

VILLAGE, HUMAN RESOURCES AND NAWACITA

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VILLAGE, HUMAN RESOURCES AND NAWACITA

CONS-009

Abstract

The Village Law creates new positions and new relations between the state and citizens, where the state through the Village Law has recognized (acknowledged and respected) the existence of the village. Noting the 1945 Constitution, especially in the article-by-chapter explanation section, for Chapter VI, Article 18, it contains the State's recognition of the existence of village autonomy with its original rights. Based on Article 1 Number 1 of Law Number 6 of 2014 concerning Villages, it is defined that villages are customary villages and villages or what are called by other names hereinafter referred to as villages are legal community units that have territorial limits that are authorized to regulate and manage government affairs, interests local communities based on community initiatives, traditional origin and/or rights that are recognized and respected in the system of government of the Unitary State of the Republic of Indonesia. The state provides or establishes government affairs mandates and interests of the local community to the village, the state carries out redistribution in the form of money and some state assets, besides that the State carries out guidance, empowerment and supervision of the village. On the other hand for village community, the village becomes a social basis for community members, becoming an arena for knitting social capital.

Keywords: village, village community, development.

Introduction

The village has a very strategic position in the Indonesian government system considering that the village is the smallest government unit that has a fundamental role for the country. Human resources (HR) as one of the challenges that need to be improved where human resources (HR) are the main capital in national development. Developing Indonesia from the periphery by strengthening regions and villages using the framework of a unitary state and revolutionizing the nation's character is one of the goals in Nawacita.

Research Methods

This paper is a socio-legal legal research (sociolegal research) that uses primary and secondary data, so the approach also uses a normative approach. The researcher used a national development policy mapping model in order to manifest nawacita, a regulation regarding village autonomy and human resources in the village. Analysis of the data was undertaken qualitatively in a prescriptive-analytical way, which examines legal concepts and legal norms relating to research problems.

Results and Discussion

Village Constitutionalism

The existence of the village is affirmed in Article 18B Paragraph (2) of the 1945 Constitution of the Republic of Indonesia which states that "The State recognizes and respects customary law units along with their traditional rights as long as they are alive and in accordance with the development of the people of the Republic of Indonesia in law ". In addition, it is also emphasized in Article 28I paragraph (3) which states that "Cultural identity and the rights of

traditional communities are respected in accordance with the development of the times and civilizations.¹

Noting the 1945 Constitution, especially in the article-by-chapter explanation section, for Chapter VI, Article 18, it contains the State's recognition of the existence of village autonomy with its original rights. In the explanation section, it is stated that in the territory of the State of Indonesia there are approximately 250 *zelfbesturende lanshappen* and *volksgemeenschappen*, such as villages in Java and in Bali, *nagari* in Minangkabau, hamlets and clans in Palembang and so on. These regions have an original arrangement, and therefore can be considered as special areas. The Republic of Indonesia respects the position of these special regions and all state regulations concerning these regions will remember the rights of the origin of the region (Kushandayani, et al. 2011: 67).²

Based on Article 1 Number 1 of Law Number 6 of 2014 concerning Villages, it is defined that villages are customary villages and villages or what are called by other names hereinafter referred to as villages are legal community units that have territorial limits that are authorized to regulate and manage government affairs, interests local communities based on community initiatives, traditional origin and / or rights that are recognized and respected in the system of government of the Unitary State of the Republic of Indonesia.³

In the RPJMN it is stated that For the Indonesian people, specifically the national development goals have been outlined in the Preamble of the 1945 Constitution, namely to protect the entire nation and all of Indonesia's bloodshed; advance public welfare; enrich the life of a nation; and participate in carrying out world order based on freedom, eternal peace and social justice. If the objectives mandated by the Constitution are summarized, it will appear that the mandate given by the State to stakeholders, especially state administrators and government in the Unitary State of the Republic of Indonesia (NKRI), is to glorify humans and community life from the smallest scope to the world.⁴

Efforts to realize state goals are carried out through a gradual, planned, integrated and sustainable process. Law No. 17 of 2007 concerning the 2005-2025 National Long-Term Development Plan stipulates that the vision of national development is to realize an independent, developed, just and prosperous Indonesia.

