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THE EFFECT OF TRAINING, WORKFORCE, AND WORK EXPERIENCE ON FARMERS' PRODUCTIVITY IN KENTEN LAUT VILLAGE

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Abstract

The purpose of this study is to analyze the effect of training, labor, and work experience on farmer productivity in Kenten Laut Village, Banyuasin Regency. The type of research used is quantitative research with a survey method. The research population consisted of 117 active farmers, while the sample was determined using the Slovin formula so that 91 respondents were obtained. Data were collected through questionnaires using a Likert scale and analyzed using multiple linear regression with the assistance of IBM SPSS version 29. The results showed that partially training had a positive and significant effect on farmer productivity with t_{count} 2,509 > t_{table} 1,987. Labor has a positive but not significant effect on productivity with t_{count} 1.019 < t_{table} 1.987, which indicates that increased productivity is not only determined by the number of workers, but also the quality and effectiveness of their utilization. Work experience has a positive and significant effect and is the most dominant variable with t_{count} 8.626 > t_{table} 1.987. Simultaneously, training, labor, and work experience have a significant effect on farmer productivity with the result F_{count} 138.928 > F_{table} 2.71. The correlation coefficient (R) of 0.910 indicates that the relationship between training, labor, and work experience on farmer productivity is classified as very strong. The coefficient of determination (R^2) shows that the three variables are able to explain farmer productivity by 82.7%, while the rest is influenced by other factors outside the research.

Keywords: Training, Labor, Work Experience, Farmer Productivity

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INTRODUCTION

Indonesians place great importance on agriculture as the backbone of their economy. This sector not only provides food but also serves as a source of livelihood for over 30% of the population, particularly in rural areas. This productivity is driven by several factors. In general, the technical capacity of producers has increased significantly thanks to the influence of training. Structured training provides new skills, introduces technology, and fosters a mindset adaptable to the dynamics of modern agriculture.

Another determining factor is the workforce. The quantity of labor is often not the primary issue, but rather the quality and expertise of the workforce in carrying out agricultural activities. A workforce that lacks a good understanding of cultivation techniques and the use of modern agricultural equipment will result in production inefficiencies.

The third factor is work experience. Farmers who have worked in this sector for a long time certainly possess invaluable practical knowledge. However, this experience will become a source of collective progress if accompanied by a process of knowledge transfer between farmers. In many regions, experience remains individual and is not systematically documented or shared.

This phenomenon is evident in Kenten Laut Village, Banyuasin Regency. This sub-district has the largest village, with an area of 126.67 km². However, the potential of this vast area has not been able to significantly increase productivity. BPS data (2024) Research shows that production of several horticultural commodities remains stagnant, while the majority of agricultural workers have only recently received formal training . Farmers often rely on information from personal experience or social media, which may not be accurate.

In addition to horticultural commodities, Kenten Laut Village also produces other important commodities, such as food crops such as rice. The rice paddies in this area are a crucial part of the community's agricultural activities. However, rice production has not shown significant improvement. Many farmers lack understanding of modern planting systems such as jajar legowo (traditional planting system) and efficient water management, and are unfamiliar with the use of modern agricultural tools and machinery. This reinforces the need to improve the capacity of agricultural human resources in this region.

This situation is exacerbated by the fact that most of the workforce is not yet familiar with modern agricultural technology, and production processes are not running optimally. However, a study by Subamia *et al*. (2023) Research shows that as much as 72% of productivity can be attributed to training and motivation.

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Research by Tampubolon & Saputra (2024) also found that work experience increased farmer productivity, although training was not always significant without further coaching.

Based on the results of previous research, it was found that there were differences in results (inconsistencies) in How Education, Experience, and Hard Work Affect Results. According to Listyanto, *et al* . (2023) and Subamia , *et al*. (2023) training does indeed affect farmers' production results , while Tampubolon & Saputra (2024) found the opposite result, namely that Training and Manpower did not have a significant influence, indicating that the effectiveness of training varies depending on its implementation in the field.

Research by Afriyani & Y uliyanty (2024) found similar results in the public sector environment, where HR development factors significantly influenced employee performance while training had little influence. Then Pospos *et al*. (2022) stated that labor has a positive effect on farmer income, while Tampubolon & Saputra (2024) identified that labor does not affect productivity. This difference proves that the quality and management of the workforce has not been studied in depth at the village level.

