

ANALYSIS OF FACTORS AFFECTING THE REMOVAL OF VILLAGE BUMDES MANAGEMENT DILOATO

Asna Karim¹⁾, Darman²⁾, Samin Latif³⁾

¹⁾ Bina Mandiri University, Gorontalo, Indonesia.

²⁾ Bina Mandiri University, Gorontalo, Indonesia.

³⁾ Bina Mandiri University, Gorontalo, Indonesia.

Email : asnakarim01@gmail.com

ABSTRACT

The purpose of the study was to determine the factors that influence the resignation of the BUMDes management in Diloato Village every year.

The research method used in this research is descriptive research with a qualitative approach. Data collection techniques used in this study were observation, in-depth interviews (indept interviews) and documentation. Data analysis techniques used in qualitative research include data collection, data reduction, analysis and presentation of data and verification or drawing conclusions.

The results of the research are (1) boredom with a long working period, accompanied by dissatisfaction with work, an uncomfortable work environment, disharmony between administrators. (2) The level of education is not the main factor in the resignation of the management, but rather the lack of government support to synergize the skills with the education level of the administrators. (3) The very small salary is a factor that causes the resignation of the Diloato Village BUMDes management.

Keywords : Analysis, Resignation and BUMDes

INTRODUCTION

The village is part of the local government which has a lot of potential in the development of an area. Village development is essentially based on the basis of national development, where each village must be able to carry out development independently so that it can prosper the community nationally and can improve and provide its own satisfaction. Currently, villages are designed and required to be developed. One of them is by establishing a village-owned enterprise which is often called BUMDes.

BUMDes is an institution formed from a business and then managed by the village government and the community in achieving goals and being able to improve the village economy by looking at the potential of the village. BUMDes must be able to be managed properly by the village so that the impact of the development of BUMDes can be felt directly by the village directly sourced from village wealth which can be separated in managing assets, services and other businesses in improving community welfare.

BUMDes are not only formed for personal interests but are formed based on the proposals, wishes and expectations of the village community which are decided in the Village Deliberation (MUSDES). In the MUSDES discussion, it has been decided and discussed in detail about the name of the institution, the selection of the management and the type of business to be run. The establishment and management of BUMDes is a manifestation of the management of the village creative economy which is carried out in a cooperative, participatory, emancipatory, transparent, accountable and sustainable manner. In the establishment and management of BUMDes, it is agreed to be established based on Regional/District Regulations, Village Regulations, one village agreement and the procurement of village facilities that are owned and provided. As stipulated in the Village Administration,[1]. BUMDes is expected to be able to become a driving force for economic activities in villages that function as social and commercial institutions. BUMDes as a social institution sided with the interests of the community through its contribution to the provision of social services, while as a commercial institution BUMDes aims to seek profit to increase village income. The establishment of BUMDes is not only carried out by being managed by the Village Government, but is managed by BUMDes administrators who are appointed by the Village Government itself. Village-Owned Enterprises (BUMDes) are one of the village economic institutions that are fully managed by the community. Programs that are managed in increasing the independence and creativity of the community,[2]. Where the management of BUMDes must be able to run independently. So that the village government appoints managers or administrators based on ability and has an entrepreneurial spirit and has qualified management skills. BUMDes managers must be selected based on open recruitment which

is carried out openly. The establishment of BUMDes is carried out using two approaches to be able to be managed by BUMDes management, namely planning from below and planning from above. Where BUMDes was indeed established on the basis of an initiative from the village community by paying attention to and accommodating the needs of the community. But judging by the ability of BUMDes managers to manage BUMDes so that they can develop and help the village economy. Sometimes the ownership of BUMDes can be carried out by certain parties (large capital owners),

In reality, it shows that the average level of education of the BUMDes management structure is relatively low, coupled with the low ability of the BUMDes management to manage the BUMDes business. The form of efforts to improve the management of BUMDES includes the management of village potentials which are then managed in Village-Owned Enterprises. This is because with the establishment of BUMDes, they can run businesses in the economy and/or public services in accordance with the provisions of laws and regulations. The limitations of BUMDes management are caused by many things, because they are dominantly equipped with knowledge in the business world and the ability to have an entrepreneurial spirit so that they can help the current limitations of BUMDes managers.

