

ANALYSIS OF THE LEVEL OF RESPONSIBILITY OF APPLIANCES IN IMPLEMENTING TASKS IN PANGEYA VILLAGE WINOSARI DISTRICT, BOALEMO DISTRICT

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ABSTRACT

This study aims 1) To carry out the level of responsibility of the apparatus in carrying out tasks in Pangeya Village. And 2) To increase the understanding of the apparatus in carrying out functions in Pangeya Village.

The method in this research is qualitative with a descriptive approach. According to Miles and Huberman, the data analysis technique used is the data analysis technique, where the activities in data analysis are data reduction, data display, and conclusion drawing/verification.

The results of the study show as follows: 1) Organizational responsibility in Pangeya Village is considered not to be running well because there are still several concepts that are not by the needs, especially in carrying out services to the community. 2) Political responsibility in Pangeya Village is considered to have not formed a decision to implement services due to differences in duties and others. 3) Legal responsibility is carried out in carrying out the task because the policies are adjusted to the responsibility in seeing the existing conditions with the existing policies. 4) Professional responsibility with provisions in carrying out the responsibilities of tasks carried out with existing provisions in improving the quality of existing work in carrying out Pangeya Village services.

Keywords: Responsibilities, Apparatus, and Duties

INTRODUCTION

The 1945 law regulates that regional Government in Indonesia consists of provinces, regencies/cities, particular regions, particular regions, and customary law community units. Apart from the five regional government types under the regency/city, there is also a Village Government. State bureaucratic officials or officials do not run the village government.

Government with the status of a state civil apparatus. The village head is not a state official. The village apparatus is not a state civil servant but a village government employee with an unidentifiable status, not an ASN employee, not a temporary government

employee, and not a contract employee [1]. Even the Village Secretary, which under Law Number 32 of 2004 is filled by state civil servants, under Law Number 6 of 2014 may no longer be served by state civil servants [2]. This change has a direct impact on village governance. This can be seen with the Regional Autonomy Law (UU) birth.

The village, in reality, is the owner of the original autonomy, which has been a dynamic element of society in Indonesia for centuries. With its independence, villages in Indonesia have so much diversity, which consciously or not has become a source of cultural wealth for Indonesia. Based on customs, villagers have the right to choose their village head

and replace him if the actions of the village head do not satisfy the village community. This shows the autonomy of the village, where the community has the highest right to determine their leaders and control them [3].

To realize quality village government governance, the village government must organize a public service system so that the community can feel the impact. One of the efforts is a policy to improve regional autonomy, which leads to changes and improvements to the decentralized system [4]. However, regulations that can improve government performance are, in fact, still in the uncreative zone, full of collusion corruption, and nepotism. So that government services do not seem unsatisfactory.

Cases of unsatisfactory service to the community must be repaired immediately. The aspect of the success of the service system is that community satisfaction is a significant factor in determining the success of the Government. Therefore, the services provided to the community require certain qualities. However, they do not aim to seek profit; they must prioritize the quality of services by the community's demands, expectations, and needs.

Service is the activity of providing services from one party to another. Good service is a service carried out in a friendly, fair, fast, and with good ethics to meet the needs and satisfaction of those who receive it [5]. The community needs public services to support its various markets. Because basically, people need services every day. As a public service provider, the Government is responsible and strives to provide the best service to the community. The low quality of public services government officials offer is a bad image of the Government in the community [5].

Public services are all activities in the context of fulfilling basic needs by the fundamental rights of every citizen and

resident or an item, service, and or administrative service provided by service providers related to the public interest [6]. Public services are all service activities carried out by public service providers to fulfill the needs of service recipients and the implementation of statutory provisions. Community satisfaction with public organizations is paramount because of the relationship of public trust [7]. Satisfaction is a person's feeling of pleasure or disappointment that arises after comparing the performance (outcome) of the product that is thought to the expected performance or results.

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In the Pangeya Village government, the responsibility of village officials is not under the tasks they have; this causes a mismatch of duties and functions in carrying out village government services. The person in charge of administration (performance responsibility), according to their field, does not understand their duties and functions, so they are slow to take responsibility for the community and even delegate tasks to each other. The head of the department should do the work, and the village secretary is still doing the head office, and the head of the village does the work that the section manager should do.