The work experience factor also shows mixed results. *Yahy et al*. (2022) found that the productivity of rubber producers in Banyuasin Regency was significantly and positively influenced by their work experience. while Ginting & Lindawati (2025) found negative influences due to traditional work experiences.

Most previous research was conducted at the district, company, or national level, rather than at the village level, such as Kenten Laut Village, which has distinct socioeconomic characteristics. Unlike previous research that focused on the corporate and government context, this study focuses on human resource management at the village level, where aspects of training, workforce, and work experience have not been systematically managed.

The various obstacles faced by farmers in Kenten Laut Village, such as high production costs, limited access to facilities, and a lack of technological support, further strengthen the argument that weak agricultural human resource management is the primary cause of low productivity. This is in line with the fact that the proportion of farming households using modern agricultural machinery (alsintan) in Talang Kelapa District remains very low.

In terms of employment, the agricultural sector absorbs more than 30% of the workforce in this region. However, the productivity level per worker BPS Banyuasin Regency (2025) Employment in this sector remains low, and the majority of workers are informal workers with low levels of education. This strongly indicates that increasing productivity cannot rely solely on labor input

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but must be supported by increased human resource capacity through training and development. Various scientific studies support this observation. Research by *Subamia et al*. (2023) stated that training and work motivation contributed 72% to increasing coffee farmer productivity. Listyanto *et al*. (2023) found that training had a strong impact on farmer production outcomes, with a significance value of $p = 0.000$.

Tampubolon & Saputra Study (2024) Amplas Village exhibits a different nuance. There's an emphasis on education and training, but the only factor that matters for productivity is actual work experience. This indicates that the quality of agricultural human resources is determined not only by the quantity of training but also by the depth of experience and a community-based learning system (inter-farmer mentoring), which, unfortunately, is underdeveloped in Kenten Laut Village.

Based on the agricultural conditions described above, it is important to examine the number of farmers currently actively working in the agricultural sector in Kenten Laut Village. This data illustrates the extent of local labor involvement in agricultural activities and serves as a basis for evaluating the potential of available human resources. Although productivity is not yet optimal, the number of farmers has remained relatively stable over the past three years, indicating that this sector remains a key pillar of the village community's livelihoods.

The following is data on active farmers working in the agricultural sector from 2023 to 2025:

Table 1.
Data on the Number of Active Farmers in Kenten Laut Village 2023-2025

No	Name of Farmer Group	Number of Farmers
1.	Lestari Jaya I	14 People
2.	Lestari Jaya II	12 People
3.	Independent 1	16 People
4.	Tunas Jaya	17 People
5.	Kenten Makmur II	20 People
6.	Kenten Makmur III	17 People
7.	Kenten Makmur IV	21 People
	Amount	**117 People**

Source: Agricultural Extension Agency, Banyuasin Regency (2025)

Based on data on the number of active farmers in Kenten Laut Village from 2023 to 2025, the number of farmers remained unchanged, neither increasing nor

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decreasing. The data indicates that the number of farmers remains the same each year, with no new members added or existing workers reduced. This indicates that agricultural activity in the area remains stable, but there has been no significant progress in developing agricultural human resources.

According to Sugiyono (2022), a research problem arises when there is a difference between the expected ideal conditions and the reality on the ground. A constant condition can be considered a problem if it does not show any improvement in quality, productivity, or work effectiveness.

During the harvest season, the workforce typically increases by around 15 seasonal workers. However, these additions are temporary and are not included in the annual number of permanent farmers. This phenomenon demonstrates that the agricultural sector in Kenten Laut Village remains heavily reliant on seasonal labor and has not been fully supported by skills development, training, and work experience for permanent farmers.

can be formulated as the suboptimal level of farmer productivity, possibly influenced by training factors, the number of workers, and the work experience of farmers in Kenten Laut Village. Based on the description above, it can be said that there are still empirical and contextual gaps in research on the impact of training, workers, and work experience related to productivity. This study is present to fill this gap by conducting specific research at the village level and testing the three variables simultaneously to determine their influence on farmer productivity in Kenten Laut Village.

The results of this study It is hoped that the most dominant variables determining farmer productivity can be identified and how synergies between training, labor , and experience can be optimized. These findings will also contribute to local governments and extension agencies in designing interventions based on evidence and real-world needs.

Kenten Laut Village has significant agricultural potential, but its farmers' productivity remains relatively low. According to Jhay (2025), this is not only due to limited capital and production facilities, but also to underdeveloped human resources.

