

Review of Human Resources Utilization by Utilizing Village Funds for Development in Bicak Village

Faris Adi Dharmawan¹⁾, Yushita Marini²⁾

¹⁾Faculty economic and business, Universitas Terbuka

E-mail: farisadidharmawan@gmail.com

²⁾ Faculty economic and business, Universitas Terbuka

E-mail: yushita@ecampus.ut.ac.id

Abstract

This research aims to analyze the utilization of human resources in the form of involvement of villagers by utilizing village funds for the development sector such as roads, irrigation, bridges and other infrastructure in Bicak Village whether they comply with statutory provisions or not. The analytical method used is a qualitative method with a literature study approach by collecting and studying written sources in both hardcopy and softcopy form such as e-books related to the topics discussed to obtain secondary data related to the topic as well as obtaining theoretical and legal basis to be used in the preparation of this scientific work and field studies through direct interaction with research objects. Collecting data by coming to the location object directly to obtain the necessary information which can be done by interviewing and collecting related documents for analysis purposes in writing objects. The results of the research show that not all human resource utilization activities for village development programs are in accordance with the provisions of laws and regulations. There were several construction activities that should have been completed in that fiscal year that had not yet been executed.

Keywords : *Human Resources, Village, Village Funds, Development, Village Government*

1. INTRODUCTION

Village government has a crucial role in efforts to advance and improve the quality of life of people in rural areas. In 2015, the central government for the first time allocated resources directly to villages to support local development, which was realized in a program called the Village Fund. Village Funds are an important instrument in encouraging economic growth and improving the welfare of village communities.

Village Funds are funds sourced from the State Revenue and Expenditure Budget which are intended for villages which are transferred through the district/city Regional Revenue and Expenditure Budget and are used to fund government administration, implementation of development, community development and community empowerment (Article 1 of the Government Regulations of the Republic of Indonesia Number 8 of 2016). Village funds can be used by villages in accordance with the priority uses that have been determined by statutory regulations. One of the priority uses of Village Funds mandated by statutory regulations is the development and empowerment of village communities (Article 19 Paragraph 1 of Government Regulation of the Republic of Indonesia Number 8 of 2016).

One of the villages that is also experiencing transformation in the context of utilizing Village Funds is Bicak Village. Bicak Village, like many other villages, faces various challenges in realizing sustainable and equitable development throughout its territory. In realizing development, village governments must utilize human resources (HR), in the form of village residents' involvement in the development process, which is the key to achieving national priorities.

Therefore, an in-depth review is needed regarding the utilization of human resources in Bicak Village by utilizing Village Funds for development. This research will focus on the implementation of development implemented by the Bicak Village Government by utilizing Village Funds and utilizing human resources in the form of involving village residents in various development fields, such as infrastructure, education, health, agriculture, and others.

Previous research discussed aspects of the use of Village Funds such as the effectiveness of Village Fund management, community participation in Village Fund management, implementation of Village Funds in village infrastructure development, transparency in the use of Village Funds, the impact of Village Funds on economic growth, analysis and evaluation of the implementation of the Village Fund program. However, there is not much research that focuses on empowering village residents for development because one of the mandates of statutory regulations in the use of Village Funds is to prioritize self-management in its implementation, especially using village resources.

Therefore, this research aims to find out whether the practice of using Village Funds in the development sector by utilizing human resources in the Bicak Village Government complies with the provisions of applicable laws and regulations or not. With research on the utilization of human resources by utilizing Village Funds for development in Bicak Village, it is hoped that it can provide better insight into the challenges and opportunities faced by the village government in improving sustainable development. In addition, it is hoped that the results of this research can become a basis for making more effective and efficient policies in utilizing Village Funds to achieve the welfare of village communities and sustainable village development.

2. LITERATURE REVIEW

2.1. Definition of Village

A village is a legal community unit that has territorial boundaries and is authorized to regulate and manage government affairs, the interests of local communities based on community initiatives, rights of origin, and/or traditional rights that are recognized and respected in the government system of the Unitary State of the Republic of Indonesia (Article 1 of the Law of the Republic of Indonesia). Law Number 6 of 2014). In the course of the constitution of the Republic of Indonesia, villages have developed in various forms so that they need to be protected and empowered so that they become strong, advanced, independent and democratic so that they can create a strong foundation in carrying out governance and development towards a just, prosperous and prosperous society (Consideration of Law -Law Number 6 of 2014).