Management comes from the word "manage," which means to regulate, manage, or manage. From this meaning, substantively, the importance of management contains elements of management activities. Thus, what is collected, how it works, what is cared for, and who acts as the manager arises [9]. Management is in English; it means to manage, that is, to regulate. Therefore, according to him, the questions that arise are what is held, why should it be controlled, who handles it, how to handle it, and where it must be regulated [9].

The role of human resources (HR) in determining the company's success cannot be ignored. Pfeffer argues that human resources are a source of competitive advantage that can face various challenges [10]. He compares the privileged position of this resource with other competitive advantage resources that are now less effective, such as product technology and production processes. Management is a function related to realizing specific results through the activities of people. This means that human resources play an important and dominant role in management [11].

Human resource management functions include planning, organizing, directing, controlling, procurement, development, compensation, integration, maintenance, discipline, and dismissal [12]. Responsibility is the responsibility of the public bureaucracy in carrying out service tasks related to the service of general needs. Responsibility (responsibility) is a person's responsibility for his duties about his role as executor of service tasks to the party being served [13]. Responsibility is a manifestation of the implementation of governance in Indonesia in managing public administration and implementing government accountability, which is a form of government responsibility to the

demands and aspirations of the people that have existed so far [14].

Responsibility, according to is a measure that shows how far the process of providing public services is carried out by the correct principles or provisions of administrative and organizational requirements and has been determined in the provision of services having various provisions of organizational, administrative conditions that have been set to support the quality of employee responsibility for performance in the following are some provisions of corporate administration and organizational principles [15].

These efforts are trying to find and find out whether there are staff deviations or not, inefficient or not procedures that are not needed. Responsibility [15] There are five perspectives of responsibility, namely:

1. Administrative/organizational responsibility Is the responsibility between authorized officials and their subordinate units in a clear hierarchical relationship.
2. Legal responsibility this type of responsibility refers to the public domain associated with the legislative and judicial processes. The form can be in the form of a review of policies that have been taken by public officials or the cancellation of regulation by the judiciary. The measure of legal responsibility is the applicable laws and regulations.
3. Political responsibility, in this type, is related to the authority of the holder of political power to regulate, set priorities and distribution of resources, and ensure compliance in carrying out administrative and legal responsibilities. This responsibility focuses on the democratic pressures expressed by the public administration.
4. This professional responsibility

relates to implementing performance and actions based on benchmarks set by people of the same profession. This responsibility emphasizes the quality aspects of performance and activity.

5. Moral responsibility. This accountability is related to the values that apply in the community. It talks about the good or bad performance or action taken by a person/legal entity/collective leader based on local values.

RESEARCH METHODS

The qualitative research method approach used in this research is descriptive research. The data used in the study is primary data sources, namely data sources that directly provide data to data collectors. The preliminary data in this study were obtained through interviews with research informants. The informants in this study were the Village Head, Village Secretary, Head of Finance, Head of Administration and General Affairs, Head of Welfare Section, Head of Service Section, and Head of Government Section. Data is information about an object of research. In terms of data collection methods or techniques, data collection techniques can be carried out by observation, interviews, questionnaires, and documentation [16]. According to Miles and Huberman, the data analysis technique used is a data analysis technique that activities in qualitative data analysis are carried out interactively and take place continuously [16].

RESEARCH RESULT

1. Administrative/organizational Responsibilities to Village Apparatus

Administrative or organizational responsibility speaks to the central part of bureaucratic ethics enforcement. Administrative burden involves two

things, namely, the behavior of administrators and the community's expectations. Suppose the administrator's behavior is close to the community's expectations. In that case, it can be said that the administrator is responsible. In contrast, if the administrator's behavior deviates from what is expected by the community, then the administrator is said to be unresponsive.

The form of accountability in implementing the apparatus and the village head is carried out in Pangeya Village. Every task has been carried out by taking into account the community's needs. This is evidenced by the readiness of Pangeya village officials who want to ask for both direct and indirect services in Pangeya Village. Apart from talking about accountability, it turns out that there are other things to do in organizational or administrative responsibility. One of the explanations is that the leadership treats village officials as discriminatory in carrying out their duties in Pangeya Village. However, several village officials gave explanations regarding discriminatory treatment.

