

Implementation of Government Management Functions in Warembungan Village, Pineleng Sub-District

Yoseph Daniel Ari Santie
Sociology Educational Department
Fakultas Ilmu Sosial Universitas Negeri
Manado
Manado, Sulawesi Utara
yosephsantie17@yahoo.com

Paulus Robert Tuerah
Study Program Social Science
Education
Faculty of Social Science
Universitas Negeri Manado
Manado, Sulawesi Utara
paulustuerah@unima.ac.id

Abstract—Managing an institution that is efficient and effective requires reliable management, absolutely coupled with implementing useful management functions, namely: (a) managerial functions, in the form of: planning, organizing, mobilizing and controlling functions; (b) operational functions such as procurement, development, compensation, integration, maintenance and termination of employment; (c) management position functions in the form of; achievement of organizational or institutional goals. Management is an alternative solution to guide people in making an activity that is directed and targeted. To mobilize an institution to achieve its objectives, a right and correct management approach is needed, starting from excellent and measurable planning, organizing involving all components, actualizing all planned activities optimally, and evaluating all activities carefully whether they are completed well or whether encountered a problem and was not resolved properly. Thus the achievement of the goals and objectives of an institution is largely determined by the cooperation of all members of the institution. This also applies to the Warembungan village government, which is expected to work optimally in response to existing work problems. However, the fact is that it has not optimally answered the existing problems due to the not well-distributed job description, inadequate work skills, as well as low work ethics and low work discipline as well. The implementation of management functions in the government in the village of Warembungan Pineleng Subdistrict is carried out using a qualitative approach with a focus on the problem, namely: (a) how the work plan of the village government of Warembungan Pineleng Subdistrict, (b) how to organize the work of the Warembungan village apparatus, (c) how to actualize work village apparatus of Warembungan, (d) how to supervise the work of the Warembungan village government. Research data collection was carried out by interview and questionnaire to the informants. For this purpose, the research objective is to answer the problem of applying management functions, namely: the planning function, the organizing function, the actualization function and the supervisory function. The results showed that all management functions have been carried out, but have not been accompanied by good work discipline, work distribution in accordance with work skills, and optimal work spirit. As a result, the work has not been achieved optimally because it is not in accordance with the goals and objectives and expectations of the institution.

Keywords— *Management functions, Warembungan Village, Pineleng Sub-District.*

I. INTRODUCTION

The word management comes from the word to manage which means to regulate [1]. Thus management is a process to realize the desired goals. The definition of regulating has meaning that is through the process of the order of management functions, namely: planning, organizing, directing, and controlling. According to reference [2] management is the process of planning, organizing, managing resources, communicating, leaders, motivating, and controlling the implementation of tasks, and the use of resources to achieve organizational goals effectively and efficiently. According to Stoner and Winkel in reference [3], that management is the process of planning, organizing, leadership, and controlling the efforts of organizational members and the use of all other organizational resources for the achievement of organizational goals.

Management functions according to experts vary, but have similarities, such as the opinion of reference [4] below:

G. R. Terry	John F. Mee	Louis Allen	Mc. Namara
<i>Planning</i>	<i>Planning</i>	<i>Leading</i>	<i>Planning</i>
<i>Organizing</i>	<i>Organizing</i>	<i>Planning</i>	<i>Programming</i>
<i>Actuating</i>	<i>Motivating</i>	<i>Organizing</i>	<i>Budgeting</i>
<i>Controlling</i>	<i>Controlling</i>	<i>Controlling</i>	<i>System</i>

Henry Fayol	Harold Koonts & Cyril O'Donnell	S. P Siagian	Oey Liang Lee
<i>Planning</i>	<i>Planning</i>	<i>Planning</i>	<i>Perencanaan</i>
<i>Organizing</i>	<i>Organizing</i>	<i>Organizing</i>	<i>Pengorganisasian</i>
<i>Commanding</i>	<i>Staffing</i>	<i>Motivating</i>	<i>Pengarahan</i>
<i>Coordinating</i>	<i>Directing</i>	<i>Controlling</i>	<i>Pengkoordinasian</i>
<i>Controlling</i>	<i>Controlling</i>	<i>Evaluating</i>	<i>Pengontrolan</i>

W.H.Newman	Luther Gullick	Lyndall F. Urwick	John D. Millet
<i>Planning</i>	<i>Planning</i>	<i>Forecasting</i>	<i>Directing</i>
<i>Organizing</i>	<i>Organizing</i>	<i>Planning</i>	-

<i>Assembling Resources</i>	<i>Staffing</i>	<i>Organizing</i>	<i>Facilitating</i>
<i>Directing</i>	<i>Directing</i>	<i>Commanding</i>	-
<i>Controlling</i>	<i>Coordinating</i>	<i>Coordinating</i>	-
-	<i>Reporting</i>	<i>Controlling</i>	-
-	<i>Budgeting</i>	-	-

II. RESEARCH METHODS

This research was conducted in the village government in the village of Warembungan Pineleng District, which aims to test (a) how the work plan of the village government of Warembungan Pineleng District, (b) how to organize the work of the village of Warembungan, (c) how to actualize the work of the village of Warembungan, (d) how the supervision of the work of the village government of Warembungan The method used is qualitative, namely to understand the symptoms experienced by research subjects, in the form of behavior and actions holistically by describing empirical experiences [5].