Jhay (2025) explained that agricultural training activities in this village are still rare and have only recently been officially organized by the authorities . As a result, most farmers carry out agricultural activities through trial and error, with some relying on independent learning through personal experience or information from the internet without direct guidance from experts. This limits their technical skills and makes the implementation of modern agricultural methods ineffective.

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According to Jhay (2025), another problem is poor agricultural labor standards. Many workers are not highly skilled in efficient land management and are unable to utilize agricultural technology effectively. As a result, production processes are suboptimal and harvest yields do not reach their maximum potential. Although most producers have been operating for a long time, their expertise has not been shared with their peers. The lack of experience sharing means that skills and innovations develop only among certain individuals, resulting in uneven productivity gains among farmers.

External factors such as limited capital, a lack of agricultural facilities, and high production costs often result in farmers not understanding the main factors causing their harvest yields , which further exacerbates the situation. This was conveyed by the Secretary of Kenten Laut Village, Al-Imron (2025). Thus, the low productivity of farmers in Kenten Laut Village is directly correlated with the ease of managing human resources, particularly in the areas of training, management, and productivity in the workplace.

LITERATURE REVIEW

1. Human Resource Management (HRM) Theory

Human resource management (HRM) believes that an organization's most valuable asset is its employees and that they should be guided to maximize their potential to achieve organizational goals. Kotler , *et al* . (2024) , Human resource development is carried out by increasing competence, skills and work experience to achieve high efficiency and productivity. Ghozali (2018) stated that productivity is greatly influenced by human resource factors, including training, number of employees, and work experience, which can be analyzed quantitatively. Improving the capabilities and skills of the workforce through appropriate training will significantly improve work results.

RESEARCH METHOD

This research methodology uses a descriptive quantitative approach that aims to analyze the effect of training, labor, and work experience on farmer productivity in Kenten Laut Village, Talang Kelapa District, Banyuasin Regency, South Sumatra. The scope of the study was determined to be more focused and systematic, including research variables, location, subjects, and time of research implementation (Sugiyono, 2022). The independent variables in this study consist of training (X_1), labor (X_2), and work experience (X_3), while the dependent variable is farmer productivity (Y). The study was conducted for five months, namely

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from September 2025 to January 2026, which included the research preparation stage, data collection, data processing and analysis, and the preparation of the final report. The research location was chosen purposively because Kenten Laut Village has high agricultural potential but farmer productivity is still relatively low. The data used in this study consists of quantitative data obtained through a questionnaire using a Likert scale, and is supported by primary and secondary data. Primary data was obtained through questionnaires distributed to farmers, semi-structured interviews with relevant parties such as village officials and agricultural extension workers, and non-participatory observation of farmer activities in the field (Sugiyono, 2022). Secondary data was obtained from relevant agencies such as the Central Statistics Agency (BPS), the Kenten Laut Village Office, and various relevant scientific literature. The population in this study was 117 active farmers who are members of farmer groups in Kenten Laut Village, while the research sample of 91 respondents was determined using the Slovin formula with a 5% error rate. Data analysis techniques were carried out using the SPSS program through several stages, namely validity testing, reliability testing with Cronbach's Alpha, classical assumption testing including normality, multicollinearity, and heteroscedasticity tests, and multiple linear regression analysis to determine the effect of independent variables on farmer productivity. In addition, hypothesis testing was carried out using the t-test to determine partial effects, the F-test to see simultaneous effects, and the coefficient of determination (R^2) to determine the contribution of independent variables to the dependent variable (Sugiyono, 2022). This approach is expected to produce objective, measurable and scientifically accountable analysis.

RESULTS AND DISCUSSION

1. Company Overview

Participants in this study were farmers from a farmer's cooperative in South Sumatra Province, specifically in Kenten Laut Village, Talang Kelapa District, Banyuasin Regency. Kenten Laut Village has significant agricultural potential, but farmer productivity is still suboptimal, necessitating an analysis of the influencing factors. Based on data obtained, the number of active farmers in Kenten Laut Village was recorded at 117 in 2023–2025, indicating relatively stable conditions. During certain seasons, such as planting and harvesting, farmers also utilize additional seasonal labor to assist with agricultural activities.

The agricultural commodities developed include food crops and horticulture, but the majority of farmers primarily cultivate food crops, as this has

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been a traditional practice for generations. In practice, farmer productivity is influenced by human resource management, particularly through training, labor, and work experience.

