

The Performance of The Village Head in The Village Government Based on Law No. 6 of 2014 (Study on Mananggu Village, Boalemo Regency)

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ABSTRACT

This study aims to determine the Performance of Village Heads in Village Development Based on Law No. 6 of 2014. The problem found is about how the village head performs in village development based on law no. 6 of 2014 and the factors that hinder the performance of village leaders in carrying out development in Mananggu Village, Mananggu District, Boalemo Regency. The method used in this study is qualitative research that uses descriptive descriptors, the subjects in the study are Village officials, and the community. With data collection techniques carried out by observation, interviews, and documentation. The results showed that the performance of the Mananggu village head still found several obstacles that hindered the development process of village government properly, these obstacles include: facilities and infrastructure are still lacking, lack of community participation, and inadequate human resources. Based on the results of the study, it can be concluded that the performance of the village head in village development is a serious problem that requires joint attention, which in its implementation requires cooperation between the village government and the community so that efforts and goals to advance the village can be carried out properly.

Keywords: Performance, Village Head, Village Development

INTRODUCTION

Background, the Village is a unit of the general public with territorial boundaries that are allowed to regulate and manage government affairs. The interests of local communities are based on community initiatives, rights of origin, and/or traditional rights that are recognized and respected in the system of government. Indonesia is a unitary and public State. The lowest level of government is the village. To make the village a place to organize a glass of village community affairs, the village must have a well-organized government system and a strong legal framework. There must be a village component in a village, especially a village government. The village pela supplies the village government with the help of village officials. The village government is tasked with improving and advancing the welfare of the village community in all fields, especially the development of rural areas.

The ability of village governments to improve the welfare of their citizens, serve rural communities, and spur overall growth is the most important thing in the implementation of village government. This is only possible if the village chief can perform his duties effectively. It is undeniable that there are several problems in its implementation, either directly or indirectly hindering the performance of the government. The Government, Provincial Government, and Regency/City Local Governments can carry out village administration by the provisions of Law Number 6 of 2014 concerning villages. It aims to improve the efficiency of village government administration, the welfare of village communities, the quality of public services, village governance, and village competitiveness.

In the village development process, including self-help and community direction, especially the community and the village government. Of course, effective cooperation between the leader and

the people he leads is necessary for progress to occur. In this situation, the village head is the official village head and has the responsibility to manage village affairs, carry out village development, foster village communities, and empower village communities. The village head plays an important role in the development of the village. It is hoped that the development that takes place in the village will be more advanced and encourage village development. Of course, any development carried out in the hamlet must take into account its potential. This is because rural areas, especially in terms of agriculture and biodiversity, are comparative areas with the advantages of natural resources and endogenous knowledge [1].

Leaders must interact with villagers through coaching, communication, and counseling. Effective village head leadership is needed to direct and involve the community both in planning and implementing village development programs for government programs to be successful. Leadership is the process of influencing the behavior of subordinates so that they are willing to work together and work effectively and efficiently to achieve the company's goals that have been set [2].

LITERATURE REVIEW

A. Understanding Performance

The word performance stands for work energy kinetics whose English equivalent is performance, which is often translated into the word performance. The definition of Performance according to some experts is as follows:

1. Performance is a set of results achieved and refers to the act of achieving and executing something of the work requested (Stolovitch and Keeps).
2. Performance is one of the total collections of work that exists in the worker (Griffin).
3. Performance is a function of motivation and ability. To complete a task or job a person must have a certain degree of willingness and level of ability. A person's willingness and skill are not effective enough to do something without a clear understanding of what to do and how to do it (Hersey and Blanchard).
4. Performance refers to the level of success in carrying out tasks as well as the ability to achieve predetermined goals. Performance is declared good and successful if the desired goal can be achieved well (Donnelly, Gibson, and Ivancevich).
5. Performance is the quality and quantity of achievement of tasks, whether performed by individuals, groups, or companies (Schermerhorn, Hunt and Osborn).
6. Performance as a function of the interaction between ability, motivation, and opportunity or Performance performance is a function of ability, motivation, and opportunity (Robbins)

Thus, performance is the willingness of a person or group of people to do something activity and perfect it by its responsibilities with the expected results [3]. According to Raymond (in Sinen), performance is the result of work that has strong links with the organization's strategic goals, and consumer satisfaction, and contributes to the economy. Thus, performance is about doing the work and the results achieved from the work. Performance is about what is done and how to work on it [4].

