

Optimization of the National Unity and Political Agency of Malang City in an Effort to Empower Community Organizations in Malang City

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Abstract

In accordance with the 2013 Law on Community Organizations (Article 40) it is emphasized that the Government and Local Governments are required to empower Community Organizations to improve performance and maintain the survival of Community Organizations. The main focus of this research is to find out how to optimize the National Unity and Political Agency of Malang City in an effort to empower Community Organizations in Malang City, and what are the obstacles in its implementation. In this study using qualitative research methods with a descriptive approach. Based on the research that has been carried out, through the National Unity and Political Agency of Malang City, it is in line with the objectives of the Regional Regulation related to the empowerment of Community Organizations, namely maintaining the survival of Community Organizations, improving the performance of Community Organizations, strengthening the institutional capacity of Community Organizations, and improving the quality of human resources of Community Organizations. In optimizing the empowerment of Community Organizations carried out by the National Unity and Political Agency of Malang city, the target to be achieved in increasing the capacity of Community Organizations is to improve the quality of human resources (HR) of Community Organizations, Then strengthen capacity in improving the performance of Community Organizations. As well as increasing the capacity of Community Organizations in maintaining the survival of Community Organizations through their existence.

Keywords

community organizations;
optimization; empowerment;
government



I. Introduction

Community Organizations or in other terms as Non-Governmental Organizations (NGOs) play an important role as a pillar of democracy that creates a strong civil society and is able to fight for the rights of the people in the life of the state (Herdiansah, 2016). Community Organizations are organizations founded by individuals or groups voluntarily with the aim of supporting and sustaining public activities or interests without intending to take financial advantage (Praja, 2009). Community Organizations are legal organizations in the eyes of the law that work without any dependence on the government, or at least the influence of the government is not given directly.

In Indonesia, the sustainability of Community Organizations has been regulated in the constitution and the statutory system. In Article 28 of the 1945 Constitution, there is a guarantee for all Indonesian citizens to form associations and gather, express their thoughts orally and in writing and so on. Everyone has the right to advance himself in fighting for his rights collectively to build society, nation and state. Everyone has the right to freedom

of association, assembly and expression. The purpose of freedom of association and assembly based on the 1945 Constitution includes, among others, forming cooperatives as a means of improving economic welfare, establishing business entities, charitable institutions or foundations, political parties, and community organizations. However, freedom of association, assembly, and opinion must still refer to the principles of Indonesia as a state of law. This means that the existing forms of institutions and organizations must comply with the constitution, legal system, and legislation in force in Indonesia(Herdiansah, 2016)(Zubaedi, 2013).

The existence of Community Organizations has been regulated by the Instruction of the Minister of Home Affairs (Inmedagri) No. 8 year 1990 (Tirta Nugraha Mursitama, 2011), The definition of Community Organization in this Instruction is an organization or institution formed by Indonesian citizens voluntarily of their own free will who is interested and engaged in certain activities as a form of community participation in an effort to improve the standard of living and welfare of the community. Ideally, Community Organizations are organizations that emerge from the community which of course fight for community rights as an alternative to development. The formation of Community Organizations is a form of community participation in an effort to improve the standard of living and welfare of the community which focuses on self-help services. The emergence of Community Organizations cannot be separated from the interests of the community to improve welfare and make social changes for the community itself, where the welfare aspect cannot be fulfilled only from the government element (Herdiansah, 2016).

Community organizations are free to carry out or create their own programs where the programs that have been made are based on the interests of the welfare of the community and cannot be separated from the values and norms that apply in society. Community Organizations are part of a form of civil society that is independent and prioritizes the public interest. The main characteristic of civil society is that it lies between the family and the state, enjoys autonomy from the state and is driven by the volunteerism of community members. In a democratic political system, civil society is an important element because it provides a vehicle for articulating and fighting for the interests of the people in dealing with the state and government which tend to be influenced by market forces and political elites. Civil society seeks to maintain or strengthen the main values in social life (Herdiansah, 2016).

