Performance Analysis of Fishery Extensions in Banyuwangi, East Java, Indonesia

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Abstract
This research aims to analyze the performance of fisheries instructors in improving the class of fish cultivator groups in East Java and analyze factors that can influence the performance of fisheries instructors in improving the class of fish cultivator groups in East Java. This research was conducted in East Java at BPPP Banyuwangi. Location determination was carried out using purposive sampling, where BPPP Banyuwangi had complete and accurate data that the author needed during the research. This research was conducted for 2 (two) months, namely December 2022 to January 2023. This type of research uses quantitative analysis with linear regression analysis. To obtain an overview of the implementation of counseling in East Java at BPPP Banyuwangi, it will be described descriptively.

Results
The performance of instructors is very good, both in terms of quality, quantity, timeliness, effectiveness, relationships between individuals supported by quality human resources, availability of supporting facilities and infrastructure, trustworthy media and extension materials, systematic and scheduled work procedures according to time and analysis of four factors that are thought to influence the performance of fisheries instructors, it turns out that only one factor has a very real meaningful correlation, namely media and extension materials.

Keywords: Performance of Extension Officers; Fisheries Extension.

1. Introduction
Sector fishery hold role important in absorption power Work, food And foreign exchange country. Cultivation fishery (aquaculture), Wrong One sub sector fishery the more role important in development No only in country We but Also in countries other in world . Wrong One area Which own potency big For sector fishery Indonesia is Java East. Data Ministry Fishery And Marine fisheries production Java East from year to year Keep going increase. Production fishery year 2017 as big as 414,844 ton, increase on year next become 467,960 tons on year 2018 And on year 2019 production fishery Java East reach 497,078 tons. Aquaculture even on an international scale contributes to reducing poverty and increasing income in several regions of the world, such as China, Indonesia and Vietnam(Hermawan et al, 2017) Cultivator ability in several region Indonesia Still limited by various factor. Factors the between other low support facility production fish, lack of training And limited (Haryadi et al., 2015). Situation characteristics fishery cultivation rural dominated by fishery scale small with technique conventional, access
capital, technology, information and market. Which bad as well as capacity production. Which low so that difficult for increase productivity (Effendi, 2018). Scale cultivators must developed in group and form group when possible (Shrestha et al., 2008).

The primary factor in achieving goals and sustaining group activities is the active participation of members in the group and the interdependence between group members. The contribution and commitment of each member to achieve common goals is very important for the success and continuation of group activities to improve group performance and the performance of fish farmers. Extension programs and activities always encourage the formation of citizen-based organizations to provide services (FAO, 2009). Put base for expansion fisheries with it depends on activity expansion, And economy, para fish farmers in region the. Direction expansion moment This has cause enhancement production fishery (Law No. 16/2006, 2016). On basically, activity counseling is process learning for fish farmers. For access and manage information market, technology, capital, And source Power other.

The Ministry of Maritime Affairs and Fisheries, through BPPP Banyuwangi, as the fisheries extension agency, seeks to develop an extension system that unites and aligns the interests of the main actors, business actors and stakeholders in the marine and fisheries sector with policies for the welfare of the community. BPPP Banyuwangi in fisheries extension activities has working areas in 2 (two) provinces, namely East Java Province and South Kalimantan Province. The number of civil servant fisheries instructors in Satminkal is 689 (six hundred and eighty nine) people. 513 (five hundred and thirteen) people came from East Java Province and 176 (one hundred and seventy six) people came from South Kalimantan Province (Performance et al., 2021).

The average frequency of visits by fisheries instructors is 2-3 times with visits to the group leader or administrator. In contrast to before the Covid-19 pandemic, the average frequency of visits by fisheries instructors was 4-6 meetings with all group members. Another influencing factor is that the absorption of knowledge and technology for each member of the cultivation group is different because human resources are still low and the number of groups being coached is greater compared to the number of fisheries instructors. Furthermore, another indication is that there is no specific budget allocation for activities to increase the class of cultivation groups. Based on the factors above, it raises conflicting questions. If environmental factors, materials and extension facilities or supporting facilities are not optimal in carrying out their main tasks and functions, then the extension service will become less efficient or vice versa, are extension workers considered not to have shown a real role because the institutions or facilities that support the implementation of their main tasks and functions are not yet fulfilled.

