

The Existence of Village-Owned Enterprises as a Support in Supporting the Income of Menanga Rendang Village, Karangasem

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Abstract. Finding out how BUMDes funds "Arta Dharma Duta" are used is the goal of this study. Menanga Village, Rendang District, Karangasem Regency, is one of the villages that uses BUMDes. Community involvement in BUMDes activities, usage trends, and BUMDes' contributions to the growth and empowerment of village communities are among the issues that will be examined in this activity. The study takes a sociological approach and is descriptive. Primary and secondary data are the two types of data sources. methods for gathering data that include literature reviews, interviews, recordkeeping, and observation. Qualitative descriptive analysis approaches are used in this investigation. It is anticipated that the study's findings will improve the institutions in the Menanga Village Community and give the community more knowledge about BUMDes. For young entrepreneurs who are dedicated to advancing the local economy and care about their community, BUMDes Menanga's function as a forum for community entrepreneurs in the village is a unique draw.

Keywords: BUMDes; economy development; Menanga Village.

1 Introduction

Regional autonomy policy is a policy that gives authority to regions to manage and regulate community needs according to the characteristics of their region, centered on the lowest level in a government structure, namely the Village[1]. In order to support the implementation of village government in development, the existence of the Village-Owned Enterprise (BUMDes) Arta Dharma Duta Desa Menanga and its management is important for the welfare of the village community. BUMDes is a village economic institution that plays a significant role in achieving the welfare of the community, village, and village government, according to the rules and regulations governing villages, particularly Law Number 6 of 2014.

It is anticipated that the establishment of villages with these traits will have significant ramifications for enacting governance and development in the direction of a fair, thriving

community. The government's intention to establish more sophisticated village institutions, including in the economic sphere, is evident from the factors taken into account when the Village Law was being formed. The Village Law governs the existence of village-owned businesses in the framework of enhancing the village's economy. On the subject of independence, the provisions pertaining to village-owned enterprises (BUMDes) are not new in the law of village governance [2].

A new strategy that is anticipated to be able to stimulate and propel the rural economy is the management of village relations, which can be learned from the experience of village government [3]. The creation of economic entities that are entirely run by the village community serves as the stimulus in question. Government commands no longer serve as the foundation for these economic entities [4]. It must, however, be founded on the desires of the village community, which deviates from the possibility that, with appropriate management, will generate market demand, in order to prevent particular groups with significant financial resources in the community from controlling the establishment of this economic entity. The village then owns and controls the institution, which is primarily focused on raising the community's economic standard of living.

This urgently relates to study [5], which found that some residents of Landungsari Village, Dau District, Malang Regency, felt aided by the presence of BUMDes, specifically through the rental of market kiosks and the borrowing of funds. All things considered, nevertheless, it has failed to satisfy community demands and raise local revenue. such that BUMDes is viewed as a failure as an organization that strengthens the economy.

As a result, it's critical to provide openness in BUMDe management. Among other things, this institution was created to lessen the role of middlemen, who frequently raise the cost of transactions between producers and final consumers. It is envisaged that BUMDes Arta Dharma Duta "Desa Menanga" will allow all of the village's producers to benefit from a range of product selling prices with affordable production costs, and that buyers won't have to pay exorbitant purchasing prices. Helping the financial needs of the community that are consumptive and productive. Becoming the main distributor to meet basic food needs.

Restini, Landrawan & Adnyani (2019) [6], researched the dynamics of village governance seen from the perspective of village-based political education for women in Tigawasa Village, Banjar District, Buleleng Regency. Inspiring further research in 2022 from Landrawan & Juliawan, researching the existence of awig-awig towards the harmonization of Krama Desa Adat in Tenganan Pegringsingan Traditional Village. Still related to the study of governance, Adnyani & Landrawan (2023) researched the legal politics of recognizing the participation of traditional villages in the recovery of Balinese tourism [7], then Agustini, Landrawan & Hadi Saputra (2023), researched the development of tourism villages based on local wisdom as a strategy for overcoming poverty in Klungkung Regency [8]. Based on the research experience of the research team from 2019 to 2023, it provided encouragement for the research team to conduct research on village economic development through BUMDes management in Menanga Village, Rendang District, Karangasem Regency.

