

***Performance Of Village Equipment In Management Of Village Funds For 2021
Budget In Sungai Nilau Village Sungai Manau District Merangin District Jambi
Province***

**Kinerja Perangkat Desa Dalam Pengelolaan Dana Desa Tahun Anggaran 2021 Di
Desa Sungai Nilau Kecamatan Sungai Manau Kabupaten Merangin Provinsi Jambi**

Candra Andika¹, Hadi Prabowo², Prio Teguh³

Institut Pemerintahan Dalam Negeri, Cilandak, Jakarta, Indonesia^{1,2,3}

andikacandra876@gmail.com¹

ABSTRACT

The focus of this research is to look at the Performance of Village Apparatus in the management of Village Funds in Sungai Nilau Village, Sungai Manau District, Merangin Regency, and determine strategies that should be carried out to Improve Village Apparatus Performance in Village Fund Management in Sungai Nilau Village, Sungai Manau District. The research uses theory by Agus Dwiyanto related to performance indicators, then conducts a SWOT analysis and Osborne and Plastirc litmus tests to determine strategies. This research uses qualitative methods with a descriptive approach. In collecting data, researchers conducted observations, interviews and collected documents about the performance of Village Apparatus in Village Fund Management in Sungai Nilau Village. The results showed that the Village Apparatus Performance in Village Fund Management in Sungai Nilau Village was not optimal. There is still a lack of productivity, service quality, and responsibility for the resulting activities, due to the lack of competence and expertise of village officials in managing the Village Fund. Then the availability of limited human resources, limited financial resources and limited infrastructure and equipment.

Keywords: Village Apparatus Performance, Village Fund Management, Human Resources

ABSTRAK

Fokus penelitian ini adalah untuk melihat Kinerja Aparatur Desa dalam pengelolaan Dana Desa di Desa Sungai Nilau Kecamatan Sungai Manau Kabupaten Merangin, dan menentukan strategi yang harus dilakukan untuk Meningkatkan Kinerja Aparatur Desa dalam Pengelolaan Dana Desa di Desa Sungai Nilau Kecamatan Sungai Manau. Penelitian ini menggunakan teori dari Agus Dwiyanto terkait indikator kinerja, kemudian melakukan analisis SWOT dan uji lakmus Osborne dan Plastirc untuk menentukan strategi. Penelitian ini menggunakan metode kualitatif dengan pendekatan deskriptif. Dalam mengumpulkan data, peneliti melakukan observasi, wawancara dan mengumpulkan dokumen-dokumen mengenai kinerja Aparatur Desa dalam Pengelolaan Dana Desa di Desa Sungai Nilau. Hasil penelitian menunjukkan bahwa Kinerja Aparatur Desa dalam Pengelolaan Dana Desa di Desa Sungai Nilau belum optimal. Masih kurangnya produktivitas, kualitas pelayanan, dan tanggung jawab terhadap kegiatan yang dihasilkan, karena kurangnya kompetensi dan keahlian perangkat desa dalam mengelola Dana Desa. Kemudian ketersediaan sumber daya manusia yang terbatas, sumber daya keuangan yang terbatas serta sarana dan prasarana yang terbatas.

Kata kunci: Kinerja Aparatur Desa, Pengelolaan Dana Desa, Sumber Daya Manusia

1. Introduction

Regional autonomy was intensively implemented during the reform era and opened up wider space for community involvement in the government's decision-making processes. Law Number 23 of 2014 concerning Regional Government which was later revised by Law Number 9 of 2015, has provided a great opportunity for the regions to regulate the administration of government to the

lowest level without injuring the constitution. Regional governments are given authority through the principle of decentralization to manage their own households according to the potential and local wisdom of each region, as well as the village as the lowest administrative unit (Hardi & Gohwong, 2020).

Village development has an important and strategic role in the framework of National Development and Regional Development because it contains elements of equitable distribution of development and its results and directly touches the interests of the majority of people who live in rural areas in order to improve their welfare, the use of village funds is prioritized in the field of development villages in the maintenance of community welfare facilities and infrastructure, economic and educational, social enterprises, and the field of empowering rural communities by developing entrepreneurship, as well as expanding the individual economy through procurement or capital assistance. Even in determining priorities in the use of village funds agreed and decided through village meetings by considering village typologies based on the level of development of village progress.

As a form of public service, the government also has the function of serving and empowering the community which is shown in the form of performance. Prawirosentono in Sinambela (2012: 5) defines that performance is the result of work that can be achieved by a person or group of people in an organization, according to their respective responsibilities, in order to achieve the goals of the organization concerned legally, not violating the law and in accordance with morals and ethics.

