

Effectiveness of the Selection of Village Devices in Brebes Regency Based on Regulation Number 100 Of 2020

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Abstract

Preparing village apartments with the skills and credibility to achieve these goals makes the Brebes Regency Government prepare special instruments to lift and stop village devices in the Brebes Regency government environment through Brebes Regent Regulation No. 100 of 2020 concerning the Appointment and Dismissal of Village Devices. This study uses qualitative methods with a deprepretental approach to explaining various phenomena when implementing village-level regulations. The location of this study is in the villages of Randusanga Wetan and Randu Sanga Kulon in Brebes Subdistrict, Brebes Regency. One of the mandatory requirements in the code in article 8 of the government must cooperate with third parties, who certainly have the competence to hold the exam in question invited by the law. Unfortunately, it is not clear in detail which third-party entities are in question. The study results showed some obstacles such as the lack of computer facilities in the village and so on.

Keywords

selection; village devices; effectiveness



I. Introduction

Village is the lowest part of the system of government in the structure of government in Indonesia that has duties and obligations in carrying out village government so that the village has a duty and authority in running the wheels of government led by a village head.

Changes in village governance are increasingly directed when the agenda of decentralization and democratization by providing opportunities for regional autonomy to organize regional autonomy. . Therefore, the competence of government organizers even in the village is something that must be considered. Because the government at the village level will be in direct contact with the community as a public servant. (Zulkarnaen & Maemunah, 2019)(Badriah, 2018)

Village community institutions are tasked with empowering village communities, participating in planning and implementing development, and improving village community services. As a partner of the Village Government, the tasks of Community Institutions. (Angelia, N. et al. 2020)

Competence becomes one of the indicators considered from prospective participants of open selection of village apparatus including from the ability of village apparatus claon from skills. One way that is considered quite effective is open selection, in order to know the credibility of prospective participants, as Zakiyah said that open selection for village devices is a new innovation to get competent and professional human resources. This is related to the task that will be carried out by the village apparatus as an assistant to the village head in organizing the government. It is also affirmed in Article 49 Ungang-Ungang Number 6 of

2014 that the Village device is tasked with assisting the Village Head in carrying out his duties and authorities. (Hafieludin & Atmojo, 2020)(Muhammad Eko Atmojo, Ummi Zakiyah, 2018)(Zulkarnaen & Maemunah, 2019)

In addition, according to Law No. 6 of 2014 on Villages the requirement to become a village device is regulated as follows:

1. The lowest educated are high school graduates
2. Aged 20-40 years
3. Must be registered as a local villager for at least 1 year after being registered as a resident of the village
4. Other requirements are set out in the Regents Regulation Requirements

Integrity has become one of the important terms and concepts in every aspect of human life, especially those related to organization. According to Nuryanta in that selection is one way that the organization or company to see the suitability or not between individuals, jobs, organizations, and the environment. While according to the selection of village devices has a positive impact both to the kebumen village device selection team and the community. (Indra Sasangka, 2019)(Aringga, 2017)(Chrisnurlenawati & Kushandajani, 2013)

According to Marwansyah in Selection and recruitment is a process to attract people or applicants who have the right interests and qualifications to fill a particular position or position. Every process and dynamics of village development certainly has results that are expected to solve the problems in the village. The recruitment process is a way to manage employees or employees in an organization in order to run an organization effectively. Theoretically, elements of management include man, money, methods, materials, machine, market. The human element as the main driver of organizations / institutions that must go through the selection process first so that it is known for staffing management. (Eri Mega Selvia, 2020)(Widayanti, 2020)(Faturahman, 2018a)

There are Demands to Improve the Professionalism of Village Devices in Supporting the Performance of Village And Village Head of Government Considering the urgency of village device gait, then village device resources become keywords in the implementation of village government, therefore procurement of personnel Considering the urgency of village device gait, then village device resources become keywords in the implementation of village government, therefore procurement of personnel devices needs to be made selection that is Strict to obtain quality human resources. The quality and quantity of employees must be in accordance with the needs in order to support the achievement of goals effectively and efficiently. The placement of labor must also be appropriate in accordance with the capacity of quality services often have difficulty to achieve because the apparatus does not always understand how to provide good service, this happens because of the low professional ability of the apparatus seen from the educational background and work ethic of village devices and the authority owned by the apparatus concerned.(Wicaksono & Dervish, 2019)(Eri Mega Selvia, 2020)(Faturahman, 2018)(Ahmad, 2018)

To maintain the quality of the village government, human resources with integrity and competent are needed that understand and apply perfectly the laws and regulations as guidelines in running village government. . The public wants transparency, wants openness of public information, and wants an interactive, dialogical, responsive society, that is quick to respond to complaints made by the public. . In addition, morals and ethics are also things that must be considered, as atmadja said that moral or ethical values are factors that need to be considered in financial management. (Hidayat & Wijayanti, 2020)(Nurkamid Et Al., 2019)(Atmadja, 2018)

Of all the needs of the values of the village device, it becomes important the selection process held, whether it is able to produce and give birth to an apparatus at the village level

that has high credibility and quality, so that public services at the village level become better. The research aims to look at the selection process of villages in Brebes Regency and the apparatus produced based on Regent Regulation No. 100 of 2020, research is present for these questions, especially how is the effectiveness of village device selection in Brebes Regency based on Regent Regulation No. 100 of 2020?

