

VILLAGE HEAD LEADERSHIP IN THE IMPLEMENTATION OF THE VILLAGE DEVELOPMENT MOVEMENT PROGRAM IN MALINAU BARAT SUB-DISTRICT, MALINAU REGENCY

Maksuwel, Entang Adhy Muhtar, Heri Wahyudi

Program Pascasarjana Universitas Terbuka, Indonesia

Email: maksuwel76@gmail.com, entang.am0405@gmail.com, heriw@ecampus.ut.ac.id

Abstract

To realize the Building Village Movement (GERDEMA) in West Malinau District, Malinau Regency, it is necessary to have the leadership of the Village Head who is sensitive, must listen to suggestions and views from the people around him, must be an example, must behave and be loyal to his promises, be loyal to his government and be able to make decisions, in accordance with the ideals and expectations of the community. The purpose of this study is to describe and analyze how the Village Head Leadership in the implementation of the Building Village Movement Program (GERDEMA) in West Malinau District, Malinau Regency. Problems in the leadership of the Village Head in general have been carried out, but in reality they have not been fully carried out optimally. The method used is a qualitative method to explore and understand the meaning of individuals or groups related to social or humanitarian issues. The goal of this qualitative research is to understand certain situations, events, roles, groups or social interactions that are considered to be social problems. The results of the research show that the leadership of the Village Head in the implementation of the Building Village Movement Program in West Malinau District can be carried out well, the Village Head has good sensitivity, has an exemplary spirit that can be used as an example, has good compliance in the implementation of programs in the village and has a leadership spirit and integrity in the implementation of the Building Village Movement (GERDEMA) program.

Keywords: *Leadership, Village Development, Gerdema Program*

Corresponding: Maksuwel

E-mail: maksuwel76@gmail.com



INTRODUCTION

The direction of rural development policy today requires changes in the community order in the form of the emergence of local initiatives, increased participation, especially the reallocation of existing resources through planning and development of development programs as a vehicle for empowering communities in rural development.

According to Law No. 6/2014 on Villages, village development aims to a) Improve the welfare of village communities b) Improve the quality of human life, c) Overcome poverty, d) Meet basic needs, e) Build village facilities and infrastructure, f) Develop local economic potential, g) Utilize natural resources.

Malinau Regency is one of the regions in Indonesia that was formed based on Law Number 47 of 1999 concerning the Formation of Nunukan Regency, Malinau Regency, West Kutai Regency, East Kutai Regency and Bontang City.

The implementation of development strategies, policies, programs and activities listed in the 2016-2021 RPJMD Regional Medium-Term Program Plan of Malinau Regency has brought results for the improvement of people's welfare and regional progress. The life of rural communities in Malinau Regency has gradually moved forward and developed. This progress

has raised hopes and optimism for the community and the Regional Government of Malinau that the dynamics of development have provided a clearer direction towards a more advanced and prosperous way of life.

Based on data from the Central Bureau of Statistics in 2020, the number of villages in Malinau Regency is 109 villages, most of which are rural communities scattered in various areas inland, border areas in Malinau Regency. The concept of Regional Development, the Village Development Movement (Gerdema), gives villages the freedom and independence to plan, implement, and evaluate the implementation of development with the support of certain sources of funding to improve the welfare of their village communities.

The Village Development Movement (GERDEMA) is based on the determination and spirit to invite all the people of Malinau Regency to change together in achieving progress and prosperity. Change to progress and advance to achieve prosperity. Change to catch up, progress to overcome poverty and prosper with the improvement of the people's social economy.

To realize the Village Development Movement (GERDEMA), the leadership of the Village Head is needed to accommodate, lead, direct and supervise development in the village so that it can run according to the needs and priorities of the community so that development in the village can be built in accordance with the ideals and expectations of the community. The Village Development Movement Program in Malinau Regency has been running for ten years and many developments have been implemented in Malinau Regency, especially in Kuala Lapang Village and Sempayang Village which have been successful with the implementation of the GERDEMA Program. The success of development in Kuala Lapang Village and Sempayang Village with the Gerdema program is guided by 4 pillars of development in the village for 2 years, namely 2019 and 2020 such as Infrastructure Development, Improving the Quality of Human Resources, Improving People's Economic Development, Implementing Clean and Accountable Governance / Bureaucratic Reform.