Based on the descriptions above, researchers are interested in conducting research on the performance of fisheries instructors in improving the class of fish cultivator groups at BPPP Banyuwangi. As is known, BPPP Banyuwangi in its fisheries extension activities has working areas in 2 (two) provinces, namely East Java Province and South Kalimantan Province. For research purposes, the scope of data collection research only focuses on the working area of East Java Province due to limited research time and funds. According to Law No. 16 of 2006 concerning the Agricultural, Fisheries and Forestry Extension System (SP3K), fisheries extension is a position for both civil servants, private sector and non-governmental or- ganizations who carry out extension activities. Counseling carried out by fisheries instructors is of course related to fisheries management and techniques. Extension seeks to change the behavior of both individuals and groups or even communities so that they know, want and are able to solve problems that
occur related to their fisheries business activities. Meanwhile, according to (Putri, 2019) fisheries extension is a strategic activity for extension targets, namely the main fisheries actors in order to improve their competence and welfare. According to (Haryadi et al., 2015)) fisheries instructors as part of the extension subsystem are an important pillar in supporting the performance of the extension system and to support this performance competent fisheries instructors are needed to develop the quality of the main actors and business actors.

According to (Hermawan et al., 2017) The benchmark for the success of fisheries extension is increasing the capacity of individuals and groups working in the fisheries sector to utilize fisheries resources, business capacity, increasing income, strengthening social structures and social capital as well as appropriate and responsible management. Conveying fisheries information, distributing fishery production facilities, and processing and marketing fishery products are the roles of extension workers (Safrida et al., 2015) Etymologically, performance comes from the word work performance. This is in accordance with the statement (Silas et al., 2019) The term performance comes from the words job performance or actual performance, which is the ability of an employee to carry out his duties in accordance with the responsibilities given to him in terms of the quality and quantity of work results obtained. Innate abilities (competence), abilities that can be developed (competence), assistance in realizing achievements (help), material and immaterial incentives (incentives), environment (environment), and evaluation (evaluation) are performance (Rochmat et al, 2016) states that there are six dimensions used to measure performance dimensionally, including the following:

1. **Quality**
   Results activity Which done is ideal, or almost perfect For a number of activity Which fulfil objective from activity the.

2. **Quantity**
   Number of units, number of activity cycles produced and completed.

3. **Punctuality**
   The activity finishes at the desired start time, maximizing the time available for other activities and matching the first result.

4. **Effectiveness.**
   So far where source Power organization used with Meaning For increase profit every entity or reduce loss in use source Power.

5. **Independence.**
   So far where a employee capable do his task without request help or guidance manager or request intervention manager For avoid consequence Which harm.

6. **Work commitment**
   How much big commitment employee For Work with company And Work in a way responsible answer to company.

According to (Siregar et al., 2016) revealed that employee work performance is a measurement of employee performance based on standards/criteria set by the company. Factors that are considered to influence employee performance in an effort to optimally improve employee performance in a company include the following: organizational strategy (short-term and long-term goal values), situational constraints (organizational culture and economic conditions), and individual attributes (abilities and skills).
2. Research Method
This research was conducted in East Java at BPPP Banyuwangi. Location determination was carried out
testing purposive sampling, where BPPP Banyuwangi had complete and accurate data that the author
needed during the research. This research was conducted for 2 (two) months, namely December 2022 to
January 2023.

To analyze the performance of instructors in improving the class of fish cultivator groups, the analysis
used is quantitative analysis with linear regression analysis. To obtain an overview of the
implementation of counseling in East Java at BPPP Banyuwangi, it will be described descriptively.
The population of this research is fisheries instructors who are in the BPPP Banyuwangi working area,
namely in 3 (three) areas, namely Situbondo Regency, Banyuwangi Regency and Jember Regency and
fish farmers who are also spread across the area. The number of research samples is as large as 35 (thirty
five) fisheries instructors as respondents and 15 (fifteen) fish farmers as informants.
The instrument used by researchers is a questionnaire which can support research data collection. The
data collection methods used were direct observation, interviews and questionnaires and literature study.

