

Human Resources Aspect and Ability to Manage BUMDes

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ABSTRACT

In Indonesia, BUMDes is one of the tools to build the economy in the village. A lot of unemployment has occurred in rural areas because of lack of jobs in the villages. Through increasing the role of BUMDes, many jobs can be created. Improving the performance of BUMDes is important and urgent because the allocation for empowering BUMDes from the Dana Desa continues to increase every year. This research was conducted by distributing questionnaires to BUMDes to identify aspects of human resources and perceptions of these aspects on the ability to manage BUMDes in South Sumatra Province. The results showed that (1) Educational background and experience of BUMDes managers are relatively low. However, in their perception, they are quite able to manage BUMDes; (2) This article is relatively simple and has not been able to reveal more deeply the aspects of human resources related to ability to manage BUMDes. Next researchers can develop more questions and reveal more aspects of human resources and ability to manage BUMDes so that the results obtained are better and reveal aspects of human resources and the ability to manage this BUMdes more deeply.

Keywords: human resources, management, BUMDes,

1. INRODUCTION

BUMDes is an economic institution that was born in line with the enactment of Undang-Undang Desa and is managed as a business entity organization. As BUMDes capital comes from the participation of the village government, BUMDes is fully owned by the village communities. BUMDes, which are actually small and medium enterprise, are now becoming businesses in villages that support economic growth and provide jobs for villagers

In 2014, there were 1,022 BUMDes in Indonesia, a sharp increase as of December 2018 to 45,549 units (61% of the number of villages), as can be seen in the following table and figure,

| Year | Number |
|------|--------|
| 2014 | 1.022 |
| 2015 | 11.945 |
| 2016 | 18.446 |
| 2017 | 39.149 |
| 2018 | 45.549 |

Tabel 1. Number of BUMDes in Indonesia in 2014-2018



Figure 1. Development of the number of BUMDes in Indonesia in 2014-2018

There were some BUMDes that have succeeded in advancing the village as well as improving the welfare of the village community, such as Bagha Usaha Manunggal Desa Adat (BUMDA) from Kutuh Village, Badung Regency, Bali. The total net profit of the BUMDA in 2018 reached Rp. 14.5 billion from total revenue of around Rp. 50 billion. Another Bumdes that was quite successful was the Bumdes Panggung Lestari in Panggungharjo Village, Sewon, Bantul, Yogyakarta. This Bumdes recorded a turnover of Rp. 5.1 billion in 2018. Similarly, BUMDes Tirta Mandiri in Klaten, Central Java in 2017 had the largest turnover among

other BUMDes, reaching IDR 12 billion. However, there are also many BUMDes that have not succeeded. The lack of ability and incompetence of operator/organizer is one of the factors that causes the failure of BUMDes.

Village-Owned Enterprises (BUMDes) are business entities whose capital is wholly or partly owned by the Village through direct participation of Village assets which are used by managing assets, providing services, and other businesses for the maximum welfare of the Village.

According to Sofyani et al (2019), there are several objectives for BUMDes, namely:

1. Improving the village's economy;
2. Optimizing the village's assets to be used for its welfare;
3. Improving people's attempt in managing the village's economic potentials;
4. Developing a business partnership plan between villages and/or third parties;
5. Creating market opportunities and networks which support the people's services needs;
6. Creating job opportunities;
7. Increasing people welfare by improving public services and village economic growth and equality; and
8. Increasing village people's income and Village's Locally Generated Revenue

The use of existing resources in order to achieve the desired performance is determined by many factors. Pearce (2013) states that the factors that affect performance consist of internal factors and external factors. One of the internal factors is human resources

2. RESEARCH ANALYSIS METHODS

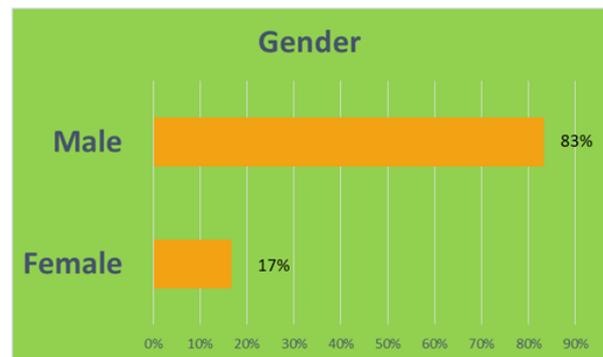
This research was conducted by distributing questionnaires to BUMDes managers/ operators spread across several districts in South Sumatra, to see the perceptions of managers regarding aspects of human resources on the ability to manage This article discusses perceptions of BUMDes managers about human resources associated with ability to manage BUMDes. Questionnaires were distributed to obtain information related to human resources and the ability to manage the BUMDes. The results are processed and presented simply through graph.