Several village officials expressed a different opinion. Maybe because of the further treatment. Make village officials feel discriminated against. There are other village officials who think that there is no discriminatory treatment because it is for the sake of accountability for the tasks carried out.

In implementing organizational responsibility, it turns out that there are other things, such as the implementation of tasks given by the leadership not providing input or suggestions in anticipating errors in studies carried out in Pangeya Village. However, some opinions from village officials explain other things related to the accountability for implementing this. So far, in the input

or suggestions in anticipating errors in the tasks carried out in Pangeya Village, it is known that every time there is an error, there must be some suggestions given to the village apparatus themselves. This is a form of accountability for officers in carrying out their duties in Pangeya Village.

2. Legal Responsibilities to Village Apparatus

So far, the implementation of activities that broadly discuss legal responsibility explains that duties are carried out in fulfilling internal aspects based on legal principles that require social responsibility by legal factors. Implementing accountability must be under policies such as what is in the fault in carrying out tasks within the Pangeya Village Government. What kind of policies are the responsible for carrying out tasks within the Pangeya Village Government.

Recommendations for improving accountability must be by existing policies in Pangeya Village. In addition, it turns out to be in the form of responsibility based on suggestions for improvement. It turns out that there are several things where the implementation of the duties carried out is by applicable laws or regulations. In the performance of accountability by existing provisions. Responsibility for the tasks carried out must be by the law, which can be carried out by existing conditions so that the implementation of activities can run well. In addition, several things can be explained in terms of accountability by the law. The sanctions given to Pangeya village officials cannot carry out their responsibilities properly in the village. Sanctions for inability to carry out their duties are sanctions in the form of a written warning. In addition, it was explained that at the Village Office, there were often written and verbal reprimands.

3. Political Responsibility for Village

Apparatus

Political responsibility becomes one of the things about the authority of political power holders to regulate, set priorities and distribution of resources and ensure compliance in carrying out administrative and legal responsibilities. This responsibility focuses on the democratic pressures expressed by the public administration in Pangeya Village.

So far, accountability in terms of administration in Pangeya Village has been carried out according to their respective fields or duties. In addition, the main obstacle lies in understanding the main tasks and functions that each will carry out. In addition to what was described previously, it turns out that in the implementation of political responsibility, the level of compliance of village officials in carrying out the duties of the tasks assigned to the community in Pangeya Village, the performance of political commitment, the level of compliance of village officials in carrying out the responsibilities of the functions assigned to the community in Pangeya Village. Implemented well, there is no mutual jealousy in carrying out the task.

In addition, it turns out that several opinions that explain the implementation of political responsibility are obstacles or problems encountered in carrying out administrative duties in Pangeya Village. With questions to informants, in carrying out administrative tasks at the Pangeya Village Office, it is more about power cuts, running out of paper, and printing ink. Constraints are the lack of spares in Pangeya Village. There are even delays in carrying out tasks.

4. Professional Responsibilities for Village Officials

Professional responsibility for village officials, in this case, relates to the implementation of performance and actions based on benchmarks set by village officials. This step emphasizes aspects of

the quality of performance and activities of village officials in Pangeya Village. In assessing professional responsibility for village officials, it is carried out with the responsibility of the tasks carried out to be able to improve the quality of work carried out by the Pangeya Village Office. The ability of village officials to carry out their duties at the Village Office has indeed been carried out with good motivation and direction. Even if there are mistakes, they can be reprimanded according to the responses that have been implemented so far.

5. Moral Responsibility for Village Officials

Moral responsibility cannot be separated from obligations in carrying out tasks carried out by obligations then carried out with ethical obligations. Commitment in morals is more focused on providing a focus on completing village tasks. In this case, the need for moral responsibility for village officials has been carried out with several assessments. The role of village officials in carrying out their duties is by their duties in carrying out their duties by giving a wrong impression to the community. By asking questions, what are the responses or opinions of the father and mother in carrying out their duties? So far, the implementation of their responsibilities by their responsibilities in carrying out their duties by giving a wrong impression to the community in Pangeya Village must be carried out with services by looking at the condition of the community.

