

PERFORMANCE OF BOTUMOPUTI VILLAGE APPARATUS TIBAWA DISTRICT OF GORONTALO REGENCY

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ABSTRACT

This research aims to find out the performance of botumoputi village apparatus of Tibawa District of Gorontalo Regency, this type of research is descriptive research with qualitative approach the type of data used is primary data and secondary data with data sourced from observations, interviews and documentation. Informants in this study amounted to 5 people who were botumoputi village apparatus.

The results of this study show that the performance of the village apparatus in community perception about the performance of the village apparatus is quite good judging from the results of work, discipline, responsibility. In the completion of the task of the performance of the village apparatus is quite good for the process, and also in terms of taking the decision of the village government in establishing RAPBD, as well as the selection of the development of the village government refers to the rules that have been adhered to already good for the progress and development of the village.

Keywords: performance, village apparatus, discipline

INTRODUCTION

The performance of the village apparatus is a very important part of its benefits; an institution wants the village apparatus to be earnest in accordance with the ability and efforts possessed to achieve the desired goals. To achieve good work results, an employee or employee must be able to cooperate with others/an institution in order to create the desired goals together, without the good performance of all employees, then success in achieving goals will be difficult to achieve.

Performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. What a person can do in accordance with his or her duties and functions. The resulting output can be either physical or nonphysical which calls it work, i.e. a result or work either in the

form of physical or material or nonphysical or non-material. A village device is required to do its job well.

In relation to these provisions, this indicates that in carrying out village household affairs, it must be able to be run by the village apparatus because the village community has developed with various activities that increasingly require a professional government apparatus.

Along with the development of the community, the need for increasingly complex services and better, faster, and appropriate services is needed by the community. The apparatus in the midst of the community must be able to provide services that are in accordance with the needs of the community. In carrying out its duties, the apparatus is a subsystem of the administration of government that has the authority to organize and manage its own households in a powerless and

successful manner in accordance with the development of government.

On the other hand, village devices are often constructed as village pumps that are expected to become community protectors. But there is still the management of the village government that has not been maximal in carrying out its duties as a village government apparatus. For the rules that could be a village device must be the lowest educated SLTA, age at least 20 years, and never be sentenced criminally.

Along with institutional changes in the village, inevitably encourages the human resources (apparatus) of the village to work in accordance with the targets to be achieved. For this reason, the village officials must be able to work optimally. Human resources are no longer viewed as one of the factors of production as ancient management argues, which treats humans like machines.

But now the village apparatus is really a Human Capital that plays a very role in accordance with the views of modern management. That difference in views brings an indication of the treatment of human resources. In the first glance human resources are managed in parallel with production management. Finance and marketing are certainly not in accordance with the dignity of human dignity. Because humans are not just a source but an implementation that runs the institution or motor steering organization.

Botumoputi Village Apparatus is one element of human resources that has a very important role in determining the success, providing good services to the community. Therefore, to optimize various tasks and responsibilities in providing good services to the people of Botumoputi Village who still often complain about village officials who lack understanding of the needs of the residents, To obtain a simple service, people are often faced with difficulties,

such as convoluted procedures and informalities, so that the community feels its interests cannot be served properly. Village government officials are still lacking to improve efficiency and improve performance procedures. Work requires interaction with coworkers and superiors following organizational rules and policies, meeting working standards with working conditions.

The work of the village government apparatus that cannot take advantage of time and does not meet the targets that have been determined so as to cause the accumulation of work that must be completed by the village government apparatus on data collection and updating community data that must be completed at a certain time, not completed in time. This causes the performance of the village government apparatus to be less effective.

The problem that occurs in the Botumoputi village office there are still people botumoputi village apparatus is still lacking in terms of discipline the time of entry to work is still lacking, which can be seen from the delay of employees entering the office, not even entering without any notification to the village apparatus, so that the community in the environment is not satisfied with the performance given. This has an impact on the apparatus that must complete the given work in a timely manner. And shall understand, comply with, implement the applicable regulations in accordance with the Law.

Government apparatus given responsibility for service to the interests of the community is still not maximal become a problem of government, and of course a problem that needs attention in building a responsible government. The village head is given the power and authority to regulate the village in running the government for the benefit of the community. Botumoputi village government officials must also realize that

their duties as community servants must be carried out responsibly.

Management is the art and science of planning, organizing, drafting, directing and supervising rather than human resources to achieve pre-set goals [1].

