

Effectiveness of Village Government Apparatus Performance in Village Fund Management (A Study in Sirenja District, Donggala Regency)

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Abstract

This study aims to analyze and determine the effectiveness of the performance of village government officials in managing village funds (a study in Sirenja District, Donggala District, researchers analyzed through performance effectiveness with indicators of work skills, improved achievement, ability to adapt, and able to deal with changes, the type of research conducted through descriptive qualitative approach the results of the study show the effectiveness of the performance of village government officials in management and villages in work skills is strongly influenced by the level of education, work experience and training, improvement in work performance based on the ability to make village maps, Season Calendar and Institutional diagrams, and the ability to Adaptation is seen from a more calm, flexible attitude, and mastering the field of work while being able to deal with changes is shown in the ability to change regulations and changes in weather, climate, air temperature.

Keywords: performance effectiveness, village government apparatus, in managing village funds

INTRODUCTION

The central government policy, especially regarding village fund policies, must involve the interests of the village government. This is because those who manage, receive benefits from the village fund policy are none other than the apparatus of the village government and the village community, they are the ones who better understand the geographical and demographic conditions of their villages and are therefore based on the principle of equity and welfare through participatory-oriented development. support for government policies in the hope that village funding assistance is right on target.

In general, there are problems found in the management of village funds covering four aspects, namely regulatory and institutional aspects, governance aspects, aspects of supervision and aspects of human resources. The institutional regulation aspect consists of incomplete regulations and technical guidelines for the implementation of village finances, the potential overlap of the PDT Ministry of Health authority with the Directorate General of Village Ministry of Home Affairs, the non-transparency

of the formula for distribution of village funds in Government Regulation (PP) No. 22 2015, and is only based on the basis equal distribution. Related to governance aspects, namely the time frame of budget management that is difficult to be complied with by the village, the unit price of raw goods and services for the reference to the preparation of the Village Budget and Expenditure (APBDesa) does not yet exist; The APBDesa is very low and village financial accountability is not up to standard and is prone to deviations from data and manipulation. In terms of supervision, the lack of government pays attention to three problems, namely the effectiveness of financial management oversight, public complaints channels that have not been well managed and the evaluation and supervision of local government is unclear. While the human resource aspects of the village government apparatus were inadequate then problems were also found in the form of potential misappropriation or vulnerability in the corruption of the accompanying staff and village head officials and the BPD to make an agreement on a positive report. And also take advantage of the weakness of village government officials.

The village government apparatus in managing village funds is demanded to be able to increase and utilize the real, dynamic, harmonious and responsible village potential. This is due to the supporting factors of village

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development in addition to the existence of a large village fund support from the state budget and also received adequate ADD funding assistance from the district government, also on the effectiveness of the performance of the village government apparatus in managing village funds including in the Sirenja District of Donggala District. The principle of the effectiveness of the performance of the village government apparatus in managing village funds is inseparable from the policies of the central and regional governments that regulate it, so that village funds sourced from the central government budget can be well managed and transparent. This is elaborated in Law Number 6 of 2014 about the village.

The village is a representation of the smallest legal community unity that has existed and developed in line with the history of Indonesian people's life and became an inseparable part of the life structure of the Indonesian people. As a form of state recognition of the village, especially in the context of clarifying the functions and authority of the village, as well as strengthening the position of the village and the village community as the subject of development, a policy on structuring and regulating the village is needed with the birth of Law Number 6 of 2014 concerning the Village [1]

The village law has placed the village as the spearhead of development and improvement of community welfare. Villages are given adequate authority and sources of funds to be able to manage their potential to improve the economy and welfare of the community. Law Number 6 of

2014 concerning Villages has become a milestone in the paradigm shift in village governance. Villages are no longer considered as objects of development, but rather are the subject and the spearhead of development and the improvement of the welfare of village communities. In this case village funds are the APBN funds intended for villages that are transferred through the district / city APBD and prioritized for the implementation of development and empowerment of village communities. The purpose of the village fund is to improve public services in the village, to alleviate poverty, to advance the village economy to overcome development disparities between villages and to strengthen village communities as the subject of development. [2]

In order to clarify the operational management of village funds, the Regulations of the Donggala Regent Number 17 of 2015 concerning Guidelines for Village Financial Management Article 3 Paragraph 1 Village Financial Management include:

Planning, Implementation, Administration, Reporting and Accountability [3] of the five things that need to be considered and become a benchmark for the management of village funds in order to create the effectiveness of the performance of the village government apparatus.