In Article 1 of the Regulation of the Minister of Villages, Development of Disadvantaged Regions & Transmigration, the General Village Regulations state the General Guidelines for Village Development and Empowerment No. 21 of 2020 states that villages and traditional villages or so-called with other names, hereinafter referred to as Village, is a legal community unit that has boundaries territory authorized to regulate and administer government affairs, local community interests based on community initiative, rights of origin, and/or recognized and respected traditional rights in the government system of the Unitary Republic Indonesia.

2.1. Definition of Village Development and Village Community Empowerment

The Regulation of the Minister of Villages, Development of Disadvantaged Regions & Transmigration, the General Village Regulations state the General Guidelines for Village Development and Empowerment No. 21 of 2020 explain about Village Development is an effort to improve quality live and live to the fullest prosperity of the village community. Rural Development is that carried out between Villages in the field of development business, community activities, services, development, community empowerment, security and order.

Village Community Empowerment is an effort develop independence and well-being society by increasing knowledge, attitudes, skills, behavior, abilities, awareness, as well utilize resources through assignment policies, programs, activities and assistance in accordance with the essence of the problem and priority needs villagers.

3. RESEARCH METHOD

The qualitative research method used in research on Village Funds in Bicak Village is a descriptive approach combining various data collection techniques, such as observation, interviews, literature study and secondary data collection. This research uses a qualitative approach with descriptive research type. According to Sugiyono (2012:9), qualitative research is a type of research used to examine the condition of natural objects where the researcher is the key instrument. The aim of this research is to determine the implementation of Village Fund management in the development sector which utilizes village residents as human resources for the development sector and to analyze the suitability of the practice of using Village Funds in the development sector with the utilization of village residents in the development sector in the Bicak Village Government with the Government Regulation of the Republic of Indonesia Number 8 of 2016 concerning Village Funds Sourced from the State Revenue and Expenditure Budget and derivatives of this regulation. The research process is carried out through literature study by collecting and studying written sources and obtaining secondary data related to the topic as well as obtaining the relevant theoretical and legal basis. Furthermore, data collection was carried out from various sources involved in the implementation of the Village Fund by means of interviews, direct observation of research objects, and collecting related documents for analysis purposes in writing objects through field studies.

4. RESULTS AND ANALYSIS

4.1. Bicak Village Profile

The Bicak Village government began to be established around 1921. According to the sources we met, it was revealed that before 1921 there was no Bicak Village because each hamlet had its own official whose position was the same as the lurah or village head, namely the demang, only then in 1921 , the position of demang was eliminated and the hamlets were united into villages under the leadership of a lurah or village head. Bicak Village has three administrative areas or hamlets, namely Bicak Hamlet, Order Hamlet, and Kedawang Hamlet and consists of 11 RWs and 36 RTs.

4.2. Bicak Village Natural Resource Potential

Bicak Village is part of the Trowulan District, Mojokerto Regency, which is located at an altitude of 34 meters above sea level. It is seven kilometers from the sub-district capital and district capital. It has an area of 266,207 ha with details of land for rice fields 170 ha, yards 96 ha, and others 7,207 ha. Geographically, Bicak Village is bordered to the north by Balong Village, Jombang Regency, to the east by Modongan Village, Sooko District, to the south by Tawang Sari Village, Trowulan District and to the west by Balongwono Village, Trowulan District and astronomically located at 7°30 South Latitude and 112°23 E. Bicak Village is a lowland area where most of the land is used for settlement and agriculture. The following is detailed data about the village's natural resource potential obtained and processed from several document sources.

Table 1. Natural Resource Potential of Bicak Village

No.	Type of Natural Resources	Total
1.	Rice Field	145 ha

2.	Dry Land Area	92,71	ha
3.	Public Facilities Land	28,5	ha
4.	Livestock	8.601	ekor
5.	River	3.600	m
6.	Rice, Corn and Secondary Crops	429.500	kg

Source: Bicak Village Government Implementation Report, 2019

All of the rice fields are technically irrigated rice fields, namely rice fields that are supplied with water through irrigation. Dry land is mostly dominated by surrounding settlements 85.71 ha, while for upland land it is around seven hectares. The public facilities land consists of 25 hectares of bent land, one hectare of sports fields, government offices, namely the village hall, about half a hectare, one hectare of village burial ground, and one hectare of school buildings. Bicak Village has rainfall of 20 mm with a total of six rainy months, a humidity level of 53 RH, and an average daily temperature of 37°C. As for the soil, most of it is black with a clay texture and a slope of 40°. The 8,601-head farm consists of 42 cows, 8,056 free-range chickens, 350 ducks, 25 goats, 78 sheep and 50 geese. Bicak Village does not have plantation land, forest land, minerals, swamps, fisheries and tourism potential because most of the land is used for agriculture and settlements.

