

Strengthening the Role of the Hamlet Head in Assisting the Tasks of the Village Head in Tongke-Tongke Village

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ABSTRACT

The quality of community services is one of the criteria that can be used as a reference to measure the success of the Village Government in carrying out its duties. On the other hand, community satisfaction with the services provided by the apparatus influences empowerment policies and the performance of the village government itself. This article describes the strengthening of the role of hamlet heads in assisting village heads in Tongke-Tongke Village, East Sinjai District. This research approach is qualitative. Data collection techniques are observation, interviews, and documentation. The data analysis technique was carried out using data reduction, data presentation, and concluding. From the results of the analysis, it was concluded that the strengthening of the role of the hamlet head in assisting the task of the village head in Tongke-Tongke Village, East Sinjai District had not run optimally. The hamlet head has not carried out his duties and functions optimally. The village head does not yet have a plan to strengthen the organization and does not dare to change the hamlet head who does not carry out his main duties and functions. The steps taken by the village head in dealing with these problems are to guide the hamlet head so that they can understand and carry out their duties and functions according to applicable regulations.

Keywords: Capacity, Organization, Hamlet Head, Village Head.

INTRODUCTION

The hamlet area is led by the hamlet head who is usually called the regional head. The Regional Head is tasked with assisting the Village Head in carrying out his duties in his territory. In (Regulation of the Minister of Home Affairs of the Republic of Indonesia Number 84 of 2015 concerning the Structure and Work Procedure of the Village Government) Regional tasks include, administering Village Government, implementing village development, fostering village communities, and empowering village communities (article 4 Paragraph 3). The Territorial Executive is carried out by the head of the hamlet or other designations that are further stipulated in the Regent/Mayor Regulation by taking into account the socio-cultural conditions of the local community.

The quality of community services is one of the criteria that can be used as a reference to measure the success of the Village Government in carrying out its duties (Nasaruddin, 2014). On the other hand, community satisfaction with the services provided by the apparatus influences empowerment policies and the performance of the village government itself. That is, the level of community satisfaction has an impact on the pattern of empowerment of the Hamlet Head as the Regional Head in carrying out his duties and functions within the ranks of the Tongke-Tongke Village government. To maintain the values of life and humanity that grow in the community, the

existence of the Hamlet Head, therefore it is necessary to have an active role as a Village Head in helping the Hamlet Head explain his main duties in the Village Administration.

Community demands for the services of government officials, especially at the village level, tend to become more critical in line with the passing of the reform era (Hamzah, 2016; Mustafa, 2016; Sirajuddin, 2016). In addition to wanting transparent services, the public is also increasingly critical of the speed of service, affordable service costs, and the accountability of service officers. Especially since the implementation of regional autonomy which was marked by the improvement of laws and regulations in the field of government in the regions, the community is very sensitive to the acquisition of their rights in the life of the nation and state although sometimes they tend to be excessive (Arhas & Suprianto, 2019; Niswaty et al., 2020; Saggaf, 2016; Wenda & Akib, 2015). The lack of community participation in community activities opens up opportunities for the community to be individualistic and behave as they please, then in the end people tend to withdraw from community activities such as meetings, cooperation activities and can also undermine the values of community life. Lack of involvement of village heads in determining village government policies. This has an impact on not channeling the aspirations of the community in the decision-making process related to the existence and development of the community because the Hamlet Head is the spearhead whose position is closest to the residents (Andaria et al., 2020; Hasdinawati et al., 2021; Takdir et al., 2021)

Some of the phenomena that underlie the importance of this research include the lack of public understanding about the function of the hamlet head so that Tongke-Tongke Village residents who have problems or need services to the village government do not go through the hamlet head first, but most residents just come directly to the village head, one of which is in the management of land issues where when carrying out land administration the hamlet head directs him to deal directly with the village head.

Based on the above phenomenon, of course, it can be said that the knowledge of the duties of the hamlet head has not been fully understood by the hamlet heads even though it is known that the hamlet head is the regional head as an extension of the village head so residents who have complaints or problems and or want service first notify them. village chief. When the hamlet head is no longer able to handle new problems, the residents can go directly to the village head. The village head should direct the hamlet head to carry out his duties and functions. Therefore, it is necessary to strengthen the role of the hamlet head to be able to assist the village head in realizing a good government bureaucracy in Tongke-Tongke Village.

According to Handoko (2016) strengthening development institutions in the public institutions, the sector is defined as all planning, making new structures and guidelines in realigning organizational direction which includes: establishing, supporting, and strengthening normative relationships and active patterns; establishment of functions and services that are valued by the community; creation of facilities that connect new technologies with the social environment.