3. RESULTS

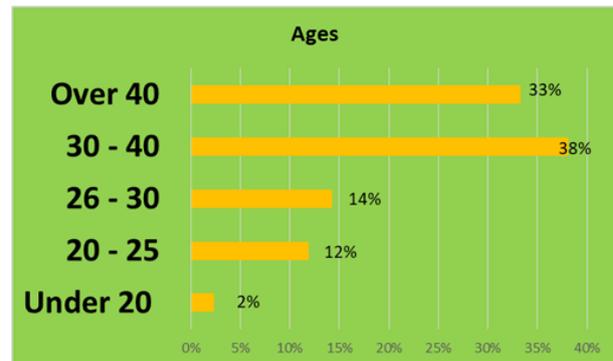
From 200 questionnaires distributed to BUMDes in South Sumatra Province, 43 questionnaires were returned and processed.

Following are the answers of questions asked to respondents related to human resources (managers) and the ability to manage BUMDes.

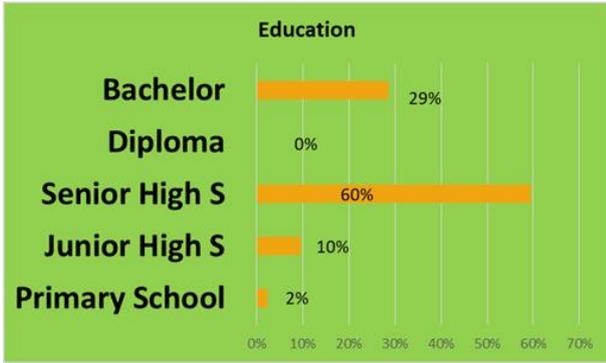
1. Gender. BUMDes managers consist of 83% men and 7% women. This means that BUMDes managers are dominated by those of the male gender. Even though the percentage is relatively small, there are BUMdes managers who are female.



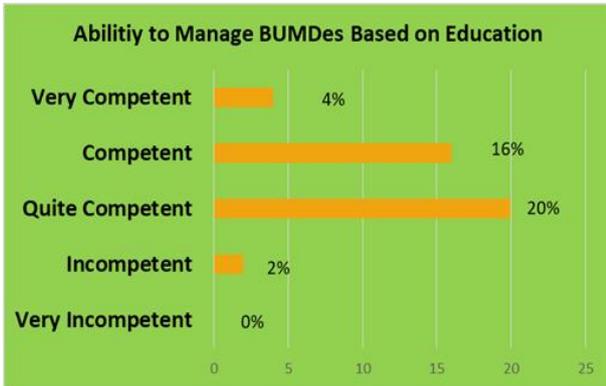
2. Ages. The questions regarding the age of the managers were answered with 38% of the respondents aged between 30-40 years and 33% over 40 years old. The remaining 26% are under 30 years old. This means that the average manager has a relatively mature age and may even have experience in managing a business.



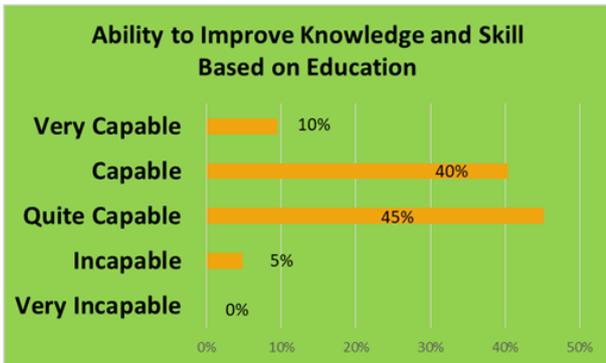
3. Education. The majority of respondents have high school education. About a third have an undergraduate education, and the rest were junior high school education and below. With the majority of managers with high school education levels and below, it shows that the level of education of BUMDes managers is still relatively low.



4. Perception about Ability to Manage BUMDes. The question regarding the ability to manage BUMDes gets the answer that the manager feels competent enough in managing BUMDes with the education they have. This shows that BUMDes managers consider the education they have is sufficient enough to support their ability to manage a business.



5. Perception about Ability to Improve Business Knowledge and Skill. With the education they have, BUMdes managers think they are able to increase their knowledge and abilities in doing business. This can be seen from the answers of the majority (85%) of respondents who answered that they were able/quite capable, even there were 10% of respondents who thought they were very capable.



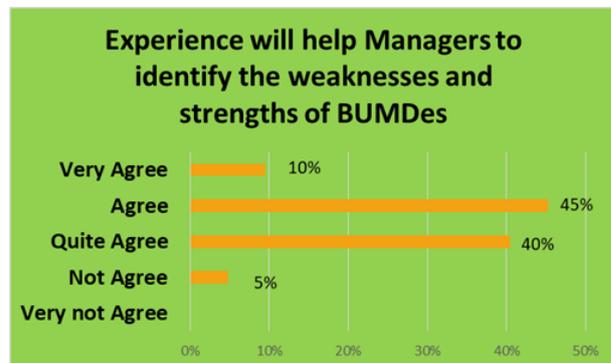
6. Perception about Experience in Managing Business. Questions about experience in managing a business get relatively balanced answers between those who consider experienced and inexperienced.