Malang City is the second largest city in East Java after Surabaya City. The Central Statistics Agency (BPS) of Malang City, released the results of the Population Census (SP2020). The population of Malang City in September 2020 was 843,810 people. In a period of ten years since 2010, the population of Malang City has increased by around 23,567 people. So when viewed from the density of the existing population, the existence of Community Organizations in Malang City can also be ascertained quite a lot. Based on data from the National Unity and Political Agency of Malang City in 2021 as follows:

Table 1. Number of Community Organizations in Malang City 2021

Description	Total
Active Community Organizations in Malang City	97
Inactive Community Organizations in Malang City	166
Total	263

Source: National Unity and Political Agency of Malang City

Where the role of Community Organizations is also quite important in the survival of the surrounding community. There are also quite a number of community organizations that have positive programs in the development of individuals within them (Ir. Hendra Hamid, 2018)(Rahmi, 2020). As well as many community organizations that have programs to empower the surrounding community to have a more prosperous life by helping and providing training or activities such as socialization to help raise the standard of living of the surrounding community (Hadiyanti, 2008). There are also many community organizations who participate in creating a positive value for the environment around them. The National Unity and Political Body of Malang City has an important role in empowering efforts related to national insight or political education that needs to be understood by the public (Ashariadi, 2020). In addition, one of the important roles is related to the empowerment of Community Organizations carried out by the National and Political Unity Agency in Malang City, where it is hoped that the empowerment carried out can be carried out optimally and get maximum results and achievements..

From some of the descriptions above, the authors are interested in conducting research with the title "Optimizing the National Unity and Political Agency of Malang City in an effort to empower Community Organizations in Malang City". The main focus in this study aims to find out how to optimize the National Unity and Political Agency of Malang City in an effort to empower Community Organizations in Malang City, and what are the obstacles in its implementation.

II. Research Method

In this study using qualitative research methods with a descriptive approach. As stated by Moleong (2016: 6), it is stated that qualitative research is research that intends to understand the phenomena of what is experienced by research subjects such as behavior, perception, motivation, action, etc., holistically, and by way of description in the form of words. and language, in a particular context of nature and by utilizing various natural methods (Risti P.S Hunowu, 2019). The reason for using this approach is to have a deeper understanding of the optimization of the National Unity and Political Body of Malang City in an effort to empower Community Organizations in Malang City.

III. Results and Discussion

3.1 Optimization of the National Unity and Political Agency of Malang City in an effort to empower Community Organizations in Malang City

Community organizations as a forum for guaranteeing the rights of association and assembly for citizens, are institutions for community participation and strengthening the social system, which is one of the tools in our state system, as mandated in Law no. 17 of 2013 concerning Community Organizations (Kristiwanto et al., 2013)(Permaqi, 2017). Therefore, empowering and strengthening the capacity of Community Organizations, in a transparent and accountable manner so that the independence and professionalism of healthy Community Organizations can be realized, is a very strategic thing in nation building (Dimas Prayoga, 2017). Especially in the face of global developments. So that community organizations can achieve their goals of increasing community participation and empowerment, especially in developing social solidarity, mutual cooperation and tolerance in social life, maintaining, maintaining and strengthening national unity and integrity (Studi et al., 2020).

In the history of the struggle for independence of the Republic of Indonesia, Community Organizations in all their forms have been present, growing and developing, in line with the history of the development of society, nation and state. Based on explanation(Dimas Prayoga, 2017)(Wibowo & Harefa, 2015), Community Organizations are the main forum in the independence movement, including Budi Oetomo, Nahdatul Utama, Muhammadiyah, and so on which were founded before the independence of the Republic of Indonesia. The role and track record of Community Organizations that have fought sincerely and voluntarily, contains historical value and is a very important national asset for the journey of the nation and state(ARDI, 2019). However, in the current era of globalization, where the institutional capacity of community organizations can be said to be still not optimal in empowering Community Organizations and as government partners to support governance. Besides other factors, this can be caused by the quality of human resources (HR) of Community Organizations which are still not optimal, so facilitation efforts are needed from the government to further optimize the empowerment of Community Organizations. Human Resources (HR) is the most important component in a company or organization to run the business it does. Organization must have a goal to be achieved by the organizational members (Niati et al., 2021).