Diloato Village, Paguyaman District, Boalemo Regency as an example of a village where the managed BUMDes has not been running well. The BUMDes in Diloato Village was actually formed in 2015. Where the business that will be managed when it is formed is a place that is used as a seller in the market. However, the business capital participation still comes from the Diloato Village Government which is sourced from the Village Fund. But looking at the current conditions where the administrators are

appointed by the Village Head. must be able to carry out the management of BUMDes Diloato Agree so that it can run. The step is the formation of a membership board of 3 members, namely the director, secretary and treasurer then by several members as many as 3 members.

However, seeing the BUMDes membership since 2015 the BUMDes board Diloato agreed, they could not last long. One of them is resignation even though the procedure must be able to carry out duties for 3 years through a Village Head Decree. It turned out that the BUMDes administrators Diloato agreed that they were not able to develop their careers, especially in developing skills in entrepreneurship or BUMDes businesses. Even in 2018 there was not even a BUMDes board, so BUMDes have not been able to run well.

The problems that occurred due to the resignation of BUMDes Diloato Agree because some of the administrators only have high school education so they do not have experience in running BUMDes yet. In addition, in 2015-2017, there were still managers who were 45 years old. Where the BUMDes management in that year had undergraduate, postgraduate and high school education and this was one of the ways in which the management was able to survive. But the problem occurred after the BUMDes management had experience in managing BUMDes besides that they did not have a strong will to develop their business.

In addition, the BUMDes management resigned due to incompatibility with the Diloato Village Government. The Diloato Village Government must be able to synergize in building BUMDes businesses in Diloato Village. In addition, the orientation of the BUMDes or the vision to be achieved is not in accordance with the needs of the BUMDes itself. In fact, there is no salary received by the BUMDes management so that it makes them less enthusiastic. Due to the lack of clarity in supporting BUMDes,

some administrators feel bored in running BUMDes business. So that sometimes the BUMDes management is only able to manage the business under forced circumstances.

Human Resource Management, explained that "Management is a tool or a forum to achieve the organizational goals that have been set. With good management, organizational goals can be realized easily[3].

Human Resource Management, explains that "Management is the art and science of planning, organizing, compiling, directing and supervising human resources to achieve predetermined goals.[4].

The four management functions include:

1) *Planning*

The process of setting performance goals and determining the actions to be taken in achieving them.

2) *Organizing*

This stage is for assigning tasks, allocating and coordinating activities within the organization to achieve goals.

3) *Leading*

This stage seeks work inspiration in working harder in fulfilling plans to achieve goals.

4) *controlling*

This stage can measure the extent to which the activities carried out are in accordance with the plan.

Human resource management is the application of strategy to management functions related to planning, organization, leading, and controlling of operational activities[5].

Human resource management including[6]:

- 1) Determination of the number, quality and placement of employees.
- 2) Determination of selection withdrawal and employee work placement.
- 3) Determination of the promotion development welfare program.
- 4) Forecasting future consumer supply and demand.

- 5) Estimated economic conditions and organizational development.
- 6) Directing the renewal of the remuneration policy.
- 7) Technical briefing and labor development.
- 8) Implementation of education or technical guidance.
- 9) Employee transfers are carried out according to the appropriate rules.
- 10) Rules for retirees. Setting up pensions.

RESEARCH METHODS

This research is a descriptive research type with a qualitative approach. This type of descriptive research is used in answering the formulation of the problem related to the question of the existence of independent variables, either only on one or more variables. This type of research was used because it was to find out the reasons for the resignation of the BUMDes Management in Diloato Village[7].