Management is a process of achieving goals by working together through the people and resources of other organizations [2].

Management involves coordinating and supervising other work activities so that their activities are completed effectively and efficiently. The meaning of efficiency itself is to get the most output results from minimal inputs, while effective is "doing the right thing", i.e. doing a job that can help the organization achieve its goals" [3].

There are four functions of management that are widely known to the public, namely the planning function (planning), the organizing function, the directing function (actuating), and the controlling function. Below will be explained the meaning or understanding of each management function [4]:

- a) Planning function (Planning), Planning is the process of defining an organization's goals, creating strategies to achieve those goals, and developing an organization's work activity plan.
- b) Organizing function, Organizing is the collection of necessary activities, namely establishing the organization's structure and the tasks and functions of each unit in the organization, and establishing the position and nature of the relationship between each unit.
- c) Directing function (Actuating), Directing is the effort to move the members of the organization or company in such a way that they want and strive to achieve the company's goals and objectives to the fullest.
- d) Control function (controlling), Control can be interpreted as the process of determining what is achieved,

measuring, and correcting the implementation activities and when necessary taking corrective action so that implementation can run according to the plan.

From some of the above management functions it can be concluded, that management is the main means to achieve the goals of the company or organization through planning, organizing, directing and controlling.

It is proposed that human resource management is the process of human utilization as a human labor force, so that all the physical and psychic potentials it has function optimally to achieve the goal. [5].

Human resource management is a plan, organization, coordination, implementation, and supervision of procurement, development, service delivery, integration, maintenance, and separation of labor in order to achieve organizational goals [6].

Utilization of human resources within the organization, which is done through the functions of human resource planning, recruitment and selection, human resource development, career planning and development, compensation and welfare, occupational safety and health and industrial relations [7].

Human resource management is a recognition of the importance of the organization's workforce as a human resource that is critical in contributing to organizational goals and using several functions and activities to ensure that such human resources are used effectively and fairly for the benefit of individuals, organizations and communities [8].

Individual performance is the basis of organizational performance that is strongly influenced by individual characteristics, individual motivations, expectations, and assessments made by management of the achievement of individual work outcomes [9].

Performance is determined by 3 factors, namely:

- 1) Task performance (task performance);
- 2) Citizenship behavior as a positive behavior;
- 3) Willingness to do related to desire and willingness to use efforts to achieve performance [10].

Performance comes from the understanding of performance there are also those who provide an understanding of performance as a result of work or work performance. Performance is the embodiment of ability in the form of real work [11].

Performance is the result of work that can be achieved by a person or group of people within a company in accordance with their respective authorities and responsibilities in an effort to achieve organizational goals legally, not unlawful and not contrary to morals and ethics [12].

Performance is the level of achievement of results for the implementation of the task. Company performance is the level of achievement of results in order to realize the company's goals. Performance management is the overall activity undertaken to improve the performance of a company or organization, including the performance of each individual and working group of that company [12].

Performance is the result of work achieved by employees in developing their duties and work that come from the organization. Performance is also a result of work produced by individuals through the process of an organization or company that can be measured concretely and compared through standards that have been determined by the company or organization. Factors that affect performance are individual factors, psychological variables and organizational variables. Individual variables include both physical and mental abilities and skills, backgrounds such as family, social

level and experience, demographics regarding age, origin and gender. While psychological variables include perception, attitude, personality, learning, and motivation.

Aspects of Performance, employee performance is the result of work in quality and quantity achieved by an employee or employee in carrying out his duties, namely as follows:

- 1) The work of how someone gets what they do;
- 2) Discipline, is the accuracy in carrying out tasks, how a person completes his work in accordance with the demands of time needed;
- 3) Responsibility and cooperation, is how a person can work well even in the presence and absence of supervision.

Performance Objectives, Performance objectives essentially include:

- 1) To find out the level of performance of the officer;
- 2) Matching rewards, for example for the provision of basic and money-intensive salary increases;
- 3) Encourage accountability from employees;
- 4) Increases work motivation;
- 5) Improve work ethic;
- 6) As a distinction between employees with each other;
- 7) Strengthen employee relationships through discussions about the progress of their work;
- 8) As one of the sources of information for human resource planning and career;
- 9) Help the employee in accordance with the achievement of his work;
- 10) As a tool for performance levels.