In recent years, it can be said that the development of Community Organizations both locally and nationally is quite rapid. Basically the existence of Community Organizations in Indonesia has been guaranteed in Law Number 17 of 2013 concerning Social Organizations(Correa & Montero, 2013)(Mulyadi, 2012). Until mid-2013, the number of community organizations in Indonesia has reached approximately 99 thousand community organizations. While in Malang City itself there are 263 registered Community Organizations, with qualifications 97 Community Organizations are registered as active, and 166 Community Organizations are registered inactive (Bakesbangpol Malang City). In the 2013 Law on Community Organizations it is emphasized that Community Organizations are organizations founded and formed by the community voluntarily based on common aspirations, desires, needs, interests, activities, and goals to participate in development in order to achieve the goals of the Unitary State of the Republic of Indonesia based on Pancasila. Based on the above definition, CSOs can be described as follows: First, Community Organizations are a social space for the community. This is in accordance with the function of the organization that can change people's lives. An example of this benefit is da'wah organizations, which create a moral society in accordance with religious values. Second, Community Organizations are also a space to gather the interests of their members, in this case the public they defend. Third, Community Organization is a space to practice a sense of responsibility. Fourth, Community Organizations are one of the pillars of democracy. For this reason, the more individuals who are gathered in the institution, the easier it will be for them to convey their aspirations or interests. Fifth, Community Organizations also function as a vehicle for the regeneration of leaders in society, both formal leaders and non-formal leaders. This is because those who are members of this institution are accustomed to compiling programs for the benefit of members of Community Organizations. Therefore, it is not surprising that the average political parties also recruit alumni of this Community Organization as their cadres. They are targeted because in general they are mature enough in the leadership process(Derita Prapti Rahayu et al., 2021). Community Organization also means offering a career. It can be said that because of the knowledge and skills that can be obtained in these community organizations. Where in general, the mission of each Community Organization can be grouped into two categories. First, is to provide diverse and quality choices to the community, including producing leaders, in all areas of life. Second, channeling the

aspirations and interests of the community and increasing the community's ability to choose the various options offered to them(Dimas Prayoga, 2017).

As a voluntary organization formed by the community to increase community participation in development, the existence of this organization is important in building public awareness in development participation and preventing abuse of authority by the state(Pratama, 2015). In Indonesia, it is no longer a secret that the existence of several community organizations is a representation of the interests of several power groups, although it cannot be denied that there are also genuine organizations. Therefore, the organizational capacity of an organization will determine the consistency of a community organization in carrying out its roles and functions. The stronger the four organizational aspects (budget, human resources, management and infrastructure), the stronger the role of this organization in carrying out its main tasks as control and catalyst for participation, and vice versa(Dimas Prayoga, 2017).

a. The Role of the National Unity Agency and Politics

The City Government is the spearhead of government within the scope of the city which has various authorities to regulate governance in all aspects of community life in an area(Sciences, 2016). In today's society, the activities of today's social life cannot be separated from the stability of conditions in society, in its implementation the city government embraces existing community organizations in order to create a conducive climate for the diversity that exists in society(T. Rachman, 2018). In the 2013 Law on Community Organizations (Article 40) it is emphasized that the Government and Local Governments are required to empower Ormas to improve performance and maintain the survival of Community Organizations. In carrying out such empowerment, the Government or Regional Government through the National and Political Unity Agency respects and considers aspects of history, track record, role, and integrity of Community Organizations in the life of society, nation and state. Empowerment carried out by the National Unity and Political Agency can be done through (a) policy facilitation, through legislation (b) strengthening institutional capacity, through strengthening organizational management, providing data and information, developing partnerships, expertise support, programs, and mentoring , strengthening leadership and regeneration, awarding, and or research and development. (c) improving the quality of human resources, through education and training, apprenticeships, and or courses. In addition, the National Unity and Political Agency also has a role in supervising Community Organizations so that they remain well conditioned.

New Community Organizations are currently emerging even though they have not functioned optimally for strengthening social capital in the wider community. Based on data obtained from the National Unity and Political Agency of Malang City until 2021 there are 263 registered Community Organizations.

