Group is carried out by formal and informal meetings, where at the formal meeting it is carried out with guidance to all members, while the informal meeting is carried out by chatting casually while drinking coffee. The interesting thing about the informal meeting is that members of the Mina Muda Samberembe Farmer Group are actually more comfortable in expressing their hearts, both problems that exist in the group and problems between group members. This happens because informal meetings are carried out in a relaxed and not rigid manner, so that group members feel comfortable in expressing their opinions.

Table 2. Maintenance of the Young Mina Samberembe Farmer's Group

No.	Important Moment	Maintenance Type	Qualitative achievements	Category
1.	Monthly meeting	Group routine maintenance	Group maintenance is well maintained so that various group activities and existing problems can be resolved through regular monthly meetings.	Succeed
2.	Informal meeting	Group informal maintenance (casual chat in coffee shop)	Able to overcome various problems: differences in perception, miscommunication, problems between group members.	Succeed

3.4 Group Cohesiveness

Group cohesiveness is a feeling of belonging to a group that is implemented by the agreement of all members to jointly carry out activities because of a sense of interest among its members. The closer the relationship between group members, the more agreed and there is a sense of interest in carrying out group activities together. In a study by Rustinsyah (2019), it was revealed that in order to develop a cattle farmer group, as one of the farmer economic groups, the group needs to develop relationships or social networks[29]. Thus, each member tends to be more active in achieving common goals (group goals). It is clear that the existence of group cohesiveness will lead to a high sense of belonging and so will lead to a strong sense of interest in group activities. As seen in Figure 4 below.

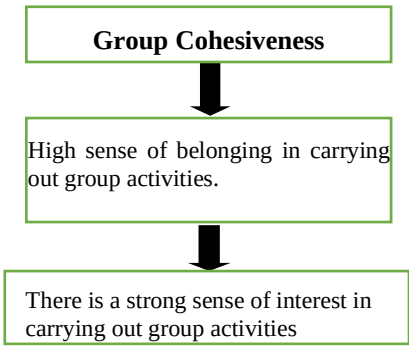


Fig. 4. Group cohesiveness that creates a sense of belonging and interest in activities

The findings of the study indicate that the young Mina Samberembe group has good cohesiveness. This is indicated by a high sense of belonging to the group which is indicated by the solidarity between fellow administrators and members in carrying out group activities. Group members are very enthusiastic in carrying out various activities in the young Mina Samberembe group. So that the various activities that exist can run well. In which case, each member helps each other when one member is having trouble. As stated by Mr. Maniso as the coach of the young Mina Samberembe group that:

"Actually, this group is compact, sis, it's just a bit annoying. Usually, it's only one or two people who are nagging. But yeah, if you don't listen to it, it's thought we don't think of him. But we have a solution, madam, for those nagging people, which is to just go to Mr. Frans, they will immediately be afraid and obey."

The research findings show that the relationship between group members is quite close, and each member has a genuine interest in doing various group activities together. Each group member is quite busy and active in achieving common goals. Research findings indicate that members of the young Mina Sambireme farmer group have good cohesiveness. This is indicated by the mutual help between fellow members and group administrators in carrying out joint activities.

3.5 Group Atmosphere

Group atmosphere is the state of the atmosphere contained in a group. This group atmosphere is formed from interpersonal interactions between group members. Group atmosphere determines whether a person is comfortable or not in a group. The more comfortable members are, the higher the enthusiasm of members in carrying out group activities. A positive group atmosphere can encourage someone to cooperate, both with fellow group members and between members and group administrators. To see the atmosphere of the group there must be clear boundaries that can be observed, measured, and evaluated. Group atmosphere includes situations that describe an official or informal atmosphere, tight or loose, tense, or relaxed, close or distant, loyal or hostile, happy or sad, and so on.

Research findings show that members of the young Mina Sambireme farmer group are always encouraged to collaborate with fellow members in carrying out various group activities. Research findings indicate that the group atmosphere in the young Mina Samberembe farmer group shows a) a sense of kinship, b) feeling at home, c) easy adjustment during activities, and d) getting along immediately after tension occurs.

The atmosphere of the young Mina Samberembe Group can be described as presented in Figure 5 as follows:

