

Performance of Village Faciliators: Perceptions of Village Heads Villages on the Island of Sumatra, Indonesia

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Abstract. This article aims to analyze the perception of village heads on the performance of village assistants in Sumatra by distributing a questionnaire containing an assessment of aspects of the relationship pattern, cooperation, communication, and accountability of village assistants in carrying out their duties. Respondents in this study were village heads totaling 140 people consisting of in Sumatera. The uniqueness of this research is to make the village head a respondent in assessing performance, because as the main partner in communicating and coordinating for village assistants in carrying out the development process. Many previous studies have assessed the performance of village facilitators, but some of them involve village communities. The data was collected by sending an online questionnaire form which was then filled out by the respondent. The responses to the questionnaire form were then processed and analyzed to map the perception of the village head on the performance of the village assistants. The results of the study show a positive percentage that is good for the performance of village assistants in the elements of the function of assisting village development planning, the function of assisting the implementation of village development, the function of providing assistance in village development supervision and the function of providing assistance to inter-village cooperation.

Keywords: Perfomance, Village Faciliator, Village Head, Development

1 Introduction

In the implementation of a program or activity, it does not always experience success as planned and often fails in achieving its goals. With the evaluation, it will be known the factors causing the failure of the program that has been implemented so that solutions can be immediately sought so that in the future they do not experience the same mistakes and can be even better in implementing the program. Not only the factors that cause failure will be known, but also the successes of program implementation can be identified which will then be developed and will be used as examples or guidelines for the implementation of the next program. Therefore, performance evaluation or performance appraisal is indispensable for the success of the program (Priyantiningtyas, L, 2018) [1].

According to Mangkunegara (2004:67) the notion of 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. Performance can also be defined as the level of achievement of results or "degree of accommodation" or in other words, performance is the level of achievement of organizational goals (Rue & Byars, 1981 in (Priyantiningtyas, L, 2018) [2] [1]. Performance appraisal is a very important activity because can be used as a measure of the success of an organization in achieving its mission. The performance of an employee will be good if he has high skills, is willing to work because he is paid or paid according to the agreement, has expectations of a better future.

2 Methodology

This study uses quantitative methods, the analysis is presented in a descriptive percentage way. This research is a collaboration between the Department of Sociology and the Village Government Center in Lampung with the title "Performance of Village Facilitators in Rural Development in Sumatra". The purpose of this study was to evaluate the performance of village assistants by village government officials in Sumatra. Based on the recommendation from the Village Administration Center in Lampung Province, you are the selected respondents to fill out this research questionnaire.

Respondents in this study were village officials throughout Sumatra totaling 140 people who were recorded in capacity building training from the Ministry of Home Affairs Village Administration Center in 2021 and 2022. Village officials who were respondents in this study included village heads, village secretaries, RT, RW, Head of Administration, Head of Head of Department, Head of Planning, Head of Service, Head of General Affairs, Head of Finance, Head of Service, Head of Planning, Head of Welfare, Head of Administration and General Affairs, and Cadre of Posyandu. The gender of the respondents is far more male than female (Figure 1).

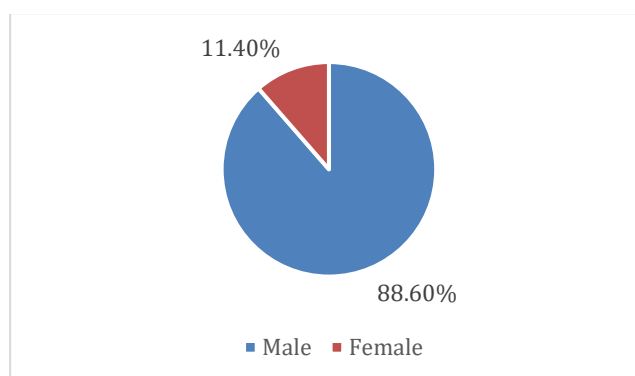


Fig. 1. Gender of Respondents

The gender of the respondents consisted of 88.6% male and 11.4% female. Determination of the sex of the respondents occurs naturally. This shows that the village apparatus in Sumatra is dominantly led by men. This is not surprising, because Sumatra adheres to a patriarchal system.

The instrument in this research is a questionnaire consisting of 11 elements consisting of respondent identity, planning and implementation of village facilitator activities, supervision, cooperation between villages, administrative activities, mentoring, SDGs implementation facilities, collaboration with third parties, development of Village Owned Enterprises and Self Capacity Building.

This questionnaire takes about 10 minutes and consists of 11 question elements. After filling in the identity, then filling out the assessment statements and questions by choosing answers on a scale of 1-5 (1=very good; 2=good; 3=good enough; 4=not good and 5=very bad). The questionnaire uses a google form, which is sent to respondents using whatsapp or email.

3 Results and Discussion

The discussion in this study begins with Village Minister Regulation Number 3 of 2015 concerning Village Facilitators, village assistants are tasked with assisting villages in implementing village development and empowering village communities; in Law Number 6 of 2014 concerning Villages Article 126 Paragraph 1: Village community empowerment aims to enable villages to take collective action as a unit of governance of village community institutions and traditional institutions, as well as unity of economic and environmental governance carried out by village governments, consultative bodies village, village deliberation forums, village community institutions, village customary institutions, village community business entities, inter-village cooperation bodies, village cooperation forums, and other community activity groups formed to support government and development activities in general.