Qualitative research approach is a research method based on philosophy by using research for scientific conditions (experiments) where the researcher is the instrument, data collection techniques and analyzed with qualitative properties. Emphasized on phenomena and objects of research through social conditions. A qualitative approach is used because it investigates cases and phenomena from informants who explain why and how the problems that occur in BUMDes Diloato[8].

Types of qualitative data with primary and secondary data sources:

a. Primary Data Source

Primary data sources are data obtained directly from the source. The primary data in this study were obtained through interviews with research informants. The informants in this study are:

- (1) Head or Director of BUMDes
- (2) BUMDes Secretary
- (3) Treasurer of BUMDes

b. Secondary Data Source

Secondary data sources are sources of data obtained not directly from the source. In this study, secondary data used to support primary data are sources from books, journals, and other documents related to research. Data collection techniques are observation, in-depth interviews and documentation. The following will explain the steps of the data analysis technique used in this study.

- a. Marking and classifying data, based on the focus and sub-focus of research related to the analysis of factors that influence the resignation of the Diloato Village BUMDes management.
- b. Analyzing and interpreting data, based on the focus and sub-focus of research related to the analysis of the factors that influence the resignation of the Diloato Village BUMDes management.

Data analysis techniques used in qualitative research are:

a. Data collection

Where in this analysis the researcher collects data by observation, interviews and documentation.

b. Data reduction

Data reduction is carried out periodically during the research by summarizing, tracing information.

c. Data presentation

After the information related to the research can then be presented the data.

d. Draw a conclusion

After the data is presented, conclusions are drawn from what was found.

RESEARCH RESULT

Analysis of the Factors Affecting the Resignation of the Diloato Village Bumdes Management, there are 3 factors studied which are discussed in the following research results:

1. Length of work

Length of service is one of the factors that causes the resignation of the BUMDes management. Seeing the condition that it took a long time to work from the beginning to the end of the BUMDes management in Diloato Village. Looking at the field conditions, not all of the BUMDes administrators have worked the same length of time, they are definitely different. But it turns out that the length of work is one of the influencing factors, such as the results of the Interview with FN (Treasurer) on September 18, 2021, which said that:

Yes, most BUMDes are like that.

This is explained by many BUMDes administrators who leave because they have been working for a long time.

In fact, this opinion was strengthened by YS (Director) on 19 September 2021 who said that:

I think it is because BUMDes administrators are usually bored.

Even the two opinions above are proven by the results of an interview with RA (Secretary of BUMDes) on 19 September 2021 saying that:

Length of work is one of the factors causing the resignation of the management, because of boredom at work.

From several statements, it is known that on average the BUMDes management resigns because most of them are due to boredom or boredom due to dedication or long working hours which seem to have an impact on most resignations.

In addition, most BUMDes administrators are dissatisfied or feel that BUMDes is not making progress. This is reinforced by the income of several informants such as an interview with FN (Treasurer) on September 18, 2021 who said that:

Not forever because there are usually BUMDes administrators who manage

BUMDes seem fast and slow in order for BUMDes to develop.

Even strengthened by the opinion of YS (Director) dated September 19, 2021 said that:

Yes, but long working hours don't have to be a big deal at work.

Likewise, the statement interviewed by RA (Secretary of BUMDes) on 19 September 2021 said that:

In my opinion, a manager's dissatisfaction depends on his intention and will, if he thinks he has achieved what he wants or not.

Most administrators are dissatisfied with working at BUMDes due to their intention or will. Problems such as those that can cause most BUMDes administrators in Diloato Village to resign. In addition, improvements are needed in developing BUMDes. In this case, the resignation is mainly related to the length of work that feels like a new job or even getting a new job. The statement explained in the interview with FN (Treasurer) on 18 September 2021 said that:

On average so because they feel uncomfortable with the situation.

It was even strengthened by a statement in the YS (Director) interview on September 19, 2021 saying that:

In my opinion, the length of time for an administrator to work for BUMDes is because he has good work performance so he has his own satisfaction at work.