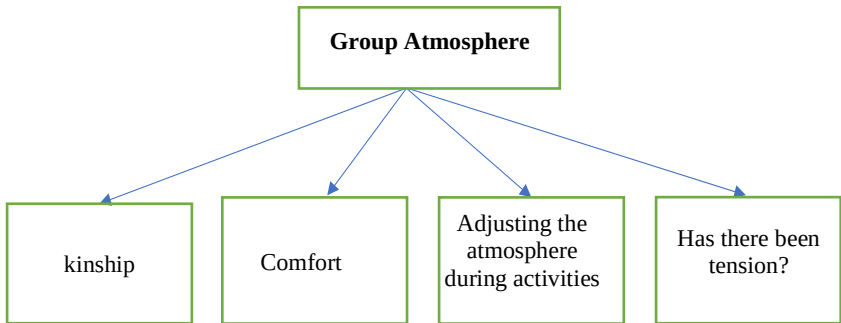


Fig. 5. The atmosphere of the Mina Muda Samberembe farmer group

The group atmosphere that occurred in the young Mina Samberembe farmer group, among others, was a close sense of kinship between fellow members. This can be seen from each group member being able to respect each other, be compact in carrying out activities, and help each other. When there are problems or problems among members, they are usually quick to return to a familiar atmosphere. It never happens if there is a problem until it drags on. Members feel at ease in the group. The atmosphere of the group may change when visited by the coach (extension, and the Department of Agriculture and Fisheries). The atmosphere will become formal and the interaction a little awkward at the beginning of the conversation, but as the conversation goes on, the atmosphere of the group begins to relax and the members actively ask questions. So that the meetings held are interactive.

3.6 Leadership

Leadership is a person's ability to influence, move, and direct the behavior of other people or groups to achieve their goals in certain situations. To be able to influence others, a leader must have the power to influence his group which has an impact on the ability of group members to be more effective in doing their jobs and maintain good relations. The study of Vesall Nourani found that a democratically run group, especially one with close social ties, would be more cooperative than a group with leader-driven decision-making[30].

The research findings show that the head of the young Mina Sambirembe farmer group has strengths in terms of: a) transparent (decided everything openly), b) experienced (joined since the group was formed), c) friendly (can interact well with all members and d) embracing (Embracing all members so that each member can work together with other members. A less positive finding from leadership studies is that farmer group heads are not brave enough to speak up. If there is a problem, it is often the secretary who does the talking. Findings about the leadership of the young Mina Samberembe farmer group leader can be described as shown in Figure 6:

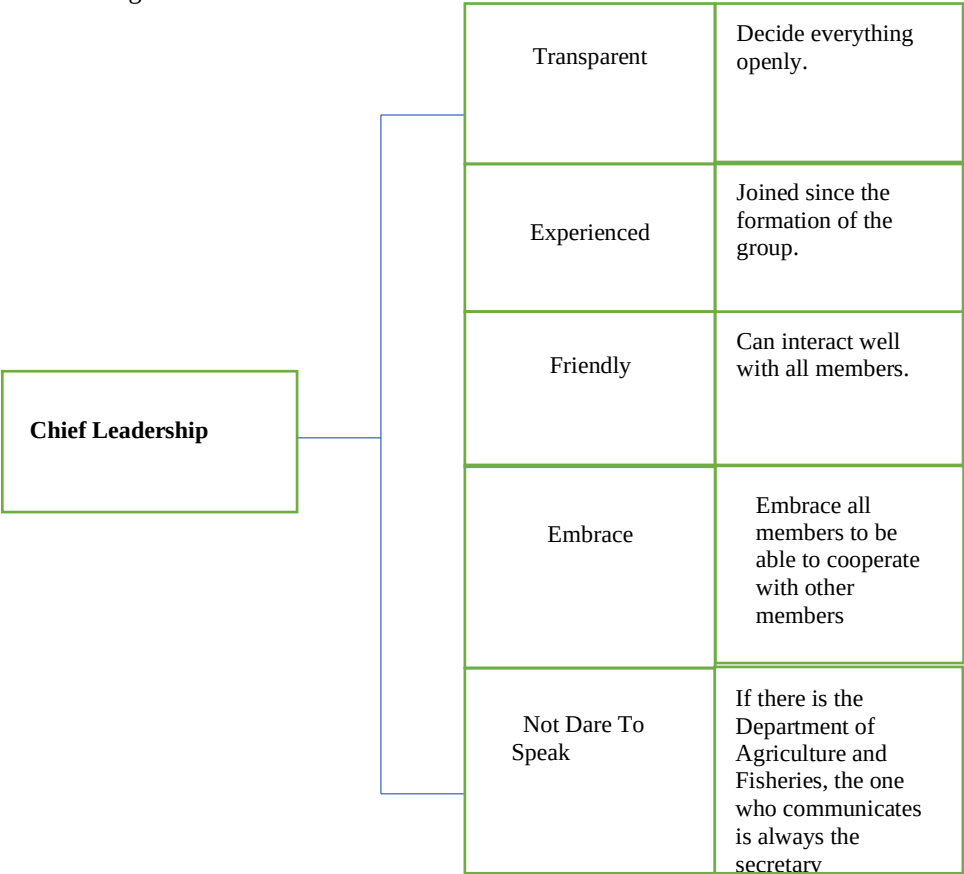


Fig. 6. Leadership of the young Mina Samberembe farmer group leader

The findings of the study indicate that the group leader is an honest leader and decides everything openly (transparently). This makes group members feel confident in the leader with all the activities carried out. Pak Dwi Nurochman was directly elected as chairman at the change of management in 2020. He is also experienced, because he has long joined the young Mina Samberembe farmer group and was even one of the people who took part in the