There are 4 ways to measure a person's performance according to Gomes in [5] namely:

1. Quantity of work. The quantity of work is an indicator that can describe the amount of work carried out by the village government in a certain period.
2. Quality of work is Indikthe determining ator in assessing the quality of a person's work through his performance. Many things can affect the quality of work both internally and

externally. In terms of internal origin, it comes from the personality of each employee such as facilities and infrastructure or targets that have been set.

3. Creativity is the development of problem-solving and being the solution to problems or work. The delivery of ideas or ideas usually occurs in discussion forums or meetings, but it does not rule out the possibility of these ideas or ideas appearing while working.
4. Cooperation. Cooperation is usually carried out on the same work goal, that is, the goal to be achieved. In an organization, it is necessary to have group cooperation, because all the drivers of an organization are humans, not machines, computers or others. Cooperation in an organization or agency means that employees help each other in terms of work to achieve organizational goals [5]

The term performance comes from the word job performance or actual performance. According to Mangkunegara [6], work performance or performance is the result of work in quality and quantity achieved by an employee in carrying out his duties by the responsibilities assigned to him. In simple terms, Nawawi defines performance or work as a result of the implementation of a job, both physical and non-physical. Performance is an indicator of the results of employee work in a certain period, so an assessment activity is needed for the results of the work. According to Dessler, assessing performance means comparing the actual performance of employees with established work standards.

The definition of work performance or performance is given a limit by Maier as a person's success in carrying out a job. More emphatically, Lawler and Porter in [6] state that performance is a successful role achievement that a person obtains from his deeds. From these limitations, As'ad concludes that performance is the result that a person receives according to the rules applicable to the work in question. Meanwhile, Suprihanto, said that the performance or work performance of an employee is the result of an employee's work during a certain period compared to possibilities, for example, standards, targets or goals, or performance that have been determined in advance and have been mutually agreed upon.

According to Simamora in [6] said that performance is an achievement of certain job requirements that can ultimately be directly reflected in the output produced. Similarly, Jauch and Glueck define performance as the degree or degree of completion of a task that improves an employee's work. That is, how well the employee performs the requested work. In contrast to the term effort, performance is measured in results while effort refers to the energy expended. To achieve good performance According to Byars and Ruwe should be noted several determinants of performance. Performance is the net effect of an employee's effort modified by ability and perception or role duties. Thus, performance in certain situations can be viewed as the result of the interrelationship between effort, ability, and perception of roles.

Performance or performance is an achievement achieved by an employee every time he performs his job or task, where the employee can use all knowledge, for a competency-based workforce or employee, his performance is measured based on his abilities, skills, and ethics at any time carrying out his duties [6].

B. Overview of the Duties and Authorities of the Village Head

The Village Head is the leader of the village government. The term of office of the Village Head is 6 (six) years and can be extended again for one subsequent term. Article 26 of Law Number 6 of 2014 concerning Villages states that the duties of the Village Head are to Organize Village

Government, Implement Village Development, Village Community Development, and Village Community Empowerment.

In addition to the definition of Village Head according to the law above, the definition of village kapala according to several experts including Tahmit, who explained that the Village Head is the leader of a village in Indonesia, the Village Head is the head of village government, the term of office of the Village Head is 6 years and can be extended again for one subsequent term. While the Village Head according to Talizidhuhu Ndraha is the leader in the village, all matters regarding prosperity, the welfare of the development community, and others are the obligations of the village head as a formal leader aimed at by the government.

Based on the above understanding, it can be concluded that the Village Head is someone who is in charge of organizing the Village Government, implementing Village Development, Village community development, and empowering the Village community.

The Village Head is in charge of organizing the Village Government, implementing Village Development, Village community development, and empowering village communities. In addition to duties, the village head also has the authority regulated in Article 26 paragraph (2) of Law Number 6 of 2014, which is as follows: Leading the implementation of Village Government.

