

Strengthening the Implementation of Capacity Activities on the Development of Village Government Apparatus Resources in Gorontalo Regency

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Abstract

The research method used qualitative data analysis, including data collection; data condensation/data simplification; presentation of data, and conclusions/verification. Data were obtained through interviews, observation, and documentation. The study results show that there is still a problem that becomes an obstacle for village government officials in Gorontalo Regency in maximizing their role in development planning, so efforts are needed to improve further the development planning capabilities of the village government apparatus. A level of quality planning and good development management is necessary for government officials. They know the strengthening of the implementation of capacity activities in the development of village government apparatus resources in Gorontalo district. Based on this, a series of activities are needed to encourage the improvement of village government apparatus in a Village Development Planning Workshop and assistance in carrying out village development planning.

Keywords: Strengthening, Capacity, Resources, Village Government Apparatus, Indonesia

1. Introduction

Along with developing regional government dynamics in Indonesia through Law Number 6 of 2014 concerning Villages, demands for improved implementation and management of village government are increasingly sticking out. Law Number 6 of 2014, which contains a policy on village autonomy, has enabled village governments to manage their regions following the objective conditions and demands of the people. Thus, various aspects of government are in the management of the village government. This also applies at the village government level. It is hoped that the control of the village government will improve in terms of quality; moreover, 214 cases throughout Indonesia where claims of misappropriation of village funds were followed up by the police of the Republic of Indonesia. The development and improvement of the quality of village government apparatus needed to be improved. And the Ministry of Home Affairs is carried out in the context of the effective use of village finance in Indonesia.

Improving the quality of village governance is increasingly finding its relevance with the village autonomy policy. This is supported by applying the concept of local self-governance, which places the village in an autonomous position in making and implementing village policies. This condition requires an increase in the village apparatus's capacity to manage the government. Observing the above requirements, the village apparatus which plays an important role, in this case, should have good managerial skills in village management. However, the facts on the ground are quite the opposite. Many cases show that many village officials still have minimal ability to manage village government. So that the government at the village level does not work as expected. This condition then causes the village to

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not develop due to the inability of the village apparatus to manage its resources to establish village potential.

On the other hand, the inability of the village apparatus to manage village administration will also have an impact on the stagnant condition of the village, in the sense that the village apparatus cannot take various innovative steps to encourage development in their town. This, of course, will impact the physical condition of the village and the economic condition of the community. As a result of the inability of the village apparatus to create various innovative programs, this has resulted in stagnation in village development (Yusriadi, Farida, et al., 2019; Yusriadi, Sahid, et al., 2019). These multiple descriptions show how important it is to increase the capacity of the village apparatus, both from the managerial aspect, service and management, and development of village potential.

Increasing the capacity of the village apparatus is expected to impact maximizing the management and development of the village. In the end, the community will enjoy a level of welfare that satisfies the village community. By implementing village autonomy following Law Number 6 of 2014, village governments in Indonesia, including Gorontalo Regency, occupy an important position in the community development process. As executors of government in the village, village government officials are required to always play their role effectively in the development process that takes place both at the village level and at a higher level, namely the district. Thus, village government officials must have a series of abilities to maximize their role (Reynilda et al., 2021; Umar, Amrin, et al., 2019; Umar, Hasbi, et al., 2019).

Although the role played by village government officials in Gorontalo Regency is very important, adequate capabilities have not supported it. In general, the capacity of the village government apparatus in Gorontalo Regency has not been maximized in supporting the ongoing development process. This fact has implications for the process and development results that occur in the village. Whereas currently, the regional development planning process in Gorontalo Regency has been carried out by adhering to the bottom-up principle. The district government carries out a Development Planning Deliberation mechanism (*Musrembang*) starting from the village level as material for preparing the development program of the Gorontalo Regency as a whole. This is an opportunity for village community involvement in influencing development policies, especially related to their respective village areas. However, because the village government's apparatus does not have adequate capabilities in playing its role as a development catalyst, village development becomes less than optimal (Mustafa et al., 2020; Nengsih et al., 2021; Yusriadi, Farida, et al., 2019). This fact is closely related to management capabilities, including weak development planning from the village government apparatus to maximize growth planning.