Table 2. Data on Active Community Organizations in Malang City

Description	Total
Community Organizations registered with the Ministry of Law and Human Rights (AHU)	73
Registered Community Organizations are still active (SKT)	24
Total	97

Source: National Unity and Political Agency of Malang City

Table 3. Data of Inactive Community Organizations in Malang City

Description	Total
Inactive Registered Community Organizations (SKT Off)	166
Total	166

Source: National Unity and Political Agency of Malang City

Table 4. Data on the Number of Community Organizations and Non-Governmental Organizations Registered at the National and Political Unity Agency of Malang City in 2021

No.	Type	Total
1.	Ormas Kesamaan Agama	13
2.	Ormas Budaya	11
3.	Ormas Kemasyarakatan	54
4.	Ormas Sosial-Kemanusiaan, Kamtibmas	1
5.	Ormas Sosial Kemanusiaan	5
6.	Ormas Gerakan Sosial	2
7.	Ormas Bela Negara	1
8.	Ormas Ekonomi Kepribadian	1
9.	Ormas Ekonomi	1
10.	LSM Budaya	14
11.	LSM Sosial Politik	23
12.	LSM Kepemudaan	4
13.	LSM Bantuan Hukum	12
14.	LSM Sosial Pendidikan	26
15.	LSM Sosial Lingkungan	16
16.	LSM Keagamaan Pendidikan	14
17.	LSM Sosial Keagamaan	29
18.	LSM Sosial	36
	Total	263

Source: National Unity and Political Agency of Malang City

b. Program Socialization

In empowering Community Organizations in Malang City, the National Unity and Political Agency of Malang City created a program, namely Capacity Building for Community Organizations. Where this program is carried out through outreach activities carried out by the National Unity and Political Agency of Malang City with participants, namely each representative from an active mass organization registered with the Malang City National and Political Unity Agency. Through capacity building, which is a series of strategies aimed at increasing the efficiency, effectiveness, and responsibility of an institution's performance in achieving organizational goals, by focusing on the following 3 dimensions or levels:

1. System

Changes are directed at policy reform, namely making changes to the rules of the game from the institutional framework that can encourage the process of achieving goals effectively and efficiently.

2. Entity or Organization

Improvement of management instruments to improve the performance of functions and tasks at all organizational lines and improvements to organizational structure, work procedures, decision-making processes, internal and external communication systems

(communication networks), leadership systems, incentive systems and utilization systems personnel.

3. Individual

Capacity development in this case is directed at the procurement, provision and utilization of personnel or individuals who are managerially and technically or substantively competent. The main activities are focused on the recruitment system, employee competency mapping, training, placement, regulation of working conditions and environment, incentive system and job appraisal system.

c. Program Functions

This Community Organization Capacity Building Program is implemented by the National Unity and Political Agency of Malang City in line with the objectives of the Regional Regulation related to the empowerment of Community Organizations, namely maintaining the survival of Community Organizations, improving the performance of Community Organizations, strengthening the institutional capacity of Community Organizations, and improving the quality of human resources of Community Organizations. As referred to in Government Regulation No. 58 of 2016 Article 1 number 8(Pemerintah, 2016) which states that the empowerment of Community Organizations is an effort to improve the performance and maintain the sustainability of Community Organizations by creating conditions that allow Community Organizations to grow and develop in a healthy, independent, accountable, and professional manner. . As well as in Government Regulation No. 58 of 2016 Article 21(Pemerintah, 2016) it is also stated that the empowerment of Community Organizations is intended to increase the ability, endurance, and independence of Community Organizations in the life of society, nation and state.

d. Target to be Achieved

In optimizing the empowerment of Community Organizations carried out by the National Unity and Political Agency of Malang City, the target to be achieved in increasing the capacity of Community Organizations is to improve the quality of human resources (HR) of Community Organizations, where human resources are employees or members who are ready, able, and alert in achieving the goals that have been set in an organization. The quality of human resources is a person's knowledge, skills, and willingness that can be used to produce professional services(Gerhana et al., 2019). Human resource development (HR) is an effort made to form quality human beings with skills, work abilities and work loyalty to a company or organization. In improving the quality of human resources (HR) of Community Organizations, based on capacity building that has been described by the National Unity and Political Agency of Malang City, there are several strategies that can be used, including:

1. Through System Change

System Change has the aim of adjusting organizational systems and procedures in response to anticipating threats and opportunities from external factors.