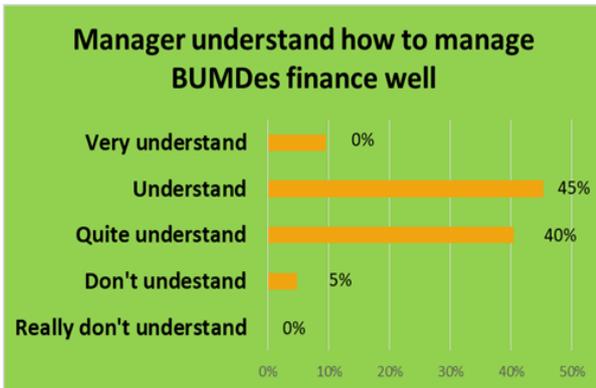
7. Perception about Experience will Encourage Better Business Development. The majority of respondents thought that experience in doing business could encourage them to develop their business better. Although (related to the previous question) the number of experienced is relatively equal to the number of inexperienced managers. However, the majority of respondents agreed that experience would provide a better capability in developing BUMDes businesses.



8. Perception about Experience in Business will be able to identify Weakness and Strengths of BUMDes. The majority (95%) of respondents assumed that experience can help managers to identify the strengths and weaknesses of BUMDes.



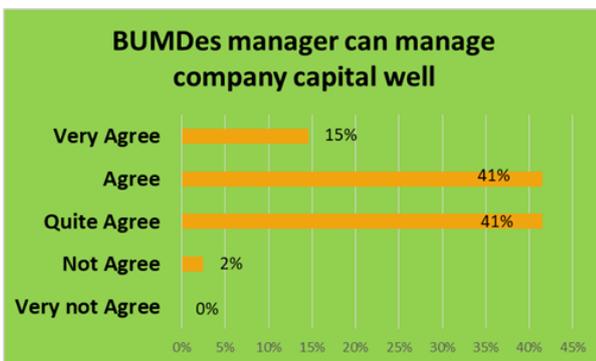
9. Perception about Understanding to Manage Well Financial Aspect of BUMDes. 85% of respondents answered that they understand enough to manage BUMDes finances. This means that even though some managers have no experience in the doing business, but in their perception they understand enough to manage financial aspect of BUMDes.



10. Perception about Provide Service to Customers. 93% of respondents think that they can provide quality goods or services to consumers.

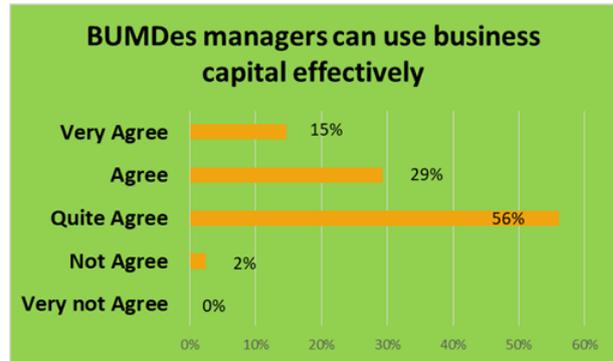


11. Perception about Managing Company Capital. The majority of respondents consider themselves quite capable of managing company capital. This can be seen from the fact that 98% of respondents choose agree answer that they can manage business capital well.

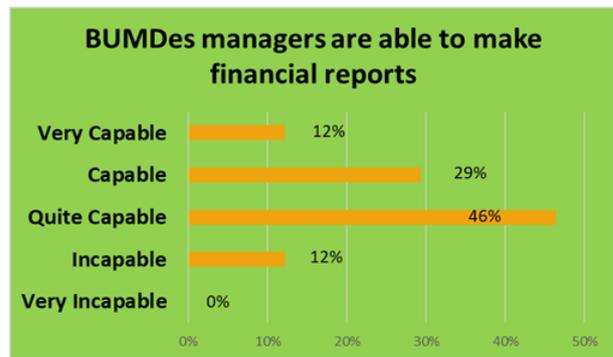


12. Perception about Utilize Company Capital Effectively. In line with the previous question. Even with a low level of education and business

experience, respondents think they are quite capable to manage company capital effectively.



13. Perception about Organizing Financial Reports. 88% of respondents answered that they are able to compile BUMDes financial reports. This means that they think that they can prepare it. Unfortunately, this study did not reveal the educational background of the respondents, whether from the financial or non-financial fields of education.



4. CONCLUSIONS AND SUGGESTIONS

The conclusions that can be conveyed from the results of this simple study are that:

1. Educational background and experience of BUMDes managers who are respondents in this study are relatively low. However, in their perception, they are quite able to manage BUMDes.
2. This article is relatively simple and has not been able to reveal more deeply the aspects of human resources related to ability to manage BUMDes.

Suggestions that can be given are that the next researchers can develop more questions and reveal more aspects of human resources and the ability to manage BUMDes so that the results obtained are better and reveal aspects of human resources and the ability to manage this BUMdes more deeply.

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