

***Rationality in The Pattern of Appointment and Dismissal Of Village Equipment  
Post Village Head Election in Pesawaran District Lampung Province***

**Rasionalitas Pola Pengangkatan dan Pemberhentian Peralatan Desa Pasca  
Pemilihan Kepala Desa Kabupaten Pesawaran Provinsi Lampung**

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**ABSTRACT**

*The background of this research is the dismissal and appointment of Village Apparatuses after the election of the village head in Pesawaran District. The dismissal and Appointment of village apparatuses that occurred in Pesawaran District included those who followed the rules and some who were not based on the rules. The "smooth" elite circulation managed by the elected Village Head is of course very interesting to analyze and become an academic discussion which according to the author feels it is also important to be photographed and discussed dialectically, if one sees the potential that should have occurred in the context of dismissal of village officials. Rationality of Decisions/Judgments with a Decision-Making Theory approach (Dietrich, 2010) The pattern of formal and material dismissal and appointment of village officials is in accordance with the provisions of laws and regulations as mandated in Law No. 6 of 2014, PP No. 43 of 2014, Permendagri No. 85 of 2015 and the District Regulation. Offer No. 8 of 2016, From the analysis of existing data, the following research conclusions were obtained: Efforts made by the Village Head in appointing and dismissing village officials: From the alternative decisions taken by the Head of Margorejo Village and the Head of Gayau Village, with the Social Action approach as a tool measuring the rationality of actions, the results obtained are: a) Margorejo Village has 3 (three) rational actions and 1 (one) irrational action in making decisions on the appointment and dismissal of village officials in its territory; b) Gayau Village has 4 (four) rational actions in making decisions on the appointment and dismissal of village officials in its territory. It can be said that the decision making for the appointment and dismissal of village officials carried out by the Head of Margorejo Village and Gayau Village was a rational action.*

**Keywords:** *Rationality, Village Government, Dismissal, Appointment*

**ABSTRAK**

Latar belakang penelitian ini adalah pemberhentian dan pengangkatan Perangkat Desa pasca pemilihan kepala desa di Kabupaten Pesawaran. Pemberhentian dan Pengangkatan perangkat desa yang terjadi di Kabupaten Pesawaran ada yang mengikuti aturan dan ada yang tidak berdasarkan aturan. Sirkulasi elit yang "mulus" yang dikelola oleh Kepala Desa terpilih ini tentunya sangat menarik untuk dianalisis dan menjadi bahan diskusi akademik yang menurut penulis juga penting untuk difoto dan didiskusikan secara dialektis, jika melihat potensi yang seharusnya terjadi. dalam rangka pemberhentian perangkat desa. Rasionalitas Keputusan/Pertimbangan dengan pendekatan Teori Pengambilan Keputusan (Dietrich, 2010) Pola pemberhentian dan pengangkatan perangkat desa secara formal dan materil telah sesuai dengan ketentuan peraturan perundang-undangan sebagaimana diamanatkan dalam UU No 6 Tahun 2014, PP No 43 Tahun 2014, Permendagri No 85 Tahun 2015 dan Perda No. Penawaran No. 8 Tahun 2016, Dari analisis data yang ada, diperoleh kesimpulan penelitian sebagai berikut: Upaya yang dilakukan Kepala Desa dalam mengangkat dan memberhentikan perangkat desa: Dari alternatif keputusan yang diambil oleh Kepala Desa Margorejo dan Kepala Desa Gayau Desa, dengan pendekatan Aksi Sosial sebagai alat ukur rasionalitas tindakan diperoleh hasil: a) Desa Margorejo memiliki 3 (tiga) tindakan rasional dan 1 (satu) tindakan irasional dalam mengambil keputusan pengangkatan dan pemberhentian perangkat desa di wilayahnya; b) Desa Gayau memiliki 4 (empat) tindakan rasional dalam pengambilan keputusan pengangkatan dan pemberhentian perangkat desa di wilayahnya. Dapat dikatakan bahwa pengambilan keputusan

pengangkatan dan pemberhentian perangkat desa yang dilakukan oleh Kepala Desa Margorejo dan Desa Gayau merupakan tindakan yang rasional.