1. Lifting and dismissing Village devices.
2. Holds the power of managing Village Finances and Assets.
3. Establish Village Regulations.
4. Establish the Village Revenue and Expenditure Budget.
5. Fostering the life of the village community.
6. Fostering peace and order in the village community.
7. Fostering and improving the village economy and integrating it to achieve a productive scale economy for the greatest prosperity of the village community.
8. Develop the village's source of income.
9. Propose and accept the delegation of part of the country's wealth to improve the welfare of the village community.
10. Developing the socio-cultural life of the village community.
11. Utilizing appropriate technology
12. Coordinating Village Development in a participatory manner
13. Representing the Village in and out of court or appointing attorneys to represent it by the provisions of laws and regulations and
14. Exercise other authorities by the provisions of laws and regulations.

C. Village Development Concept

Village development can be limited as a business process designed to create an atmosphere that allows intelligent communities, advanced economic standards of living, and social life for the whole community with active participation and initiatives entirely derived from the community and with the guidance and assistance of government institutions that act as a whole in the framework of the same national policy.

The village development process is a mechanism of community desire combined with the community. The combination determines the success of development as stated by Ahmadi, the mechanism for village development is a harmonious combination of community participation activities in the party and government activities on the one hand. So, in essence, village development is carried out by the community itself which is the central point of all development efforts, and what

will be built in the ability and strength of implementers and drivers of development. In this case, the government provides supervision, guidance, assistance, and guidance to the community [7].

According to Article 78 Paragraphs 1 and 2 of Law Number 6 of 2014 concerning Villages, village development aims to improve the welfare of rural communities, improve human welfare and quality of life, and reduce poverty by meeting basic needs, creating village infrastructure and facilities, and maximizing the local economy. potential, and utilization of natural resources. sustainably protect the environment and nature. Village development includes the planning, implementation, and supervision stages.

Village development as referred to in paragraph 2 prioritizes togetherness, kinship, and cooperation to realize the mainstreaming of community and social justice. Therefore, it can be known that development planning, especially village development planning, really needs a comprehensive approach. Village development planning is development planning carried out by the community itself, from and for the community itself with direction, guidance, assistance, and guidance and supervision carried out by the government. So with a development process like this, the hopes and wishes of the village community can be fulfilled and realized in a tangible form based on deliberation [8].

RESEARCH METHODS

This research uses qualitative research techniques and descriptive methodologies. Qualitative research methods are a type of research that seeks to understand and interpret the meaning of an event of human behavior interaction under certain circumstances from the point of view of the researcher himself, without resorting to statistical methods or other types of calculations. To obtain data in this study, the author took data directly from Mananggu Village, Mananggu District, and Boalemo Regency. The instrument in this study was to use interview guidelines. Interview guidelines are used to explore sources of information in-depth for a relatively limited number of respondents.

The research focus contains details of questions about the scope or main topics that will be revealed or explored in this study. The focus of the research is the outline of the research, so observation and analysis of the research results will be more targeted. The things that are topic of this research are The performance of the head of Mananggu Village, which includes the quantity of work, quality of work, creativity, and cooperation. As well as factors that hinder the performance of village heads in carrying out development, namely: Human Resources (HR). Facilities and infrastructure, and Community participation.

RESULT AND DISCUSSION

A. Performance of Village Heads According to Law Number 6 of 2014

Village development includes self-help and community direction, particularly community and village administration. Of course, effective cooperation between the leader and the people he leads is necessary for progress to occur. In this situation, the village head is the official village head and has the responsibility to manage village affairs, carry out village development, foster village communities, and empower village communities. The village head plays an important role in the development of the village. To create good cooperation, the village head needs to pay attention to his performance as a leader, so that all the goals to be achieved can be carried out.

Talking about performance, Gomes argues that there are 4 indicators used to measure performance, namely:

1. Quantity of work

The quantity of work is an indicator that can describe the amount of work carried out by the village government in a certain period. Based on the results of an interview by Debi Bobihu the Planning Kaur in Mananggu Village, he stated that the performance of the Head of Mananggu Village in terms of development has met government standards, as evidenced by the many socializations carried out by the Village Head with the community in responding to various complaints and aspirations, of course, to help the community in meeting their economic needs. in Mananggu Village. Current developments show that the village government, namely the village head, has been trying to maximize the prosperity of its citizens, although there are still some labor projects that have not been implemented because they have only been going on for two years. years.

2. Quality of work

The determining indicator in assessing the quality of a person's work is his performance. Many things can affect the quality of work both internally and externally. In terms of internal origin, it comes from the personality of each employee such as facilities and infrastructure or targets that have been set.