The vision is realized through 8 (eight) missions, namely: Realizing a noble, moral, ethical, cultured and civilized society based on the philosophy of Pancasila, Realizing a competitive nation by building quality human resources and competitiveness, Creating a democratic society based on law, Creating Indonesia safe, peaceful, and united, Realizing equitable development and justice, Realizing a beautiful and sustainable Indonesia, Realizing Indonesia

¹ Putera Astomo, "Position and Testing of the Constitutionality of Village Regulations in Legislation Regulations", *Constitutional Journal*, Volume 15, No. 2 (Juni 2018):283.

² Muhammad A. Rauf, "The Political Law of the Formation of Aat Villages in Government Systems in Indonesia", *De Lega Lata*, Volume I, No. 2 (Juli-Desember2016):414.

³ Rauf, "The Political Law of the Formation of Aat Villages in Government Systems in Indonesia" 415.

⁴ Rencana Pembangunan Jangka Menengah Nasional Buku Agenda Pembangunan Nasional, Kementerian perencanaan Nasional/Badan Perencanaan Pembangunan Nasional, 2014, Hlm 1-1.

to be an independent, developed, strong and nationally based archipelagic country, and Creating Indonesia plays an important role in the international community.⁵

The challenges in national development include: political and security stability, governance: effective and efficient bureaucracy, eradicating corruption, economic growth, accelerating equity and justice, sustainable development, improving the quality of human resources, disparity between regions, accelerating maritime development.⁶

Human resources (HR) as one of the challenges that need to be improved which human resources (HR) are the main capital in national development. Therefore the quality of human resources needs to be continually improved so that it is able to provide high competitiveness which, among others, is marked by the increase in the Human Development Index (HDI), the Gender Development Index (IPG), and the Gender Empowerment Index (IDG), which is achieved through population control, improving the level of education, and increasing the degree of health and nutrition of the community.⁷

Concept of Human Resources

Watkins (1991: 253) defines the development of human resources as follows: "The field of study and practice is responsible for the fostering of a long term, work-related learning capacity at the individual, group, and organizational level of organizations. The organization needs to enhance individuals' capacity to learn, to help groups overcome barriers, and to help in the creation of a culture that promotes continuous learning ". This definition related to human capital theory is assumed by Schultz (1993) that the factors of knowledge and skills acquired during education and training will have a positive impact on the organization.

Meanwhile, Garavan et al. (2001) further explained that human resources are useful for organizations because of four main things, namely: (1) flexibility and adaptability; (2) individual improvement; (3) competence; (4) development of organizational competencies; and (5) individual work. Seleim et al. (2007) agree that human capital is positively related to organizational performance. As the development of human resources such as a significant impact on improving the ability of employees to perform tasks in achieving organizational goals.⁸

Werther and Davis (1996), states that human resources are employees who are ready, capable and alert to achieving organizational goals. As stated that the main dimension of the resource side is its contribution to the organization, while the basic dimensions of humanity are the treatment of contributions in turn will determine the quality and capability of his life.

According to Sugeng (2002), the quality of human resources is a person's knowledge, skills and abilities that can be used to produce professional services. Ahbdullah (1990) and Acok (1991), agree that the quality of human resources will always not be separated from a professional work. So that a quality of work, must be involved in the context of work which is one's profession. Therefore, it is not surprising that the quality of high human resources is expected to emerge in professionals who have the expertise, organization and ethical code that makes it easier for them to develop concepts, rejects, measures, and even measures that they

⁵ Ibid, Hlm 2-1 – 2-3

⁶ Ibid, disarikan dari Hlm 2-6 - 2-16

⁷ Ibid, Hlm 2-13 -2-14

⁸ Roosje Kalangi, "Human Resource Development and Performance of State Civil Servants in the Sangihe Islands Regency of North Sulawesi Province," *Jurnal Lppm Bidang Ekososbudkum*, Volume 2 No. 1 (2015): 3.

can use to assess and shape their self-image. Therefore, greater attention must be given to HR Management itself.

The development of the village community is essentially a process of change towards a better life for the community, by conditioning and trusting the community itself to build itself in accordance with the capabilities it has, the standard understanding of community development has been established by the PPB, in the Subrata Konkon (1991: 4) that; "Community development is a process that is cultivated to create conditions for the economic progress of the entire social community to the initiative of the community".⁹

Desa Dalam Nawacita

The idea of Nawacita Jokowi was born in the midst of a crisis of mentality that hit the Indonesian nation. So, Jokowi launched a mental revolution to make a political breakthrough. Therefore, Nawacita was used as the main program or purpose of the Jokowi government in implementing its government.