2. Method

This research is descriptive and intends to provide an overview and explanation of the human resource development strategy in program planning for the Gorontalo Regency Government. The basis of the research is a survey approach. The location of this research is in the Gorontalo Regency Government, with the research site at the Planning Agency, which is considered by researchers to have represented human resource development in the Gorontalo Regency Government. The reason for choosing the research location is that there are matters relating to the development of human resources that require special attention to improve the apparatus's ability to achieve organizational goals.

Under the research objectives, the types of data related to the capacity development of the Village Government, namely: primary data, is data collected by researchers directly at the research object (research site). The data referred to are answers from informants: Village Head, Village Secretary, Head of Development, Head of Government, and Head of Village Community Empowerment in Gorontalo

Regency. Secondary data is collected through recording through documents, literature books, magazines, or print media.

The primary data collection in this study was through questionnaires, interviews, and observations. The sampling technique was carried out purposively; the data collection consisted of developing village government officials' human resource capacity (HR) in the Gorontalo Regency. Source of data: DPMDs, Village Heads, and Other Village Governments in Gorontalo Regency. Data analysis refers to the Interactive model of Miles, Huberman, and Saldana (2014), which says that the stages of data analysis include: Data collection; Data condensation/data simplification, Presentation of data, and conclusions/verification. As shown in Figure 1 as follows:

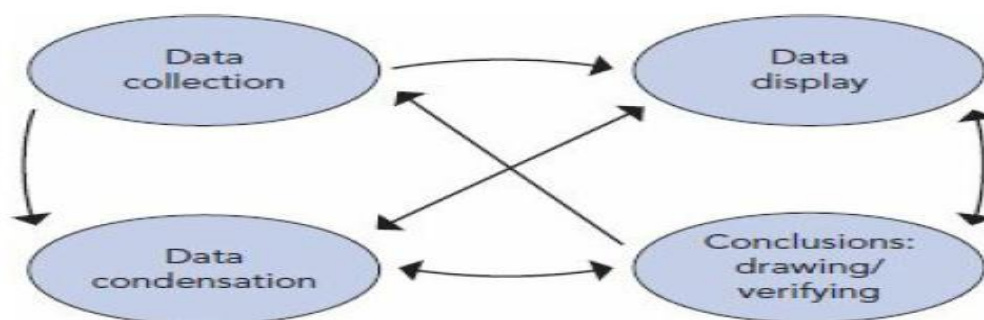


Figure 1. Data Analysis

3. Result

The power of the village government apparatus is very influential on a policy with targets and achievements for community development. The ability of the village government apparatus will determine the level of achievement and success in the implementation of village autonomy. Various processes in the performance of village autonomy are always related to real achievements in village development and have an impact on regional development. Thus, maximum efforts are needed from the capacity of village government apparatus resources in policy conformity and objective targets in the village development planning process in Gorontalo Regency.

Efforts to organize the capacity of the village government apparatus in a village development plan that is more in line with the conditions of the community, the process must be based on the current situation and state of the capacity of the village government apparatus in Gorontalo Regency. It requires the ability of village government officials to provide comprehensive and objective information on various village conditions and potentials. With this understanding, the village government can formulate different development policies more in line with community conditions, including at the village community level.

The village's success will be primarily determined by the condition of the village community and the ability of the village government apparatus in the Gorontalo Regency. Therefore, various village development policies related to village communities must be prepared based on the objective conditions of each village area. It takes the ability of the village government apparatus in Gorontalo Regency in a complete mapping process of the various potentials of the village community, which can ensure the success and continuity of the village development process, which in turn will become the backbone for the success of village development as a whole. Indicators of the ability of village government officials can be seen in the aspect of the level of education. The education of village government apparatus in Gorontalo Regency can be seen in table 1.

Table 1. Education Level of Village Government Apparatus

No	Education	Head of General Affairs	Village secretary	Head of Service Section
1	Master	-	1	-
2	Undergraduate	63	55	27
3	Diploma	2	6	3
4	Senior High School (SHS)	126	129	161

Source: Primary Data Processing Results 2019

Table 1 shows the education level of the village government apparatus in Gorontalo Regency, where the SHS education equivalent is more significant in number than the bachelor's level of the village government apparatus. Head of General Affairs of SHS 126 people, Diploma 2 people and Bachelor degree 63 people. The education level of the Village Secretary is 129 SHS people, 6 Diplomas, 55 bachelors, and one master. In contrast, the Head of Service has 161 SHS education levels, 3 Diplomas, and 27 S1 people. This level of education shows that the level of education possessed by village government officials in Gorontalo Regency is still low. Therefore, a village government leadership value is needed in building a performance strength from the apparatus with a low level of education.