Likewise, the results of the interview with RA (Secretary of BUMDes) on 19 September 2021 said that:

For me, maybe it's more of the people themselves, most of them don't want to or are lazy to work.

Based on some of the interviews above, it can be explained that most BUMDes

administrators feel bored and even want the desired job. This is due to the fact that everyone returns to each individual. So that the BUMDes management is required to find several solutions. But it is usual to be dissatisfied so far which has resulted in job satisfaction for BUMDes administrators. As the results of an interview with FN (Treasurer) on 18 September 2021 said that:

Many BUMDes administrators do that because they want to improve their quality of work.

Even this opinion was explained in more detail at YS (Director) on 19 September 2021 saying that:

In my opinion, it is influential because long working hours will cause a sense of boredom and disharmony with co-workers.

For this reason, the same opinion was expressed by RA (Secretary of BUMDes) on 19 September 2021 saying that:

In my opinion, it's because if there are administrators who are not satisfied, it results in not working optimally.

From some of the opinions above, it is explained that the length of work will have an impact on job satisfaction.

In fact, this result is evidenced by the results of interviews with the dissatisfaction of BUMDes administrators. In addition, looking at the condition, there is still a form of coordination caused by the lack of harmony between BUMDes management and even boredom in managing BUMDes during their tenure. Apart from being associated with dissatisfaction, there are other links caused by several things, such as the work environment in BUMDes. This problem is caused by boredom in the work environment. These results with

the interview FN (Treasurer) on September 18, 2021 said that:

"Yeah, mostly if it's uncomfortable it won't last long."

There is even an opinion expressed by YS (Director) on 19 September 2021 saying that:

"Strongly agree that the environment greatly affects the length of work."

Likewise, the opinion explained by RA (Secretary of BUMDes) on 19 September 2021 said that:

The work environment is only supportive in carrying out the work, I think it's in.

From the opinion, it is explained that an uncomfortable work environment makes work at BUMDes disturbed. In fact, the consequences for BUMDes management who have worked for a long time will certainly not last long, especially in an unsupportive work environment.

2. Education

Education for BUMDes administrators or managers on business continuity in BUMDes should be able to support running BUMDes businesses. BUMDes in Diloato Village should be able to provide and encourage increased education and training in developing and introducing BUMDes well. This is reinforced by the opinion of informants related to education in the resignation of BUMDes.

The results of the interview with FN (Treasurer) on 18 September 2021 said that:

Not all, if the chairman or director, treasurer or secretary has a bachelor's degree, it's common for business units to be managed only at high school or below.

The above statement was strengthened by YS (Director) on 19 September 2021 saying that:

In my opinion, the education of the management is no longer brought to the average, because there are already equivalent high school and bachelor's degrees.

In fact, this opinion is strengthened by the explanation of RA (Secretary of BUMDes) on 19 September 2021 saying that:

"Most of them are only high school seniors, even only the core administrators, even though they are only high school, not even as needed."

These results explain that most BUMDes administrators and managers already have above average education but only knowledge or suitability for running a business because some are far from the field or related to BUMDes so it is demanded that the current BUMDes management be able to develop BUMDes businesses.

If it is related to education, education must be in accordance with the quality possessed so that it is not only long working at BUMDes Diloato. It is demanded that the management of BUMDes Diloato have basic skills in developing the potential and quality of their education. As the results of an interview with FN (Treasurer) on 18 September 2021 said that:

"By providing assistance in carrying out formal and non-formal education."

Likewise, the results of the interview with YS (Director) on 19 September 2021 said that:

"In my opinion, the village government should pay attention to the education of the management so that they are able to work long hours according to the decree issued by the village head."

It was even strengthened by the results of an interview with RA (Secretary of BUMDes) on 19 September 2021 saying that:

"I think it's normal to be able to go through formal and non-formal education."

From some of the opinions above, it can be explained that all BUMDes administrators in Diloato must be able to improve the quality of education and can be developed through formal and non-formal education. This problem is proven that educational needs must be adjusted to what is desired by BUMDes itself.