The focus of this research is the application of the management functions of the village government of Warembungan Pineleng Subdistrict, amounting to 30 village officials, with data collection techniques in the form of participatory observation, in-depth interviews, and then the data were analyzed with analysis techniques according to Miles and Huberman in reference [6], namely: 1. Data Reduction (the data obtained is recorded and then reduced to obtain essential things). (2) Data Presentation (presenting data to understand what is happening). (3) Draw Conclusions.

III. RESULT AND DISCUSSION

The results of this study describe the qualitative data, which are the results of interviews with informants, as below:

1. Planning Function. (Are development activities in Warembungan village carried out based on the planning process)

From interviews with Warembungan village officials Pineleng Subdistrict - Village Chief (FT) provided information and data that in carrying out work in the Warembungan Village Government environment guided by (Musreimbang) work plans (planning) that had been signed with the village government, community leaders, BPD, and all the work plans are always carried out well, although it must be admitted there are still work plans that are constrained due to changes in the schedule of activities, budget constraints.

The second informant, the village secretary (NK), said that the village development plan that had been formulated in the *musreimbang* (village consultation meeting for development) was outlined in the form of an RJPM (medium-term development plan) used in village development. In general, development activities in the village are always carried out based on joint plans.

The third informant, namely the chairman of the BPD, (EL), stated that all activities in the village were carried out according to a well-planned and well-planned plan, so that almost all activities in the village were well programmed, but

there were also activities which had to be carried out without a planned plan. but these activities are impromptu from the district or district government.

The fourth informant, who is representing the head of guard / head of the hamlet (MG), stated that village planning had been jointly determined at the beginning of the year through *musreimbang*, although this seemed monotonous, because it was not flexible, but helped achieve village development goals, although it was undeniable that it was still there are also village activities that are not planned carefully so that the impact on outcomes is not optimal.

2. Organizing Functions (Are development activities in Warembungan village well organized and involve all members of the community)

The Village Head (FT) provides information and data that in carrying out work program activities (organizing) within the Warembungan Village Government environment guided by (Musreimbang) work plans that have been signed with the village government, community leaders, BPD, and all work plans are always carried out with good, although it must be admitted there are still work plans that are constrained due to changes in activity schedules, budget constraints.

The second informant, the village secretary (NS), said that the organization of village development that had been formulated in the *musreimbang* (village consultation meeting for development) was organized by the village head and then manifested by all village officials according to the tasks and principles and functions of each instrument.

The third informant, namely the chairman of the BPD, (EL), stated that all activities in the village were carried out in a well-organized and well-scheduled manner, but there were also activities that suddenly had to be carried out without being thoroughly organized.

The fourth informant, who represents the head of the guard / head of the hamlet (MG), stated that almost all development activities in the village were organized by the village head, although this was not optimal, but helped achieve the village development goals, although it was undeniable that there were still activities villages that are not well organized so that the results are not optimal.

3. Actualization Function (Was the development activity in the village of Warembungann carried out involving all community members?)

The Village Head (FT) provides information and data that in carrying out development in the Warembungan Village Government environment is carried out jointly by the village government, community leaders, BPD, and also community members, although it must be admitted that there are still many community members who have not been involved.

The second informant, the village secretary (NS), said that the village development documentation that had been formulated in the *musreimbang* (village consultation meeting

for development) was outlined in the form of an RJPM (medium-term development plan) that had been carried out according to a joint program, although the achievement of the goals and objectives of development had not been optimal. Because the responsibilities of each village are not yet the maximum.

The third informant, namely the chairman of the BPD, (EL), stated that all activities in the village had been actualized to the maximum by each village apparatus, even the involvement of community members in each village development had increased, even though it was still limited to quantity, because the objectives of each development activity had not yet reached maximum goal.

The fourth informant, who represents the head of guard/head of the hamlet (MG), stated that the actualization of village development had not been realized optimally because there are still village officials who are indifferent, this is because human resources are difficult to work optimally, due to background behind education which is only an elementary school graduate so that the impact on results is not optimal.

4. Oversight Function (Are development activities in Warembungan village well-controlled / supervised)

The Village Head (FT) provides information and data that in carrying out work in the Warembungan Village Government environment in general is supervised directly by the village head himself, ending with asking for accountability reports in writing by each village official, although it must be recognized that there are still development activities which are constrained due to weak human resources.

The second informant, the village secretary (NK), said that the oversight/control function of the village head was not optimal, this was due to the lack of clarity in the village head in making decisions on every development activity. In general, development activities in the village have been monitored, but the village head's leadership style which is not firm has resulted in the development activities in the village not achieving optimal goals.

The third informant, the chairman of the BPD, (EL), stated that all activities in the village had been controlled by the village head, so that almost all activities in the village had gone well, but there were also activities that were out of control, so the activities were not appropriate the desired goal.

The fourth informant, who represents the head guard/head of the hamlet (MG), stated that the supervision of village

development activities has not been satisfactory because the village head's attitude is not strict, it is still subjective in overseeing every development activity, this is due to the still being influenced by the nepotism of the village head, so that the impact on results is not optimal.

IV. CONCLUSION

That all government activities in the village of Warembungan Pineleng sub-district have been carried out in accordance with management functions, that is, based on careful planning, organized by the village head with care, have been actualized together with all instruments and members of the community, and are always controlled / supervised by all activities village development, but has not given maximum results, namely the objectives of all village development activities have not been achieved as expected.

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