4. Discussion

The leadership of the Village Government in Gorontalo Regency needs to be strengthened as a balance from the weak level of education. This is because strategic and participatory development planning is strongly influenced by the decisions of the village government leaders who are visionary and have strategic views in governance and village development (Gani et al., 2019; Sahabuddin et al., 2019). With strong leadership, you will be able to maximize strategic and participatory development planning in Gorontalo Regency.

Strengthening the implementation of capacity activities in village government apparatus resources in Gorontalo district regarding village government administration management has started to run well. This can be seen in village governance which is already professional and can run well (Sawitri et al., 2019; Umar, Hasbi, et al., 2019). However, the village apparatus is still lacking on the mapping side of funds in problem management and utilization of village community potential and conflict management in development because the conflict in village development requires a management system in controlling village government. In addition, a Prevention, Control, and Anti-Corruption System in village government.

The village is a legal community unit that has the authority to regulate and manage the local community's interests based on local origins and customs. The political study in Article 18 of the 1945 Constitution reflects the state's recognition of village autonomy. Like the original structure, the village has origin rights and autonomous rights as for other large and small regions, such as provinces, regencies, or cities, known in the government system as autonomous because of the central granting of independent rights for these regions (Ahdan et al., 2019; Gani et al., 2019; Mustafa et al., 2020; Sahabuddin et al., 2019; Sawitri et al., 2019; Tamsah et al., 2020; Umar, Hasbi, et al., 2019; Yusriadi, Farida, et al., 2019; Yusriadi et al., 2020). This regional autonomy is a consequence of decentralization in Indonesia.

Village government apparatus resources in Gorontalo district, the significant potential of the village budget in Gorontalo Regency makes village government officials required to have the power to carry out their functions to encourage the welfare of the community. The potential for the budget will be even more tremendous with the existence of Law Number 6 of 2014 concerning Villages, in which it is regulated about the reality of village finances which are larger than the State Revenue and Expenditure Budget for village development based on Jokowi's presidential promise of up to 1.4 billion. The

allocation of Village funds as referred to in Law Number 6 of 2014 in article 72 paragraph (2) also regulates village finances of at least 10% (ten percent) of the balancing funds received by the Regency/City in the Regional Revenue and Expenditure Budget after deducting the Special Allocation Fund. In addition to financial potential, there is also potential for natural resources, such as mining, tourism, clean water, and agriculture (Islamia et al., 2021; Setiawan et al., 2021). The village government has not appropriately regulated the development of this potential, so this regulation can be encouraged so that it does not become a rural problem but becomes a potential that can promote development village and regional development.

Through activities to strengthen human resource capacity, the village government will produce village government officials who have good abilities in development planning and village governance in Gorontalo Regency. With the quality of development planning, the development process in the region will take place better according to the conditions and needs of the area. In addition, through this activity, the village government apparatus will provide more data and provide opportunities for participatory community involvement in the planning process and implementation of village development and village governance (Herlinah et al., 2021; Kasmiaty et al., 2021). Thus, a good development process in rural areas will become a strong foundation for the overall development process in Gorontalo Regency.

Activities to strengthen the implementation of the capacity of village government officials involve several people who are experts in development planning and government management. In addition, the implementing team also has the appropriate scientific base and experience in policy advocacy to the community (Arifuddin et al., 2021; Wirdawati et al., 2021). Furthermore, the implementation of this activity involves several people who are experts in specific fields such as participatory development planning, political development communication, community construction, political culture, and other areas. These things are closely related to village development planning and village governance. These experts will mainly be involved in the workshop process to provide a more comprehensive understanding to village government officials. This will provide a basis for a scientific and practical knowledge of development planning in the village.

5. Conclusion

They observe the problems that become obstacles for village government officials in maximizing their role in development planning. It is necessary to increase the capacity of village officials in development planning through Village Development Planning Workshop activities and assistance in carrying out village development planning. Village government officials will be directed to understand better the essence of the development planning process based on integrated approaches related to the village development process. Through this activity, village government officials will also be directed to simulate development planning by considering its various aspects. This study suggests assisting village government officials related to the development planning process and village governance following the previous method. Through this series of activities, government officials will better understand village development planning and can carry out good development planning for their region.

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