

## **LEADERSHIP'S FUNCTION IN ENCOURAGING WOMEN'S FARMING GROUPS TO REDUCE FOOD INSECURITY AND ITS RELATION TO ISLAMIC AGRICULTURE**

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### ***Abstract***

*This study aims to identify the leadership factors by the Theory of Transformational Leadership that have contributed to the success of a group of female farmers in Buaran, Serpong, Tangerang Selatan, Indonesia, known as Az Zahra. The data were collected using both primary and secondary sources, and the methodologies used were qualitative. Officials, supervisors, and group members are interviewed and observed to gather primary data. and literature uses secondary data. According to the findings of the environmental observations and interviews, the leader was successful in inspiring the group's members to achieve the group's objectives. The business developments for the first three years following the group's formation show this. Three hundred square meters of land were initially planted as a crop, and by the third year, about ten thousand meters had been planted. Also, the group was able to repay its working capital loan obligation and donate to the community. the study demonstrates the effectiveness of women farmers groups in mitigating food poverty. At times of adversity, group farming programs can be a cornerstone of business. Islamic agriculture offers a comprehensive and holistic approach to food production that is rooted in Islamic values and principles. It seeks to promote sustainable and socially responsible farming practices that support the well-being of people, animals, and the environment.*

*Keywords: Woman's Farmer Group, Transformational Leadership, Islamic Agriculture*

## INTRODUCTION

COVID-19 pandemic resulted in various negative impacts, such as in the health and economic fields, namely reduced community income. This is due to limiting activities for all humans in order to prevent COVID-19 disease. Income reduction due to many employees who have terminated employment or been laid off. The Indonesian government, in order to accelerate the handling of the COVID virus, issued a government regulation on large-scale restrictions . This was discussed by (Presiden Republik Indonesia, 2020). As a result of these restrictions, there were constraints on economic activity, considering that many economic transactions were carried out face-to-face. Interaction restrictions are also carried out in a region, causing food supplies such as vegetables to be hampered. Even though vegetable food is needed for human health resilience (immunity), Indonesia's 2020 economy experienced a growth contraction of 2.07 percent (C-to-C) compared to 2019 in a number of business fields, This was discussed. (BPS, 2021) Based on the calculation of the BPS above, the COVID-19 pandemic caused the Indonesian economy to decrease growth for 2020. But it still exists. Business fields that have positive growth, one of which is agriculture, forestry, and fisheries, are up 1.75 percent. This means that the agricultural sector is a reliable business field as a driving force of economic growth in the crisis. This was discussed (Sri, 2021). As a result of the limitations of social distance and economic analysis, which explain that the agricultural sector can be the best business field in the COVID-19 pandemic period, this pandemic crisis period is the right time to learn how to independently meet the needs of individual foods or communities in the smallest environment of Indonesian society, such as the region of Rukun Warga (RW).

Based on the explanation above, it can be seen that there are economic and health problems declining due to COVID-19 pandemics, while on the other hand, the community is required to be able to maintain its own health and that of its members. Covid 19 virus the level of spread is very high, so humans with low immunity will be easily infected. And immunity can be formed from consuming healthy food sources, such as vegetables and medicinal plants. This was discussed by (Tyassuma, 2019). the disease is always present in every life. Medicines can be obtained from plants, and in the last decade there has been a perception of relations between food and health: that good health comes from good food, and vice versa.

The gap that occurs between the need for healthy food and decreased income sources is

predicted to cause a large crisis, namely the food crisis, which can reduce the level of health and result in a variety of diseases for the community. The contradiction of the social phenomenon motivates researchers to seek solutions to these issues. How can people meet healthy food sources while not draining their budgets or requiring high mobility?

Based on discussed (Tyassuma, 2019), it can be fulfilled by producing food sources independently. The government has tried to utilize the agricultural sector through a group of farmer women's programs. The researcher chose a group of farmers who had succeeded in getting appreciation from officials in the region where the group was formed, a group of Az zahra farmer women who were subjects to this study at Buaran, Serpong, and South Tangerang and who were one of the government's program implementers.

The group formed since 2018 has received appreciation from policy stakeholder groups in the South Tangerang region as delivered by the following journalists. This was discussed (Kartika, 2020) (Amana, 2020) in order to prevent COVID-19 disease.and (Adella, 2020).

Policy stakeholders hope that conducting agriculture can increase the economies of group members and the wider community in the area of South Tangerang. The group of farmer women was also chosen because of their peculiarity as cultivators. This appreciation is due to a group of farmer women who have managed to use and process land in their territory, which is not even their own. The land processed is a +/- ten thousands square meters parcel of land owned by a developer company.