The government led by Joko Widodo and Jusuf Kala (Jokowi-JK) in 2014-2019, has established its development priority programs which are summarized in nine programs called Nawa Cita. Nawa Cita is a development paradigm concept which according to Jokowi tries to get out of the mainstream development paradigm, namely the paradigm of growth as the main goal of development in Indonesia.¹⁰

The success of development in Indonesia, which is shown by high and stable economic growth, and has ushered Indonesia into the developed world order, turns out to still cause several problems, such as the problem of equitable development, sovereignty and economic independence and threats to the nation's personality. Therefore, since the beginning Nawa Cita asserted that Indonesia's development goals were to create economic independence, be sovereign in politics, and have a personality in culture

When nominating himself as president, Jokowi and Jusuf Kala (JK) in addition to delivering their vision and mission to nominate president and vice president also included nine priority agendas to realize their vision and mission. This agenda is referred to as Nawa Cita, namely:¹¹

1. Presenting the country to protect all nations and provide security for all citizens.
2. Make the government not absent by building clean, effective, democratic and reliable governance.
3. Build Indonesia from the periphery by strengthening regions and villages within the framework of a unitary state.
4. Refusing weak countries by implementing system reform and law enforcement that are corruption-free, dignified, and trusted.
5. Improving the quality of life of Indonesian people.
6. Increasing people's productivity and competitiveness in the international market.
7. Realizing economic independence by moving strategic sectors of the domestic economy.
8. Conduct a revolution of national character.
9. Strengthening diversity and strengthening Indonesia's social restoration (Jokowi-JK Vision Mission, 2014, p.6-7).

⁹ Tenius Kulla et al., "Quality of Human Resources in Improving the Development of Tinggilbet Distrilnk Beoga Village in the Peak District of Papua Province,":4

¹⁰ Syam Surya Syamsi, "Nawa Cita Jokowi-Jk in the Economic Development Paradigm," *Surya Octagon Interdisciplinary Journal of Science & Technology*, Vol.1, No. 1 (September2015):73

¹¹ Syamsi, "Nawa Cita Jokowi-Jk in the Economic Development Paradigm," 78

Wasisto Raharjo Jati (Raharjo Jati: 2015), stated; "Nawacita is a broad extension of what Bung Karno called as three (3) fields which have become nine fields, namely police, food independence, science and everything else. Meanwhile, Jokowi saw that 6 fields other than police were the practices of Trisakti which were implemented.

For him "Nawacita is the main foundation for reforming Indonesia's development back, because current development refers to economic growth, while, at that time, Bung Karno and Trisakti supported economic equality. Likewise in the infrastructure aspects of the development program that has been formed so far refers to materialism, while the Trisakti Bung Karno is dialectical "(Raharjo Jati: 2015).¹²

Evaluation of Village Development

Different regional characteristics, of course, can bring up different criteria for problems depending on the needs and available resources. The resources in question are natural resources, cultural environment and social environment that exist in the form of cultural patterns and patterns of social interaction that are already valid in the community, so that the needs of the recipient community can be identified correctly. Thus, the lifestyle in a society determines how these communities fulfill their life needs, both physically, psychologically and socially and how they utilize the resources available in their environment both human, natural and social resources (Rudito, 2008).¹³

Potentially every community has a mechanism to overcome welfare problems in its life. Potential exists in the form of natural resources, human resources, and social resources in the form of the ability to organize natural or human resources or a combination of both. In order to maintain their lives, the community uses and organizes all these resources in various activities such as economic activities, politics, religion, arts, mutual cooperation and so on. When faced with challenges, changes occur in people's lives. As confirmed by Bambang Rudito (2008), the community and the culture in it will always experience changes, both changes that occur slowly and quickly. These changes are considered as something natural because the knowledge and physical condition of the community will develop. Changes that run fast are generally caused by the presence of a number of development programs implemented in people's lives that change daily habits. Or also the existence of other communities that live in a shared area as a community with different lifestyles between each community. These differences can lead to social problems.¹⁴

According to Law No. 6 of 2014 concerning Villages Article 18 village authority includes authority in the field of village administration, village development management, village community development, and empowerment of village communities based on community initiatives, origins, and village customs.¹⁵

Utilization of Village Funds that have been rolling since 2015 as the implementation of Law No. 6 of 2014 concerning Villages and Government Regulation No. 60 of 2014 concerning Village Funds sourced from the National Budget presents irrefutable facts. Namely, Indonesia's development moves simultaneously from Sabang to Merauke and from Sangihe to

¹² Mochdar Soleman & Muhammad Noer, "Nawacita as Jokowi's Special Strategy for October 2014 - October 24, 2015," *Journal of Political Studies and Development Problems*, Vol. 13 No. 1 (2017).