2. Respondent Characteristics

Based on the results of research on 91 farmer respondents in Kenten Laut Village, the characteristics of respondents were analyzed based on several aspects, namely age, gender, education, length of service, land area, type of crop, harvest yield, number of workers, and income. Age characteristics show that the majority of respondents are in the productive age group, namely under 30 years old as many as 33 people (36%) and aged 30–40 years as many as 26 people (29%). This shows that the agricultural sector in Kenten Laut Village is still of interest to the younger generation, especially due to limited other job options and the existence of agricultural business traditions that are passed down from generation to generation in the family. Meanwhile, the number of farmers in the age group over 60 years is relatively small, namely only 3 people (3%), which indicates a shift in the agricultural workforce to a more productive age group because agricultural work requires quite a lot of physical energy.

Based on gender, the respondents were predominantly male (72 people) while the females were 19 people (21%). This condition indicates that agricultural activities in the village are still dominated by male labor because most agricultural work requires greater physical strength. Women generally play a role as support workers in agricultural activities, such as in the plant care stage and harvest processing. In terms of education, the majority of respondents had a high school/vocational high school education level, namely 38 people (42%), followed by elementary school graduates (30 people) , junior high school graduates (15 people) , and bachelor's degree graduates (8 people) . This indicates that some farmers have a secondary education level that can support their ability to understand more modern agricultural technology or methods.

Based on length of service, the majority of respondents (48 respondents, 52%), had more than five years of farming experience. This indicates that the majority of farmers have considerable experience managing agricultural activities. This experience plays a crucial role in navigating the various dynamics and challenges in the agricultural sector. Furthermore, some farmers have only started working in the past few years, necessitating the transfer of knowledge from more experienced farmers to new ones.

Judging from the land area, most farmers manage land of more than 2 hectares, namely 36 people (36%), followed by farmers with land area of 1-2

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hectares as many as 35 people (35%). This condition shows that most farmers in Kenten Laut Village manage land on a relatively large scale so that it has greater production potential if managed optimally. Based on the type of crops cultivated, the majority of respondents grow food crops as many as 73 people (80%), while horticultural crops are only cultivated by 18 people (20%). The dominance of food crops shows that farmers rely more on work experience and skills that have been passed down from generation to generation in agricultural activities.

In terms of harvest yields, the majority of respondents produced a harvest of 3–5 tons/ha, namely 44 people (48%), which indicates that farmer productivity is still at a moderate level. This is thought to be influenced by limited agricultural training, uneven understanding of technology, and suboptimal labor management. However, there are also some farmers who are able to produce higher yields because they have better work experience. Furthermore, in terms of the number of workers, the majority of farmers use 2–3 workers, namely 46 respondents (51%), which indicates that farmers adjust the number of workers to the needs of agricultural activities in the field. In terms of income, the majority of respondents earned income between IDR 5,000,000 to IDR 10,000,000 per season or harvest period, namely 33 people (36%). This indicates that farmers' income is generally sufficient to meet basic needs, but is still not optimal because the level of productivity produced is still in the moderate category.

3. Results

Instrument Test Results

Instrumental analysis in this study includes reliability, validity, and classical assumption testing.

1.) Validity Test Results

The reliability of the questionnaire can be ensured by conducting a validity test. The statements in the questionnaire must accurately reflect the variables being studied, including training, workforce, work experience, and farmer productivity. The calculated r value is compared with the tabulated r value to test for significance.

To validate a statement item, the calculated r value must be positive and greater than the table r value. An item in a statement is invalid if the calculated r value is less than its table r value.

The complete results of the instrument validity test can be seen in table 1 below:

Table 2
Results of Instrument Validity Test

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Variables	Statement Number	*r* - count	*r* -table	Information
Training (X_1)	1	0.718	0.206	Valid
	2	0.846	0.206	Valid
	3	0.800	0.206	Valid
	4	0.824	0.206	Valid
	5	0.806	0.206	Valid
	6	0.835	0.206	Valid
	7	0.753	0.206	Valid
	8	0.777	0.206	Valid
	9	0.776	0.206	Valid
	10	0.639	0.206	Valid
Labor (X_2)	1	0.729	0.206	Valid
	2	0.765	0.206	Valid
	3	0.703	0.206	Valid
	4	0.779	0.206	Valid
	5	0.773	0.206	Valid
	6	0.639	0.206	Valid
	7	0.725	0.206	Valid
	8	0.705	0.206	Valid
	9	0.687	0.206	Valid
	10	0.789	0.206	Valid
Work Experience (X_3)	1	0.725	0.206	Valid
	2	0.721	0.206	Valid
	3	0.691	0.206	Valid
	4	0.807	0.206	Valid
	5	0.756	0.206	Valid
	6	0.824	0.206	Valid