2 Method

In order to gather information on economic development through the role of Village-Owned Enterprises (BUMDes) in Menanga Village, Rendang District, Karangasem Regency, Bali Province, field research was carried out at BUMDes Arta Dharma Duta" Menanga Village, Rendang District, Karangasem Regency [9]. The method used for the research is qualitative. A population is a category for generalization made up of individuals with specific traits and attributes chosen by researchers to be examined and from which conclusions are then made. Additionally, a population is a compilation of all the attributes of the items under study [10]. The research population is the beneficiary community of BUMDes Arta Dharma Duta" Menanga Village, the population referred to in this study are the BUMDes administrators totaling 5 people and the community who have the potential to develop natural resource utilization businesses as many as 350 Heads of Families (KK). Of the many populations, the author limits them to be used as samples, which are taken qualitatively. The sample is representative of the population's size and makeup. The nature and characteristics of the population are likewise possessed by the sample, which is a small group that is observed and a part of the population [11]. A small portion or excerpt drawn from a population is also called a sample. When the Snowball Sampling method was used, six Heads of Families (KK) were selected.

This study uses non-participatory observation [12]. The researcher acts as an observer and does not take part in the lives of the people being observed with the aim that the author can obtain objective information. The author's observations are based on observing community activities, the stages of the community empowerment activity process, the degree of community involvement in overseeing community production activities at the research site, and the changes that members of the Village-Owned Enterprises (BUMDes) have experienced, including changes in the economy, the addition of jobs, and other things.

Interviews are a method of gathering data in which the interviewer (data collector) asks respondents questions directly [13] and records the respondents' responses using a recording device. Interviews with the community, BUMDes administrators, and village leaders were done for this study. This approach is focused on samples and serves as the primary means of directly obtaining data and information for this investigation. Community empowerment initiatives, community involvement, and BUMDes implementation in Menanga Village, Rendang District, Karangasem Regency are the data the author requires.

One method of gathering data that is not specifically targeted at the research topic is documentation [14]. The documentation under study is not limited to official records; it can take many different forms. Diaries, private correspondence, reports, minutes from meetings, social services case notes, and other types of records can all be considered documents. The documentation that the author needs is the history of Menanga Village, geographical data, demographic data, the structure of Menanga Village, BUMDes organizational data, community empowerment activities and other written data.

The first secondary data source used in this study was gathered from supporting literature—such as books, journals, and documentation—that aligned with the research issue. The second

main source of data is qualitatively gathered. The outcomes of distributing surveys that respondents have completed yield quantitative data. Descriptive analysis techniques are used to examine the gathered primary data. The process of converting a set of unprocessed data into an interpretation that may be supported by science is known as qualitative data analysis [15].

3 Results and Discussion

Human Resource Development in BUMDes Arta Dharma Duta Desa Menanga

Human resource development is one of the organization's efforts in forming its members who are qualified and competent by having skills, understanding and knowledge, work ability and work loyalty to the organization. With types of activities such as training, direct practice, work climate conditions and recruitment. Education and training, as well as determining reasonable compensation, providing a safe work environment, and having a good recruitment system, are all ways to develop competent human resources.

In the dimension of human resource development includes[16] :

a. Work Environment

The elements of an organization's work environment affect how well it accomplishes its objectives. The physical and non-physical conditions surrounding the workplace that can give employees a comfortable, safe, peaceful, and pleasant impression while they work are referred to as the work environment. in order to enhance the operational implementers' effectiveness and productivity inside an agency or company. The aforementioned description raises concerns about how to strengthen human resources in light of the state of the workplace at a public institution, specifically BUMDes in Menanga Village, Rendang District. It can be seen that the condition of the work environment for the management (BUMDes) in Menanga Village as a whole, totaling owned business entities, has never experienced significant obstacles, either physically or non-physically, regarding the work environment, until now it is conducive and good, totaling owned business entities. One of them is seen from the closeness factor so that chemistry is established between the operational actors/managers of BUMDes and the village government officials who already know each other. Furthermore, there is BUMDes Menanga that experience problems regarding the non-physical work environment, which are caused by personal problems between village officials and BUMDes implementers/managers. So that it causes quite a big loss for BUMDes.

From the description above, it can be seen that the working environment conditions in the management of Village-Owned Enterprises (BUMDes) in Menanga Village as a whole. The majority until now have been running conductively and well, and there have never been any significant problems or conflicts between BUMDes administrators/managers and Village Government officials.

b. Job Training

One way to think about training is as a deliberate procedure to enhance performance in a job or its duties. or use educational experiences to alter attitudes, behavior, knowledge, and abilities. In order to accomplish the intended goals, the only objective is to conduct each activity effectively. It can be seen from the villages that have Village-Owned Enterprises (BUMDes) in Menanga Village. Those who have participated in training at the district level related to BUMDes management BUMDes Arta Dharma Duta. In addition, those who have participated in online training with Shopee related to online business sales and marketing BUMDes Arta Dharma Duta Menanga Village, the training is carried out within a period of between once a year or once every 2 years. Furthermore, those who have never participated in training at all are BUMDEs, one of the factors is because the BUMDes management was only formed due to the change of Village Head so that automatically the BUMDes management was also replaced.

