

Organization in Government Management in Development in Tirta Buana Village, Dapurang District

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Abstract. *The aim of this research is to examine the organization of government management in development in Tirta Buana village, Dapurang district. This research uses a qualitative approach. Research location in Tirta Buana village, Dapurang District, Pasangkayu Regency. The informants in this research were 5 officials at the Tirta Buana Village Office, Dapurang District. The results of the research show that the organizational aspect of community development in Tirta Buana Village has not gone very well, this can be seen from the organizational weakness which lies in the human resources of the government apparatus, namely, in this case the village head gives responsibility to the section head to manage development planning. fully. However, this responsibility is not in accordance with the competencies possessed, so that the division of work in implementing development has not run optimally.*

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INTRODUCTION

Development policy in Indonesia, especially village development, is always top down and sectoral in its planning and implementation is not integrated, this can be seen from the central government program, namely through each ministry which is sectoral in nature. Planning is prepared without involving other sectors and regional governments. Another problem is that fundamental problems that occur in the regions are not paid attention to, so that the formulation of strategies and programs is inappropriate (Pangkey, 2016; Dewi, 2020). In relation to poverty, as informed by statistical data, it turns out that the majority of poor people are in villages, therefore, development should naturally be focused on villages as an effort to overcome poverty. Development so far has been more directed at cities, this has led to economic activity, centered in the city, this is what causes migration from villages to cities. Village communities with all their limitations moved to the city to try their luck and most of them became big problems in the city (Pantju, 2020; Monikasari & Fitriyanti, 2023). On the other hand, conditions in the village have not been touched by full development, basic infrastructure is not met, economic activity is very low, business opportunities are also low, educational facilities are limited, most of which are only provided for elementary schools. This condition means that there are no other choices for the village community. to change his fate, namely by moving to the city (Luca, 2021).

In reality, the entire potential of natural resources, as economic supporting activities, can be implemented without the support of raw materials produced in the village. This condition must be resolved immediately through an appropriate and integrated village development strategy (Nurjanah, 2021). Other facts show that the exploitation of natural resources in villages on a large scale, by not paying attention to the carrying capacity of the environment and not

involving the local community, on the grounds of the low capacity of the local community, causes environmental damage, both physical and social (Silaban, 2020; Shadman et al., 2021). Environmental conditions are damaged, as well as negative cultural transformation, as a result of the influx of new immigrants which means that development strategies to overcome poverty will not be successful if they are not integrated into sustainable development policies that consciously change people's consumption patterns and inappropriate production methods. supporting the sustainability of natural resources and the environment (Nassani et al., 2021; Xiaoman et al., 2021).

In relation to Tirta Buana Village, Dapurang District, based on the results of initial observations, the researcher found the following phenomena: first, until now there is no village development concept/model that can be an optimal solution in efforts to eradicate poverty in the village. Looking at the conditions and characteristics of Tirta Buana village, which has a very large natural area, one of which is natural resources which are still well preserved, its geographic location has an area of approximately 7066 Ha. And some of these areas are plantations supported by adequate irrigation. The distance from the village to the community's plantation is not that far, some of it can be reached by two-wheeled vehicles such as motorbikes, making it very easy for the community to mobilize plantation products, namely: palm oil, sweet oranges, limes and so on. Then in Tirta Buana Village, agricultural areas such as rice fields have not existed at all in the past, due to the absence of natural springs, especially those that flow in large volumes. Therefore, the agricultural potential is not developed by the local community in Tirta Buana village, only the potential for plantation fields as an economic chain for the community in general.

However, another potential of Tirta Buana village is in terms of tourism, as can be seen among the settlements of the Tirta Buana village community, approximately 50% of the lake area covers rural areas and this potential is one of the community's livelihoods as a result of fisheries, and plantation fields are more dominant. as a livelihood for the community. Agricultural products that have been used as economic income for the community in this case are copra/coconut, palm oil, sweet oranges and other limes. Because considering the conditions and potential that exist in Tirta Buana village, it is best for the government to push back on development planning programs in the field of community empowerment which of course will have a very positive impact on the condition of the community's human resources. The aspect of human resource development is of course the most important role in the development process in the village, both physical and non-physical development.

Based on the results of observations and observations in the field, it shows that in its implementation, the Production Road Expansion program still has various other problems, so that its implementation is not optimal (Sastrawan, n.d). First, regarding the planning aspect, the Production Road Expansion program is an innovation of the road maintenance program in order to encourage access to production for the community, especially farmers, so there is no clear legal umbrella to support this program. From the organizational aspect, the division of tasks and authority of the team formed by the Tirta Buana Village Government is unclear and the number of road laying workers is minimal. From the mobilization aspect, the form of communication and coordination between the Government and the community is unclear, apart from the Tirta Buana Village Government.

