



Implementation of Village Government Work Plan (RKP) in Improving Village Head Performance in Central Lampung

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Abstract. Giving rewards is very effective to improve one's performance. In addition, the provision of rewards can also foster motivation and work performance. The purpose of giving rewards is to grow and improve higher quality performance results and positive behavior in carrying out the work entrusted by the superior. Rewards can be in the form of financial or non-financial. If the reward is positive reinforcement, then the reward must be implemented by every government or private agency. Basically, rewards are needed in motivating someone, including in motivating village heads or village heads in Central Lampung Regency in improving their performance. Giving rewards is an effort of human resource management from the leadership to the performance and productivity that has been shown by their subordinates.

Keywords: reward · work ethic · work plan

1 Introduction

The performance of the Village Head is one of the determining factors for the success of the Village or organization in achieving its goals. For this reason, the performance of the Village Heads must receive the attention of the Village leaders, because the declining performance of the Village Heads can affect the overall performance of the Village.

One measure of the success of a village or agency is seen from the level of performance of the village head in achieving the vision, mission, goals and objectives of the village itself. While performance is the level of achievement of results on the implementation of certain tasks. Performance can also be viewed as a process of how work takes place to achieve work results. Many factors can influence the village head in carrying out his responsibilities, namely there are factors that come from outside and from within him.

Performance basically includes mental attitudes and behaviors that always have the view that the work being carried out today must be of higher quality than the implementation of past work, for the future it will be of higher quality than today. A village head will feel that he has pride and satisfaction with his achievements based on the performance he has given to the village. Through the good performance of the village head,

the goals of the village's vision and mission will be realized and realized as expected. However, to get good performance from the village head is not easy, because it requires high awareness and responsibility from the village head himself.

The organization and the village head are two things that need each other. If the village head succeeds in bringing progress to his village, then the benefits will be obtained by both parties. For the village head, success is an actualization of self-potential as well as an opportunity to fulfill his life needs. As for the village itself, success is a means towards the growth and development of a better village.

The Village Government Work Plan (RKP) is an important part of policy implementation that must be a common concern in an effort to achieve optimal performance in an organization. The Village Government Work Plan (RKP) is also a series of concepts and principles that serve as guidelines and the basis for plans in implementing a job, leadership, and how to act by Village officials and Village Heads in Central Lampung Regency. The Village Government Work Plan (RKP) is also a crucial factor in relation to the performance of the village head or other organizations, because policies sometimes only benefit a few parties, and vice versa sometimes harm many parties. A leader should determine or take policies based on common interest's not individual or personal interests, so that it has an impact on the attitudes and behavior of village heads in carrying out their obligations and responsibilities as an extension of the government's hand to serve and provide the best for the general public of course. For the realization of the annual Village planning in an effort to realize the Sendang Agung Village-Term Development Plan. Also, for the sake of achieving the maximum, efficient and effective utilization of village potential in village development towards an advanced, independent and prosperous village.

One type of service that is in direct contact with the community is village development planning. In government regulation number 72 regarding villages emphasizing on democratic principles, justice, community participation, independence and pay attention to the potential and diversity of the region. On the other hand there is still the implementation of development planning that does not involve participation community, this is what causes the community's capacity to not develop and uneven, and have a negative impact in encouraging strengthening community capacity either individually or in groups, besides that it is still lacking community understanding of what is meant by the Village government work plan in village development, therefore this problem needs to be overcome by planning to meet the needs of the community.

The Village Development Work Plan Program is one of the flagship programs of the Sendang Agung Village government in the field of village development. In which in the village government work plan deliberation which took place at the Sendang Agung Village Office, which was attended by the Sendang Agung sub-district, and members of the village deliberative body and all ranks and representatives of community shops, in the meeting the Sendang Agung sub-district head urged that the implementation of the Village Government Work Plan (RKP) be adjusted to village vision and mission and cannot be separated from the priority scale that has been set, and Sendang Agung Village can increase to become an independent village. Which is Sendang Agung Village is one of the villages in Sendang Agung District, Central Lampung Regency, Lampung Province, which consists of 8 Hamlets and has a population of 5,765 people. Sendang Agung

Village is an independent village, so the government has taken the initiative to make an effort so that Sendang Agung Village can become a productive and developing village and become a more independent village. So from this backwardness the government does something with the work program that has been planned.