In accordance with the concept of GERDEMA development from the community, done by the community and for the community. The role of the Village Head here is very important as the highest leader at the village level is required to be able to bring progress to development in the Village he leads. The results achieved from the Village Head's development program are the construction of Village infrastructure development such as (Roads, Drainage, Bridge Construction and other infrastructure facilities) Human Resources Development (Improving the Quality of Educators, providing Incentive assistance to Teachers).

PAUD), programs to improve the People's Economy (Increasing Food Crop production, Agricultural equipment assistance, Making Paddy Fields, Appropriate Technology Bimtek Training and other activities), and Achievements of clean and accountable Governance Programs (Implementation of Musrenbangdes, preparation of Perdes, preparation of Village Head reports and development of Village information systems). The leadership of the Village Head as a Leadership in the Village government to be able to provide examples and role models in providing changes in the work ethic and behavior of the apparatus to be disciplined in carrying out tasks, be responsible, have loyalty and integrity, go down the office according to working hours and provide excellent service to the community.

RESEARCH METHODS

The type of research used in this research is Descriptive Qualitative. Qualitative methods are used to explore and understand the meaning of individuals or groups related to social or humanitarian issues. In this writing the author uses informants as a source of obtaining data. The selection of informants is based on the *Snowball Sampling* technique. The sampling technique used in this research is *Purposive Sampling*, which is to carefully select samples that

are relevant to the design of the research. The data sources for this research are Primary Data (interviews), Secondary Data (Documents and scientific books), and informants in the research (Head of Village Government, Head of LPM, Traditional Leaders, Youth Organization, Head of RT, Community).

RESULTS AND DISCUSSION

Leader's Sensitivity to Environmental Climate and Environmental Situations that Want to Listen to Input from People Around Him

Based on the results of observations and based on sources of information from other respondents, it is true that each respondent's opinion is different, but in general the author concludes that the leadership of the Sempayang Village Head generally finds a positive response to the leadership of the existing Village Head with the charisma, performance and achievements shown by the Village Head are at least a positive consideration from Sempayang residents towards the performance of the Village Head and based on information from the Malinau Regency Village Community Empowerment Office that the Village Head was awarded as the second best Village Head (2) at the North Kalimantan Province level out of 447 existing Village Heads.

In leadership anywhere not all can satisfy all community groups, there will definitely be pros and cons from a leadership or development direction policy in an organization, not much different from the leadership of the existing Village Head. Based on observations and interviews conducted by the author in the field, the leadership of the Sempayang Village Head is generally quite good.

The leadership of the Sempayang Village Head in terms of listening to aspirations and suggestions from the community on the problems and constraints of the Village Development Movement Program is quite good and responsive. That as with the concept of development of the Village Development Movement with the concept of "From the People, By the People and For the People" places the village community as the main actor of development in the village.

According to the author's observations, the Sempayang Village Head has a strong commitment and integrity in developing Sempayang Village by trying to always see the needs of the community and listening to aspirations and suggestions directly from community members, then evaluating problems and obstacles in the implementation of development in the village and the Village Head actively coordinates and communicates with OPD and related communities regarding the direction of development policies in the region so that they are in line with the Regional Vision and Mission in realizing an advanced and prosperous society.

The leadership of the Kuala Lapang Village Head is quite good in the implementation of his leadership to want to hear aspirations and be responsive to problems in the village related to the successful implementation of the Village Development Program (GERDEMA) when there are obstacles in the implementation in the field, the Village Head is responsive to solving problems in the village.

The Village Head of Kuala Lapang with a fairly high level of education and a stable balance of emotional intelligence certainly supports the implementation of good leadership in realizing productive economic development, development of supporting facilities and infrastructure, the creation of conducive security situations and conditions and improving the economic welfare of the community.

Exemplary Village Head Due to Good Attitudes and Behavior that Provide Examples and Role Models to the Community

The results of observations and analysis conducted by the author for some time about the exemplary of the Sempayang Village Head that the author gives an assessment that with his background as a graduate of Theology (Christian Religious Education) influences his behavior and leadership style, this is the author's analysis of how his attitude and ethics are humble, listening to direction or input from others, with a populist leadership style, easy to get along and easy to smile so that he is known to be close and familiar with his citizens. In addition, in carrying out his duties as a leader or superior of the village apparatus he is known to be friendly but firm in his leadership and direction of orders to carry out tasks in accordance with applicable provisions and procedures to avoid acts that violate the rules and laws that have a criminal impact and harm the community.