Sirenja District Donggala Regency is one of the districts that receives village funds. More detailed information about the amount of village funds received by each village in Sirenja District can be seen in the following table:

Table 1
Indicative Ceiling for the 2015-2017 Village Fund
in Sirenja District, Donggala Regency

No	Nama Desa	Dana Desa 2015	Dana Desa 2016	Dana Desa 2017
1	Desa Tompe	282.758.000	632.094.000	808.475.000
2	Desa Ombo	287.846.000	643.557.000	820.788.000
3	Desa Tanjung Padang	278.587.000	642.322.000	812.804.000
4	Desa Tondo	328.436.000	631.926.000	918.943.000
5	Desa Balentuma	340.297.000	728.241.000	930.167.000
6	Desa Sipi	278.920.000	631.926.000	805.727.000
7	Desa Lende Induk	276.250.000	627.225.000	798.605.000
8	Desa Ujung bou	270.630.000	614.873.000	790.352.000
9	Desa Jonooge	274.280.000	602.431.000	783.462.000
10	Desa Tanjung Padang	277.560.000	628.442.000	832.753.000
11	Desa Lompio	320.673.000	633.432.000	725.665.000
12	Desa Dampal	285.487.000	641.422.000	758.657.000
13	Desa Sibado	276.532.000	643.544.000	776.578.000

Source: Head of Community and Village Empowerment Section in Sirenja District, Donggala District, 2018

The amount of village funds received by each village has the potential to be very strategic in supporting village development. Especially in villages located in the Sirenja District, Donggala Regency. However, various obstacles can be found that affect the effectiveness of the performance of village government officials in the management of village funds, including the ability of village government officials, including in this case the village head in understanding the management of village funds is still low, this results in ineffective planning, implementation and accountability for management village funds, although in this case the Donggala District Government has tried to carry out training and capacity building of the village government apparatus in order to improve the ability of the village government apparatus in managing village funds but this has not been reached optimally resulting in the allocation of village funds is still not maximally in accordance with the objectives village funds.

This is in accordance with previous research [4] which states that although in this case the Donggala Regency Government has tried to carry out this function through the Community Empowerment and Village Administration Agency by implementing a training policy and capacity building for the village government apparatus to increase the understanding of the village government apparatus in managing the resources available in the village, both in terms of material resources, village funds and the allocation of village funds which is poured in the APB-Desa as well as resources that become the potential of the village itself in accordance with the characteristics of the village itself. This is done in addition to providing an understanding to the Village Head on what his duties and functions are to prevent disharmony between the Village Head and other village officials. Because it can cause delays in the process of disbursing funds allocation of Village Funds and Village Funds as well as the Responsibility Documents for the use of these funds.

Based on the above considerations and the reality, it is expected that the entire village government apparatus in Sirenja Subdistrict of Donggala Regency can optimize the village funds as well as possible so that village funds can move the wheels of the village economy, and empower village communities so that village development will develop and increase. This is consistent with the phrase Daft [5] states that the effectiveness

of performance will increase if someone has the skills and expertise in accordance with work demands. While the effectiveness of individual performance can be measured by work skills, increased achievement, ability to adapt, and able to deal with change.

MATERIAL AND METHOD

In analyzing the data of this study, researchers used a descriptive research method with a qualitative approach with the aim of obtaining data and gathering information on the effectiveness of the performance of the village government apparatus in managing village funds in Sirenja District, Donggala Regency. The locations in the study were in 13 villages within the Sirenja District of Donggala Regency. The types of data are primary data and secondary data with data sources namely informants, events / places, documents. Data collection techniques used are: observation, interviews, documentation, [6]. The research instrument is the researcher himself who plunges directly into the field in data collection by relying heavily on human instruments. Analysis of the data used in this study is the interactive analysis model [7], namely:

1. Condensation data

Data condensation is an activity of selecting, focusing on simplifying, abstracting, or changing data that appears in written notes in the field of documentary interview guidelines and other empirical materials. With condensation. Make data stronger. When compared with data reduction that always weakens or loses something in the process

2. Presentation of data

Presentation of condensed data, which is the second main stream of analytical work, is display. Presenting good and correct data as a process towards strong qualitative analysis. The data that has been described in this study includes various types of labels, narrative charts / drawings, summaries, which have been organized regularly so that it becomes a meaningful and well-organized collection of information that provides conclusions and actions.