**Kata Kunci:** Rasionalitas, Pemerintah Desa, Pemberhentian, Pengangkatan

## **1. Introduction**

The spirit and spirit of the Village Law is to provide space for recognition of the Village as a subject in terms of the principles of recognition and subsidiarity. This of course places the village not only in an empty geographic space and is distant from the socio-cultural people who live in it, but more than that, the village is a territorial unit or area that is attached and bound to human life on it along with the traditions and customs that move that life.

However, if you look at the development of the position, duties and functions of village officials in Indonesia, empirically it is determined by political decisions regarding the position of the village and its government in the NKRI system. The movement revolves around two poles, namely between as an independent community (self-governing community) and self-government on a local scale (local self-government) or a combination of the two. Self-governing community is a community that has the right to organize and manage its own interests freely, apart from the arrangements of parties outside the village. As a consequence, villages are not made part of the state bureaucracy, but villages can still carry out governmental assignments from supra-village (central, provincial, district/city government). On the other hand, local self-government is defined as self-government on a local scale, namely a legal community unit that has the authority to regulate and manage the interests of the local community, and is recognized by state authorities. Changes in the position of the village occurred after the Republic of Indonesia became independent, even though it was quasi-local self-government. These changes directly affected the position of village officials. In this context, the village is positioned as a formal organization formed by a "society" to achieve certain goals. While the community as an institution is formed by the local community to meet the needs and desires of the group.

Community participation in the election process or the replacement of elites at the local level varies, some are as a support group, as an opposition group or as a neutral group that tries to oversee the process of elite circulation. Society as the mass basis of elite power is only used as a political vehicle to advance its interests. Elite power itself also depends on legitimacy or recognition from the community, so that the survival of the elite position itself requires community support.

Thinkers view elites as different in terms of the distribution of power exercised by elites. But within these differences there are conclusions that are the same, for example, social goods that cannot be distributed evenly. This is also the basis for how elites are formed, in which society is automatically divided into two groups, groups that have important power (elite) and groups that do not have important power (masses). The nature of the elite itself tends to be more systematic in a unitary thought and action. Elite political power that is able to accommodate internally is able to provide a status position in society. So that the existence of this elite is able to suppress other groups in a community environment.

Conformity and beliefs that produce loyalty to certain elites with the circulation of "opposite" interests, indirectly also give rise to orthodoxy or excessive fanaticism which indirectly also affect social and political rationality in providing a base of support.

This has happened in several villages that already have village heads who have won village head election contestations. This circulation also seems to have occurred in several villages in the

Pesawaran Regency area. There were several Village Heads who made changes to village officials, but due to the tendency to depart from a non-procedural dimension of replacement in accordance with existing normative rules, in the end they had to deal with administrative problems, namely related to state administration affairs because village officials complained that they did not accept that there is a replacement decision made by the Village Head. Of course, this condition can be avoided, but on the other hand, the dialectic of the circulation of the change of equipment, in a dilemma, will also affect the political dynamics in the village.

If you look at the nature of the decisions of the state administrative court which are concrete, individual and final, and give rise to legal consequences for a person or civil legal entity, the Margorejo Village Head who carried out the dismissal should revoke the dismissal decision and restore the position of the village apparatus who had been dismissed. However, until now, the Head of Margorejo Village is still in a position to insist on not returning village officials who have been dismissed even though there has been a decision by the state administrative court that has granted the demands of village officials who have been dismissed.