3. Results And Discussion
To analyze the performance of fisheries instructors, factors that can influence the performance of fisher-
ies instructors in improving the class of fish cultivator groups in the East Java working area are carried
out using a Likert scale type which is a scale used to measure attitudes, opinions and perceptions of a
person or group regarding events or social symptom. By using a Likert scale, the variables to be meas-
ured are broken down into dimensions, these dimensions are then broken down into sub-variables and
then into indicators that can be measured. The score interpretation criteria in question are as follows ac-
cording to (Riduwan, 2005).

<table>
<thead>
<tr>
<th>Likert Scale Interpretation</th>
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<tr>
<td>Intervals</td>
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<tr>
<td>81 % - 100 %</td>
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<tr>
<td>61 % - 80 %</td>
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<tr>
<td>41% - 60%</td>
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<tr>
<td>21 % - 40 %</td>
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<td>0 % - 20 %</td>
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To test the level of the instructor's role, the percentage of the role value obtained is used. Role calcula-
tions can be obtained from:

\[
\frac{\text{skor peran yang didapat}}{\text{skor maksimum peran}} \times 100 \%
\]

<table>
<thead>
<tr>
<th>Interpretation of Extension Worker Performance</th>
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<tr>
<td>No</td>
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<tr>
<td>1</td>
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To measure the influence of variables, organizational structure, work rules and procedures and resources on the performance of instructors, multiple linear regression statistical tests are used with the following equation (Sudirman, 2007).

\[
Y = \text{Extension worker performance} \\
X_1 = \text{number and quality of extension human resources} \\
X_2 = \text{availability of extension facilities and infrastructure} \\
X_3 = \text{media and outreach materials} \\
X_4 = \text{work procedures} \\
\beta_0 = \text{Constant} \\
\beta_1, \beta_2, \beta_3 = \text{are partial regression coefficients} \\
e = \text{Standard error}
\]

Based on the results of distributing questionnaires and interviews conducted by researchers, the number of questionnaire respondents was 35 and interview respondents were 15 people. The data obtained has gone through the data verification stage to correct invalid data. This research was conducted for 2 (two) months, namely December 2022 to January 2023. The data above is data from the results of filling out a questionnaire carried out by 35 respondents, the sum of the cumulative variables \(X_1, X_2, X_3, X_4\) is 2771 while the total number of Variable \(Y\) is 2664 with an average value of 76.114.

The total answer score for the quality of human resource extension workers is 761, which means that the respondents’ responses regarding the number and quality of human resource extension workers are very good. With this score, respondents consider that the information provided by instructors is very relevant and can lead to solving problems so that farmers’ obstacles can be resolved well.

The total answer score for the Quality of Extension Human Resources is 830 with a percentage of 95%, meaning that the provision of facilities and infrastructure in the extension program is indeed very good. With this score, respondents considered that fisheries education provided the latest cultivation material and the material presented by fisheries education could answer the problems faced by fish farmers.

The total answer score for the Quality of Extension Human Resources is 832 with a percentage value of 95%, meaning that the extension materials and media provide an understanding that can be understood by cultivators. With this score, respondents consider the method used to be right on target so that cultivators feel that the method is effective.

The total answer score for the number of respondents for the variable Number of Quality of Extension Human Resources is 826 with a percentage value of 94%, meaning that the procedures carried out by the instructors during the extension program for cultivators in community groups are very good. With this score the respondents considered The extension activities carried out were timely and the intensity of communication with fisheries instructors was frequent. It can be said that the instructor’s ethos influences the answers to the obstacles faced by cultivators. That the total score is 830. With this the respondent stated that the performance of instructors with quality indicators is considered good. From the five indicators above, it can be seen that the quality indicator gets the highest score so that cultivators or the community really hope that the abilities, both material and skills possessed by instructors, will be useful for cultivators. The percentage results (Number and Quality of Extension Human Resources) were 86.97%, percentage (Availability of extension facilities and infrastructure) was 95%, percentage (Media and extension materials) was 95% and percentage (Work procedures) was 94%. \(X_1X_2X_3X_4\)