3. Conclusion / Verification

Describe conclusions and verify efforts to interpret data that has been tested for truth or validity from the data that has been presented, continuously, carried out in verification during the research. Analysis of qualitative data is

carried out continuously, related to condensation of data, display, and drawing conclusions / verification in a row as an analysis that is inseparable from one another.

Data Collection

Methods of collecting data by means of (Mayer and Greenwood, 1984:357) the data that must be collected includes three steps (1) identifying the guiding concepts in the research objective, (2) defining the concepts operationally and (3) specify the stage in the research process in time.

Covers the concepts of Performance Effectiveness, village government apparatus, in managing village funds. Determination of informants is determined intentionally on the basis of certain criteria or considerations. The number of informants is flexible based on the requirements for the adequacy and suitability of the data needed by the researcher.

The criteria for research informants that researchers think are capable of and know this problem, totaling 5 people are as follows:

- a. Village head
- b. Head of BPD
- c. Village Treasurer
- d. Village Assistant
- e. Public figure

And the characteristics are (1), Being in the area under study (2), Knowing the incident/problem (3), Can argue well (4), Feel the impact of the incident (5), Directly involved with the problem.

Describe data collection methods, e.g. survey, observation or archive, accompanied by : details of the use of the method. This section also describes population, sampling and sample selection methods.

The technique of collecting data by observation is used when the research is related to human behavior, work processes, natural phenomena and when the respondents who are observed are not too large.

Unstructured Observations are observations that are not prepared systematically about what will be observed. This is done because the researcher does not know exactly what will be observed.

RESULT AND DISCUSSION

The main theory used in this study is Daft's theory of the effectiveness of performance which is the ability of village government officials to achieve maximum work results. Performance is

said to be effective if the activity process is able to achieve the goals and objectives that have been set. The effectiveness of village government apparatus performance in managing village funds can be measured from:

a. Job Skills

Skills show the ability and expertise of the village government apparatus in managing village funds so that they support the implementation of their duties and functions. In this case skills are the provisions of the village government apparatus in carrying out their work. The skills of the village government apparatus include abilities, knowledge, interpersonal skills, and technical skills. Skills can be learned formally or by self-study depending on needs.

Village government officials who have low skills will experience many obstacles in carrying out their duties and functions so that their performance becomes less effective. Conversely, village government officials who have high skills will be able to carry out their duties and functions well so that their performance can be considered effective. Work skills can be measured through the way of the village government apparatus in managing village funds. Every job requires adequate skills so that the village government apparatus will not experience difficulties in completing it. Adequate skills will be able to improve the performance of village government officials because the level of mistakes in carrying out the work handled will be lower. Realizing the importance of the duties and functions of the village government apparatus in managing village funds, the thing that must be done is to try to develop skills in managing village funds in developing village fund management skills.

Based on the results of the study showed that the skills of village government officials are still inadequate. The unskilled skills of the village government apparatus in managing village funds under its responsibility are influenced by factors:

- a). Education. Dominant high school education equals to produce village government apparatus less able to improve personality, knowledge, and quality in the management of village funds,
- b). Experience, work experience of village government officials is inadequate, especially for villages that are the result of pemekaran.
- c). Education and training programs that have been followed by village government officials are still limited, this has resulted in uneven skills in village government officials with other villages.

b. Performance Improvement

Job performance is one of the benchmarks that can be used to assess the performance of a person or organization. The work performance of the village government apparatus involves the ability or success of the village government apparatus to carry out its duties and functions as expected or even exceed both in terms of quality and quantity.