2. Recruitment

This recruitment aims to obtain human resources according to the classification of organizational needs and as one of the organizational tools in renewal and development.

3. Coaching

Coaching aims to regulate and foster humans as organizational sub-systems through planning and assessment programs.

4. Education

Human resource development through education aims to improve work skills, in the sense that development is formal and related to careers.

5. Training

The training aims to develop individuals in the form of improving skills, knowledge and attitudes (Fauziah, 2019).

Then the next target of increasing the capacity of Community Organizations is to improve the performance of Community Organizations. According to Mulyadi (2007:337) organizational performance is the success of personnel, teams or organizations in realizing the strategic goals that have been set previously with the expected behavior. There are three main groups that affect performance based on the *theory of action and job performance* (Boyatzis, 2008) (Hamzah et al., 2018):

a) First Factor

Individuals consisting of vision, values, philosophy, knowledge, traits, competencies, career paths, styles and interests.

b) Second Factor

The organizational environment consists of culture and climate, structure and systems, industry maturity, strategic position of the organization, core competencies, and the larger context.

c) Third Factor

The job request consists of the duties, functions, and roles of each member in the organization.

Last but not least, the capacity building of Community Organizations is expected to produce outputs from each Community Organization in maintaining the survival of Community Organizations. Where Community Organizations can still maintain their existence among the wider community. Existence itself refers to an existence, with something that can be felt and can affect the surrounding environment (nature, inanimate objects, and living things). How much a value or individual affects the environment that is existence (Ricou et al., 2000). The stronger it gives influence, the more it exists in its environment. The existence of the organization depends on the organization, where if the organization is good it will produce a good organizational form, starting from the work system, structure, resources, to other aspects (Tengah et al., 2019) (F. Rachman, 2015).

e. Success Indicator

The indicator of success of the Community Organization capacity building program carried out by the National Unity and Political Agency of Malang City is the increased active participation of each Community Organization in participating in the program organized by the National Unity and Politics Agency. Where with this indicator it can be seen to what extent the level of activity and participation of Community Organizations is getting better or even decreasing. Where in the 2020 data, the participation of Community Organizations who were present in the Community Organization capacity building activity program was 78 Community Organizations. Meanwhile, in 2021 there will be an increase of 7 Community Organizations with a total of 85 Community Organizations attending the Community Organization capacity building program. Based on these achievement indicators, the National Unity and Political Agency of Malang City continues to improve its supervision of Community Organizations so that in the following year it is expected to increase again.

f. Implementation Mechanism

The implementation of the Community Organization Capacity Building program is carried out by the National Unity and Political Agency of Malang City once or twice within a period of one year. Capacity building for Community Organizations has been carried out by the National Unity and Political Body of Malang City since the enactment of Law No. 17 of 2013 concerning Community Organizations. The activity was carried out in a location that would support the continuity of the activity, followed by representatives from each registered active community organization, and the material was delivered by presenters who had been prepared by the Malang City National and Political Unity Agency. Where after the implementation of activities related to the socialization of the capacity building program for Community Organizations, there is a period of time for each Community Organization to apply or implement the new knowledge it has acquired for the development of progress in the Community Organizations it manages.

In supporting the empowerment carried out on Community Organizations, apart from capacity building, the National Unity and Political Agency of Malang City also conducts regular supervision of Community Organizations in Malang City. Either through direct supervision by visiting the secretariat of each Community Organization, or by receiving reports from each Community Organization. Supervision is carried out so that every Community Organization that has received capacity building can continue to grow and not only follow the activities held, but can actually implement the results of capacity building and is also expected to lead to various positive things, especially for the benefit of the wider community.