The study's goal is to discover which managerial factors are effective in the group and how Islamic agriculture affects it. In this study, will emphasize by theory of Transformational Leadership to learned about How can farmer groups play an important role in preventing food insecurity during the COVID-19 pandemic period? Does a group farming program become a mainstay of business fields in the crisis? The results of the study are expected to be a motivation and knowledge for the community to obtain food sources independently, can save household expenses, can be a source of income to improve the community's economy, can improve performance for other farmer groups, and can provide input for policy makers in an effort to overcome food vulnerability in the area of South Tangerang. Another expected benefit is the existence of learning opportunities and additional insight for the community in order to optimize the potential of agriculture and human resources in their respective regions.

A leadership strategy that places an emphasis on inspiring and encouraging followers to attain shared goals and objectives is known as transformational leadership. This strategy is predicated on the notion that leaders should have the capacity to develop a vision for their organization, successfully communicate that vision to their followers, and then empower and inspire those followers to work toward realizing that goal.

The theory of transformational leadership was first introduced by James MacGregor Burns in 1978 and later expanded upon by Bernard Bass in 1985. This was discussed (Bernard M. Bass, 2006). Bass identified four key components of transformational leadership: idealized influence, inspirational motivation, intellectual stimulation, and individualized consideration.

Idealized influence refers to the leader's ability to serve as a role model for their followers and inspire them through their actions. Inspirational motivation involves the leader's ability to communicate a compelling vision and motivate their followers to work towards achieving it. Intellectual stimulation involves encouraging followers to think creatively and challenge assumptions, while individualized consideration involves tailoring the leader's approach to meet the individual needs of their followers.

Islamic agriculture refers to the agricultural practices and principles that are in accordance with the teachings of Islam. Islam emphasizes the importance of agriculture and the cultivation of land as a means of sustenance and economic growth. Islamic agriculture is guided by the principles of justice, stewardship, and sustainability. One of the core principles of Islamic agriculture is the idea of sustainable agriculture. Islam encourages the use of natural resources in a way that does not harm the environment, deplete natural resources, or endanger the health of people and animals. Islamic agriculture also promotes the use of organic farming practices, such as the use of compost, crop rotation, and natural pest control methods. Islamic agriculture also emphasizes the importance of social justice. This means that the benefits of agriculture should be shared equitably among all members of society. Islamic teachings promote the idea of land reform and the distribution of land to those who need it most. Additionally, Islamic agriculture encourages the use of cooperative farming methods, where farmers work together to share resources and knowledge.

## **LITERATURE REVIEW**

### **Transformational Leadership**

Transformational leadership theory is a leadership framework that focuses on the leader's

ability to inspire and motivate followers to achieve common goals. The framework comprises four key components: *Idealized influence*; Transformational leaders serve as role models for their followers. They inspire trust and admiration by exhibiting high ethical standards and values, and by consistently acting in ways that align with these values. *Inspirational motivation*: Transformational leaders inspire and motivate their followers to go above and beyond what is expected of them. They create a shared vision of the future, communicate this vision effectively, and provide the necessary support and resources to achieve it. *Intellectual stimulation*: Transformational leaders encourage their followers to think creatively and critically. They challenge assumptions and encourage followers to explore new ideas, perspectives, and approaches. *Individualized consideration*: Transformational leaders recognize and value the unique needs and strengths of each individual follower. They provide personalized support, coaching, and development opportunities to help each follower achieve their full potential.