The results of the work of the village government apparatus in managing village funds better reflect higher work performance and this reflects an effective performance. Conversely, poor work results reflect low work performance and illustrate less effective performance. Improving work performance in managing village funds is one measure to assess the effectiveness of the performance of village government officials.

Likewise, the utilization of village funds in Sirenja Subdistrict of Donggala Regency in the implementation of village development activities, the work performance of village government officials in managing village funds can be seen by the extent to which activities are carried out in accordance with the plans agreed in the Musrenbang and the realization or results of The development is good physical development in this case facilities and infrastructure as well as community empowerment. The use of Village Revenue and Expenditure Budgets is based on village funds, based on data collection and information on various problems and potentials obtained from the results of dusun ideas / Village Deliberation, Village Situation Assessment (PKD) using 3 assessment tools such as Village Map, Season Calendar and Diagrams Institutional. Based on the results of the elaboration above shows that the dominant village government apparatuses do not have the optimal ability to study the 3 tools.

c. Ability to Adapt

Adaptation shows the level at which the village government apparatus can and truly respond to internal and external changes, besides that adaptation shows the ability of the village government apparatus to adapt to the situation and work environment that often changes both the work environment and the facilities and infrastructure used. Village government officials who have high adaptability can easily carry out work. Conversely, village government officials with low adaptability will experience many obstacles in the work environment such as communication difficulties, difficulty adapting to facilities and infrastructure.

The ability to adapt to village government apparatus can be seen from a more calm, flexible attitude, and mastering the work. Village government officials who are able to adapt quickly can improve the results of their work so that their performance is effective. Therefore it is needed the ability to adapt from the village government apparatus in utilizing village funds through village fund management, although it is often felt that there are two interrelated problems, namely between the availability of human resources and the ability of human resources as managers that are not balanced, things thus this happens partly because the starting point of thought and ways of approach regarding strategies and fundamentals of village fund management are based only on the availability of human resources and do not pay attention to the ability of human resources managing village funds namely the village government apparatus in Sirenja District Donggala and ultimately affect the ability to adapt this is due to the management of village funds, it is clear that an orientation and adaptability of the village government apparatus in managing village funds is clearly desired. village government expertise needed in the future.

d. Able to Face Change

Village fund management will be effective if it can adjust to changes. Village government officials often face various problems when there are changes in regulations. Therefore, it is necessary to adjust to the changing regulatory conditions in order to be able to overcome the problems that occur. In addition, at the same time also faced internal problems such as the readiness of the village government apparatus for these changes, which required to overcome them so that an integration occurred. Efforts to overcome external and internal problems require the ability to change.

On the other hand, the work environment generally changes frequently, for example weather, climate and air temperature. In this connection, the village government apparatus in Sirenja Subdistrict, Donggala Regency is expected to have the resilience to these changes. To be able to change, every village government apparatus must have physical strength. Although the physical strength possessed by each village government apparatus varies. However, this is one of the supporting factors that must be owned by each village government apparatus in managing village funds because it somehow

influences the village head's decision to place the village government apparatus in one matter.

The existence of physical strength shows that the village government apparatus has physical and impact on good health which is demonstrated through physical fitness in carrying out its duties and functions, physical strength has a very important function for the village government apparatus in managing village funds. Besides that, the strength also functions to improve work skills so that they can carry out their duties optimally to get better results, this in turn has an impact on the ability to deal with change.

Village government officials who have the resilience to change will not interfere with their work so that their performance is effective. On the other hand village government officials who do not have the resilience to change will experience difficulties in carrying out their work so that their performance becomes less effective based on the results of research showing that the village government apparatus in Sirenja District, Donggala Regency is able to deal with change because it has good physical strength.

CONCLUSION

This study can be concluded that the skills of the village government apparatus are still inadequate, this is influenced by factors of education, experience, training that has been followed. The performance of the village government apparatus through the ability in the Village Situation Assessment (PKD) by using 3 assessment tools such as, Village Map, Season Calendar and Institutional Diagram, Ability to adapt to village government apparatus can be seen from a calmer, more flexible, and master of the job, Apparatus village governments often face various problems when there are changes in regulations and changes such as weather, climate, air temperature. From some of these indicators illustrate that the village government apparatus is in the optimal category based on performance effectiveness.

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