Based on reliability results with a Cronbach alpha value of 0.933. The questionnaire is said to be reliable if the value per item is > Cronbach alpha value (0.933). Item number 1 has a value of 0.986 > 0.933,
It is known that the significance of the instructor understands the concept, the more the instructor can be said to have good quality material and be capable of applying the materials well by cultivators. In relation to the instructor’s competency, the more the quality of extension materials, namely that the materials can provide benefits to cultivators so that the extension system can be carried out effectively. Based on a summary of interviews with several respondents regarding the quality of the main actors and business actors, namely the competence of extension agents in carrying out the extension mission. According to Effendi (2018) that the extension system must be carried out by competent people to develop the quality and capacity of fish farmers. This is relevant to the helpful in increasing knowledge about fisheries cultivation, both theoretically and practically. This means instructors have good capacity in providing education to fish farmers. This is relevant to the mastery of extension material, it is very helpful in increasing knowledge about fisheries cultivation, both theoretically and practically. This means instructors have good capacity in providing education to fish farmers. It can be concluded that these four items have met reliability. It is known that the significance value of Asymp. Sig (2 tailed) for variables X1 = 0.00; = 0.00; = 0.00 and = 0.00. The mean (average) value of the data is = 19.60; = 19.49; = 19.89; = 76.11. So according to the basic conclusions in the one sample Kolmogorov-Smirnov normality test above the Sig (2 tailed) < 0.05, it can be concluded that the data is normally distributed. \( X_2X_3X_4X_1, X_2X_3X_4 \) Calculated r value for the relationship X1 with Y is 0.485 > r table 0.334; the relationship with Y is 0.570 > r table 0.334. The relationship with Y is 0.784 > r table 0.334. The relationship with Y is 0.585 > r table 0.334. Therefore, it can be concluded that there is a relationship or correlation between the dependent variable and the independent variable which has a positive value, in other words the better the performance in providing education to the community, the higher the class of fish cultivator groups in East Java. \( X_2X_3X_4 \) Sig value (2 tailed) \( X_1 \) against Y of 0.095 > 0.05 (significant alpha value). The value of Y is 0.142 > 0.05. The value of Y is 0.67 > 0.05. The value of Y is 0.196 > 0.05. Based on these results, it can be concluded that there is a linear relationship between the variables and variable Y. This means that there is a significant linear relationship between the number and quality of extension human resources, the availability of extension infrastructure, media and extension materials and extension work procedures on the performance of extension workers. \( X_2X_3X_4X_1, X_2X_3, X_4 \) Constant value \( X_1 \) amounting to 13,064; constant value of 11.074; the constant value is 7.410 and the constant value is 8.948. From this data we can formulate the linear regression equation, namely: \( Y = 49,077 + 13,064 + 11,074 + 7,410 \) Constant value \( X_1 \), amounting to 8.948 + . A value of 0.08 < 0.05 means that there is a partial influence between the number and quality of extension workers’ human resources) and Y (performance of instructors). The Sig value is 0.045 < 0.05, meaning that there is a partial influence between (availability of extension infrastructure) and Y (performance of extension workers). The Sig value is 0.012 < 0.05, meaning that there is a partial influence between (media and extension materials) and Y (extension performance). A value of 0.016 < 0.05 means that there is an influence (extension procedures) with Y (extension performance). \( X_2X_3X_4X_1, X_2X_3, X_4 \) The mean square value in the regression is 195.373; The mean square value of the residual is 129.668 with a Sig value. equal to 0.002 < significant alpha value, because the Sig value < Sig alpha means there is an influence from the variable \( X_1 \) (number and quality of human resources for extension workers), (availability of extension infrastructure), (media and extension materials), (work procedures) on Y (performance of extension workers). \( X_2X_3X_4 \) The R square value is 0.7567. It means variable \( X_1 \) (number and quality of human resources for extension workers), (availability of extension infrastructure), (media and extension materials), (work procedures) have an influence on variable Y (performance of extension agents) of 75.67% and the remaining 24.33% is influenced by other variables \( X_2X_3X_4 \).