In addition, it turns out that several steps need to be taken by the community to understand the apparatus's moral condition with tasks carried out not as expected. The honorable conditions intended by the inside are not by expectations, one of which makes the public understand and be explained in detail. Even transparent and accountable.

In addition, it must be by the provisions of the community in carrying out tasks so far. The attitude shown by village officials in carrying out their duties is considered to be not good, it is explained that some changes are needed. In carrying out its duties, it was considered not good. It was explained that some changes were required. They are reminding that things are known by reminding that the Pangeya village apparatus must be able to improve the performance of the Pangeya village apparatus.

DISCUSSION

1. Organizational Responsibility in Carrying Out Tasks in Pangeya Village

Implementing organizational responsibility demands more than just compliance with regulations and authority/power. Corporate responsibility requires that village officials reflect on their authority in producing actions and be responsible for services carried out in Pangeya Village. Organizational responsibility is one of the benchmarks in seeing how village officials are accountable for the tasks. Where the village head is in charge of implementing services in Pangeya Village. Administrative or organizational responsibility is the responsibility between authorized officials and their subordinate units in a clear hierarchical relationship [15].

Based on the study results, it was explained that the form of accountability in the implementation between the apparatus and the village head was carried out in Pangeya Village. Every task had been carried out by looking at the community's needs. This was evidenced by the readiness of village officials who wanted to ask for direct and indirect services.

Council members must be accountable for presenting, reporting, and disclosing all activities carried out by council members,

one of which is regional financial supervision activities. With this, the council can show the community that they can use the budget well because it has the right and authority over these responsibilities. Thus, the higher the commitment, the higher the quality of service produced.

In carrying out tasks in Pangeya Village, it turned out to be administrative, especially in organizational accountability; it turned out that every village apparatus was required to be responsible for achieving compliance with procedures by the provisions in the Pangeya Village Office. In this case, responsibility is meant to be accountable for the position carried out in service to the community. In carrying out reliable service information by the role of village officials in carrying out their duties.

2. Legal Responsibilities in Carrying Out Duties in Pangeya Village

Legal responsibility is carried out in carrying out tasks according to policies in the responsibility for carrying out tasks within the Pangeya Village Government. Recommendations for improving accountability must be by existing policies in the village. In the implementation of accountability in Pangeya village by existing provisions. Responsibility for the tasks carried out must be by existing laws and regulations so that the performance of activities can run well, which is given to Pangeya village officials for their in ability to carry out their responsibilities properly, sanctions including suitable warnings orally in writing [15].

Where is a legal responsibility, which refers to the public domain associated with the legislative and judicial processes?. The form can bein the form of a review of policies that have been taken by public officials or the cancellation of regulation by the judiciary. The measure of legal

responsibility is the applicable laws and regulations. The accountability of the implementation of good governance in Indonesia in the management of public administration and performance is a form of the Government's responsibility to the demands and aspirations of the people that have existed so far [15]. The performanc of legal obligations is one way to improve each other's abilities by looking at the community's needs in receiving local services. Ideally, it is first explained that the role of village officials is in being responsible for services [14].

The Government as a regulator can play an essential role in implementing social responsibility according to its needs. In addition, so that there is no excessive burden in carrying out legal duties, strategic needs that are more mature and perfect must be maximized by looking at the condition of village officials directly and being able to provide accountability for the implementation of services to the community in Pangeya Village.

3. Political Responsibility in Carrying Out Tasks in Pangeya Village

Political responsibility in Pangeya Village, especially in the implementation of tasks, the accountability in terms of administration in Pangeya Village has been carried out in their respective fields or duties so far. In addition, the main obstacle lies in understanding the main tasks and functions that each will carry out. In addition, in the implementation of political responsibility, the level of compliance of village officials in carrying out the duties of the tasks assigned to the community in Pangeya Village. Implemented well, there is no mutual jealousy in carrying out the job. Especially in executing administrative responsibilities at the Pangeya Village Office is more about blackouts, running out of paper, and printing ink. Constraints are the lack of spares in Pangeya Village.

There are even delays in carrying out tasks [15]. Responsibility, in this type, is related to the authority of the holder of political power to regulate, set priorities and distribution of resources, and ensure compliance in carrying out administrative and legal responsibilities. This responsibility focuses on the democratic pressures expressed by the public administration.