Performance Benefits, Performance benefits essentially include:

- 1) Improvement of achievement, in the form of activities to improve employee achievement;

- 2) Placement decisions, assist in promotion, transfer and demotion in general;
- 3) As an improvement in employee performance;
- 4) As an employee training and development;
- 5) Human resource feedback. Good or bad performance throughout the company identifies how well its human resources function.

A work environment is everything, events, people and more that affects the way people work. The work environment is a collection of factors that are physical and non-physical, both of which affect the way employees work. Situations in the workplace are non-physical work environments, while people or equipment is physical work environments [14].

The work environment is the overall relationship that occurs with employees at work. Everything in the workplace is a work environment [15].

The work environment is everything that is around the employee and can affect in carrying out the tasks carried out to him for example with the presence of air conditioner (AC), adequate lighting so forth.

The definition of a work environment is the overall tool tool and materials faced the surrounding environment in which a person works his method of work, and his work arrangements both as an individual and as a group.

By looking at various theories and concepts by experts described earlier can be interpreted the performance of the apparatus is a picture in carrying out an activity/program of the apparatus and perfecting the work in accordance with the responsibilities related to its duties and authorities, so as to achieve results as expected.

To find out the extent of the performance of the village apparatus in Botumoputi village can be seen from the

performance indicators used as a measure in measuring the success rate of performance, from several indicators that have been mentioned by the author focusing on indicators of work results, discipline, and responsibility that are used as tools to measure the performance of village apparatus.

The author tries to measure the indicators of the results of the work used through tangible or intangible objects that are the result of the implementation of the project as part of an obligation of the village apparatus, indicators of discipline measured through the ability of the apparatus to utilize working hours and comply with existing regulations, and indicators of responsibility measured through the ability of the apparatus in completing work on time.

RESEARCH METHODS

In this study, researchers using qualitative research approaches are studies that intend to understand phenomena about what is experienced by the subject of research such as behavior, perception, motivation, action, etc., and by way of description in the form of words and language, in a special context that is natural and by utilizing various natural methods. This type of research is qualitative.

Field research is research that studies the background, processes that take place now, the interaction of a social, individual, group, institution and society in a particular environment. Field research is a study that focuses on phenomena that occur in people's lives, will be studied and studied in depth.

Primary data is the type and source of research data obtained directly from the first source (not through intermediaries), both individuals and groups. So the data is obtained directly. Primary data is specifically done to answer research questions. The authors collected primary data by conducting surveys and also direct

observations to the location of the study in botumoputi village.

The survey method is a primary data collection method that uses interviews to get the data or information needed. Then the author also collects data by observation method. The observation method is a method of collecting primary data by observing certain activities and events that occur.

So researchers come to the location to get data or information that corresponds to the problem being studied and in accordance with the reality. Through this interview, researchers dig up information and information frameworks from research subjects and can be deepened or developed in accordance with the conditions and situation of the field, interviews are conducted to village officials.

Secondary data is a source of data of a study obtained by researchers indirectly through intermediary media (obtained or recorded by others). Secondary data is in the form of evidence, records or historical reports that have been compiled in archives or documentary data. The authors obtained this secondary data through the journals of the study results.

Data analysis in this study was conducted with several components, namely:

Data reduction is an activity to summarize field records by sorting out the main things related to research problems, summaries, field records are then arranged systematically to provide a clearer picture and facilitate data collection in the field.

Data reduction is a sensitive thought process that requires intelligence and breadth and a high depth of insight. For researchers who are new, in doing data reduction can discuss with friends or others who are viewed as experts.

Data display is useful to see the overall picture of research results, from the results of data reduction and data

display that then researchers can draw conclusions of verifiable data so that it becomes the meaning of the data. Researchers used this data display to look at the study overview.

In qualitative research the presentation of data can be done in the form of brief descriptions, charts, between categories, and the like. By playing the data, it will be easier to understand what is happening, plan the next work based on what has been understood.

To establish a more reasonable conclusion and no longer take the form of a trial and error conclusion, verification is carried out throughout the study. Researchers use this method to verify clear and definitive conclusions.

The conclusion in qualitative research is a new finding that has never existed before. Findings can be a description or description of an object that was previously still dim or dark so that research becomes clear; can be a casual or interactive relationship, hypothesis, or theory.

Checking the validity of data is a step to reduce errors in the process of obtaining research data that certainly has an impact on the final results of a study conducted. According to Moleong (2010: 324), the criteria for data validity are of four kinds, namely: (1) trust (kredibility), (2) transferability (3), dependability (4) certainty (confirmability). In checking data researchers use data validity examination techniques, namely triangulation.