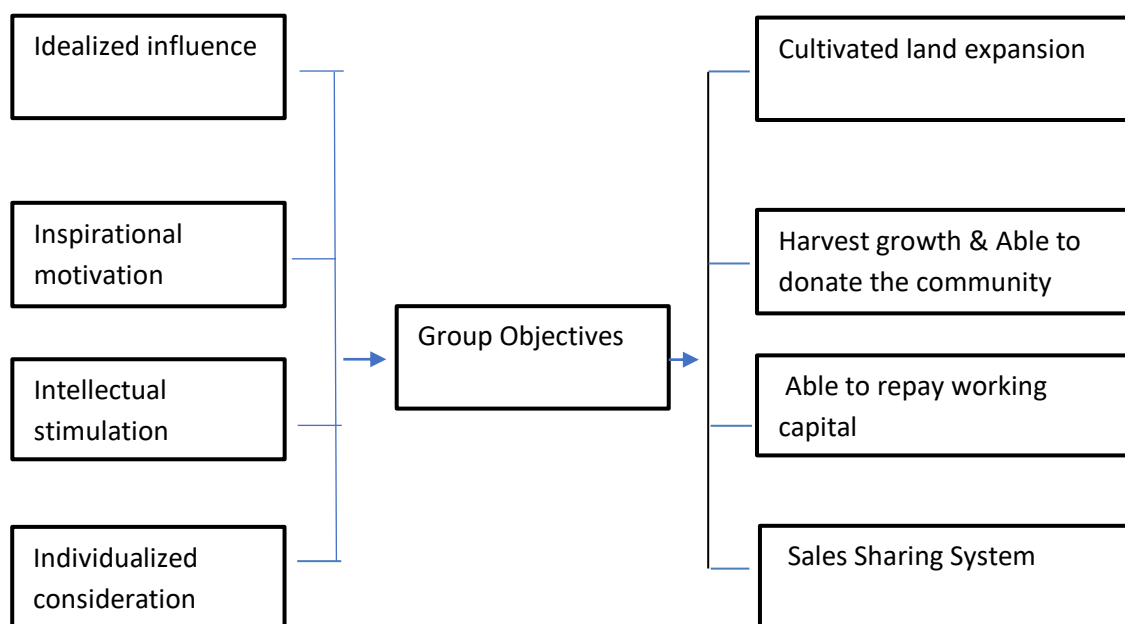


Figure 1. Transformational Leadership Framework

Women Farmers Group is a Government Program on Farmer Institutional Development and Economic Institutions which is something that must be grown and developed in Indonesian agriculture. Women Farmers Groups are formed in stages at each regional level and the lowest level is in the Rukun Warga area (bpk.go.id, 2006).

Every human being who does work generally has a motive or has a reason to act (Raco, 2018). The most basic motivation to be fulfilled is the fulfilment of physical needs. (Maslow,

1943) According to Maslow's theory that basic human needs will be met according to their relative hierarchy. Where the basic needs will take precedence while the other needs hierarchy will be met when the previous needs have been satisfied. So that a leader/manager in a group can encourage the achievement of common goals if they understand what is the main motivation of its members. (Haryanto & Dewi, 2020) and group members who have high motivation are important points of effective leaders (I, Naile ;J, 2014).

Research that has been done previously is about the role of women farmer groups in the millennial era which explains the benefits of group farming activities, which are learning to gain skills (Margayaningsih, 2020) while research on the role of women farmer groups in community economic empowerment examines the function of Women Farmers Groups in empowering the community's economy (Pribadi et al., 2021) while Research for Food Houses examines the strategies undertaken to make Women Farmers' groups a regional food barn(ASKINA, BAIQ RIA and WINDIA, I WAYAN and ANGGRENI, 2017). Meanwhile, this research was conducted to determine which Leadership factors hip have been effectively carried out and how these factors were implemented by the Az zahra Women's Farmer Group, in Buaran, South Tangerang in an effort to prevent food insecurity due to the COVID-19 pandemic.

### **Islamic Agriculture**

Islamic agriculture refers to a holistic approach to agriculture that is guided by Islamic principles and values. It seeks to promote sustainable and socially responsible food production that is in harmony with the environment and supports the well-being of people and animals. At its core, Islamic agriculture emphasizes the importance of sustainability and stewardship of the natural world. It encourages farmers to adopt practices that conserve natural resources, such as water and soil, and promote biodiversity. This includes using organic farming methods, conserving water resources, and planting diverse crops to support soil health and prevent erosion. Islamic agriculture also prioritizes social justice and equitable distribution of resources. It promotes the redistribution of land and resources to those who need them most, such as small-scale farmers and marginalized communities. This helps to ensure that everyone has access to the resources they need to produce healthy and nutritious food. Another important aspect of Islamic agriculture is the ethical treatment of animals. It recognizes that animals have rights and encourages farmers to treat them with compassion and respect. This includes providing animals with adequate food, water, and shelter, and avoiding harmful practices such

as overcrowding and inhumane slaughter methods.

## **RESEARCH METHODS**

This research was conducted from March 2021 to August 2021. This was discussed (W. Creswell, 2013) the type of approach that is suitable to be able to answer the source of problems caused by personal experience or other people is to use qualitative methods. This study will describe the experiences of farmer groups who have succeeded in achieving their group goals. Results Other studies that have been carried out in women farmer groups have different situations, places (settings) and times. For this research, the setting is in the Buaran area of South Tangerang, which has limited agricultural land. So it takes a program or a certain way in order to answer the problem regarding food sources. Researchers use this qualitative method because they want to understand in depth and comprehensively and thoroughly then explore it in-depth and in detail. This was discussed (Raco, 2018) The type of qualitative method used is a case study. This was discussed (W. Creswell, 2013) where the researcher wants to know a case in depth through collecting data or information and not trying to manipulate the research setting. The data to be taken is through interviews, field observations and documentation. The researcher is a management study lecturer who lives in the South Tangerang area, has the same experience as the participants, namely experiencing mobility restrictions to obtain healthy food sources. So that researchers can understand and interpret information from participants' answers. The selected participants are those who are able to answer and understand the questions at the time of the interview, are credible, are willing to be interviewed without pressure. Participants who are directly involved in the implementation of the program are the Chair (1 person), Treasurer (1 person), members (1 person) and the Trustees/Supervisor of the Women Farmers Group in South Tangerang (1 person). The educational background of the participants majority are high school graduate. Researchers conducted environmental observations, recorded the available data and interpreted it.