Sempayang Village in 2022 has several activities in village development in several fields of development including:

1. Village Infrastructure
 - a. Farmer road construction activities
 - b. Agricultural Irrigation Development
 - c. Alley road cementation
 - d. Making Rice Field Trenches
2. Economy
 - a. Procurement of Agricultural Production Equipment
 - b. Technical Guidance on the introduction of Appropriate Technology

The implementation of the activity program that has been programmed in the APBDes has been implemented in 2022 and can be functioned in accordance with its designation and can the results of this development are used by the community in supporting the implementation of agricultural activities in increasing the production of agricultural products to be used to meet family economic needs and agricultural products can be marketed to increase community income.

From the above understanding and explanation, the author concludes that the Leadership of the Sempayang Village Head as a Leader in providing exemplary examples of attitudes and behaviors that have provided good examples and examples to the Sempayang Village community, a leader has a clear commitment to the success of the Village Movement Building Program in accordance with programs or activities that have been determined together can build clear instructions to subordinates to carry out orders to realize village progress, besides that the Village Head figure is responsible for the position given by the community and has the ability to build good relationships with the community as a good leader and has a vision of bringing change and progress to Sempayang Village.

Kuala Lapang Village as one of the locations or objects of the research that the author examines with the same research focus on the exemplary role of the Village Head in providing examples and examples to the community.

In terms of leadership, the Kuala Lapang Village Head is good enough to provide good examples and exemplary in terms of ethics and norms of how a good leader should be with the ethics of politeness, friendliness, respect for others and a humble leader willing to listen to the aspirations of the community. The leadership of the Kuala Lapang Village Head has a strong determination and commitment to develop the village, this can be seen with the breakthrough of road construction in the village such as development in the field of infrastructure, the construction of road access to residential areas that previously could not be reached by vehicles.

In 2022 the Kuala Lapang Village Government has development priorities Improving infrastructure facilities and increasing community economic activities with several activities carried out including:

1. Village Infrastructure
 - a. Construction of Sports Facilities (Futsal Field)
 - b. Reading Room Construction
 - c. Street Cementation in Alley
 - d. Construction of Drainage/Waste Disposal
2. Economy
 - a. Construction of Rice Field Tracts
 - b. Procurement of Pepper Seedlings
 - c. Procurement of Fish Seeds (Catfish, Tilapia, Goldfish)

The implementation of the 2022 activity program has been carried out well, the construction of village infrastructure has been built and can be used by the community such as Futsal field sports facilities used for sports activities, the use of reading rooms by children and the community can enjoy and use access to roads that have been cemented and smooth drainage channels for residents. In the economic sector, the procurement of pepper seeds and fish seeds has been distributed to residents in need according to the priority scale and the readiness of pond land for breeding and developing fish seeds and the function of rice fields can be used properly by the community.

In addition, the leadership of the Village Head is quite good in his leadership from the attitude and behavior of the Village Head who is polite and friendly with the community, besides that based on field observations and information from other respondents that he in carrying out his duties as a leader for village staff has good leadership, discipline, firm and performance-oriented. In addition, in making decisions, he sees and considers proposals from the community in the Musrenbangdes and the final decision can be well received by the community. The Village Head in carrying out his duties in his leadership as Village Head is not all perfect in carrying out his duties, depending on the different assessments of the community about the Leadership of the Kuala Lapang Village Head, but the author can conclude that he in carrying out his duties as Village Head can show attitudes and behaviors that can provide good examples and examples to the community.

Adherence to Something or Guidance Given

The results of interviews and observations conducted by the author in Sempayang Village regarding compliance with something or instructions given in accordance with the detailed questions presented by the author in the results of the study obtained several conclusions The leadership of the Village Head in his current leadership period has loyalty and integrity and good commitment in carrying out his duties as Village Head. This can be seen in how his discipline is to set an example of attending and leaving work on time according to working hours, obeying the rules, having responsibility for his position and work as Village Head. Having a good attitude of integrity in the successful implementation of the Village Development Movement, consistency between actions and the values and principles of honesty and truthfulness of one's actions. The attitude of integrity to realize words with actions in the implementation of development activities in the Village can be proven by concrete actions not only words but evidence where there is infrastructure development, agricultural equipment assistance for the community, construction of rice fields and irrigation and other activities in accordance with the development pillars that have become the vision and mission of the Village Head in accordance with the aspirations of the community.