Based on the initial survey in the field of development, there are still several obstacles related to the preparation of the Village RKP, which is the lack of community participation, the village to participate in development activities. What is RKP Village? Village forums that are not balanced with the programs arranged in the Village RKP Government Work Plan document.

2 Literature Review

2.1 RKP of Village

The Village Government Work Plan (RKP Desa) is an elaborating document from the Village RPJM for a period of 1 (one) year. The Village Government Work Plan (RKP) is a planning document that contains the main points of village development policies and guides towards the goal of achieving the village's vision and mission.

The village government has significant role in management of social processes in Public. The main task that must be carried out by the village government is how to create life democratic, provide service good social so that you can bring its citizens to life prosperous, peaceful and just.

The village government is village head or the so-called with another name assisted device village as an organizing element Village Administration. Village head as head of village government authorized to lead village administration for six 6 (six) years from the date of inauguration. The village head will assisted by village officials who consists of: village secretary, territorial executor, and technical implementer. Village apparatus was appointed directly by village head of the villagers after consulted with the Camat above the name of the Regent/Mayor. Device the village will be in charge of assist the village head in carry out tasks and authority village head and will directly responsible to village head.

In carrying out the tasks- duties of the village government, head Village has the right:

1. Propose an organizational structure and village government work procedures;
2. Submitting a draft and set village regulations
3. Receive a steady income every month, allowances and other lawful receipts, and get health insurance
4. Get legal protection on the policies implemented;
5. Provide the mandate to carry out other duties and obligations to village officials.

As has been mentioned in the sense village government above that, the village head will be assisted by inner village apparatus village administration. Village officials will be in charge of assist the village head in carry out tasks and his authority.

Village Government Coordination in the process of preparing the Village RKP [4] coordination consists of 2 types namely:

1. Coordination vertical (vertical coordination), is an activity unification, directing carried out by superiors against activities of units, work units which is under the authority and his responsibility.
2. Horizontal coordination (horizontal coordination) is coordinating actions or activities unification, directing carried out on activities at the organizational level (apparatus) of the same level.

2.2 Performace

The performance of the village head is basically the performance carried out by the village head in carrying out his duties as an educator. The quality of the performance of the village head will greatly determine the quality of development results, because the village head is the party most directly related to the village community.

Performance is one of the important parts in an organization or organization corporate agency. Performance can be interpreted as a description of the level of achievement of the implementation of the goals, objectives, mission, and vision of the company's organization contained in the strategic plan of an organization.

[6] Says "Performance is the result obtained by an organization, whether the organization is profit-oriented or non-profit oriented generated over a period of time." [3] "Performance is an activity someone in carrying out the main tasks assigned to him. [10] Say "Performance (work achievement) is the result" quality and quantity of work achieved by an employee in carry out their duties in accordance with the responsibilities given to him." [6] "Performance" is the result of work that has a strong relationship with the goal organizational strategy, customer satisfaction and contributing to the economy.

3 Result and Discussion

Descriptive analysis is an explanation of the data from the distribution of questionnaires regarding the Implementation of Village Government Work Plans (RKP Desa) in improving village performance in Central Lampung. In addition, it is used to analyze data by describing or illustrating data that has been collected and explained by a theoretical approach.

The Village Government Work Plan (RKP) is an elaboration work plan of the Village Medium-Term Development Plan (RPJM Village) which is prepared every 5 years and within that 5 year period it is calculated from each year that is called the Village RKP. Planning is basically a way, technique or method to achieve the desired goals in an appropriate, directed and efficient manner according to the available resources. While the purpose of development is essentially to motivate the development process more quickly in order to realize an advanced, prosperous and prosperous society. [11].

Based on the Minister of Home Affairs Regulation No. 114 of 2014, concerning: village development planning guidelines (RKP Village) that in the preparation of RKP Villages cannot be done unilaterally. Article 30 states that the village head in prepare the Village RKP by involving the village community in which village deliberations are

carried out by the Village Consultative Body (BPD). Then the results of the village deliberations are used as guidelines by the village government in compiling the Village RKP and a list of village proposals, if the list of proposals is accepted and approved by the provenance government and district/city regional governments, it will be included in the next Village RKP.