Seeing the lack of government facilities in Tirta Buana village, it is very unfortunate because government resources are still minimal. The government tools that the government sources from are not working well. So that organizational governance does not work structurally, such as: the planning process does not run optimally according to development targets, the organizing function does not work functionally, as a result, development cannot be minimized in the implementation period. Then the drivers for building bridges do not work systematically, thereby weakening the quality of policies on physical construction. It only has limited quantities of resources so it becomes an obstacle in implementing the Production Aisle Road Paving program. From the monitoring aspect, there are no clear monitoring standards to monitor that this program is being implemented well because there are still sections of roads that have been

repaired but are quickly damaged again, this indicates that the age of the roads that have been patched is not as long as previously planned. , then the problems that occur are related to the implementation of the Production Alley Road Paving program. in order to improve access to economic mobilization of the community, namely farmers who have been hampered in carrying out their activities, especially in the rainy season, where it is very difficult to access production results, because the roads are full of potholes, lots of rocks, and flooded with water. So for that it is very necessary.

Thus, in measuring Regional Government Governance which includes Village Government in this case, the researcher in measuring the level of quality and problems regarding Government Management uses a qualitative approach, namely, in determining the results of the research, the researcher uses the interview method by determining research informants in order to obtain relevant data. is in the field. The research aspect in measuring problems with Government Management in Tirta Buana Village is, using theories related to the Village Government Management process or Village Governance.

The theory used by researchers is the theory of (Ndraha, 2011) which defines Village Government Management as Planning, Organizing, Driving and Supervising. According to researchers, this theory is very suitable for use in this research. Is (1). Planning is carried out to clarify organizational goals and develop steps to achieve the goals (concrete and measurable goals) of the organization. (2). Organizing, namely the implementation of government resources, the realization (implementation) of these steps requires resources, both natural resources, human resources and SDB. Before use, resources must be organized so that they are ready for use. (3). Mobilization, namely the use of government resources, carried out to mobilize government resources in order to obtain predetermined results. (4). Government supervision is carried out to ensure conformity between planning targets and the results obtained from the use of government resources. Dan Ndraha, (2005) defines development as an integral part of national development with the aim of improving the standard of living and welfare of village communities as an effort and part of development carried out at the lowest government unit.

METHODS

This research approach uses a qualitative approach in answering the main problems raised by the researcher in more detail in line with the relevant criteria and the time used naturally and naturally based on facts in the field. This research uses descriptive research to provide a more detailed, detailed and systematic description or picture of the problems faced, such as: the planning process is not running optimally according to development targets, the organizing function is not running functionally, as a result, the development time period cannot be minimized. The time of this research was carried out in December and the research location was in Tirta Buana village, Dapurang District, Pasangkayu Regency. The informants in this research were 5 officials at the Tirta Buana Village Office, Dapurang District. The data collection techniques used in this research are literature study, field study, namely observation, secondary data search, and interviews.

RESULTS AND DISCUSSION

Organizing is defined as the activity of distributing tasks to people involved in organizational activities, in accordance with their HR competencies. Therefore, it can be said that this activity is the entire process of selecting people and allocating facilities and infrastructure to support those people's tasks in the organization, as well as arranging work mechanisms so that they can guarantee the achievement of program goals and organizational goals.

Organizing is the second function in management and organizing is defined as the process of preparing organizational structures, with objectives, sources and the environment. Organizing is a step to determine, classify and arrange various kinds of activities that are considered. Such as the appropriate physical form as an administrative work space, laboratory space, as well as

determining a person's duties and authority, delegating authority and so on in order to achieve goals.

Organizing as one of the management functions after we study planning. One of the functions of management is knowing how to organize, which is one of the most important management functions because organizing means combining all existing resources in the organization, both in the form of human resources and other resources towards achieving a goal. The importance of organizing as a function carried out by every manager or people who carry out management in every organization. Another management function is organizing, which is as important as the planning function because in organizing all resources, both human and non-human, must be arranged and combined in such a way for an organization to run in order to achieve its goals.

The stages of community development in Tirta Buana Village are not only carried out by the village government but there is a division of tasks in determining development priorities. The division of tasks is to record all the needs and requirements of each community. without a division of tasks in village community development in Tirta Buana Village it will not be carried out effectively because Tirta Buana Village has limited human resources. In accommodating the aspirations of the village, it divides tasks among each hamlet to hold a deliberation which will be attended by the local hamlet community to determine development in the hamlet as expressed by Mr. NH as village secretary, stating that:

"According to Mr. VM, the organization was based on the results of determining the budget entered into the village in accordance with the results of the village deliberation agreement. Then it is managed directly by the Section Head who is appointed directly by the Village Head, this is reviewed from technical planning to implementation. In fact, there is already a provision mandated by law that the full manager of finances is the Village Head. "But it is his responsibility and authority to hand over tasks which are fully organized by the section heads in the Tirta Buana Village government" (Tirta Buana Village Sunday, 16 December 2023).