Low responsiveness is indicated by the misalignment between services and community needs. This clearly shows the failure of the organization in realizing the mission and goals of public organizations. Organizations that have low responsiveness automatically have poor performance as well. d. Responsibility; Responsibility explains whether the implementation of public organization activities is carried out in accordance with the principles of proper administration or in accordance with organizational policies, both explicit and implicit. Therefore, responsibility may one day collide with responsiveness. e. Accountability; Public accountability refers to how much the policies and activities of public organizations are subject to public officials who are elected by the people.

From the description above, it can be concluded that human resources are an important factor in achieving good village development in carrying out government tasks, namely as a public service with the description as above. Quality human resources (HR) in the village government also need to be prepared seriously by the government, in supporting regional development to obtain policies that are beneficial to the community. Several things from the human aspect that can become an obstacle to the use of village funds are the lack of competence of human resources (village officials), weak integrity of village officials, and a lack of qualified human resources in a village. This problem, of course, can become a trap that ensnares the village head for corruption, either intentionally or unintentionally due to ignorance of budget management and accountability mechanisms.

One of the villages that has received Village Fund allocations is Sungai Nilau Village, administratively belonging to the Sungai Manau District, Merangin Regency. Based on information from the Ministry of Village, Sungai Nilau Village received a Village Fund budget of 11 percent of IDR 8,579,511,000 for Sungai Manau District, which is IDR 946,142,000.

The Village Budget obtained, of course, can support the development and empowerment of the welfare of the village community according to what is written in the Regent Regulation No. 3 of 2020. However, based on the results of researchers' observations and initial interviews with the community, they are still not satisfied with the performance produced by the village government, as conveyed by the youth chairman of Sungai Nilau Village "In the implementation of the program

or allocation of village funds it is considered that it is not in accordance with the needs of the community, the intended need is that the program provided or the work is not on target such as the end of the earth environmental road program made by the Sungai Nilau village government in 2021, access is considered irrelevant because the urgent need is access to farm roads or drainage, because this hamlet is a rice field area.

In addition to the program or performance results that were not on target, according to the interview results, it was also explained that residents had difficulty accessing information on program plans in managing village funds, this was due to the absence of the application of information technology, so residents did not know about the village apparatus program, according to the author, because there was a lack of information technology in the village. support from human resources who have the capacity or according to their abilities" (Junai, interview, 9 June 2023). In addition, the authors also observe that there is still a lack of transparency in the use of village fund budgets. Usually, other villages will inform the use of village funds at the village hall or village office, but researchers did not find any information boards on the realization of village fund use in the previous year.

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Discussing performance is certainly inseparable from the achievement of the results that have been achieved based on existing provisions. As explained by Prawirosentono (1992:2) that performance is "Work results that can be achieved by a person or group of people in an organization, in accordance with their respective authorities and responsibilities, in the context of efforts to achieve the goals of the organization concerned legally, do not violate the law and are in accordance with morals and ethics".

Furthermore Sedarmayanti (2007: 319) explains the performance indicators of employees including: 1) Quality of work (quality of work); is the quality of work that is achieved based on the requirements of suitability and high readiness which in turn will give birth to rewards and progress and organizational development through systematic increase in knowledge and skills in accordance with the demands of science and technology which are growing rapidly; 2) Attendance and promptness; namely related to whether or not the completion time of the work with the planned time target; 3) Initiative; have self-awareness to do something in carrying out the duties and responsibilities; 4) Ability; among several factors that affect a person's performance, it turns out that what can be intervened or treated through education and training is the ability factor that can be developed; 5) Communication; interactions carried out by superiors to subordinates to express suggestions and opinions in solving problems at hand.

According to Dwiyanto (2015: 180-192) there are several indicators commonly used to measure the performance of public bureaucracy, as follows: 1) Productivity; 2) Service Quality; 3) Responsiveness; 4) Responsibility 5) Accountability.

2. Methods

Research according to L.R Gray in Sumanto (2014: 4) is "the formal and systematic use of the scientific method to answer and solve problems". According to Nazir (2014: 70) it is explained that "research is the process of searching for something systematically in time using the scientific

method and applicable rules". Then according to Hussey in Silalahi (2010: 2) says that "research is a process of investigation, systematic and methodical, as a solution to a problem and increasing knowledge".

Scientific research must fulfill 4 (four) criteria according to Gulo (2010: 17) as follows: 1) Research is carried out systematically. The process is carried out from one stage to the next. Each stage must be carried out sequentially, may not skip the previous stage to go directly to the last stage or the stage far above it; 2) The research is conducted in a controlled manner. The operational formulation of concepts and hypotheses is the control in directing all research activities; 3) Research conducted empirically. The problems to be studied are empirical problems. All the concepts covered in the research must be operationally connected in the real world; 4) Research is critical. Critical here means that there is a benchmark that is used to determine something that is acceptable, either explicitly or implicitly.