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	7	0.769	0.206	Valid
	8	0.579	0.206	Valid
	9	0.619	0.206	Valid
	10	0.667	0.206	Valid
Productivity (Y)	1	0.757	0.206	Valid
	2	0.773	0.206	Valid
	3	0.780	0.206	Valid
	4	0.772	0.206	Valid
	5	0.840	0.206	Valid
	6	0.774	0.206	Valid
	7	0.838	0.206	Valid
	8	0.688	0.206	Valid
	9	0.769	0.206	Valid
	10	0.674	0.206	Valid

Source: IBM SPSS 29 Output Data (2026)

Table 2 shows the results of the validity test. All statement items used to assess the variables "Training," "Labor Force," "Work Experience," and "Farmer Productivity" had r values higher than the 0.206 value found in the r table. All statement elements of each variable were considered valid. Thanks to these results, the theoretical concepts in this study can be confidently assessed by each statement item in the questionnaire. This implies that the research instrument used has met the validity criteria, making it suitable for data collection and subsequent analysis. With the fulfillment of this validity test, it can be concluded that all questionnaire items are reliable in revealing the actual conditions related to training, labor, work experience, and farmer productivity in Kenten Laut Village, and can be used as a basis for testing research hypotheses.

2.) Reliability Test Results

The stated purpose of reliability testing is to ensure the consistency of research instruments when used repeatedly. Using SPSS software, reliability

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testing was conducted in this study using the Cronbach's Alpha approach. An instrument is considered reliable if its Cronbach's Alpha value is 0.60 or higher. The results of all reliability tests on the instruments are shown in Table 2 below:

Table 3
1Reliability Test Results

No	Variables	Cronbach's Alpha	Cronbach's Alpha Cutoff	Decision
1	Training (X_1)	0.845	0.60	Reliable
2	Labor (X_2)	0.825	0.60	Reliable
3	Work Experience (X_3)	0.889	0.60	Reliable
4	Productivity (Y)	0.923	0.60	Reliable

Source: IBM SPSS 29 Output Data (2026)

The Cronbach's Alpha values for the Training (X_1) and Labor (X_2) variables were 0.825 and 0.889, respectively, as shown in the reliability test results in Table 2. Finally, the Work Experience (X_t) and Farmer Productivity (Y) variables had a value of 0.923. All Cronbach's Alpha values exceeded the minimum requirement of 0.60. The findings indicate that the research instruments were highly consistent with each other. The research instruments were concluded to be credible and suitable for further data analysis in this study due to the reliability of all items in the Training, Labor, Work Experience, and Farmer Productivity variables.

Classical Assumption Test Results

The classical assumption test in this study was conducted before the multiple linear regression analysis to ensure that the model used meets the statistical requirements so as to produce unbiased and reliable estimates. The first test is the normality test which aims to determine whether the residual data is normally distributed. The test was conducted using a Histogram graphic approach, Normal Probability Plot (P–P Plot), and the Kolmogorov–Smirnov statistical test using IBM SPSS 29 software. The results of the histogram graph show a bell-shaped pattern without extreme slope, indicating that the residual distribution is symmetrical. The same thing is also seen in the Normal P–P Plot graph, where the residual points spread around the diagonal line, thus visually indicating a distribution close to normal. However, statistically, the results of the Kolmogorov–Smirnov test show a significance value of 0.001 (<0.05), indicating that the data is not normally distributed. This difference between the graphical test and the statistical test may occur because the Kolmogorov–Smirnov test is

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very sensitive to sample size, so that in a sufficiently large sample size, small deviations from normality can cause the test results to be significant.

Therefore, if the data visually shows a distribution pattern close to normal, the regression model can still be used in parametric statistical analysis (Sugiyono, 2022). Furthermore, a multicollinearity test was conducted to determine the presence of a high correlation between the independent variables. The test results showed that the tolerance value for each variable was greater than 0.10, and the Variance Inflation Factor (VIF) values for all variables were below 10, namely training at 2.359, workforce at 3.088, and work experience at 3.400. These results indicate that there is no strong linear relationship between the independent variables, so the regression model is declared free of multicollinearity and suitable for use in further analysis (Sugiyono, 2022). The next classical assumption test is the heteroscedasticity test, which is conducted using a scatterplot graph between the residual values and the predicted values. The test results show that the residual points are randomly distributed above and below the zero line on the Y-axis and do not form a specific pattern such as a conical, wide, or wavy pattern. This condition indicates that the residual variance is constant, indicating that heteroscedasticity does not occur. Therefore, it can be concluded that the regression model in this study has met most of the required classical assumptions, making the multiple linear regression model suitable for proceeding to the regression analysis stage and testing hypotheses regarding the influence of training, workforce, and experience. work on farmer productivity.