The list of proposed RKP Village is an elaboration of the Village RPJM for a period of 1 year and then proposed by the village government to the district/district government cities through regional development planning mechanisms. In the preparation of the Village RKP, it is usually accompanied by the preparation of the Village Revenue and Expenditure Budget (APBD), this is very related because the work plan without a budget will become a back document. Furthermore, the stage of socialization to the community is carried out which is a government responsibilities and government obligations. Where the planning good village development is carried out by the people themselves, because only the villagers themselves know what the problems are and they also know what potential they can develop in their area or area their area because in this case the community has the right to be involved in participatory supervision of the implementation of the Village RKP.

Policy implementation is a decision-making stage, such as legislative laws, articles, and the output of an executive regulation, or the issuance of standard consequences and regulations of policies for the community that can affect aspects of their lives. Even though the policy has been taken correctly, there is still the possibility that failure in a policy can still occur, if the implementation is not appropriate. In this case the implementation of the policy according to Jan Marse is influenced by several factors as follows:

3.1 Information

The implementation of the Village government's work plan in development in Sendang Agung Village based on the results of research observations found that the information was deemed not good enough. Where even though the government feels that it has provided good information, the community still does not understand and understand about the village development plan and this, will cause something undesirable in the development of Sendang Agung Village, the people here as stakeholders still do not understand what a village development plan and There are still differences in perception, where the people of Sendang Agung Village assume that every meeting held by the Sendang Agung Village government regarding village planning is related to the distribution of assistance or donations from the government to be privately owned by the community.

3.2 Content Policy

The policy referred to here is public policy, where the existence of policies in the implementation of village government work plans, especially in village development, is very supportive of improving the quality and standard of living of rural communities for the better. However, the results of the researcher's field analysis still found gaps between what was expected and the results that were not in accordance with the policy. So it can be interpreted that Village Regulation Number 3 of 2018 concerning the Village

Government Work Plan (RKP Desa) as a policy in village development is not yet on target because there are still discrepancies in the content of the policy with what is in the field such as the absence of community independence, village missions that have not been realized. Fully especially in building village facilities and infrastructure supported by the table in the attachment to the village work plan document, and there is no public awareness of the importance of community independence as stakeholders in improving the welfare of Sendang Agung Village so that social inequality does not occur. According to Donald. Van Meter and Carle E Van Horen on the first point, namely the standards and policy objectives must be clear and measurable because if the standards and policy objectives are not clear, it will be detrimental.

3.3 Community Support

Community support is one of the supporting things in development, either as individuals, groups or as a unitary system which is an important part in the dynamic process of development, because in general development aims to create a prosperous society. In the results of her research [13] that the level of community participation in development is influenced by several factors. Sendang Agung Village development in compiling and implementing the village government work plan program in the development of Sendang Agung Village. Where in this case the support or participation of the community both in physical form where the people of Sendang Agung Village who have a high spirit of mutual cooperation, as well as providing assistance with facilities for development needs and making handicraft businesses to encourage the village economy, but all of them are not sufficient in development. Sendang Agung Village because, in addition to the physical participation of the community, village development must also be accompanied by critical thinking from the community. The people of Sendang Agung Village in this case are still less critical of thinking in their village government. Due to the lack of insight into people's thoughts, this is because the level of education they carry is on average still low. Strengthened the level of education, thus affecting the quality of people's thinking to realize that the village government needs aspirations from the community as stakeholders and the government only directs the community to participate and channel community aspirations.

3.4 Potential Sharing

The division of potential in the implementation of the village government's work plan policy in the development of Sendang Agung Village, the implementers involved are the community and the Sendang Agung Village government. The distribution of this potential is related to the Village development plan which is in direct contact with the community as stakeholders or implementers in village development. According to Donald. Van Meter and Carle E Van Horen on the second point, namely the implementation is influenced by resources, both human resources and natural resources. Where in the distribution of potential in Borate Village related to the implementation of the village government's work plan in development in Sendang Agung Village it is still not enough because it is influenced by several factors related to natural resources or physical potential and human resources or non-physical potential, which is still less productive of

agricultural land as a resource. Land is the source of the community's economy, because it is influenced by weather and climate, besides that the cause of dry land is because Sendang Agung Village is located in a coastal area or close to the coast, and there is still a lack of awareness of government officials in providing support related to smooth governance in services related to village development programs to create a developed village.

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