Role theory is a theory used in sociology, psychology, and anthropology which is a combination of various theories, orientations, and disciplines. Role theory talks about the term "role" which is commonly used in the world of theater, where an actor in the theater must play a certain character, and in his position as a character, he is expected to behave in a certain way. (Sarwono, 2015).

According to Eade in (Keban, 2010) Capacity building is a major approach to development that aims to strengthen the ability of people to determine for themselves what is useful for themselves and their priorities in life and the ability to organize themselves to make changes for the future. Soeprapto in (Lasmana, 2017) also stated that capacity can be measured through three indicators, namely: understanding, namely understanding in carrying out its main tasks and functions; skills, namely being skilled in carrying out their main tasks and functions; ability, namely being able to carry out its main tasks and functions.

METHOD

To obtain research results in the form of conclusions, a qualitative research approach is carried out. This study uses interview data collection techniques, observations, and is equipped with several documents related to the problems discussed. Technically, data analysis in this study was carried out through steps, namely data collection, data reduction, data display, data presentation (Sugiyono, 2017). Next, conclusions are drawn. In this study, the informants consisted of the Village Head, Head of BPD, Head of Hamlet in Tongke-Tongke Village, and the people of Tongke-Tongke Village.

RESULT AND DISCUSSION

In looking at the strengthening of the role of the hamlet head in assisting the task of the village head in Tongke-Tongke Village, East Sinjai District, Sinjai Regency in terms of the dimensions, focus, and type of activity according to Grindle quoted in Haryono et al., (2012: 46) found the following results:

Dimensions of Human Resource Development

The dimensions of HR development include the focus of professional personnel and technical capabilities as well as types of activities such as training, hands-on practice, working climate conditions, and recruitment. From the results of the study, it was found that the recruitment process for hamlet heads in Tongke-Tongke Village still refers to the village apparatus recruitment guidelines. Where the village apparatus is at least a high school (SMA) certificate. The following is data on the education level of hamlet heads in Tongke-Tongke Village:

Table 1.
Education Level of Hamlet Head in Tongke-Tongke Village

Number	Position	Level of education
1	Head of Baccara Hamlet	senior High School
2	Head of Cempae Hamlet	senior High School
3	Head of Babana Hamlet	S-1
4	Head of Bentengnge Hamlet	senior High School
5	Head of Maroanging Hamlet	senior High School

Source: Tongke-Tongke Village Data, 2021

The existing hamlet heads are then directed to carry out activities for fostering peace and order in the implementation of community protection efforts, population mobility, and regional arrangement and management. The activity was coordinated directly by the Village Head of Tongke-Tongke. This coordination is carried out by inviting all village officials to attend a meeting organized by the Village Head. The following is data on the implementation of activities that have been carried out in the last 3 years in increasing the capacity of village officials:

Table 2.
Data on Capacity Building for Tongke-Tongke Village Apparatus

No	Classification	Schedule and location	Participant
1	Village Apparatus Improvement Training	Monday, 23 December 2019, Tongke-tongke Village office hall	All Tongke-Tongke Village Apparatus
2	Direct Instructions and Directions from the Village Head	Wednesday, Jan 15 2020, Tongke-tongke Village office	Village Head and Hamlet Head
3	Village Apparatus Training Implementation Committee Formation Meeting	March 18, 2020, Tongke-tongke Village office hall	Tongke-Tongke . Village Head and Apparatus

Source: Tongke-Tongke Village Data, 2021

In addition to the activities mentioned above, the head of the hamlet also conducts community development in increasing the ability and awareness of the community to protect the environment. The types of community development carried out in the last 3 years are shown in the following table:

Table 3.
Community Development in Improving Community Ability and Awareness in Protecting the Environment

Classification	Types of coaching carried out	Participant
Community development in increasing the ability and awareness of the community in protecting the environment	Helping each other clean the drainage channel	RT/RW, hamlet head, and local community
	Mangrove seed planting	RT/RW, hamlet head, and local community
	Helping each other pioneering farm roads	Head of Hamlet, RT/RW, and Residents
	Cooperation in making chicken claws at the Ta'mirul Muminin mosque	Head of Hamlet and Local Residents

Source: Tongke-Tongke Village Data, 2021

Thus the development of resources in Tongke-Tongke Village is carried out through training and direct direction by the Village Head on the steps that the hamlet head needs to take in carrying out his duties and functions.

