



BAPPEDA Coordination Function in Development Planning in Deli Serdang District

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Abstract. The focus of this research study is to discuss how the coordinating function of BAPPEDA in development planning in Deli Serdang Regency is. The research method uses qualitative research. Informants in this study are the secretary of BAPPEDA Deli Serdang Regency, Head of Research and Statistics, Head of Economics, Head of Sub-Sector of Public Works and Head of Socio-Cultural Division. The results of the research can be seen that the implementation of the coordination function of BAPPEDA in Deli Serdang Regency in development planning has so far been quite good although its implementation sometimes still has obstacles. This can be seen from the structured coordination functions, both vertical coordination and horizontal coordination, such as deliberation in the form of meetings, written coordination in the form of minutes and coordination carried out electronically. In addition, there is good communication between the leadership and staff as well as a clear division of tasks from each employee so that they are more focused on their duties and authorities.

Keywords: Coordination Function · BAPPEDA · Development Planning

1 Introduction

Coordination can be interpreted as a cooperative effort between agencies, agencies, units in the implementation of certain tasks in such a way that there is complimentary, always helpful, and complimentary. Coordination can also be described as an orderly arrangement of group efforts to create unity of action in pursuit of common goals [1].

In any organization, every leader always needs to coordinate in order to complete the organization's vision and mission as outlined in the organization's work program. In the delivery of information, proper communication and division of work are needed to staff employees by the leadership so that subordinates can always work effectively and efficiently according to the respective authorities received. Without coordination, every work carried out will not achieve organizational goals. For organizations, coordination is one of the instruments for individuals to handle in creating a good and uniform communication climate so that organizational activities can run optimally.

The Regional Development Planning Agency (BAPPEDA) of Deli Serdang Regency, which is often called BAPPEDA, is located at Street on Mawar Number 2, Lubuk Pakam, precisely in the vicinity of the Regent's office and the Office of the Regional People's Representative Council of Deli Serdang Regency. The number of employees serving in the BAPPEDA office currently amounts to 27 civil servants and 3 honorary employees and is divided into several divisions and functional employees. Almost half of the employees who work in BAPPEDA live in Medan City and only the rest are residents of Deli Serdang. The condition of the Deli Serdang BAPPEDA Office is quite good with quite good facilities and infrastructure with an environment that supports both cleanliness and completeness of office equipment making individuals comfortable doing all their activities.

In essence, the coordination carried out by BAPPEDA requires awareness by every member. Therefore, the unity of action carried out by employees who are members of one BAPPEDA unit is an obligation that must be carried out by employees based on the principle of responsibility. In addition, the coordination carried out can also change the attitudes and behavior of employees, because in the coordination there is always supervision that can be seen from the actions of employees. In terms of the implementation of BAPPEDA coordination, it can often be seen that there is still a lack of policy implementation so that there are various complaints in its implementation. Factors that affect the coordinating function of BAPPEDA such as the professionalism of employees, facilities and infrastructure, data and information as well as the mechanism for implementing planning are very influential in performance [2].

In its development, due to increasingly complex development problems, the achievement of perfect knowledge anywhere is almost not achieved. The development of conflict between stakeholders from time to time is growing more complex, therefore, planning approaches are increasingly being developed in the government. This building process as a method has opened up new opportunities in reformulating a comprehensive plan [3].

In preparing regional development planning for Deli Serdang Regency, several processes need to be considered, such as the ability of existing resources such as physical resources such as the ability of employees to formulate, finance and other supporting sources. The clarity regarding this aspect, some of the obstacles that can be seen, such as expertise support which is sometimes not in accordance with the field of work, makes all activities have shortcomings such as delays in preparing a plan.

Based on the explanation described above, the focus of this research is to find out how the coordination function of BAPPEDA in development planning in Deli Serdang Regency, North Sumatra Province.

2 Theoretical Description

Communication in management is a very important need in individual life and has an important role at this time. In line with that, technological advances have also brought great progress, especially for the development of communication technology [4].

Coordination can be interpreted as one of the functions of management and at the same time is the most important function in all management functions. Coordination

is one of the important management functions because coordinating means binding, unifying and aligning all activities and efforts. The plan must be made in such a way that a harmonious plan is drawn up between the long-term plan and the short-term plan, one part plan and another part plan. In addition, each must be in line with the goals, missions, objectives and strategic plans that have been set [5].