Based on the presentation by several respondents regarding mastery of extension material, it is very helpful in increasing knowledge about fisheries cultivation, both theoretically and practically. This means that instructors have good capacity in providing education to fish farmers. This is relevant to the opinion (Effendi, 2018) that the extension system must be carried out by competent people to develop the quality of the main actors and business actors, namely the competence of extension agents in carrying out the extension mission. Based on a summary of interviews with several respondents regarding the quality of extension materials, namely that the materials can provide benefits to cultivators so that the materials can be applied well by cultivators. In relation to the instructor’s competency, the more the instructor understands the concept, the more the instructor can be said to have good quality material and be
useful for cultivators. Based on the results of the interview above, a good delivery method will influence the understanding of the material provided. However, if material that looks abstract can be simulated, it will make the material easy to understand. This is in accordance with the opinion of the extension method which is defined as the method used by extension workers to convey material to farmers or targets with certain strategies or methods so that farmers are able to receive information well. Tire & (Ramadhana & Subekti, 2021). Based on the interview above, discipline, communication, and problem solving are really needed by instructors. This ability is what creates educational-based social interactions experienced by the community. People don't just talk aimlessly. The existence of control that is often carried out by extension workers can have an influence on the obstacles felt by cultivators.

Based on the results of measurements and calculations that have been carried out, it can be seen that the calculation results show that the number of quality human resources and extension workers has a value of 761 with a percentage of 86.97%. This means that the quality of human resources and extension workers has a very good rating. This predicate is supported by several activities carried out by the instructors, namely knowledge about cultivation and being able to provide information as needed, the material delivered by the instructors is clear and precise, the delivery of information is guided by the latest cultivation standards, there is motivation carried out by the instructors in accordance with the extension program.

The indicator for the availability of facilities and infrastructure has a value of 830 with a percentage of 95%. This indicator has a very good rating. Therefore, these indicators are supported by the delivery of the latest material so that the material can answer the problems faced by cultivators, the material presented is easy for cultivators to apply and the validity of the material can be trusted because it comes directly from the source.

The media and outreach material indicator has a value of 832 with a percentage of 95%. This indicator has a very good interpretation. The instructor in using media and extension materials is very competent so that the methods used are right on target because the methods are varied, the material presented is appropriate for the purpose and can provide good results.

The indicator regarding work procedures carried out by extension workers has a value of 826 with a percentage of 94% and has a very good predicate. The very good predicate was obtained because the sub-indicators also had very good interpretations. Sub-indicators that support the extension workers' work procedures are that activities are carried out on time, stakeholders receive services from the extension workers quickly and efficiently, there is assistance from the extension workers and it is well scheduled, the intensity between the extension workers and cultivators is carried out frequently so that the problems faced can be expressed clearly, directly and quickly because the quantity of extension activities carried out is carried out routinely.

Of the four indicators above with a very good predicate value, the instructor's performance is very good which can be seen from the calculation of the performance sub-indicators which include quality which has a value of 170 with a percentage of 97% with a very good predicate, the quantity indicator has a value of 161 with a percentage of 92% very good predicate, punctuality has a value of 167 with a percentage of 95% very good predicate, effectiveness has a value of 166 with a percentage of 94% very good predicate, relationships between individuals has a value of 166 with a percentage of 94% very good predicate, then the total score is 830 percentage of 94% good predicate. This means that the instructor's performance is very good, both in terms of quality, quantity, timeliness, effectiveness, relationships between individuals supported by quality human resources, availability of supporting facilities and infra-
structure, trustworthy media and extension materials, systematic work procedures and scheduled according to time.

This good predicate was obtained because of the competent quality of the instructors. Performance is the result of work that has a strong relationship with goals organizational strategy, customer satisfaction and further improve economic contribution. According to (Putro & Sahban, 2020) Performance is a person's achievement regarding tasks assigned to him. Furthermore, according to Mangkunegara (in Putro & Sahban, 2020), performance is the result of work in terms of quality and quantity achieved by an employee within carry out tasks in accordance with the responsibilities given to him. The better a person's performance, the greater the responsibility and electability towards their work, which influences their good competence in their field.