¹³ Indah Huruswati, "Most Social Welfare Services in the Village through Social House," *Sosio Konsepsia*, Vol. 04, No. 02 (Januari – April 2015): 74-75.

¹⁴ Huruswati, Most Social Welfare Services in the Village through Social House, 75.

¹⁵ Syahrul Haidin, "Implementation of Village Financial Management After the Implementation of Law Number 6 of 2014 concerning Villages"(Study in Dompu District), *Jurnas IUS* Vol V No. 1 (April 2017):147.

Rote Island. On several occasions the President said that the use of village funds in 2019 which totaled Rp. 73 trillion should be shifted from basic infrastructure development. But it also began to be directed towards improving human resources (HR), the welfare and health of children and economic development of rural communities including Village-Owned Enterprises (BUMDes).¹⁶

On one occasion the Village Minister, Development of Disadvantaged Regions, and Transmigration (Mendes PDRT), Eko Putro Sandjojo, said that the government through Nawacita was committed to building Indonesia from the edge. This is for the sake of increasing the development of villages in Indonesia, which until now are still in the category of lagging and very lagging.¹⁷

The economic perspective portrays the village as a community that has a distinctive production capital and is a barn of raw material and manpower. While the juridical-political perspective that the village is often seen as the lowest government in Indonesia or the legal community unit has an identity, different entities and has regional boundaries that are authorized to regulate and manage the interests of the local community based on local origins and customs that are recognized and respected in the NKRI government system.¹⁸

The development of human resources is aimed at realizing human development that is virtuous, resilient, intelligent and skilled, independent and has a sense of solidarity, work hard, productive, creative, and innovative, disciplined and oriented towards the future to create a better life.¹⁹

The implementation and implementation of village autonomy is expected to bring about the spirit of change in realizing the goals of development, namely improving the welfare of the village community. The village as the smallest government in the Republic of Indonesia is very necessary to have an established system and the importance of conducting village structuring as an effort to realize effective and efficient village governance.

Village finance is explained in Law No. 6 of 2014 concerning Villages Article 71 paragraph (1), namely all village rights and obligations that can be valued with money and everything in the form of money and goods related to the implementation of village rights and obligations. Furthermore Article 71 Paragraph (2) states that Rights and obligations lead to income, expenditure, financing, and management of Village Finance.²⁰

Regulation of the Village Minister, Development of Disadvantaged Regions, and Transmigration Number 16 of 2018 concerning Priority Determination of the Use of Village Funds in 2019 Chapter III Article 4 states that:

- (1) The use of Village Funds is prioritized to finance the implementation of programs and activities in the field of village development and empowerment of village communities.

¹⁶ <https://regional.kompas.com/read/2018/10/13/12032221/kemendes-pdrt-dana-desa-program-nawacita-dirasakan-langsung-masyarakat>.

¹⁷ <https://kominfo.go.id/content/detail/9545/melalui-nawacita-pemerintah-berkomitmen-bangun-desa/0/berita>.

¹⁸ Siti Khoiriah & Utia Meylina, "Analysis of Village Fund Management Systems Based on Village Financial Regulations," *Journal of Legal Issues*, Jilid 46 No (Januari 2017): 21.

¹⁹ Onius Wakerkwa, "The Role of Human Resources in Improving Community Development in the Village of Umbanume, Piriimekab Subdistrict, Lanny Jaya Regency," *Journal Holistik*, Tahun Ixno. 17a/ (Januari-Juni 2016):4.

²⁰ Wakerkwa, "The Role of Human Resources in Improving Community Development in the Village of Umbanume, Piriimekab Subdistrict, Lanny Jaya Regency, 148.

- (2) The priority of using the Village Fund as referred to in paragraph (1) can be used to finance the implementation of programs and priority activities that are cross-sectoral in nature.
- (3) The priority of the use of village funds as referred to in paragraph (1) and paragraph (2), is expected to provide the greatest benefit for the village community in the form of improving quality of life, improving welfare and poverty reduction and improving public services at the village level.

