

Capacity Building of Village Apparatus in Ulapato A Village, Telaga Biru District, Gorontalo Regency

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Abstract. *The purpose of this program is community empowerment action through outreach on the Capacity Building of Village Apparatus in Ulapato A Village, Telaga Biru District, Gorontalo District. This program is carried out as an effort to improve the understanding of the officials in carrying out their duties as service providers and to assist the officials of Ulapato A Village, Telaga Biru District, Gorontalo District in implementing good service in accordance with the duties and functions that are implemented with a qualified capacity. Methods The implementation of this activity is carried out by using the lecture method, through the provision of materials adapted to the abilities and absorption of the apparatus as well as the community. This method is expected to provide knowledge and insights for officials and institutions as well as the community. The results and discussion show that the successful implementation of this community service program can be seen by the enthusiasm of all the stakeholders who were present, namely officials as well as the community. It is suggested to the village government that it is necessary to strengthen human resources within the village government of Ulapato A to be able to improve work quality services. Further improve training and socialization on increasing the capacity of village officials for the achievement of an organization.*

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INTRODUCTION

The village is the lowest government organizational structure that is the front line of services that directly interacts with the community. Therefore, the ability and capacity of village government officials plays a very important role. The village government apparatus must have attention and responsibility towards the community in dealing with various existing problems.

According to Law Number 6 of 2014, the village is often referred to as a village, *adat* which is a legal community unit that has territorial boundaries that are authorized to regulate and administer government affairs, the interests of the local community based on community initiative, rights of origin, and / or traditional rights recognized and respected in the government system of the Republic of Indonesia.

Village government as part of the social system has a very important role in the management of social capital owned by the community (Sururi, 2017). The social capital of the community in the form of traditional values, local wisdom, social and culture and the life of

mutual cooperation constitute community cohesion in facing the community in facing problems amid changes and dynamics of globalization.

This social capital needs to be supported by the existence of an orderly administration of village government administration and village financial reports in the context of implementing development, community development and community empowerment. Therefore, in the implementation of all activities required by the community, the village government needs government officials who have the capacity and capability.

In the context of implementing regional governance, the most important thing is being able to improve the welfare of its people, being able to provide services to rural communities and being able to increase the competitiveness of their villages (LAN-RI, 2009). Therefore, the capacity of village officials in village administration governance is very important. In this case, efforts for village government officials to participate in training related to increasing the capacity of village officials need to be done.

The village government is the foremost unit and faces directly in government services and community empowerment, and is a major milestone for the success of all government programs. Strengthening the village is an effort to accelerate the realization of community welfare. In an effort to increase the capacity of services to the community, in addition to placing the village according to administrative affairs which is the authority of the village, the certainty of the availability of funding to organize governance and community empowerment and the availability of human resources capable of providing services to the community.

Village government or what is referred to by other names is the village head and village officials as elements of village administration. The village apparatus consists of the village secretary and other village officials. The village apparatus is in charge of assisting the village head in carrying out his duties and responsibilities. The village government is the foremost unit and directly faces government services and community empowerment, and is a major milestone for the success of all government programs. Strengthening the village is an effort to accelerate the realization of community welfare. In an effort to increase the capacity of services to the community, in addition to placing the village according to administrative affairs which is the authority of the village, the certainty of the availability of funding to organize governance and community empowerment and the availability of human resources capable of providing services to the community. Village government or what is referred to by other names is the village head and village officials as elements of village administration. The village apparatus consists of the village secretary and other village officials. The village apparatus is in charge of assisting the village head in carrying out his duties and authorities. Village officials are responsible to the village head.

The term "ability" has many meanings, Jhonson in (Cece Wijaya, 1991: 3) argues that "ability is a rational behavior to achieve the required goals according to the expected conditions". Meanwhile, according to Kartono (1993: 13) that "ability is all power, ability, strength and technical and social skills that are considered to be more than ordinary members". Furthermore, Syarif (1991) mentions several types of abilities which include: intelligence, analyzing, wise decision making, leadership / community and knowledge about work.

Referring to the above definition and types of capabilities, in a Village government organization it is always necessary to have a capacity, skills, knowledge of work in implementing the duties and functions of each Village apparatus. The ability that the author means is the ability that is seen from the results of his work or the ability of his work. A person's work ability according to Tjiptoherianto (1993: 36) suggests that "low work ability is the result of low levels of education, training and low health status".

Meanwhile, according to Steers in (Rasyid, 1992: 6) that "the real ability of government officials is inseparable from the discussion on the level of maturity of the apparatus which includes skills obtained from training and experience education".

Based on this view, it is clear that a person's ability, in this case the village official, can be seen from the level of education of the apparatus, the type of training he has participated in and the experience he has. Conceptually, this is reinforced from the previous Steers view that to identify whether activities in the organization can achieve its goals, one of which must receive attention is the people in the organization.

Furthermore, Steers argues that in fact organizational members are the factors that have the most important influence in achieving organizational goals because those people who move the wheels of the organization. The members of the organization in question are village officials who are the most determining factor in the success of the implementation of the tasks assigned to them.

The Village Government has a significant role in managing social processes in the community. The main task that must be carried out by the village government is how to create a democratic life, provide good social services so that it can lead its citizens to a prosperous, peaceful and just life. In order to realize this task, the village government is required to make changes, both in terms of leadership, bureaucratic performance that is oriented towards quality and meaningful services, so that the performance of the village government actually leads to the practice of good local governance, not bad governance.