Competency is the ability that a person or every worker/employee must have to be able to carry out a job/position successfully (effectively, efficiently, productively and with quality) in accordance with the vision and mission of the company organization. And competence can also be interpreted as intelligent actions that a person has, where intelligence means someone can minimize the risks that will occur in the future. Every person has competencies which consist of Soft Skills which can be said to be abilities that originate or arise from a person's natural self and Hard Skills are a person's abilities that are obtained through the education they undergo. As stated by (Chris Rowley 2012: 57) that "Competency is how to carry out work that can be categorized as effective, efficient, productive and quality because they have abilities that are appropriate to the conditions of the work that must be done." Meanwhile, according to Hasibuan (in Sinta Herlini, 2019) that, “A set of knowledge, skills/expertise and attitudes that must be mastered by an employee through activities learning about the field of work or position”.

In the research, tests were carried out to determine the influence of four variables on the performance of fisheries instructors. The variables tested were the number and quality of extension human resources, availability of extension facilities and infrastructure, media and extension materials and work procedures. As is known, the performance of agricultural instructors is greatly influenced by two main factors, namely internal and external factors related to the implementation of the duties and responsibilities of agricultural instructors carrying out extension services. Internal factors are factors inherent in the instructor who indirectly make a huge contribution to the instructor's performance, which in this research focuses on internal factors such as age, amount of training and length of service. External factors are factors outside the instructor who directly make a huge contribution to the instructor's competence, namely the number of assisted farmers under his/her coordination. The reality on the ground shows that the performance of fisheries instructors tends to get worse due to the obstacles faced by fisheries instructors in the era of regional autonomy, including the decline in the managerial abilities of instructors. Changes in the increasingly advanced condition of farmers require extension institutions to make changes to the extension delivery system, develop technological innovation information systems, increase the professionalism of field instructors to be able to respond to all changes that occur quickly and proportionally. This requires extension workers to increase their knowledge, experience and competence in order to be able to understand the conditions of fish cultivation (potential and problems) and expand extension targets, not only for production institutions (farmer groups) but all institutions engaged in livestock activities in rural areas as one. unity in carrying out empowerment.

Based on the SPSS results, the regression equation results are $Y = 49.077 + 13.064X_1 + 11.074 + 7.410 + 8.948 + X_2X_3X_4\varepsilon$
The correlation coefficient value \( R = 0.749 \) indicates that the relationship between the number and quality of human resources for extension agents, availability of facilities and infrastructure, media and extension materials, work procedures and the performance of instructors is relatively high. \( T \)-calculated value \( X_1 (1.104) \), \( < \) \( t \)-table value shows that this factor has no significant effect. In this study, it is understood that quantitatively, if the number and quality of human resources for instructors increases, the level of experience, knowledge and skills of fisheries instructors in carrying out their duties will increase, but this is not evident in the level of performance of instructors. \( X_2 (0,463) \), \( X_3 (0,129) \)

The calculated \( t \)-value from the \( t \)-table shows that the media and outreach material factors have a very significant influence. The results of this analysis show that media and extension materials greatly influence the level of performance of instructors in carrying out their main tasks optimally. This condition shows that the better the media and extension materials, the younger the cultivators will be in capturing the knowledge provided by the instructors. \( X_3 (1,969) > \)

From the results of the analysis of four factors which are thought to have an influence on the performance of fisheries instructors, it turns out that only one factor has a very real meaningful correlation, namely media and extension materials. This factor was found because it was suspected that the variables tested were only part of the three groups of variables that influence individual performance.

4. Conclusion

The instructor's performance was very good, both in terms of quality, quantity, timeliness, effectiveness, relationships between individuals supported by quality human resources, availability of supporting facilities and infrastructure, trustworthy media and extension materials, systematic work procedures and scheduled according to time. This good predicate was obtained because of the competent quality of the instructors. Performance is the result of work that has a strong relationship with goals organizational strategy, customer satisfaction and further improve economic contribution.

From the results of the analysis of four factors which are thought to have an influence on the performance of fisheries instructors, it turns out that only one factor has a very real meaningful correlation, namely media and extension materials. This factor was found because it was suspected that the variables tested were only part of the three groups of variables that influence individual performance. The results of this analysis show that media and extension materials greatly influence the level of performance of instructors in carrying out their main tasks optimally. This condition shows that the better the media and extension materials, the younger the cultivators will be in capturing the knowledge provided by the instructors.

5. Acknowledgement

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6. References


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