Another interesting case is the case of dismissal in Gayau Village, Padang Cermin District, by the Village Head elected as a result of the simultaneous Village Head elections which will be held in 2022. Unlike the conditions that occurred in Margorejo Village, as previously described, it turns out that the dismissal of village officials which was later accompanied by the appointment of new village officials, apparently did not present a situation or escalation of conflict in the Gayau village area. The dismissal method that was elegantly carried out by the elected Village Head was quite unique, whereas from the conflict map analyzed by stakeholders, Gayau Village had a high potential for conflict if the old village officials were dismissed. The "smooth" elite circulation managed by the elected Village Head is of course very interesting to analyze and become an academic discourse which according to the author feels it is also important to be photographed and discussed dialectically, if one sees the potential that should have occurred in the context of dismissal of village officials in the region.

Rationality has relatively the same meaning from the point of view of the general public, as well as from the scientific perspectives of psychology, economics, and philosophy. Rational in the Big Indonesian Dictionary comes from the word ratio, which is logical thinking, or in accordance with human reason in general. Meanwhile, rational is according to logical thoughts and considerations, according to a sound mind, compatible with reason. So what is meant by rational is a person's thoughts based on a common sense and logical consideration. Or it can also be said as something that is done based on logical thoughts and considerations, a sound mind, and in accordance with reason. So what is called a rational choice is a choice based on rational reason in accordance with the personal logic of each individual. Rationality appears when there are as many choices as there are before our eyes, which give freedom to make choices, and demand that there is one choice that must be made. A choice can be said to be rational if the choice is taken with the intention of maximizing its needs. Rational choices taken will produce certain consequences in the form of attitudes and actions.

Intervention is an intervention carried out by a person, two people or even carried out by the State. It is from this intervention that it is hoped that it will be able to create social change. Individuals do play a very important role in a social system. Because basically, it is the individual who determines whether or not a system is running. Even before the system was formed, it was from each individual that was collected and put together and then arranged to produce a system.

Coleman's theory of rational choice is evident in its basic idea that individual action leads to a goal and that goal is an action that is determined by values or preferences (choices). Coleman

states that it requires an exact concept of rational actors derived from economics which sees actors choosing actions that maximize their utility or their wants and needs. There are two main elements in Coleman's theory, namely actors and resources.

Resources are any potential that exists or even is owned. These resources can be in the form of natural resources, namely resources that have been provided or natural potential that is owned and also human resources, namely the potential that exists within a person. While the actor is someone who performs an action. In this case, individuals who are able to utilize resources properly, namely actors.

Actors are considered as individuals who have goals, actors also have a basic value choice that actors use to make choices, namely using in-depth consideration based on their awareness, besides that actors also have the power as an effort to determine the choices and actions they desire. While resources are where actors have control and have certain interests, resources are also something that can be controlled by actors.

Coleman also explains the interaction between actors and resources at the level of the social system. The minimal basis for a social system is the action of two actors, where each actor controls the resources that attract the attention of the other party. Actors always have goals, and each of them aims to maximize the manifestation of his interests which characterize the interdependence of the actor's actions.

In real life, Coleman recognizes that individuals do not always act or behave rationally. But in this case it will be the same whether an actor can act correctly according to rationality as is commonly imagined or deviate from the observed ways. Individual rational actions are followed by focusing on micro-macro relationships, or how individual action relationships lead to the behavior of social systems. Rational choice theory departs from the goals or intentions of actors, but this theory has a view of the two main drivers of action. The first is limited resources, for actors who have large resources, achieving goals tends to be easier. This correlates with costs, the main force, and the second is the action of individual actors, the actions of individual actors here are social institutions.

Rational choice theory, sometimes called choice theory or rational action theory, is a framework for understanding and designing models of social and economic behavior. The basic assumption of rational choice theory is that all social behavior is caused by the behavior of individuals who each make their own decisions. This theory focuses on determining individual choices (methodological individualism).

Rationality is often used as an assumption of individual behavior in microeconomic models and analysis and appears in almost all explanations of human decision making in economics textbooks. Rationality is also important to modern political science, sociology, and philosophy. A derived version of rationality is instrumental rationality which involves finding the most cost-effective way to achieve certain goals regardless of whether those goals are worthwhile.