Based on this statement, it shows that the organization of the village government has been categorized as good, because government tasks have been accommodated directly by Mr. NH. However, as head of government, the village head should understand his responsibilities. The management mechanism needs to fully understand the authority, from the stage of the development implementation process to the final stage of development implementation.

In the planning and implementation stages of development, the village community in Tirta Buana divides tasks and is assisted by the community to monitor the implementation of the development. Like the first stage of infrastructure development planning, the community consisting of regional and hamlet representatives measures how many meters of road will be repaired, after which it is reviewed by village officials and assisted by the hamlet head to see the conditions in the field which are improved through the village budget with assistance from village officials and local hamlet communities.

Meanwhile, according to Mr. VM as head of Tirta Buana Village (Interview, 23 December 2023) said:

"Always development in Tirta Buana Village has determined budget presentations for each sector, such as the Government Administration Sector, Village Development Sector, Village Community Development Sector. "Everything has been arranged and budgeted through the APBDes policy, stages of collecting data which will be paid for by the Village in collaboration with the community invited to the Village Office." (Tirta Buana Village Saturday, December 23 2023).

Based on this statement, it shows that the organization in Tirta Buana Village has been running optimally and in accordance with the budget that has been determined by the budget policy according to its fields. For example, 1. In the Government sector, one of them is, Fixed

Income and Allowances for Village Heads and Allowances for Village Officials, 2. In the Village Development sector, one of them is, Providing Early Childhood Education and LPTQ education and also Construction of Posyandu Buildings, 3. In the Village Community Development sector, one of them is, Security Development Coordination /Public Order & Protection and also Organizing Village Level Youth Training.

Then according to Mr. N as Head of the Development Section of Tirta Buana Village (Interview on Friday, 15 December 2023) said:

"According to him, the Penggas process (excavating ideas) was directly organized through the hamlet through institutions in Tirta Buana Village which were coordinated directly by section heads as the main development organizers".

Based on the informant's statement above, it shows that the process of organizing development in Tirta Buana Village is structured and well coordinated. From the results of the researcher's observations, it can be concluded that the process of exploring ideas has not been effective, because the section heads are limited by human resources, knowledge about regulatory practices has not been fully understood, as a result many people's desires clash and are not in accordance with the needs of society in general. Then the results of observations from researchers saw that the government organizing process did not synergize with existing institutions in the village in the development process, both physical and non-physical development. Like the LPM, PKK, Karang Taruna and traditional institutions which are not well organized, the idea generation only involves hamlet heads. However, these institutions are not fully actively involved in driving development. According to researchers, village heads should play a more active role in the community, especially understanding more about the social conditions around them by always communicating directly with the community so that the needs and desires of the community can be met by government resources themselves.

According to Mr. H as the head of the hamlet (Interview Saturday, 30 December 2023) said:

"In terms of organization, it is still not structured, one of the main factors is that human resources are inadequate, development is not well organized, as a result, some policies are not on target."

Based on the informant above, it shows that the village government's weaknesses in the process of organizing development are still not good. Because human resource capacity is still lacking. From the results of observations, researchers concluded that the development conditions that had been realized in Tirta Buana village were not yet effective. For example, the construction of the Posyandu building in Hamlet II received a lot of criticism from the community because the physical condition of the building was not equivalent to the funding sources that had been budgeted by the government. The village head should be able to monitor and evaluate these policies, because apart from being the head of government, the village head is also fully responsible for development in Tirta Buana village.

The weakness in organizing development in Tirta Buana village lies in that human resources as implementers of development are still low, which can be seen based on the composition of education. Tirta Buana village is not yet ideal in dividing tasks according to their skills and expertise in their fields, this is due to the limited interest of the village community in becoming village officials. Based on the results of observations in the researcher's field, according to the research view, the organization of development in Tirta Buana Village is not going well enough. The inhibiting factor in organizing lies in the human resources who will carry out the development. The mechanism for organizing the development of Tirta Buana Village is by inviting the community to the village office to convey whatever they need which is accommodated in the village musrebang draft.

CONCLUSION

In the aspect of organization in the development of the Tirta Buana Village community, it has not gone very well, this can be seen from the weakness of the organization which lies in the human resources of the government apparatus, namely, in this case the village head gave responsibility to the section head to fully manage the development planning. However, this responsibility is not in accordance with the competencies possessed, so that the division of work in implementing development has not run optimally.

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