3.2 Barriers to the National Unity and Political Agency of Malang City in carrying out efforts to empower Community Organizations in Malang City

In the implementation of the empowerment of Community Organizations carried out by the National Unity and Political Agency of Malang City, there are also inhibiting factors in the implementation. The inhibiting factor was caused by several things. Among other things is where there are still many Community Organizations that have not registered with the National Unity and Political Agency of Malang City. So that with this, Community Organizations that are still not registered cannot participate in programs that have been designed and implemented by the National Unity and Political Agency of Malang City in order to increase the capacity of Human Resources owned by each Community Organization. It is hoped that representatives of Community Organizations who come in empowerment activities can convey knowledge and directly apply the new knowledge they have acquired to the Community Organizations they follow.

Then apart from there are still many Community Organizations that have not registered with the National Unity and Political Agency of Malang City, there are still many Community Organizations that have been registered, but they do not update the data or files that they have registered with the National and Political Unity Agency of Malang City. Data updating should be done annually on a regular basis, so that the data that has been archived in the National Unity and Political Agency of Malang City is really new data and is the actual data at that time. So that when a Community Organization does not re-register, or the data has not been updated, then the Community Organization will be considered inactive. So it is also very unfortunate when the Community Organization should be able to take part in positive activities carried out by the National Unity and Political Agency of Malang City, it can't participate because it does not get an official invitation letter to take part in the activities held. Where it should be able to get an increase in capacity, it still persists in a state that remains unchanged.

Next is the problem that occurs in the awareness of each administrator or member of Community Organizations in Malang City. Where there are still a lot of Community Organizations who are not present in the empowerment activities organized by the National Unity and Political Agency of Malang City. This is also quite influential, where Community Organizations should be able to gain knowledge and develop their capacity to build a better quality Community Organization, in fact it is not utilized optimally by members of Community Organizations who are not present. So that this missed opportunity is also the cause of the less than optimal percentage of the target for increasing the capacity of Community Organizations through empowerment carried out by the National Unity and Political Agency of Malang City.

IV. Conclusion

Based on the studies that have been described previously, it can be concluded that in accordance with the Law on Community Organizations in 2013 (Article 40) it is emphasized that the Government and Local Governments are required to empower Community Organizations to improve performance and maintain the survival of Community Organizations. Through the National Unity and Political Body of Malang City, it is in line with the objectives of the Regional Regulation regarding the empowerment of Community Organizations, namely maintaining the survival of Community Organizations, improving the performance of Community Organizations, strengthening the institutional capacity of Community Organizations, and improving the quality of human resources of Community Organizations. As referred to in Government Regulation No. 58 of 2016 Article 1 number 8 which states that the empowerment of Community Organizations is an effort to improve the performance and maintain the sustainability of Community Organizations by creating conditions that allow Community Organizations to grow and develop in a healthy, independent, accountable, and professional manner. . As well as in Government Regulation No. 58 of 2016 Article 21 it is also stated that the empowerment of Community Organizations is intended to increase the ability, endurance, and independence of Community Organizations in the life of society, nation and state.

In optimizing the empowerment of Community Organizations carried out by the National Unity and Political Agency of Malang city, the target to be achieved in increasing the capacity of Community Organizations is to improve the quality of human resources (HR) of Community Organizations, where human resources are employees or members who are ready, able, and alert in achieving organizational goals. Then strengthen capacity in improving the performance of Community Organizations. As well as increasing the capacity of Community Organizations in maintaining the survival of Community Organizations through their existence. In the empowerment efforts carried out, do not forget to also carry out periodic monitoring of each Community Organization so that the capacity building carried out has really been implemented and it is hoped that Community Organizations can develop more, especially in positive terms in the wider community.

In the implementation of the empowerment of Community Organizations carried out by the National Unity and Political Agency of Malang City, there are also inhibiting factors in the implementation. The inhibiting factor was caused by several things. Among other things, where there are still many Community Organizations that have not registered with the National Unity and Political Agency of Malang City, there are still many Community Organizations that have been registered, but they do not update the data or files that they have registered with the National and Political Unity Agency of Malang City, as well as the lack of awareness of each administrator or member of Community Organizations in Malang City.

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