Weber revealed that rationality can be divided into value-rational and goal-rational. Rationality of values is defined as an orientation of action based on a value whether it is ethics, morality, religion, things that are aesthetic, preferences and origins. The rationality of an individual is assessed to the extent to which the individual makes decisions based on the values held not from the goals to be achieved. The rationality of goals on the other hand, is defined as the orientation of decisions and actions based on conformity with the end goal, the method of achieving it and the consequences. Individuals will be considered rational when their decisions and actions support the final goal. Actions based on achieving goals that are rationally calculated and pursued by the actor concerned. This behavior refers to actions based on the actor's rationality in

order to achieve certain goals.

This action is also called an instrumental action with a purpose because this action is carried out through efforts and efforts to achieve the expected goals. The word rational implies logical and instrumental implicit to achieve goals. This means that this action is based on careful planning and prior consideration.

Miriam Budiarmo argues that an individual as a rational being will always have goals that he considers self-interest. He would do so in a situation of limited resources, and in that arena he must make a choice. To determine efficient attitudes and actions, he must choose several alternative choices that will bring maximum benefits and uses for him. Rational like this is when an individual makes a decision, the decision must benefit himself. The choice will be rational if the choice is something that will be useful and have a good impact on him. When the choice does not consider this then the choice is irrational.

## **2. Methods**

The research method is one of the factors that is quite important in conducting a study, because basically the research method is a scientific way to obtain data with specific goals and uses. The research method is an attempt to find, develop, and test a truth of knowledge in scientific ways. Therefore, the method used in a study must be precise. Based on the approach and type of data used, this research is included in qualitative research so that it will produce descriptive data in the form of words. The data analyzed in it is descriptive and not in the form of numbers as in quantitative research. According to Arikunto, qualitative research is intended to collect information about the status of an existing symptom, namely the condition of the symptoms according to what they were at the time the research was conducted. Therefore, qualitative research is able to reveal phenomena on a subject that you want to examine in depth.

The author uses a qualitative descriptive approach. Qualitative descriptive research, descriptive is a formulation of the problem that guides research to explore or photograph social situations that will be thoroughly, broadly and deeply examined. According to Bogdan and Taylor quoted by Lexy.J. Moleong, a qualitative approach is a research procedure that produces descriptive data in the form of written or spoken words from people and observed behavior. This qualitative approach aims to obtain complete information about political rationality in the pattern of dismissal and appointment of village officials after village head elections in Pesawaran district, Lampung province.

## **3. Results and Discussion**

The need for quality human resources is one of the important factors that must be possessed by every organization including the Village Government, with the hope that each vision and mission that has been planned can be fulfilled and implemented optimally. Departing from this thought, each Village Head will, among other things, manage his authority to be able to obtain or appoint Village Officials as Human Resources who assist the Village Head in improving Public Services in the Village.

In the implementation of village government, the Village Head has the task of administering Village Government, carrying out Village Development, Village community development, and Village community empowerment, as stated in Article 26 of Law Number 6 of 2014 concerning Villages. From the juridical basis as described above, the position of village

apparatus working in the village is a local self-government position, which is interpreted as an element working or serving in a village government organization, as Wasistiono's thoughts explained in an article entitled "History, Position, As well as the Prospects of Village Apparatuses in Indonesia," which was material for a lecture at the Congress of Village Apparatuses throughout Jember Regency, December 14 2018.

As described above, it also implies that a Village Head in exercising his authority is limited by normative or regulatory aspects, so that the exercise of rights and authorities can be understood as limited and must be carried out in accordance with statutory provisions. To become village officials, they are required to fulfill the requirements stated in the provisions of the legislation, namely Article 50 of Law Number 6 of 2014 concerning Villages and Article 2 of the Minister of Home Affairs Regulation Number 83 of 2015 concerning the Appointment and Dismissal of Village Officials. Village apparatus are appointed by the Village Head from Village residents who have met general and special requirements. The general requirements referred to are as follows: a) Have at least a general high school education or the equivalent; b) Age 20 (twenty) years up to 42 (forty-two) years; c) Registered as a Village resident and residing in the Village for at least 1 (one) year prior to registration; and d) Meet the completeness of administrative requirements.