## **RESULTS AND DISCUSSION**

### **Transformational Leadership to Reduce Food Insecurity**

Members of this women's farmer group are women who are in the area of RW 05 Kampung Jati, Buaran, Serpong, Indonesia. The initial inspiration for the formation of this women's farmer group was to seek productive activities and seek health solutions for the diseases they had been suffering from. The women agreed to cultivate unused land in their area by farming

food crops and plants with medicinal properties. The food plants selected are food crops that are easy to care for and have a fastgrowing period (25 days). The benefits received by the women in addition to getting food crops can also reduce the budget because they can buy vegetables at low prices at harvest. As resource persons in this study were the Chair of the Women Farmers Group (1 person), the Treasurer and members (2 people) and the Trustees/Suversory of the Women Farmers Group (1 person).

The results of the interviews are notes on the questions asked and the stages of the work process carried out by this women farmer group. The initial work carried out by the women was by cutting down the wild plants which was carried out by 29 women with manual farming tools. This work is carried out for approximately 4 weeks, and then loosening the soil for 3 weeks. After that, planting is done. The plants chosen are plants that are easy to care for, fast in results and useful for food. The harvests obtained are sold to members at a price lower than the market price, in the sense that members receive market subsidies. The cash from the sale is used as capital to buy other plant seeds. So the plants become more varied. Yields are increasing and capital is growing.

**Table 1.** Interview Result

Interview recordings	Significant Sentences	Main Themes	Themes	Type of Transformational Leadership
Members: What is the main motivation for the members to join the Az zahra women's group?	To do useful and social activities	Useful and socializing activities	Doing group activities	• Inspirational Motivation
Chairperson: What is the rationale for the division of tasks assigned to members by the Group Leader considering that the members consist of women with families who have their own duties and responsibilities?	Tasks adapted to the conditions of members	Adjusting the duties of each member	Organizing is done by doing assignments according to the conditions of the members	• Individualized consideration
Chairperson: How	By providing	Save on spending	Motivation and	• Individualized



to grow and maintain the interest of members to remain strongly motivated to carry out the tasks assigned by the Group Leader?	incentives in the form of subsidies for cheap harvests and tired money	and reward effort	appreciation through meeting the basic needs of members	consideration
Leader: How to direct members so that they can achieve group goals?	By giving examples of tasks that must be done and discussing the tasks that will be done together	Set an example and open up space for discussion	Perform leadership/exemplary functions in work and open room for group discussion	• Idealized influenced
Chairman: How do you monitor the work of members?	by preparing attendance records	The chairman performs the supervisory function together with other members	Controlling Perform Controlling function	• Intellectual Stimulation
Treasurer: What benefits did the Azzahra Women's Farmer Group get during this covid 19 pandemic?	get the benefits of the crops (Health and food sources)	Farming is very beneficial for health and cheap food sources	The agricultural sector has the opportunity to improve family welfare in times of crisis	• Inspirational Motivation • Individualized consideration
Group: Can farming save the family's budget? Can you also maintain healthy and nutritious food consumption?	Yes, because producing food sources independently saves expenses, gets healthy food sources and can exercise	By farming in groups, you can get cheaper crops, it's healthier to be able to socialize and exercise	Farming has improved the quality of life (health, economy and immunity)	• Inspirational Motivation • Intellectual Stimulation
Members: Did the members at the beginning of the establishment of KWT have farming skills and have knowledge about plants and their benefits?	Initially not all of them had farming skills, over time there was an increase in farming skills	There is a transfer of knowledge in the women farmer group	Active members gain knowledge simultaneously	• Intellectual Stimulation
Supervisor: What is the specialty of KWT Azzahra compared to other KWT?	KWT Azzahra is special because she has high motivation and is willing to work hard as a smallholder farmer	A good KWT model for working on idle land	Sleeping land has the opportunity to improve the community's economy	• Individualized consideration • Inspirational Motivation
Leader: What will the Women Farmers Group do when the land is taken over by the owner?	With the benefits that have been received, having knowledge and skills in farming, members carry out	Socialization increases self-confidence and is optimistic about group members.	Farming in groups is beneficial for both physically and spiritually	• Intellectual Stimulation • Individualized consideration

	planting in their respective homes.			
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This Research showed that Transformational Leader conducted in effectively in this group. Based on the records and documentation available at the Az zahra Women's Farmer Group, the group's performance that has been carried out can be seen from 4 things:

1. Land area

The area of land cultivated in 2018 was three hundred meters square, while in 2021 it increased to ten thousand squares, this shows that group members have a strong motivation to carry out their duties. So that they get results that bring benefits to themselves and their groups.