4. Discussion

This research aims to interpret the analysis results regarding the influence of training, labor, and work experience on farmer productivity in Kenten Laut Village. The results indicate that the training variable has a positive and significant influence on farmer productivity. This is evidenced by the t-test, which shows a calculated t-value of 2.509, greater than the t-table of 1.987, with a significance value of 0.014 (<0.05). This finding indicates that the better the training received by farmers, the higher their agricultural productivity. Training provides improved technical capabilities such as understanding appropriate cultivation methods, more effective land management, and improved farmer work skills. These results are in line with research by Subamia et al. (2023) which states that training contributes significantly to increasing farmer productivity, as well as research by Listyanto et al. (2023) and Hasibuan et al. (2021) which found that training can improve farmers' skills and production yields.

Unlike the training variable, the labor variable showed a positive but insignificant effect on farmer productivity. This is evident from the calculated t-

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value of 1.019, which is smaller than the t-table value of 1.987, with a significance value of 0.311 (>0.05). This finding suggests that increasing the number of workers does not necessarily increase productivity if it is not accompanied by adequate quality and work skills. This finding also aligns with research by Tampubolon and Saputra (2024), which states that the number of workers does not always significantly influence agricultural production because skills and work effectiveness are more important factors.

Meanwhile, work experience was shown to have a positive and significant effect on farmer productivity, with a t-value of 8.626 and a significance level of <0.001. These results indicate that the longer a farmer's work experience, the better their ability to manage land, determine planting times, and overcome various production constraints. This finding aligns with research by Yahya et al. (2022) and Mulyati et al. (2022), which states that work experience can improve work efficiency and agricultural production.

Simultaneously, training, labor, and work experience significantly influence farmer productivity with an F-value of 138.928 and a significance level of <0.05. The coefficient of determination (Adjusted R^2) of 0.827 indicates that these three variables are able to explain 82.7% of the variation in farmer productivity, while the remainder is influenced by other factors such as capital, technology, and environmental conditions. Thus, increasing farmer productivity in Kenten Laut Village can be achieved through strengthening training programs, more effective workforce management, and utilizing work experience through knowledge transfer between farmers.

CONCLUSION

The results of research examining the impact of education, experience, and training on agricultural output in Kenten Laut Village produced the following conclusions:

1. The t-value of 2.509 for the training variable (X_1) was found in the partial t-test of this study, which is higher than the t-table value of 1.987. Less than 0.05, the significance value is 0.014. This study found that this instruction has a substantial impact on farmer production in Kenten Laut Village.
2. The t-value for the Labor variable (X_k) is 1.019, which is smaller than the t-table value of 1.987, as indicated by the results of the (partial) t-test in this study. In addition, at a significance level of 0.311, the value is higher than the threshold of 0.05. In Kenten Laut Village, this study found that labor has a small but positive effect on farmer productivity.

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3. The Work Experience variable (X_3) has a t-count value of 8.626, which is higher than the t-table value of 1.987, and a significance value of <0.001, which is less than 0.05, according to the results of the t-test (partial). These results indicate that Work Experience has a significant effect on Farmer Productivity in Kenten Laut Village.
4. F test results (simultaneously) Based on the research findings, when the variables of Training, Labor, and Work Experience are combined, the resulting F value is 138.928, which is greater than the F table value of 2.71 at a significance level of <0.05. These results indicate that training, labor, and experience have a significant impact on the production results of farmers in Kenten Laut Village.
5. According to the multiple linear regression analysis in this study, training has a regression value of 0.139, labor has a regression coefficient of 0.093, and work experience has a regression coefficient of 0.741. This indicates that farmers will experience increased productivity as a result of improved training, labor management, and work experience.
6. The adjusted R-squared value of 0.827 from the coefficient of determination test indicates that Training, Labor, and Work Experience explain 82.7% of the variance in Farmer Productivity, while factors outside this research model influence the remaining 17.3%.

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