The special requirements referred to are requirements that are specific in nature by taking into account the rights of origin and socio-cultural values of the local community and other conditions. The special requirements as referred to in paragraph are stipulated in Regional Regulations. However, empirically as research conducted by researchers, an interesting fact is obtained that most of the Village Heads who are in their position as government administrators as stated in laws and regulations, in managing their authority especially in appointing and dismissing and appointing villages, apparently think that position is as a community, in order to fulfill the needs and interests of the community, it often does not carry out its authority in accordance with procedural rules. The Village Head considers that as an autonomous village, at least gives the Village Head the freedom to appoint and dismiss village officials.

The facts as mentioned above indirectly suggest that the village head has an interest in sociological reasoning which of course greatly influences the steps for appointing village officials in his area. Even if the appointment is carried out procedurally, the opportunity to appoint village officials is in accordance with the interests of the community, in which of course there will be very diverse interests and goals, on the other hand it also provides an opportunity for the Village Head to move interests through every community configuration to influence the appointment determination of village apparatus candidates to be recruited to be appointed as village apparatus in order to assist the Village Head in administering village government.

This can be seen in Submission of Objections Against Candidates for Village Apparatuses Article 14 Perda of Pesawaran Regency Regional Regulation of Pesawaran Regency Number 8 of 2016 namely (1) Submission of objections to Candidates for Village Apparatuses, submitted to the Team by clearly stating the sender's identity, no later than 7 (seven) ) days since the determination of the Village Apparatus Candidate. (2) Submission of objections as referred to in paragraph (1), after checking the truth, is set forth in the Minutes of Research on Community Objections. (3) The Minutes of Research on Community Objections as referred to in paragraph (2) shall become materials for consideration and input for the Village Head to determine Candidates for Village Officials who are entitled to take part in the selection. (4) Submission of objections that exceed the time limit referred to in paragraph (1) is not considered and does not affect the selection results.

The space for objections from the community as per regional regulations actually provides an opportunity for the Village Head to mobilize communities who have the same political interests, as well as the motivation and goals to influence the Village Head's decisions in holding Village apparatus. This happened during the appointment of village officials in Margorejo Village, Tegineneng District, Pesawaran Regency in 2020.

The Village Head in appointing and dismissing Village officials then considered the results of the meeting as an instrument for the Village Deliberation on 7 April 2020. In the meeting the Margorejo Village Consultative Body (BPD), which was attended by 8 (eight) BPD members and 993 community members, concluded a decision became an aspiration, namely a request for the dismissal of a village apparatus named Haribowo as the Secretary of the Village of Margorejo and Suyanti Kasi as the Government of the Village of Margorejo.

If you look at the number of people living in Margorejo Village as many as 1363 heads of households (KK), then it can be analyzed that  $\pm 72.9\%$  or the majority of the people want the dismissal of village officials. In an interview conducted by a member of the Margorejo Village BPD, it was revealed that many people wanted the dismissal of several village officials because village officials had been in office for too long and according to the community the village officials proposed to be dismissed were village officials who were too dominant and arrogant in public service. . Apart from the Treasurer or Head of Finance, he is domiciled as husband and wife with the Secretary of Margorejo Village. The interview conducted was the Chairman of the BPD, Mr. Muqodam, namely: "To be honest, Mr. Hariwibowo is an arrogant person, and wants to dominate all tasks in the village, including the management of money in the Margorejo Village Government, moreover his wife is also the Head of Government who also has a position as Treasurer, so that it influences what the community wants. There was pressure from the community to dismiss him because of the nature and character of Pak Hariwibowo which the community did not like, so we held a meeting with the community to propose it to the Village Government and District Government.