Capacity building and enhancement in the National Framework for Capacity Building and Development refers to the need for; adjustments to policies and regulations, institutional reform, modification of work procedures and coordination mechanisms, enhancing skills and qualifications of human resources, changing value systems and attitudes or behavior in such a

way, so that the demands and needs of regional autonomy can be met, as a new approaches to governance, administration and development of appropriate participatory mechanisms to meet more democratic demands. Thus the National Framework for Development and Capacity Building directs local governments, and in this case the village government, to develop and improve the overall governance framework in order to meet the demands of the assigned tasks and authority.

The dimension of increasing the capacity of village officials includes the mastery of knowledge, skills and insights obtained through education, training, learning and experience.

The village apparatus must have three levels of ability, namely: 1) basic abilities; 2) management skills; and 3) technical capabilities. The basic abilities that village officials must have include: knowledge of village regulations, knowledge of the basics of village governance, and knowledge of main tasks and functions. Management capabilities include: HR management, public service management, asset management, and financial management. Meanwhile, technical capabilities include: preparation of village administration, preparation of development planning, budgeting, preparation of perdes, and public services.

By looking at various village problems both from the aspect of village government administration, especially in increasing the capacity of village government officials who are as well as function as sources of data and information in the administration of village governance, implementation of development, community development and community empowerment. The problem most associated with village government officials is the apparatus resources that are not yet competent in their fields, this is an issue that needs attention from the government. Therefore, various efforts of the village government in dealing with these problems such as conducting training and technical guidance to increase the capacity of village officials.

Based on the identification of these problems and considering the importance of the capacity of Apartur Desa in public services, the aim of this service is to help increase the capacity of Village Apparatus in Ulapato A Village, Telaga Biru District, Gorontalo Regency through the provision of technical guidance.

METHODS

The community service was carried out in Ulapato A Village, Telaga Biru Subdistrict, Gorontalo District and was attended by all village officials and some of the people of Ulapato A Village, Telaga Biru District. To support this service activity to run smoothly and successfully, we use several tools, including laptops, LCD projectors and material slides.

The structure of the socialization program for Village Apparatus Capacity Building began with the preparation of presenters and officials at 10:00 - 11:00 am followed by remarks by the Head of Ulapato A Village and at 13.20-15.00 the provision of socialization materials.

The implementation of this activity is carried out using the lecture method, through the provision of materials tailored to the abilities and absorption of the apparatus as well as the community. This method is expected to provide knowledge and insights for officials and institutions as well as the community.

In order to achieve this community service goal, the step taken includes choosing a place that will be used as a place of community service and hold discussions with the village head in the context of selecting potential topics for implementation of community service programs. Conducting outreach on the importance of the capacity of village officials in realizing a quality public service.

RESULTS AND DISCUSSION

Community service activities carried out in Ulapato A Village, Telaga Biru District, Gorontalo District. The activity involved the village government, especially all village officials and part of the community of Ulapato A Village, Telaga Biru District.

The successful implementation of this community service program can be seen by the enthusiasm of all stakeholders' present, namely 32 community officials.

The results achieved in the implementation of activities include that officials are aware of and understand how important it is to increase the capacity of officials. Because in the discussions that often occur in every government organization there is no clear information from the government to the public. It's a bit difficult to communicate with the community. There is a commitment from the village government of Ulapato A to further improve the quality of work of the officials, in this case, to further improve the quality of the quality of human resources in providing services to the community.

Community service regarding the capacity building of the Village Apparatus can be carried out smoothly. The socialization activities received a very good response. During the implementation of this socialization, starting from the preparation stage until the implementation, we can convey the findings obtained in the field, namely that the enthusiasm of the leadership is very high, welcomed it well. The government of Ulapato A Village hopes that this socialization program can be carried out regularly and periodically in the following years. The socialization material provided is in accordance with the needs of the Village officials at Ulapato A, because it adds insight and increases the apparatus' knowledge of the capacity of the Village apparatus. The socialization situation and conditions are very conducive and provide comfort for the socialization participants. The potential and learning abilities of the socialization participants looked good, as evidenced by the question and answer process that took place at the time of giving material about increasing the capacity of Village officials although they had to be given an understanding first. The socialization activities by the participants were considered very useful, so they hoped that there would be further activities.

Various experiences also show that there are further steps to make Ulapato A village officials more committed and qualified in terms of community service procedures, namely developing various methods with the principle of focusing on one goal for the development of an organization, especially related to increasing the capacity of village officials. Strengthening the capacity of officials by conducting trainings to improve the quality of human resources.

CONCLUSION AND SUGGESTION

The capacity of quality village officials must be balanced with the ability of reliable human resources. Based on observations in the implementation of outreach activities, several conclusions are that the village apparatus resources are still low in providing services. The whole apparatus together with the heads of the environment and the community are starting to realize that it is important to improve the quality of work as well as the quality of public services by increasing the capacity of village officials. Through the socialization that had been given to the village government of Ulapato A, it received a good response from all participants who attended the socialization. The government really hopes that the socialization provided will be able to broaden the horizons of the village government and the community on the importance of the quality of public services.

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