In addition to talking about the quality of education, the influence of education in running BUMDes is caused by having the will to improve education. As the results of an interview with FN (Treasurer) on 18 September 2021 said that:

He, so that they can run their business

Likewise, the results of the interview with YS (Director) on 19 September 2021 said that:

In my opinion, the management no longer needs to improve the quality of education because for the education administrators they have more than enough,

It was even strengthened by the results of an interview with RA (Secretary of BUMDes) on 19 September 2021 saying that:

As administrators, we really want to improve education so that we can explore our abilities at work.

Most BUMDes administrators in Diloato Village have the desire to continue their education in order to be able to run BUMDes. However, due to the conditions encountered, it turns out that some BUMDes administrators and

managers have not been able to understand that their education or skills must be adjusted to their ability to carry out work at BUMDes in Diloato Village. The condition that needs to be considered in education is the support of the Government, both the Village Government in helping BUMDes in the field of establishing. The results of the interview with FN (Treasurer) on 18 September 2021 said that:

It's not optimal, but I think it's going well, the rest of it is being developed.

Even the same opinion was expressed by YS (Director) on 19 September 2021 saying that:

"In my opinion, the village government has never helped in improving the education of BUMDes administrators."

Likewise, the opinion of RA (Secretary of BUMDes) on 19 September 2021 said that:

"For now, there are, but it's more for the Village Apparatus but sometimes the administrators are given a mandate to continue their education."

From some of the opinions above, there is assistance from the village government, indeed there is assistance. But it was judged that it was not optimal because it had not become a top priority. BUMDes administrators and managers should be able to take advantage of existing needs.

But looking at the conditions in the field, the biggest obstacles in developing education for BUMDes administrators and managers are many things. As the results of an interview with FN (Treasurer) on 18 September 2021 said that:

"The obstacle in the education of the bumdes management is the

lack of motivation from the village government."

Even the opinion of YS (Director) on 19 September 2021 said that:

"I think the BUMDes managers want more themselves."

Likewise, the opinion of RA (Secretary of BUMDes) on 19 September 2021 said that:

"On average BUMdes administrators have problems and only think about making profits."

The influence of BUMDes on education which resulted in education being one of the reasons why many BUMDes administrators or managers resigned was that most of them were not motivated or more of the desire of the BUMDes administrators or managers in Diloato Village. In fact, there are management thoughts that are more profit-seeking without thinking long in running a business.

3. Wages

Salary is influential in calculating the management and management of BUMDes in Diloato Village. If the salary received is not in accordance with the burden and pressure received. Then the next indication will lead to the desire of the BUMDes management and management to resign. Because there are so many negative things that arise due to the impact of the BUMDes management and managers who resign.

In a statement conducted in an interview with FN (Treasurer) on 18 September 2021 said that:

"In my opinion, Yes, salary is one of the factors causing resignations that often occur in BUMDes management."

Even the opinion of YS (Director) on 19 September 2021 said that:

"Yes, it really affects the BUMDes management."

Likewise, the opinion of RA (Secretary of BUMDes) on 19 September 2021 said that:

Yes, because the salaries of BUMDes administrators are only small.

From some of the statements above, it can be concluded that salary is one of the factors that greatly influences the resignation of most BUMDes managers. It turns out that several factors are caused by the lack or small salary that makes the BUMDes management not serious in running the BUMDes business.

In addition, the adequacy of salaries makes the BUMDes management and management unable to support their daily needs. In addition, it is reinforced by the results of an interview with the FN (Treasurer) on September 18, 2021 which said that:

"Yes, it's not enough, if you look at the ongoing BUMDes efforts."

Even the opinion of YS (Director) on 19 September 2021 said that:

"It's not enough or even less."

Likewise, the opinion of RA (Secretary of BUMDes) on 19 September 2021 said that:

"Very lacking and mediocre."