Gulo (2010: 99) states that "the preparation of the research design is carried out after the researcher determines the title of the research to be carried out, the research design describes what, why, and how the problem is examined using methodological principles". The research design as intended by the researchers above is the first step for someone who will conduct research.

According to Effendy (2010: 117) that "qualitative research is research that explains and analyzes individual human behavior and groups of principles or beliefs, understandings or thoughts, and perceptions or responses. Furthermore, according to Creswell (2014: 4) explained that qualitative research is: "the methods used to explore and understand the meaning that a number of individuals or groups of people ascribe to social or humanitarian problems. This qualitative research process involves important efforts, such as asking questions and procedures, collecting specific data from participants, analyzing data inductively from specific to general themes and interpreting the meaning of the data.' "

Whitney in Nazir (2014: 43) descriptive method is "finding facts with the right interpretation by studying problems in society and the procedures that apply in society, including the relationship of activities, attitudes, views and processes that take place and the influence of a phenomenon" .

Based on the explanation of the experts above, it can be concluded that the method in this study uses a qualitative method with a descriptive approach which is a process of exploring or exploring a problem in depth and comprehensively from a collection of information which ultimately aims to describe the problem and to find out how the performance of village officials in Village Fund Management, then exploratively to answer the formulation of the problem regarding influencing factors and strategies that should be implemented to improve the performance of Village Apparatuses in managing Village Funds in Sungai Nilau Village, Sungai Manau District, Merangin Regency, Jambi Province.

3. Results and Discussion

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4. Conclusions

Productivity is meant in a big picture, namely how the use of village funds in fulfilling the quality of employees, ability, work discipline, and speed in completing work so that it has an impact on policy outcomes that are beneficial to society. In achieving overall productivity, the government of Sungai Nilau Village has been trying to achieve its productivity through improving services for community needs, with village regulations regarding ease of service and ease of administration, it will affect the productivity of equipment in achieving organizational goals. In the administrative services of village officials, they have been more advanced than before, better administrative procedures have led to increased public trust, good and organized registration based on the results of the author's observations, can facilitate service, in the observation that the author performs one of the permit management services and an introduction to getting pretty good service, and for detailed written financial administration and making it easier for the community to understand the importance of the services carried out by Sungai Nilau Village officials. In the implementation of services, there are village officials who do not serve the community well, so they will be dealt with

strictly. This firmness is a very good warning for village officials in increasing their performance productivity.

However, the performance of the Sungai Nilau Village Officials has not been all that good, this is based on the presence of village officials or apparatus who have not arrived on time, and have not returned according to their schedule. There are also officers or apparatus who do not give notification when they are unable to attend, and in the first semester of 2013 the attendance rate of Village apparatus reached 70% or better than in the first semester of the previous year (2021).

In general, the performance of the Sungai Nilau Village apparatus is towards the stage of improvement and service improvement, the ups and downs of the performance of the apparatus are caused more by the person of the village apparatus, so that improvements and changes in character can be carried out, improvement is the main key for community service. Productivity implies a mental attitude that always has the view that today's life must be better than yesterday and tomorrow must be better than today, productivity is associated with the results of the performance carried out. In this study, in order to find out about the work productivity of village officials, in addition to interviews, observations were also made on the productivity of village officials, based on field observations the work productivity of Sungai Nilau village officials was quite good, this can be seen from the speed of service provided, with standardized procedures and administration. that has been arranged, so that in the management of letters there is no bargaining regarding administrative costs.

The work productivity of the Sungai Nilau Village apparatus has increased quite well compared to the previous year, this can be seen from the increasing number of paperwork that is completed on time, and if there is a delay it is usually caused by a lack of requirements from the applicant, in daily implementation it is still often there was a miss of communication between village officials so that for the resolution they needed to sit together. In addition, there were also non-technical problems such as limited device capabilities so that they had to wait for instructions from the village head to solve the problem, this was an improvement in organizational management that would be corrected.

Work productivity in public services has been properly inventoried, where each type of public service has been registered respectively and the person in charge is the Kaur (Head of Affairs) in accordance with the field he serves. Given the complexity of the affairs, authorities, main tasks and functions of the village government, the implementation of public service duties is also faced with complex obstacles. For this reason, each village apparatus (village apparatus and staff) is required to have high work productivity as a real contribution to achieving the goals of the village government organization effectively and efficiently. Thus, increasing the work productivity of Village Officials in public services can be used as a fundamental part of efforts to achieve organizational goals.

According to the Head of Sungai Nilau Village, the Work Productivity of Sungai Nilau Village officials, more than 70% of public services can be carried out on time, so that henceforth there will be no piling up of work and no clear solution. This reflects that good performance can support service productivity.

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