Based on the results of an interview with Abdul Wahab Dihuma the Head of Mananggu Village Empowerment, he said that: The quality of work of the Mananggu Village Head can be said to be quite good because there have been several developments that have been completed, I hope that the Village Head can complete all the programs that have been made before the end of his term of office. According to him, the performance of the Village Head in carrying out work programs at the Mananggu Village Head, Mananggu Kec. Boalemo, the Village Head should oversee work programs that directly answer environmental needs by improving local facilities and infrastructure that either directly or indirectly affect the local economy. In this case, the Head of Mananggu Village has made efforts to maximize local agricultural income as a means of fostering community welfare.

This is in line with what Andra Biya as the Mananggu Village Community said that: "We prioritize or need the development of infrastructure that is being made, such as highways, and because we generally work as farmers, the sale of our agricultural products is successful because of decent roads. In addition, Mohamad Rifki Pongoliu as the cadet of Mananggu Village said: "The performance of the Village Head entering the second year of his leadership period related to the work programs that have been carried out by the Village Head is still not optimally implemented, especially but continues to strive for the construction and improvement of sports facilities and infrastructure in Mananggu Village, one of which is a football field which is in great demand by the youth."

3. Creativeness

Creativity is the development of problem-solving and being a solution to problems or work. The delivery of ideas or ideas usually occurs in discussion forums or meetings, but it does not rule out the possibility of these ideas or ideas appearing while working.

Based on the results of an interview with Debi Bobihu Kaur, Mananggu Village Planning said: "The program that was implemented in the 2 years of leadership of the Mananggu village head seemed monotonous and there were no latest innovations that could make the village better."

Similarly, Faradila Yusuf said that as a member of the community, she said that the Village Head in conveying his ideas and ideas for the program he was going to implement seemed like repetitive program.

4. Cooperation

Cooperation is usually carried out on the same work goal, that is, the goal to be achieved. In an organization, it is necessary to have group cooperation, because all the drivers of an organization are humans, not machines, computers, or others. Cooperation in an organization or agency means that employees help each other in terms of work to achieve organizational goals.

Based on the results of an interview with Mohamad Rifki Pongoliu, one of the people of Mananggu Village said that: "The ability of the village head to cooperate is still lacking, as evidenced by not interacting with other village officials. When I attended community service, the Village Chief didn't work with us; Actually, he left before we were all done and came back. The village head also refused to grant LPM and Karang Taruna membership in Mananggu Village. We hope to cooperate more in the future to create a better village. "

This was also conveyed by Abdul Wahab Dihuma,

The community appreciates Kades's efforts in encouraging community involvement in every village development program, but this is different from the active role of Kades in carrying it out which only depends on the community and its subordinates.

From some of the opinions above regarding the performance of the village head. This is to the results of research conducted by researchers, namely, where indicators of the performance of a Mananggu Village Head have not been implemented properly, starting from the quantity of work, there are still several programs that have not run well. Secondly, regarding the quality of work, there are differences of opinion from the community, some say that the village head is trying to improve regional facilities and infrastructure that have a direct or indirect impact on the community's economy, but there are also those who argue that the village head has not been optimal, especially in the development of Sara and infrastructure. As a result of creativity, the programs carried out by the village head tend to be monotonous and there is no innovation. And cooperation, the village head has not cooperated well and seems to be directing the existing officials more, cooperation has not been maximized with other organizations in the country.

B. Factors that hinder the performance of the Head of Mananggu Village, Boalemo Regency

According to community regulations, such as the unity of the legal community whose lowest governmental organization is directly under the sub-district and has the right to regulate the interests of the community, the head of the department is in charge of an area with a large population. The village representative body is responsible for reporting to the regent on how these tasks are performed.

Based on Article 26 paragraph 1 of the Village Law, the Village Head is in charge of organizing village government, carrying out village development, village community development, and empowering village communities. In carrying out his duties, the Village Head is assisted by village officials. The implementation of the duties of a Village Head is inseparable from the factors that affect the implementation of the task, as well as the Head of Mananggu Village. The factors that hinder the implementation of the mananggu village head's performance are as follows:

1. Facilities and Infrastructure

Equipment used during the work process that can enable the implementation of an expected achievement includes facilities and infrastructure. Facilities and infrastructure help to speed up the process of carrying out work to save time, provide higher quality work, simplify customer service, and increase user satisfaction.