Coordination or integration seeks to maintain good relations between superiors and subordinates. The binding nature of the coordinating function makes other functions unable to run without coordination. Especially in the process of connecting between management functions. The ongoing coordination between superiors and subordinates forms a network of relationships in which each part of the management becomes dependent on one another. The interdependence created by this coordination relies on the fact that if one part is not “tied up” correctly or appropriately, it is possible for an order error or work error to occur [6]. Coordination is effective, simple, short and direct, the fewer words spoken, the less likely there is to be confusion. Clarity can be obtained by speaking slowly and pronouncing it precisely and clearly by making use of several examples to make the explanation easy to understand [7].

Organizations need coordination due to the following factors:

- a. here is a division of labor
- b. The state of interdependence between individuals with one another with forces outside the organization.
- c. Individual interests versus organizational interests [5].

In realizing good coordination, a work program based on careful planning is needed. In planning theory, some basic concepts related to planning include [8].

1. From the point of view of basic human activities embodied in human behavior at all levels of society, planning is “a future-oriented process of human thought and action.
2. From the point of view of rational choice, planning is a process to determine future actions in accordance with the stages of selection.
3. Viewed from the point of view of problem solving (problem solving), planning is “a problem-solving process aimed at very specific types of problems”.

Achieving organizational goals that are faced with problems not only in the problem of raw materials, work tools, production machines, money and the work environment, but also involves human resources that manage factors of production. The bigger an organization, the bigger the possibility of problems in it. Handling various problems is highly dependent on the aspect of coordination and the level of management awareness of the importance of human resources in achieving organizational goals.

Development is a continuous effort to create conditions that can provide more legitimate alternatives for every citizen to achieve his most humanistic aspirations. In general, the most humanistic aspirations are expressed as an increase in social welfare [8]. Development variables that are included in the framework must be contextual because they must grow from the bottom-up process.

Regional development planning refers to development preparation practices. Planning itself in general is to direct/manage social, economic, and physical changes in an area. It aims to improve the welfare of the community so that they are not left behind. Planning includes systematic activities such as proposing and budgeting infrastructure projects and creative activities such as designing alternative designs in the future [9].

3 Research Methods

This research approach uses qualitative research with a focus on the study of how the function of BAPPEDA coordination in development planning in Deli Serdang Regency. In this study, the researcher acts as a key instrument (researcher as a key instrument), namely the researcher collects his own data through behavioral observations or interviews with the participants [10]. The informants in this study were the Secretary of BAPPEDA, Head of Economics, Head of General Sub-Section, Head of Research and Statistics and Head of Socio-Cultural Division of BAPPEDA Deli Serdang Regency. The location of this research was carried out at the Regional Development Planning Agency (BAPPEDA) of Deli Serdang Regency. Research data collection was carried out through structured interviews, observation and documentation were carried out at the Regional Development Planning Agency (BAPPEDA) Deli Serdang Regency.

4 Discussion and Conclusion

In an organization, every leader needs to coordinate activities to members of the organization who are given in completing tasks. With the delivery of clear information, proper communication, and division of work to subordinates by the leadership, each individual subordinate will do his job in accordance with the authority received. Without the coordination of each individual employee's work, the company's or organization's goals will not be achieved.

It is clear that the benefits of coordination are crucial for the implementation of the programmed efforts to achieve the expected results in terms of employee performance. But if the coordination does not carry out the departmental and division of labor, it will lead to an organization that runs independently without any unity of direction. To achieve optimal employee work clarity, it is necessary to integrate the work unit, communication, discipline, and division of labor.

Coordination between BAPPEDA leaders, both secretaries and heads of fields at BAPPEDA Deli Serdang district, especially in areas with related SKPDs has been carried out based on the granting of authority to each work unit in carrying out its duties and functions. So, to coordinate the implementation, coordination meetings were held both vertically and horizontally to fellow related agencies, e-money (electronic monitoring and evaluation) was made to view reports on development implementation by related SKPDs, and was carried out by providing monitoring sheets. With the delivery of clear information, proper communication, and division of work to staff employees by the head of BAPPEDA or the secretary and head of the Division at BAPPEDA Deli Serdang Regency, it is hoped that each individual (staff employee) will be able to carry out his work in accordance with the authority received.

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