early formation of the young Mina Samberembe farmer group in 2010. Chairman The young Mina Samberembe farmer group has a friendly personality. He is flexible in interacting with all members and his attitude can be accepted by all parties. the chairman also has a person who embraces, that is, he always invites to work together and has a sense of caring for members' problems. The leader can set a good example to his members so that members feel they have role models in a group. Mr. Dwi Nurochman's leadership has one drawback, namely that he is not brave enough to express his opinion to the Department of Agriculture, Food and Fisheries when there is counseling. As stated by Mr. Dimas Putra that:

"Mr. Nurochman is all friendly people. He can embrace all his members to be able to cooperate with other members. So when there are activities all can be well coordinated. But one thing that I think is lacking, he can embrace members but he is not brave enough if there is an office here, Ms. So it's always the one who talks to Pak Ricky's office. Make a proposal as well Mr. Ricky. Sometimes I feel sorry for you, if that's the case, it's as if she's not being respected as the chairman. But this is in my opinion Ma'am."

The dynamics of the young Mina Samberembe group are movements in each of its elements. This can be seen through the activities that are routinely carried out by the group. The movement in the young Mina Samberembe group can be seen from the group's efforts to continue to carry out activities towards progress. This situation can be expressed as follows.

In the element of group goals, programs or activities carried out by the young Mina Samberembe group are carried out in line with the group goals, where activities related to agriculture and fisheries can be carried out. The level of achievement of group goals has seen progress with the ongoing activities even though in 2020 there are obstacles due to the covid-19 pandemic which requires activity restrictions. Then on the element of group structure, most of the management of the young Mina Samberembe group already understand their respective duties and can carry out according to their respective fields and responsibilities so that the structure of the young Mina Samberembe farmer group can run well. For group maintenance, The young Mina Samberembe farmer group has been trying to maintain the group, namely by holding regular meetings and coaching which is carried out once a month, however in this activity not all group members can attend or attend the activities held by the group This is because group members still have other activities or work, and until now no sanctions have been applied if there are group members who are unable to attend.

In the element of group cohesiveness, the young Mina Samberembe farmer group has a fairly good cohesive bond. Groups whose members come from the same hamlet make it easy for members to familiarize themselves, because by participating or joining in groups, they can maintain the relationship between fellow hamlet residents. For a group atmosphere, the young Mina Samberembe farmer group has experienced an atmosphere of tension between members, this is due to differences of opinion and usually problems are resolved immediately. It is learned from experience that the young Mina Samberembe farmer group has a strong family relationship that can overcome various differences, so that all members feel comfortable joining the group. Then on the element of leadership, the head of the young Mina Samberembe farmer group is a leader who is friendly, open, and doesn't make other members feel awkward to communicate with the leader. The chairman also always shares information and discusses it before making a decision, thus building a sense of comfort and trust. Only the chairman is not brave enough to speak to the office so that the closest one to the service is the secretary, namely Pak Ricky Wachid Syam.

4 Conclusion

The dynamics that occur in the young Mina Samberembe farmer group is the occurrence of movements in each of its dynamic elements. In the element of group goals, it shows that there is a development of goals from time to time. At first it was just for the fun of keeping fish (the group had not yet formed), then the aim was to win the fish spawning competition. In 2010 the young Mina Samberembe farmer group was formed with the aim of developing it as a way to increase family income. The goal is growing to take advantage of various innovations for mutual progress and prosperity. In the element of group structure, it was found that there was a change in the direction of progress. Initially the informal group structure consisted of a coordinator and several members. The structure of farmer groups changed in 2010, when the young Mina Samberembe farmer group was founded, with a group structure consisting of a chairman, secretary, treasurer, and members. Along with the growing needs of the group, finally the structure of the young Mina Samberembe farmer group consists of: coach, chairman, secretary, treasurer, production division, equipment division, hatchery division, public relations division, independent feed division and marketing division.

In the element of group maintenance, the young Mina Samberembe Group's efforts in maintaining the group are by holding regular meetings. In the element of group cohesiveness, the young Mina Samberembe farmer group has good cohesiveness: there is a sense of belonging to the group, there is a strong sense of interest in group activities, the relationship between members is quite close, there is sincerity in participating in various group activities, and helping each other among members. . On the element of group atmosphere, it shows that the group atmosphere in the young Mina Samberembe farmer group shows: a sense of kinship, feeling at home, easy to make adjustments during activities, and immediately get along after tension occurs. On the element of leadership. shows that the head of the young Mina Sambirembe farmer group has strengths in terms of: transparency,

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