The results of this study explain that board members must be accountable in presenting, reporting, and disclosing all activities carried out by board members, one of which is regional financial supervision activities [15]. With this, the council can show the community that they can use the budget well because it has the right and authority over these responsibilities.

Thus, the higher the responsibility, the higher the quality of service produced. By looking at this condition, it is explained that where the Government is ready with risks and all duties in carrying out its duties, in this case, the Government must be able to be accountable to it self, the community, and also to God. The implementation is carried out by looking at the conditions clearly so that the performance of responsibilities clearly anticipates administrative duties rationally.

4. Professional Responsibilities in Carrying Out Tasks in Pangeya Village

Professional responsibility is carried out with the provisions that it must be carried out with the responsibility of the tasks carried out to be able to improve the quality of work carried out by the Pangeya Village Office. It must be carried out with full responsibility in every task carried out by improving the quality of the study and improving performance, which has been carried out with full responsibility so far.

In addition, in accountability for

tasks, as long as the fault is by the ability task, it is explained by implementing existing responsibilities in carrying out functions in Pangeya Village. According to the very smooth needs, it must be carried out correctly in work in Pangeya Village. This result is by the ability of the tasks that have been full of responsibility carried out by each job at the Pangeya Village Office. With this condition, the power of village officials to carry out tasks at the Village Office has indeed been carried out with good motivation and direction. Even if there are mistakes, they can be reprimanded according to the responses that have been implemented so far.

Professional responsibility is related to implementing performance and actions based on benchmarks set by people of similar professions [15]. This responsibility emphasizes the quality aspects of performance and activities [14]. Where the efficient structure model so far has not impacted improving the quality of public services. The central Government has not entirely given more authority to autonomous regions. As a result, the services produced tend to be unresponsive, responsive, and unrepresentative by the community's demands. Responsibility, in this case, is explained that the professionalism that is carried out is by the quality of public services in the Pangeya Village Office. The existing provisions carry out the responsibility in demonstrating the ability to implement shared services in Pangeya Village. In determining the actions and skills of the Pangeya village apparatus in accepting the risk of an act and carrying out the tasks carried out.

5. Moral Responsibility in Carrying Out Duties in Pangeya Village

Moral responsibility in carrying out their duties by duties in carrying out their duties by giving a wrong impression to the community in Pangeya Village must

be carried out with services by looking at the condition of the community. This is a benchmark in implementing community activities in which improvements must be made. So that the moral conditions intended by the inside are not by expectations, one of which makes people have to understand and explain in detail. Even transparent and accountable. Apart from that, it must be by the provisions of the community in carrying out tasks so far. Even in carrying out its duties, it is considered not good. It was explained that some changes were needed.

Moral responsibility, speaking of accountability, is related to the values that apply in society [15]. This is more about the good or bad of a performance or action taken by a person/legal entity or collective leader based on local values. Kelurahan is a government organization at the forefront and closest to the needs and relationships with the community, which is the spearhead of successful development [14]. Supporting what the community wants in the realization of excellent service, it is also necessary for the Nepal village government apparatus to have the ability of Accountability, Responsiveness, and Responsibility in carrying out their duties and functions as an element of service in public organizations.

Moral responsibility is a task given to a person or individual by someone who has higher authority or authority, and responsibility can be shared with others. In contrast, accountability cannot be shared with other people. Good governance has one of the goals of creating government actors or government institutions responsible for the actions and tasks assigned.

CONCLUSION

Based on the results of the research above, it is known that there are several things related to responsibility in tasks in

Pangeya village as follows:

1. The organizational responsibility in Pangeya Village is considered not going well because there are still several concepts that are not by the needs, especially in carrying out services to the community.
2. Political responsibility in Pangeya Village is considered not to have formed a decision to implement services due to differences in duties and others.
3. Legal responsibility is carried out in carrying out the task because the policies are adjusted to the fault in seeing the existing conditions with the current guidelines.
4. Professional responsibility with provisions in carrying out the duties of tasks carried out with existing conditions in improving the quality of existing work in carrying out Pangeya Village services.
5. Moral responsibility is based on looking at conditions that give an unfavorable impression because they do not match existing needs. There are still some services carried out at work that cannot maximize benefits.

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