Based on the opinion above, it is stated that it turns out that the salaries received by the managers and administrators are considered very small, making the BUMDes management not provide optimally in managing BUMDes. Whereas supposedly with a salary that is considered to be able to develop the ability of BUMDes management in running their business.

Looking at the existing conditions, it turns out that the salary received is considered very small. Even because the salary is considered received from

the business to be run. According to the results of an interview with FN (Treasurer) on September 18, 2021 said that:

"The salaries of BUMDes really only rely on running businesses, if there is no business being run then the management will not get wages/salaries."

Even the opinion of YS (Director) on 19 September 2021 said that:

"BUMDes only manages the business they run, it is certain that only income can be obtained."

Likewise, the opinion of RA (Secretary of BUMDes) on 19 September 2021 said that:

"This is because most BUMDes only rely on income earned either monthly or annually."

From some opinions, this is because it comes entirely from the income of BUMDes that is obtained, both monthly and even annually. This condition is exacerbated because BUMDes has not yet been fully implemented. Only executed because of the demands of the time and target. Whereas BUMDes are expected to produce human resources or managers who are able to run BUMDes well.

Seeing the conditions experienced by BUMDes administrators, they should be able to control their abilities in facing the toughest challenges in BUMDes today, such as salaries which are considered small. The results of the interview with FN (Treasurer) on 18 September 2021 said that:

"In my opinion, the big challenge is getting the manager's salary if the commissioners, BPD and supervisors do not accept what is

suggested by the bumdes management regarding salary."

Even the opinion of YS (Director) on 19 September 2021 said that:

"Heavier on generating income in a day or month."

Likewise, the opinion of RA (Secretary of BUMDes) on 19 September 2021 said that:

"Developing more advanced businesses and encouraging public interest in the presence of BUMDes.

From the results of the interviews above, it can be explained that the heaviest need in this case comes from the needs of the community in getting assistance from BUMDes. BUMDes managers are required to be able to manage, because the salaries they have are limited, so the salary needs of managers have not been met according to the wishes of the BUMDes management.

Of every need for BUMDes managers, salary should be an important requirement in order to be able to run a good BUMDes. The BUMDes management is demanded that the BUMDes management run well so that the salary obtained can provide satisfaction for the management. As the results of an interview with FN (Treasurer) on 18 September 2021 said that:

The village government must be able to offer a salary that is equivalent to the village apparatus or at least the salary of the management must be increased.

Even the opinion of YS (Director) on 19 September 2021 said that:

So far there has not been only in the provision of equity participation.

Likewise, the opinion of RA (Secretary of BUMDes) on 19 September 2021 said that:

It must be improved from the system and even the interest in developing the BUMdes that is run.

From some of the opinions above, it can be seen that several opinions stated that there should be improvements in the BUMDes system or governance that is being carried out. Then policy adjustments or improving the equality of BUMDes with the Diloato Village Government in running a business. So that it is able to encourage the current needs of BUMDes.

DISCUSSION

1. Long Working Factors Affecting the Resignation of the Diloato Village BUMDes Management

Talking about long hours of work is one of the points for the BUMDes management or managers in surviving in BUMDes. Looking at the conditions every year, the BUMDes in Diloato Village is not always able to last long. The longer you work, the lower the level of contribution to BUMDes in Diloato Village itself. Length of work is the biggest factor or is more often experienced by BUMDes managers with shorter tenures. This is because the managers of BUMDes or often some of these basic concepts are not biased and can't wait to not adjust to their work and feel that the work they are receiving is very heavy.

From several research results, it can be explained that the length of work or length of work is one of the most burdensome factors or results in the resignation of the BUMDes management in Diloato Village. So by looking at the conditions at BUMDes Diloato, most of

the time working is not only influenced by boredom but certainly more to the willingness of the management to survive in accordance with the stipulated decree. Not only that, there are still administrators who have harmony among fellow administrators, making them BUMDes administrators not last long in working at BUMDes in Diloato. Looking at the conditions at the time of carrying out the research, it turned out that the work environment was one of the factors that caused the BUMDes administrators in Diloato Village to not be able to last long at work.