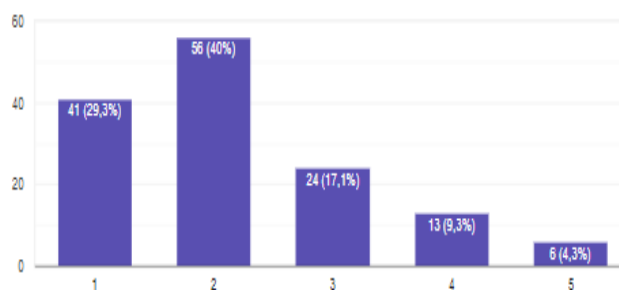


Fig. 2. Percentage of Village Facilitators Providing Assistance in Development Planning Activities

It is known that village facilitators provide assistance in development planning activities in the village as many as 29.3% have very good performance and 40% have good performance. Only 4.3% of village facilitators have very poor performance on this indicator. This shows that the village facilitators have carried out their duties to provide assistance in development planning activities in the village, but there is still a need to improve the performance of the village assistants for this indicator in some villages in Sumatra.

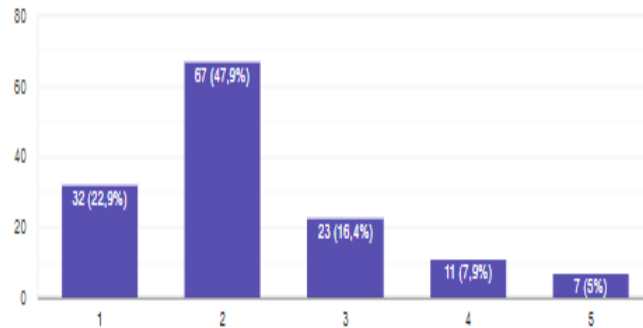


Fig. 3. Percentage of Village Facilitators Providing Assistance in Development Implementation Activities

It is known that village assistants provide assistance in implementing development activities in the village as much as 22.9% have very good performance and 47.9% have good performance. Only 5% of village assistants performed very poorly on this indicator. This shows that village facilitators have carried out their duties to provide assistance in implementing development activities in villages, but there is still a need for improvement in the performance of village assistants for this indicator in a small number of villages in Sumatra.

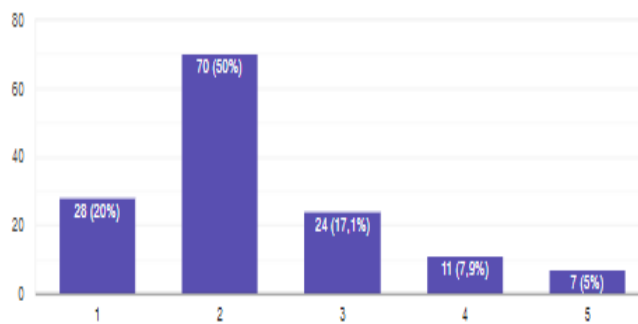


Fig. 4. Percentage of Village Facilitators Providing Assistance in Development Supervision Activities

It is known that the village assistants provide assistance in monitoring development activities in the village as much as 20% have very good performance and 50% have good performance. Only 5% of village assistants performed very poorly on this indicator. This shows that village facilitators have carried out their duties to provide assistance in monitoring development activities in villages, but there is still a need for improvement in the performance of village assistants for this indicator in some villages in Sumatra.

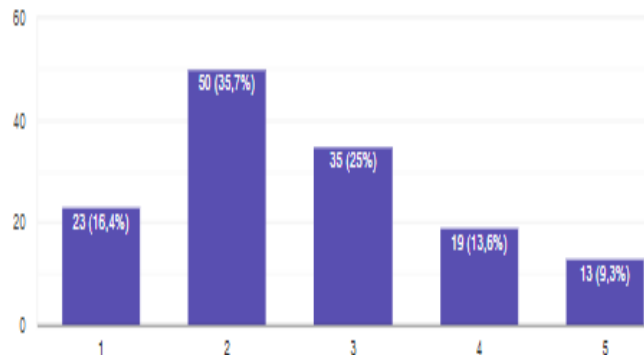


Fig. 5. Percentage of Village Facilitators Providing Assistance in Cooperation Activities between Development Villages

It is known that village facilitators provide assistance in inter-village development cooperation activities in the village as much as 16.4% have very good performance and 35.7% have good performance. Only 13% of village facilitators performed very poorly on this indicator. This shows that village facilitators have carried out their duties to provide assistance in inter-village development cooperation activities in villages, but there is still a need to improve the performance of village assistants for this indicator in some villages in Sumatra.

4 Conclusion

The results of the study show a positive percentage that is good for the performance of village assistants in the elements of the function of assisting village development planning, the function of assisting the implementation of village development, the function of providing assistance in village development supervision and the function of providing assistance to inter-village cooperation. However, in order for the development process in the village to be sustainable, it still requires village assistance.

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