The results of the research on the Leadership of the Village Head regarding compliance with the instructions given according to the details studied by the author argue that the Kuala Lapang Village Head has good loyalty to his work, has integrity and work ethic and good discipline and high commitment in the successful implementation of the Village Building Movement. This loyalty can be seen from the integrity and loyalty in carrying out duties as a leader in the village, being responsible for decisions and activities carried out and building good cooperation and communication with *stakeholders* and the community in realizing progress in the village.

Leadership of the Village Head that is Able to Make Decisions

The author conducts research observations in the field of how the Leadership of the Sempayang Village Head in involving the Community in deliberations in determining the Independent Village Movement Program (GERDEMA), does the Village Head respect every difference of opinion in providing suggestions and input for Development? The results of the analysis and based on observations made by the author are generally in accordance with the principles of the GERDEMA Development concept, namely "from the People, by the People and for the People" which places village communities as the main actors of village development. GERDEMA emphasizes the implementation of governance and development that relies more on the initiative and participation of village communities as the highest sovereignty holders who must enjoy prosperity.

From the explanation of the results of observations in the field and from the Documentation data in the field shows that the Leadership of the Sempayang Village Head in Decision Making on the role in involving the community in determining the Gerdema Development Program in the Village to the extent to which the Village Head responds to any differences of opinion from the community in providing suggestions for development in the village has been carried out because it is mandatory to be carried out by involving the community in every submission of proposals for every activity in Sempayang Village carried out in deliberation in accordance with the stages and mechanisms regulated in the Village Development Movement Concept with an emphasis on active involvement of the community in the implementation of development activities in the village starting from planning, implementation, supervision and evaluation of activities in the village.

Sempayang Village Head has the ability to take Decisions and good and fast to the differences and problems that exist to immediately find the best solution to the existing problems, can build good cooperation with the community in supporting the implementation of the Village Building Movement Program this can be seen from the level of community participation involved in working together to build roads, work on irrigation construction and other activities in the village this is in accordance with the spirit of empowering the community to be involved in village development activities and get benefits from development and get paid to work in order to provide employment opportunities for the community to enjoy the results of development in the village and open up jobs for the people of Sempayang village.

The same thing from the results of observations in the field on the leadership of the Kuala Lapang Village Head that in accordance with the concept of the Village Development Movement that the community has a role to play in determining the direction of Kuala Lapang village development policies in the future. The leadership role of the Kuala Lapang Village Head is quite good where this can be seen from the level of participation and attendance of the community in every RT Musrenbangdes activity, Musrenbangdes, these activities are a forum for the community to convey their aspirations and convey criticism and input on the results of development in the village and suggestions for the future.

The leadership of the Kuala Lapang Village Head in appreciating and respecting any differences of opinion in providing suggestions and input for the implementation of development in the village, in a democratic country this is a characteristic of Indonesian society in general and specifically Kuala Lapang village is a strength as an accountable and transparent development implementation capital.

The skills of the Kuala Lapang Village Head are quite good with charisma and supported by a high level of education which affects the attitude and respect for different opinions from the community, then supported by his skills and assertiveness as the Village Head in making decisions quickly.

The nature and personality of the Kuala Lapang Village Head as a leader has a good leadership spirit, as a leader can provide examples and encourage others to do better, more advanced in the future.

The cooperation and good ability of the Kuala Lapang Village Head in involving the community and embracing residents to become actors in the implementation of development in the village by being involved in the planning process, implementation and supervision and evaluation of the implementation of development in the village. The active involvement of the community contributes positively to the progress and realization of development in the village fairly and based on the priority scale of the Kuala Lapang Village community for the realization of the Kuala Lapang Village vision.

CONCLUSIONS

Based on the description in the previous chapter and the results of the analysis conducted by the researcher, it can be concluded that the Village Head's Leadership in the implementation of the Village Development Movement Program in West Malinau District can be carried out well, the Village Head has good sensitivity, has an exemplary spirit that can be used as an example, has good compliance in implementing programs in the village and has a leadership spirit and has integrity in implementing the Village Development Movement (GERDEMA) program. Supporting Factors for Village Head Leadership Implementation of the Village Development Movement development, namely Support from the Regional government in the form of a budget given to the Village to carry out development activities in the Village, commitment, integrity, transparency and good synergy between the local government and the Village government and support from the community in the success of the GERDEMA program can run well in order to realize the progress and welfare of the community. In addition, there are obstacles faced in the implementation of development in the village, namely the lack of community participation in development activities in the village, starting from the Musrenbangdes, the level of community attendance is lacking, incomplete communication and information received by the community, miscommunication between the village government, local government and the community in determining the direction and policy programs in the village.

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