RESEARCH RESULTS

Overall, the results of field research related to factors that affect the performance of botumoputi village government officials in the community show several things. But researchers only raise issues that affect the performance of village officials, namely the results of work, discipline, and responsibility.

Work Results, the result of work is the result of achievement of a person's actions in doing his work. If it is associated with the subject matter discussed, the work of the village apparatus can be interpreted as the achievement of certain actions carried out by the village apparatus regarding the duties and responsibilities in providing services to the community.

Based on the results of researchers' observations on the work of botumoputi village officials as far away as this they have done a fairly good service to the community. Each apparatus has its own main tasks and functions, but not all tasks can be completed easily. Of course, there are obstacles faced by each apparatus in carrying out the tasks it receives. But it can be covered with the help and cooperation between the apparatus with each other.

From the results of the interview that has been explained earlier, there are still some officers who experience obstacles in carrying out their duties, namely on the operation of computers. This is due to a lack of mastery of technology. But with the help of other authorities these limitations are not a barrier in serving the needs of the community. So that the service activities to the community continue to run well. Likewise in terms of financial management, they even recognized the best achievement this year was in terms of village financial management.

Discipline, discipline is related to the level of compliance that must be owned by the Botumoputi village apparatus including compliance with the implementation of every rule to the implementation of every rule or order from the superior, namely the village head.

The village government sets rapbd (village budget budget plan) as well as institutional elections of the village government referring to the rules that have

been adhered to. The performance of the Gulun village government in village autonomy on health infrastructure is not good, but public health services are already well underway, and village funding allocation revenue sources (ADD) are good for the progress of village development.

Discipline is to obey, respect, respect, follow and obey the rules and norms that apply, both written and unwritten and ready to accept sanctions if violated. Therefore, every company is expected to have various provisions that must be adhered to and standards that must be met by its members.

Kedition of the human application regarding punctuality in a job can also include those in terms of carrying out tasks in serving the community and can also other duties such as from the village head; discipline is also often associated with the kedatang and return of the apparatus from the village office which of course this is botumoputi village office. Time is a discipline that greatly affects a performance and actions all affect each other and each other can not be separated anymore. With a very high awareness of discipline, one can be said to be able to help in terms of achieving something that is the goal of the organization.

From the results of the interview can be known disiplin is a management action to encourage its members to meet this demands. The level of discipline of botumoputi village officials is good enough. In terms of time the village officials have consistently come and returned according to the hours that have been agreed together. Likewise in terms of dress.

Responsibility, responsibility is the obligatory state of all things so that responsibility is the obligation to bear, bear, bear all things and bear the consequences. The apparatus has an obligation to carry out its duties and

functions, so this means that the apparatus has fulfilled its obligations and the apparatus has also been responsible for its obligations.

Responsibility in this case is the willingness or ability of the apparatus in completing the work given to him as well as possible and on time and dare to accept the risk of the work done. Responsibility is an important thing in the implementation of the village government, if the apparatus has a high sense of responsibility then work and service to the community can run well.

Likewise, the Botumoputi village apparatus which is the spearhead of village development must be able to have a high sense of responsibility in carrying out its duties and functions, especially in performing services to the community, making a Letter of Accountability (SPJ) allocation of Village Funds (ADD) and then entrusting it to the district government.

According to observation, the services provided by botumoputi village apparatus to the community are good because if there are people who deal politely ready to ask the person concerned and directly serve the person in accordance with the applicable regulations, then regarding the Village Fund Allocation Report (ADD) which must be submitted to the district government the village apparatus always submits the report in time so that the next Allocation Fund can be immediately Disbursed again for the next stage of development.

It can be known that responsibility is a person who carries out all things or work earnestly willingly, dares to bear all risks and all things both from words, deeds and attitudes.

CONCLUSION

Based on the results of the discussions that have been described above, it is concluded as follows:

1. The work of botumoputi village officials is good enough. Work together and help each other in completing tasks. It does not distinguish social status in serving the community. The best ape results that have been achieved are an increase in the financial management of the village.
2. The level of discipline of botumoputi village officials is good enough. This is evidenced by consistently coming and going home as agreed upon. Likewise in terms of obeying and obeying various other rules that have been mutually agreed upon.
3. Botumoputi village officials already know that they have their own duties and responsibilities. They are able to take responsibility for the tasks carried out by prioritizing cooperation in order to achieve the goal in serving the community.

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