The reason behind the movement from the community by holding a meeting to dismiss the 2 (two) people as described, was because the two people did not want to stop or be dismissed by the Village Head. On the other hand, other village officials, namely Kasi and Kadus, have been dismissed, because the village head had asked them to resign. The strategy used in dismissing village officials carried out by the Head of Margorejo Village, was to approach the Kasi and Kadus who were dismissed culturally, by making a resignation request.

This is implied in an interview conducted with the Head of Margorejo Village. REGISTRATION on May 22, 2023 at 10.20 WIB, namely "since I was sworn in, there has been a lot of pressure from the community asking for the dismissal of several village officials, I started by asking a number of kasi and kadus to make a resignation which was written in a resignation letter".

In fact, further referring to the Head of Wagiran Village, it was stated that the old Village Head (Incumbent), who was also running for re-election, also gave a statement that if he was re-elected he would not re-appoint Br. Hariwibowo and Suyanti became Village Officials. This statement was stated in a statement which became a socio-political commitment, which was signed by Mr. Sapuan on August 9 2019, before the Village Head Election was held with the contents of the statement that if re-elected as Margorejo Village Head would not appoint Haribowo and Suyati Brothers as Margorejo Village Apparatuses. If I appoint him I am ready to resign as Marogrejo village head. And if I violate it he will be processed in accordance with applicable law.

Sapuan's written statement that he is the incumbent village head with the Wagiran village head candidate and also known to other village heads is a clear form of elite circulation in the local area, namely the village, which indirectly becomes a political foundation and is operationally affirmed in administrative logic by appointing and dismissal of village officials in Margorejo Village after the village head was elected.

The reality is that political promises as a commitment are also an alternative in decision-making, one of which is the appointment and dismissal of village officials. The fact that the procedural error committed by the Head of Margorejo Village, on the other hand, was also understood by the Village Apparatus, namely Mr. Hari Wibowo who was dismissed by Decree of the Margorejo Village Head Number: 140/004/VII.03.09/IV/2020 Concerning the Dismissal of Margorejo Village Village Officials. This then prompted Pak Hariwibowo to file a lawsuit at the Bandar Lampung PTUN Court, because he felt aggrieved by the dismissal carried out by the Head of Margorejo Village. In an interview conducted with Pak Hariwibowo via telephone on May 22, 2023 at 15.25 WIB, information was obtained that I was initially asked to resign, but I did not resign, because I knew the village apparatus was dismissed because apart from death, but also because he resigned self. Friends of village officials who are willing to sign a letter of resignation, but I don't want to, because that's my right.

More than that later, the researcher tried to deepen what was the background for Mr. Haribowo wanting to be dismissed by the Village Head, and obtained the following statement in the interview: "As far as I know, the reason I was dismissed was because I was not on the successful team of the Village Head WAGIRAN who won the last Pilkades. . It's different, isn't it, that's everyone's democratic right, why can't they be dismissed because they're different?"

The statement regarding the reason for the dismissal, then the researchers tried to observe and verify several configurations, namely the village officials who were appointed, as well as the community who also provided support for Pak Hariwibowo's dismissal. Interview with village officials. Mardiono, who was appointed as the Village Secretary who was originally the Secretary of the Margorejo Village BPD, obtained information that it was true that Pak Haribowo was dismissed, but not only because he was not part of the Success Team, sir, but because he was an arrogant person, when he was the Village Secretary. The people are also not very happy with him." It was further questioned whether Brother Mardiono was part of Mr. Wagiran's Success Team, which was confirmed in the interview: "Yes sir, I did help Mr. Wagiran, but because the community really liked him. He nominated himself because we asked him to, maybe that's why I'm seen as a Success Team."