2. Growth of harvest & Able to donate the community

Benefits of obtaining harvests, or the level of welfare of members. Based on the treasurer's records, in 2018 there were twenty-nine members and only received spending subsidies from harvests, while in 2021 the number of members decrease, while harvests will increase, so that they are able to provide spending subsidies, get the opportunity to donate to the surrounding environment and get tired money according to with the efforts of each member based on the attendance made.

3. Ability to repay working capital loans within two years

4. Sales sharing system

Researchers found interesting things from the results of the interviews that can be a reference for other farmer groups, namely the agreement in terms of the use of harvest sales which is divided into 3 parts, so that the Az Zahra Women Farmer group is able to donate to the surrounding environment, especially to orphans. This donation means a lot during a pandemic. Where when other people experience economic difficulties, members of this group even have the ability to donate to the surrounding environment. The distribution is as follows: 50% for capital (nursery and loan repayment), 30% for fatigue wages (which are distributed twice a year at the time of Eid and the end of the year) and 20% for donations to orphans. Generally, the nominal sales of harvest produce a minimum of eight hundreds per harvest (per month).

**How Does Islamic Agriculture Impact**

Islamic agriculture can play a significant role in reducing food insecurity during the

COVID-19 pandemic. The pandemic has disrupted food supply chains and led to food shortages in many parts of the world. By promoting sustainable and equitable food production, Islamic agriculture can help address these challenges and ensure that people have access to healthy and nutritious food. One of the key ways that Islamic agriculture can help reduce food insecurity during the pandemic is by promoting local and community-based food production. With disruptions to global trade and transport, local food production can help ensure a stable and reliable supply of food in communities. Islamic agriculture encourages small-scale and cooperative farming practices, which can help support local food production and reduce dependence on large-scale industrial agriculture.

Islamic agriculture also prioritizes sustainable and regenerative farming practices, such as organic farming, crop rotation, and natural pest control methods. These practices can help build soil health and resilience, which is especially important during a time of climate change and unpredictable weather patterns. By promoting sustainable farming practices, Islamic agriculture can help ensure that farmers are able to produce food in the long term, even in the face of environmental challenges. In addition, Islamic agriculture promotes social justice and equitable distribution of resources, including land and water. During the pandemic, marginalized communities and small-scale farmers have been particularly vulnerable to food insecurity. By prioritizing social justice and equity in food production, Islamic agriculture can help ensure that these communities have access to the resources they need to grow their own food and become more self-sufficient. Finally, Islamic agriculture recognizes the importance of ethical treatment of animals. During the pandemic, concerns have been raised about the conditions in which animals are kept in industrial agriculture systems. By promoting humane and compassionate treatment of livestock, Islamic agriculture can help ensure that animal welfare is respected throughout the food production process.

## **CONCLUSION**

From the results of the study it can be concluded as follows:

1. The role of the Women Farmer Group Program is important because it is able to prosper and make group members and local residents happy, Az Zahra Women Farmers Group has carried out Leadership Transformational effectiveness in terms of: Idealized Influence, Inspirational motivation, Intellectual stimulation and Individual Consideration. Such as gives examples of the implementation of work, provides direction to achieve group goals,

accommodates and facilitates the needs of its members during the division of tasks, oversees the implementation of tasks by taking attendance and determining the distribution of business results.

2. Able to motivate members by encouraging members to do their job well
3. Doing People skills by increasing skills in doing agricultural work
4. Administrative skills have been carried out in the field of administration such as the use of attendance and financial records with the assistance of counseling from the program supervisor.
5. Agriculture is a job that demands strong physical endurance, its effectiveness is easily seen from the yields obtained. From the sale of harvested produce, it can be seen the development of the business that has been carried out for 3 years since the Women Farmers Group was formed.
6. Islamic agriculture emphasizes the importance of community building and mutual support among farmers. It encourages cooperative farming practices, where farmers work together to share resources and knowledge. This can help to build stronger communities and promote the well-being of farmers and their families.

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