Dissatisfaction in carrying out work has resulted in BUMDes management not being able to carry out activities or manage BUMDes properly. In theory, it is explained that it turns out that long working hours are one of the causes or triggers for resignation. Looking at the conditions at BUMDes in Diloato, many explain the environment, boredom, or discomfort at work and even the BUMDes administrators in Diloato will not last long.

The length of work should be assessed from the length of time the BUMDes management has worked at the BUMDes, where the length of time is measured from the beginning until the BUMDes management has worked for a certain period of time. This is because the length of work of employees is also determined by several factors that influence the BUMDes management to remain in their current job or stop and look for a new job. In fact, it is explained that one of the causes of resignation is the length of work which is mostly due to inability in the work environment or being one of the reasons many resign.[9].

So that there needs to be an improvement in every BUMDes management in carrying out activities at the Diloato Village BUMDes both in terms of the

work environment, comfort in working and even the activities carried out. This is an impetus for BUMDes in Diloato Village to be able to encourage the development of progress in the development of BUMDes itself.

2. Educational Factors Affecting the Resignation of the Diloato Village BUMDes Management

BUMDes administrators and managers have an above average education. Employees who have a higher education will feel bored quickly with monotonous work. They will be more daring to go out and look for other jobs than BUMDes administrators with low levels of education, due to limited financial capabilities and networks. From the research, it was found several things in education for BUMDes administrators and managers in Diloato.

On the board or managers such as the Chairman, Secretary and Treasurer educated S1. Seeing the obstacles in education in accordance with previous research stated where education is not one of the causes of resignation. Even looking at the results of research on BUMDes in Diloato Village, it is explained that the average education of BUMDes administrators and managers is good. It's just that looking at the conditions in the field, most of the education is good but it is influenced by government support in helping BUMDes management improve their ability to improve BUMDes business in Diloato[10].

In addition, the educational conditions of the BUMDes management and management are very convincing, not only in terms of education but also the willingness to improve education. Where the level

of education is not a factor that causes resignation, it is even proven by the ability of BUMDes management in carrying out activities in BUMDes.

3. Salary Factors Affecting Resignation of BUMDes Management in Diloato Village

Salaries for BUMDes administrators and managers are still considered below average. In fact, many of the administrators and managers still want to continue in managing BUMDes but because the salary they receive is considered very small, they do not last long or even resign from their jobs. The management and management of BUMDes should not have any administrators or managers resign. In order to prevent the resignation of the BUMDes management in Diloato Village, there needs to be a strategy to prevent the management from resigning. So as to be able to optimize operations within the BUMDes itself.

The problems encountered in BUMDes in Diloato are caused by the fact that the income obtained only comes from how much income the BUMDes receives in Diloato. In fact, there must be village government support in helping BUMDes so as to encourage BUMDes administrators and managers to survive. Indeed, in detail, due to the small number of taki, it is necessary to increase or increase salaries for BUMDes managers and administrators. Even the results of this study are in line with what causes employee resignation. Even though it is clear that salary is one of the most important rights owned by BUMDes management in managing BUMDes

according to the performance being carried out. Even work carried out under the orders of the employer, such as BUMDes administrators and managers or the BUMDes director must provide guarantees for actions that are not in accordance with the authority in giving salaries. In addition, looking at the conditions of the workload received, it must be able to fulfill the rights and obligations of BUMDes managers and administrators in getting a salary in accordance with the work carried out.

CONCLUSION

Based on the results of research and discussion, it is proven that regarding the Analysis of Factors Affecting the Resignation of the BUMDes Management, Diloato Village said that:

1. Boredom with a long working period, accompanied by dissatisfaction with work, an uncomfortable work environment, disharmony between the management.
2. The level of education is not the main factor in the resignation of the management, but rather the lack of government support to synergize the skills with the education level of the administrators.
3. The very small salary was a factor that caused the resignation of the BUMDes board of Diloato Village.

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