Then interviews were also conducted with the community. Ahmad Sholeh, who is 42 years old, is a resident of Dusun 01 Dusun Induk, who in his confession is part of the community who also supports Mr. Wagiran as Head of Margorejo Village. From the interviews conducted, information was also conveyed that there had been a change in village officials in Margorejo, because the community wanted change. According to him, the old apparatus did not carry out its duties properly, so that the development of Margorejo Village was slow. The community's pressure to change village officials is one of the strong issues in Margorejo Village. This condition was described in the interview as follows: "Yes, most of the people are pressing for a replacement of the village apparatus in Margorejo, the old apparatus did not perform well. What's more, the village secretary is an arrogant person, difficult to ask for a discussion, that's why the community demands that he be replaced with a new village secretary to the elected village head. He, Pak Haribowo, were also on the opposite side of the village head election. He supports another



candidate, namely the old village head, Mr. Sapuan, not Mr. Wagiran. Yes, it is reasonable to replace it."

While the research was conducted in Gayau village, Padang Cermin sub-district, it was obtained an understanding of the elected village head who acknowledged that the process of dismissing and appointing village officials was commonplace in every battle for position. In the understanding of the Village Head. This was implied in an interview with the Village Head Mr. Untung which was conducted on May 29 2023 at 10.00 WIB via telephone, with the contents of the interview as follows "Actually, to be honest sir, we are progressing because apart from personal wishes and family support, but also because of the encouragement of several stratum of society to participate in the village head election. Our vision and mission is to build Gayau Village. So far, Gayau Village has not had very good administrative services, so one of our wishes when we won the election battle for the village head, was to replace village officials, so many village officials couldn't work. Yes, so it's only natural that we carry out the replacement process.

What became interesting was that after the Village Head had been elected, the mapping of village officials who would become subsystems for the Village Head was then carried out by the elected Gayau Village Head. The mapping is not only based on the aspect of objectivity but in fact also moves on other aspects that tend to be more subjective, among others due to the factor of partiality, closeness and of course also political promises.

This was found in observations made by researchers of several community respondents, in which interviews were conducted with several people, namely one of the village head candidates who was also a village official, and the village apparatus who was appointed was dismissed. In an interview with one of the village head candidates named Hepri Sujana who served as head of the Services section. The interview was conducted on May 29, 2023 by telephone at 11.30 WIB with the following statement in the interview: "After Mr. Untung became known as the elected village head, a lot of information came from neighbors or supporters of Mr. Fortunately, he was appointed village head, village officials who did not match his political preferences would be replaced. So I am his opponent, so I will also be replaced.

#### **4. Conclusions**

This research is a case study in Margorejo Village, Tegineneng District and Gayau Village, Padang Cermin District, where mental or behavioral observations were made which became a factor in making decisions on the appointment and dismissal of village officials after the village head election. From the analysis of existing data, the following research conclusions were obtained by the authors: 1) Patterns in appointment and dismissal in Margorejo Village, Tegineneng District and Gayau Village, using alternative approaches and/or dismissal strategies through requests for resignation from each village official who will be dismissed. This pattern is the general strategy that is operationalized by all village heads who want to dismiss village officials. After the resignation is obtained, it is then followed up with a selection process; 2) Factors that influence the decision making for the appointment and dismissal of village officials in Margorejo Village, Tegineneng District and Gayau Village, Padang Cermin District, namely: a) Past Experience In this dimension the most obvious indicator is using a dismissal pattern by encouraging village officials to resign self; b) Cognitive Bias, Decisions based on information sources are biased towards village officials who were dismissed due to political differences in the election of the Village Head; c) Age and Individual Differences; This dimension, like the facts in the study, is not one of the main indicators in dismissing and appointing village officials. d) Belief in

Personal Relevance; the influential factor is the emotional bond with the Village Head either personally or because it is part of the process of winning the Village Head election; e) Commitment Escalation, is a dimension of the level of commitment and firmness of the Village Head in fulfilling his political promises to appoint and dismiss village officials. Within this dimension, escalation often occurs and has the potential for abuse of authority, but because of their determination, a village head continues to carry out the appointment and dismissal process as promised

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