About the factors hindering the performance of the Village Head, according to Noldi Talib A.Md as the Head of Mananggu Village said that: "The first obstacle is facilities and infrastructure. In that office we only have 2 (two) computers that we can use, each officer should have a computer and the internet network in the village hall is very slow. So, if you want to serve, you have to wait for each other. In the office, no meeting hall is representative, so if there is a deliberation activity, it only accommodates approximately 20 people, including village officials. "

Facilities and Infrastructure are very important for the process of carrying out government tasks in Mananggu Village. Facilities and infrastructure can improve services for the village community and smooth implementation of the duties of the Head of Mananggu Village. But in reality, the facilities and infrastructure in Mananggu Village are still an obstacle in efforts to organize government and village development.

2. Community Participation

Community participation is the participation of the community in efforts to carry out village development. Community participation is based on self-will where people participate in the development of their own beliefs and self-awareness. About the factors inhibiting the performance of the Village Head, Noldi Talib A.Md as the Head of Mananggu Village said:

The second obstacle that hinders the implementation of the duties of the Village Head is the lack of participation in village development. I often invite the community to various activities, such as village community deliberations, even though community participation is very important in the process, cooperation, and other activities that can improve village development.

In connection with the above, Mohamad Rifki Pongoliu as the community as well as the Mananggu Village Taruna Reef said that: "We are often invited by the Village Head to participating in activities. For example, village deliberations, and cooperation for community service, but only some people participated because some of them went to work and had other affairs so they did not have time to participate. "

Jihan Bobihu, one of the community members said that: "One of the causes of the unsuccessful development of Mananggu Village is the absence of community involvement in planning, implementation, and supervision to prevent people from feeling responsible for the growth of their village. This is due to people's ignorance of the importance of development and their lack of involvement in village development. "

3. Human Resources

In planning and implementing work in an enterprise, human resources are very decisive. One of the very significant elements that penetrate any organization is human resources. Selective hiring of human resources is necessary to ensure that expectations are met in a timely and effective manner.

About the factors inhibiting the performance of the Village Head, according to Noldi Talib A.Md as the Head of Mananggu Village said that: "One of the things that hinder the performance of the Village Head is Human Resources (HR). Factors in the ability and skills of officials and the community are still lacking, and some officers are not good at carrying out their duties. I include village officials in guidance and training, whether it is held in the district, or the province so that the resources of the village officials can increase again. In addition, the average person in this village only graduated from high school, junior high school, and even elementary school, only some of them studied bachelor's degree (S1) even those who worked in offices or became a teacher outside mananggu village." Based on the interview, one of the factors hindering the implementation of the

duties of the Head of Mananggu Village is human resources, both village officials and the village community. The abilities and skills of the officers and the people of Mananggu Village are still lacking, what's more, most of the people do not study until they are undergraduates.

From some of the opinions above, it can be described that the actors that hinder the performance of the Mananggu Village Head performance are, the first inhibiting factor, facilities and pra means that are still lacking in supporting all serving activities in carrying out the duties of the Mananggu Village Head. Second, community participation is very lacking in all activities in improving the development of Mananggu Village. Third, human resources are still lacking and inadequate for both the community and village officials.

CONCLUSION

Based on the results of research and discussion in the previous chapters, the author can draw the following conclusions about the Performance of the Village Head in the Implementation of Development in Mananggu Village Based on Law Number 4 of 2014:

1. The performance of a Mananggu Village head is considered by the community to have not been carried out properly. Be it Quantity of work, there are still some programs that have not run well; Quality of work (Quality of Work) there are differences of opinion in the community, some say that the village head is trying to improve regional facilities and infrastructure that have a direct or indirect impact on the community's economy, but some argue that the village head has not been optimal, especially the construction of sports facilities; related to Creativeness (Creativity) programs implemented by village heads tend to be monotonous and there is no innovation yet; Cooperation, the village head has not cooperated well and seems to be directing the existing officials more, the cooperation has not been maximized with other organizations in the village.
2. The factors that hinder the implementation of the performance of the Mananggu Village Head are, the first inhibiting factor, facilities and infrastructure that are still not supporting all activities carried out in carrying out the duties of the Mananggu Village Head are the main obstacles to the performance of the Mananggu Village Head. Second, there is no initiative to advance the development of Mananggu Village that involves the community enough. Third, both the village government and the community still lack sufficient human resources.

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