Dimensions of Organizational Strengthening

The dimensions of organizational strengthening include a focus on management governance to improve the success of roles and functions, as well as types of activities such as incentive system, personnel equipment, leadership, organizational culture, communication, managerial structure. The strengthening of the hamlet head organization begins with the issuance of a Village Head Decree concerning the Appointment of Village Apparatus No. 26 of 2019. The list of names of hamlet heads who are appointed is as follows:

Table 4.
Names of Hamlet Heads in Tongke-Tongke Village

No	Village Head Name	Position
1	Anwar Sadat, S.Pd.	Head of Babana Hamlet
2	Agus Syam	Head of Bentengnge Hamlet
3	Baharuddin	Head of Cempae Hamlet
4	Mudatsir	Head of Baccara Hamlet
5	Irdawati	Head of Maroanging Hamlet

Source: Tongke-Tongke Village Data, 2021

The data in Table 4 shows that 5 people are trusted to be regional heads at the hamlet level in Tongke-Tongke Village. To assist the hamlet head in carrying out his duties, the village head forms a Development Implementation Team (TPK) in the hamlet area. The following is the TPK data:

Table 5.
The Implementation Team for the Tongke-Tongke Village Development Activities

Number	Position	Name
1	Chairman	Anwar Sadat, S.Pd
2	Secretary	Moh. Arsyad
3	Member	Mudatsir
		Piety
		Baharuddin

Source: Tongke-Tongke Village Data, 2021

The synergy between the hamlet head and the TPK is of course expected to improve performance as a supporter of the implementation of their respective duties and functions. The following is data on activities that have been carried out related to organizational strengthening in the hamlet area of Tongke-Tongke Village:

Table 6.
Activities for Organizational Strengthening

Number	Classification	Description
1	Peace and order building	The village head directs his residents to be involved in guarding the PPKM post
2	Implementation of community protection efforts	In the context of protecting the community, the hamlet head is involved in building a tough drug-free village
3	Fostering peace and order in the implementation of community protection efforts, population mobility, and regional structuring and management	The head of the hamlet participates in making land boundaries according to what is stated in the land certificate

Source: Tongke-Tongke Village Data, 2021

The activities mentioned above have not been fully followed by the village head. This is due to the schedule or activities of the hamlet heads that coincide with the implementation of these activities. So, to strengthen the organization, awareness and schedule of activities are still needed to accommodate all the interests of government implementers in the village.

Institutional Reform

Institutional reform, including institutional and system focus as well as macrostructure, with the types of activities of economic and political rules of the game, changes in policies and regulations, and constitutional reform. In the context of institutional reform, the village head of Tongke-tongke has not planned to replace the village apparatus, let alone replace the hamlet head. This is because the village head still believes that the hamlet head will be able to carry out his duties over time. The village heads who have been appointed only need time to learn and understand their duties and functions.

Institutional arrangements are carried out by the Village Head by intensifying activities involving the village apparatus. One of the activities currently being carried out is structuring population data by involving all parties. This is done so that the existing database can be updated and get maximum results so that policymaking related to the community can be accommodated as a whole. The results of the improvement of population data that have been implemented are as follows:

Table 7.
Tongke-Tongke Village Population Data

Number	Age	Gender		Amount
		Man	Woman	
1.	Age < 7 Years	98	101	199
2.	7 <= Age < 19 Yrs	493	449	942
3.	19 <= Age < 56 Yrs	1.037	1.065	2.102
4.	Age >= 56 Yrs	184	261	445
	Total	1,712	1.876	3.688

Source: Tongke-Tongke Village Data

The data above was obtained from the cooperation of all parties in the Tongke-Tongke Village. For this reason, bureaucratic reform does not mean changing village apparatus, but coaching and providing direction by the Village Head is the right step to establish good communication to realize the implementation of the duties and functions of each institution in the village.

CONCLUSION

The results of the study concluded that the strengthening of the role of the hamlet head in assisting the task of the village head of Tongke-Tongke, East Sinjai District, in general, had not been carried out, but in carrying out the duties of the hamlet head it had been carried out according to his authority. It can be concluded that: the development of human resources for the hamlet head to be able to carry out his duties, has been carried out because the village head has carried out resource development through training and direct direction on the steps that the hamlet head needs to take in carrying out his duties and functions; strengthening the organization of the head of the hamlet so that it can carry out its duties and functions has not been realized, because it has not been by the basic tasks and functions of each hamlet, there are still many who do not know what to do as implementers of activities in each hamlet; and institutional reform of the hamlet head in assisting the task of the Tongke-Tongke Village Head, East Sinjai District, has not been carried out, because the village head does not yet have a plan to reform the organization or replace the sub-optimal hamlet head, but the village head continues to try to guide the hamlet head who still does not understand the task. and its function in the hamlet area.

The findings in this study regarding strengthening the role of the hamlet head in assisting the task of the village head where steps are still needed to strengthen this performance, there is no regular training to strengthen the organization and institutions. The village head should hold training regularly because training can improve the skills, knowledge, and abilities of the hamlet head so that the strengthening of his role can be more optimal and the role of the hamlet head in helping the village head's duties can be better than before.

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