From the description above, it can be seen that regarding training for BUMDes implementers/managers regarding the management of village-owned enterprises, most BUMDes have participated in training, although it is not carried out periodically. On average, training is carried out once a year or once every two years.

c. Recruitment Process

The recruiting or selection process is one of the most important factors in developing competent and high-quality human resources (HR). In an organization or agency, recruiting is a requirement that involves screening potential new members or task executors. Recruitment is a crucial procedure in an organization or agency that determines the quality of potential members or task executors who will join the company or agency.

It is known that Menanga Village, which has a Village-Owned Enterprise (BUMDes) in Menanga Village, has carried out the recruitment or recruitment process for BUMDes administrators in accordance with the provisions stated in Government Regulation Number 11 of 2021 concerning Village-Owned Enterprises. Namely, conducting open recruitment or recruitment through a village deliberation mechanism (MUSDES) attended by village government officials and community representatives who have the potential to at least understand the world of entrepreneurship from each hamlet in each village. To determine the daily management consisting of the Chairperson, Secretary, and Treasurer. Furthermore, the selection of the head of the field or head of the unit is handed over to the selected daily administrators.

From the explanation above, it is known that the recruitment process carried out by the Village-Owned Enterprises (BUMDes) in Menanga Village is in accordance with applicable provisions. Where in its implementation through the village deliberation mechanism (MUSDES), and prospective BUMDes members are taken from the community who do not have positions or are non-structural Village Government Apparatus.

Strengthening of BUMDes Institutions Arta Dharma Duta Desa Menanga in Village Economic Development

Organizational strengthening is a management system to improve the success of roles and functions. Organizational strengthening is also a strategy that must be carried out by an organization/agency to answer the problems faced. By implementing organizational strengthening, the organization/agency will continue to move by adapting to the conditions of its environment.

The division of power and accountability, as well as the vertical and horizontal relationships that an organization or agency has when conducting its operations, are all described as aspects of institutional strengthening. An organizational chart is frequently used to illustrate the formal pattern of grouping human resources, as well as the activities and relationships between different subdivisions of an organization or agency. It can be seen that Menanga Village which has a Village-Owned Enterprise (BUMDes) in Rendang District, Karangasem Regency already has an organizational structure, articles of association and bylaws (AD/ART) of the Village-Owned Enterprise (BUMDes). Both Village-Owned Enterprises (BUMDes) whose status is active and has a business unit, and Village-Owned Enterprises (BUMDes) whose status is inactive and does not yet have a business unit. In addition, there are still Village-Owned Enterprises that are negligent in renewing the AD/ART which should be done at each change of BUMDes management. From the description above, if related to the dimension of organizational strengthening/development, most BUMDes have implemented the division of authority, responsibility, and BUMDes regulations as evidenced by the existence of the BUMDes organizational structure and AD/ART. So that the implementation of BUMDes is in accordance with a good managerial system. A community organization or village economic institution/agency with legal status that is established and decided by the village government is known as a village-owned enterprise (BUMDe). autonomously and professionally run, using funds that come totally or primarily from the village's riches. In its activities, BUMDes provides or produces goods or services by utilizing all the potential in the village, in order to obtain results/profit. The goal of this village-owned business (BUMDes) is to make money so that the village economy may grow, the village original income (PAD) can be strengthened, and the welfare of the village community can be enhanced. It is well known that BUMDes Arta Dharma Duta, Menanga Village, Rendang District, Karangasem Regency, faces challenges in implementing the profit-sharing process for both operational and non-operational BUMDes. These challenges include initial capital, incentive costs for managers and administrators, and profit-sharing revenue for the village. This is caused by several problematic factors, one of which is the inaccurate allocation of funds from BUMDes business profits, in addition, most of the

profits obtained are allocated to finance BUMDes business operations. From the explanation above, it can be interpreted that the profit sharing process carried out by the Village-Owned Enterprises (BUMDes) in Menanga Village has mostly referred to BUMDes regulations, namely the Articles of Association or Bylaws (AD/ART) which have been agreed upon by each BUMDes. However, in its implementation it has not been in accordance with existing regulations. because of a number of challenges with BUMDes' operation.

4 Conclusion

Enhancing BUMDes' quality Enhancing the caliber of human resources, fortifying institutions, and encouraging community involvement overall all help Arta Dharma Duta, Menanga local, Rendang District, Karangasem Regency, realize local economic growth. In an attempt to broaden the scientific study of public policy on the management capacity of BUMDes, the researcher makes theoretical recommendations for additional research on the management capacity of Village-Owned Enterprises (BUMDes) utilizing additional factors from public policy.

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