II. Review of Literature

Increasingly complex governance, the demands of professional budget management and the implementation of sustainable development are major challenges for every village in Indonesia. Changes in village governance are increasingly directed when the agenda of decentralization and democratization by providing opportunities and flexibility to the region to organize regional autonomy. . Different policies and mechanisms may be due to the social, cultural and geographical conditions of the local area. (Badriah, 2018b)

Given the urgency of the village device gait, the resources of village devices become the keyword in the implementation of the village government, therefore the procurement of personnel of the device needs to be done strict selection to obtain quality human resources. If human resources at the village level do not have good performance and credibility then the opportunity for error or maladministration that leads to alleged corruption becomes a consequence that must be borne. In 2019 revealed several factors of increasing corruption at the village level, one of which is the low level of education and the contribution or involvement of the community in the implementation of government affairs in the village. Which means accountability becomes an absolute thing must be done by the village head. Accountability in the village government as involving the ability of the village government to account for the activities carried out. (Eri Mega Selvia, 2020)(Herdiana, 2019)(Dyah, 2019)

The responsibility of the village head in the management of village finance has a very large role, so from the support system in the form of village apparatus that has the ability to be mandatory. One of the mechanisms to capture the apparatus in accordance with the demands of the times through selection, village device selection is carried out by the Village Device Appointment Committee. Selective and open recruitment is a condition that democratic life in the administration of government at the village level is absolutely necessary to maintain social harmony. . Because as the main driver of human organizations / institutions must go through the selection process first so that it is known staffing management. . This table brought describes some previous researchers about the process, evaluation and implementation of existing regulations in Indonesia. (Kristendo, 2019)(Faturahman, 2018b)(Widayanti, 2020)

III. Research Method

This research uses a derifrivative approach with this type of qualitative research. This research is used to understand the social reality that occurs in village device selection activities in Brebes Regency. The data sources obtained in the study are divided into two skunder and primary, skunder data is obtained from report data as well as articles and other relevant sources, while primary data is obtained from interviews organizing selection at the village level and the participants of the village device selection exam.

IV. Result and Discussion

The implementation of local-level democracy is fundamental if the state wants to run a comprehensive democracy ranging from the national level to the smallest scope of government, namely the (Faturahman, 2018b) village. The process of recruiting village devices is considered important in an effort to support the running of effective village government. In addition, another goal that is no less important is to produce prospective village devices with integrity, competent, responsible according to their main duties and functions. Brebes Regency through Regent Regulation number 100 of 2020 describes the process of appointment and dismissal including the selection of village devices in the Brebes Regency government environment.

One of the mandatory requirements contained in the regulation contained in article 8 states that the village level government must cooperate with third parties, who certainly have the competence to hold the exam in question invited by the law. However, the third party referred to in the Regent's regulation is not explicitly explained who the third party in question is, e.g. from a governing entity, or from a government entity. academic parties who have the same scientific field linearity with the substance of the selection of village devices. It needs to be regulated because of several things.

The first third party appointed as an independent party must have good credibility and be able to account for the results of the event held. For example, from two villages in Brebes, namely Randusanga Wetan Village and Randusanga Kulon in Brebes Subdistrict in collaboration with academics as an independent team of exam selectors. existing village devices.



Figure 1. Village Device Selection Exam in Randusanga Kulon and Randusanga Wetan Brebes Subdistrict, Brebes Regency.

Article 4 of the regulation also explained the procedure of appointment, activities beginning with budgeting activities and screening of prospective village heads in APBDesa; then the activity is explained by a letter notification of vacancy of village devices to the Regent of the letter submitted with a request to do the networking of village devices to fill the void. If the application is granted then the next stage of the village government begins to form a committee at the village level to carry out the selection of village devices. The formation of the committee is further explained in article 5 on the formation of the committee. The committee in question must consist of a chairman, a secretary and at least consist of community figures, youth figures and professional circles such as teachers, PNS and others.

For the process of organizing its own selection for exam materials there are two, namely written exams and practice exams. Written examinations as required in article 7 paragraph 10 of the written exam process must use the Computer Assisted Test (CAT) system. Participants will work on as many as 100 questions in the form of multiple choices for 120 minutes, for the exam material itself consists of questions about government, development, community empowerment and technical knowledge about village government. As for the practice exam, participants are required to conduct computer practice exams with Microsoft word and Microsoft Excel materials, for a working time of 45 minutes each.

Of the two villages that organized the selection of existing village devices, the number of participants in the village randusangan wetan as many as 9 people who were divided into two position formations, namely the village secretary and Head dukuh while in Randusang kulon as many as 14 people consisting of three formations namely the village secretary and two dukuh heads in the village. From the results of the two existing villages, the selection process is in accordance with existing regent regulations, but unfortunately in netting leaders at the local level such as villages with kearif Local researchers also found some weaknesses. The first, because it uses computer devices, such infrastructure villages still have difficulty to suffocate. Finally, the participants are burdened to bring their own devices, in addition to the lack of stability of the internet network making its own obstacles so that it takes more time. From what has been determined. Second, the mechanisms and instruments compiled through the regional regulations have not been able to give birth to leaders who have authority in the community.

V. Conclusion

The effectiveness of organizing village-level selection in Brebes Regency, administratively has been effective. The enthusiasm of the youth in the village to become a village device is also very high, this is evident from the number of prospective village devices who take the exam aged very young with an average education.

However, the mechanisms and instruments compiled through the regional regulations are only able to give birth to apparatuses that have good computerized capabilities and good knowledge as well. This instrument does not try to produce an apparatus that has authority in the community. Because most of the motivation to follow the selection or become a village apparatus is a fixed income received every month.

Incorporating instruments of local wisdom, such as knowledge of villages and sub-districts and even districts also makes the village apparatus master the geographical location of the government that he has in it. Including the interview test, it should be included as one of the instruments to explore the motivation of the candidates to follow the selection. Other skills such as leading meetings and solving problems are also no less important to be included as a selection instrument, so that the resulting apparatus has authority, the ability to manage conflict and find a way out of a problem and of course also have good computer literacy skills as well.

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