In Article 5 there is an emphasis on the quality of life of rural communities in the field of basic social services that have a direct impact on improving the quality of life of the community. The basic social services include:

- a. procurement, construction, development, and maintenance of basic infrastructure for meeting needs:
 1. residential environment;
 2. transportation;
 3. energy; and
 4. information and communication
- b. procurement, development, development, and maintenance of basic social service infrastructure facilities to meet needs:
 1. public health; and
 2. education and culture.
- c. procurement, construction, development and maintenance of economic facilities for rural communities include:
 1. agricultural business for food security;
 2. productive scale agricultural economic activities covering aspects of production, distribution and marketing that are focused on the establishment and development of superior village products and / or superior products in rural areas; and
 3. productive scale non-agricultural economic enterprises covering aspects of production, distribution, and marketing that are focused on the establishment and development of superior village products and / or superior products in rural areas
- d. procurement, construction, development, and maintenance of environmental facilities to meet needs:
 1. preparedness for natural disasters and social conflicts;
 2. handling natural disasters and social disasters; and 3. environmental preservation.
 3. procurement, construction, development, and maintenance of infrastructure and other infrastructure in accordance with the authority of the village and decided through village meetings.

In terms of the use of village funds for poverty alleviation in the village and several activities carried out to encourage increased human resources in the village, this is regulated in Article 8.

- (1) Village poverty reduction as referred to in Article 4 paragraph (3) is prioritized to finance the implementation of cash-intensive programs and activities to provide employment for unemployed, underemployed, poor families, and prevent stunting.
- (2) Cash labor intensive activities as referred to in paragraph (1) shall be carried out in a self-managed manner by the Village by utilizing natural resources, technology, and human resources in the Village.

- (3) Utilization of human resources as referred to in paragraph (2) is carried out by utilizing Village Fund financing for the Village development sector at least 30% (thirty percent) is used to pay wages of the Village community in order to create employment.
- (4) Work wages are paid on a daily or weekly basis in the implementation of activities funded by the Village Fund.
- (5) The implementation of cash labor intensive activities is not carried out during the harvest season.

Article 10 in terms of the use of village funds for community empowerment is regulated that:

- (1) Village Funds are used to finance programs and activities in the field of Village Community Empowerment aimed at increasing the capacity and capability of the Village community in applying the results of the development of science and technology, appropriate technology, and new findings for the economic and agricultural progress of the village community by utilizing potential and its own resources.
- (2) Prioritized village community empowerment activities include:
 - a. increasing community participation in the process of planning, implementing and monitoring village development;
 - b. capacity building of village communities carried out in the local village;
 - c. development of resilience of the village community;
 - d. development of family resilience;
 - e. management and development of village information systems through capacity building and procurement of software applications and computer hardware for data collection and dissemination of information on development and empowerment of village communities managed in an integrated manner;
 - f. support management of basic social service activities in the fields of education, health, empowerment of the poor, empowerment of women and children, and empowerment of marginalized communities and members of the village community with disabilities;
 - g. support management of environmental conservation activities;
 - h. preparedness support for natural disasters and social conflicts and their handling;
 - i. capital support and management of productive economic businesses managed by BUMDesa and / or BUMDesa Bersama;
 - j. support for economic business management by community groups, cooperatives and / or other village economic institutions;
 - k. utilization of natural resources for village independence and improving the welfare of the community;
 - l. the application of appropriate technology for the utilization of natural resources and the improvement of productive scale agricultural economic business;
 - m. the development of cooperation between villages and village cooperation with third parties; and
 - n. other Village community empowerment activities that are in accordance with the authority of the Village and are decided through Village meetings

Conclusion and Recommendation

Village as a social entity of the village community. The application and implementation of village autonomy brings the spirit of change in realizing the goals of development, namely improving the welfare of rural communities. This can be seen in the planning up to the evaluation of development in the village carried out by the village. The community has an important role in each of these stages. The quality of human resource management in the

village is currently undergoing significant changes, village funds provided by the government to the villages and resources in the village are a big capital to develop the potential and increase the quality of human resources in the village. This is done to improve the welfare of rural communities in realizing the ideals of *nawacita* to build Indonesia from the periphery by strengthening regions and villages within the framework of a unitary state and carrying out a revolution of national character.

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