Human Resource Potential of Bicak Village

Bicak Village has 1,644 families with a population of 5,057 people consisting of 2,579 men and 2,478 women and all of them embrace Islam. Based on social mapping from the analysis of the causes of poverty carried out by KPMD (Village Community Empowerment Cadre), out of a total of 1,644 families, there are 498 families in the pre-prosperous category, 565 families in the middle category, and 581 families in the prosperous category. The residents' livelihoods vary from agriculture and animal husbandry, shoe craftsmen, tofu craftsmen, carpentry, traders and factory workers. Below is presented data regarding the population of Bicak Village according to the Village Government Administration Report (LPPD) for Fiscal Year 2019.

Table 2. Human Resource Potential of Bicak Village

No.	Type of Human Resources	Total (In Persons)
Livelihood		
1.	Farm Workers	785
2.	Farmer	557
3.	Breeder	38
4.	Trader	169
5.	Civil Servants	19
6.	Services	343
7.	Retired	16
8.	TNI and POLRI	5
9.	Others	671
Latar Belakang Pendidikan		
1.	Strata	86
2.	SMA	841
3.	SMP	944
4.	SD	1.112
5.	Others	2.076

Source: Bicak Village Government Implementation Report, 2019

General Overview of the 2019 Village APBDes in the Bicak Village Government

In running the government, the Bicak Village Government has a Village Revenue and Expenditure Budget (APBDesa). During the 2019 fiscal year, Bicak Village had realized income of IDR 1,651,622,304.00 with details of original village income of IDR 169,395,000.00, transfer income consisting of Village Funds of IDR 821,231,000.00, tax and levy revenue sharing of IDR 96,729,304.00, Village Fund allocation of IDR 478,005,000.00, financial assistance from the district government of IDR 46,900,000.00. Other income consists of corrections to expenditure errors from the previous fiscal year amounting to IDR 38,257,000.00 and the remainder comes from bank interest. For expenditure during the 2019 fiscal year, Bicak Village has realized IDR 1,652,290,593.11. This expenditure is divided according to fields and sub-sectors. The following is the use of income including transfers from the Village Fund according to the Bicak Village Revenue and Expenditure Budget (APBDesa) based on fields and sub-sectors.

Table 3. Village Expenditures by Sector and Subsector

Description	Realization
VILLAGE GOVERNMENT FIELD	667.731.302,01
- Sub-sector of Organizing Income Expenditures	502.259.750,01
- Sub-sector of Government Facilities and Infrastructure	65.716.000,00
- Sub-sector of Administration	1.645.000,00
- Sub-sector of Government Administration and Planning	84.198.742,00
- Sub-sector of Land	13.911.810,00
VILLAGE DEVELOPMENT IMPLEMENTATION FIELD	785.934.700,00
- Sub-sector of Education	128.951.500,00
- Sub-sector of Health	65.638.500,00
- Sub-sector of Public Works and Spatial Planning	556.844.700,00
- Sub-sector of Residential Area	30.000.000,00
- Sub-sector of Transportation and Communication	4.500.000,00
COMMUNITY DEVELOPMENT FIELD	33.895.000,00
- Sub-sector of Culture and Religion	13.610.000,00
- Sub-sector of Youth and Sports	4.700.000,00
- Sub-sector of Community Institutions	15.585.000,00
COMMUNITY EMPOWERMENT FIELD	149.151.300,00
- Sub-sector of Village Apparatus Capacity Building	3.818.000,00
- Sub-sector of Women's Empowerment	52.688.500,00
- Sub-sector of Investment Support	26.540.450,00
- Sub-sector of Trade and Industry	66.104.350,00

Source: Bicak Village Government Implementation Report, 2019

Overview of the Use of Village Funds in 2019 for the Development Sector

For the implementation of village development, there are facilities and infrastructure built during 2019, including:

Table 4. Infrastructure Built During 2019

No.	Facilities and Infrastructure Built	Realization (In Rupiah's)
1.	Rehabilitation of Bicak Hamlet Kindergarden Building	74.577.000,00
2.	Rehabilitation of the Order Hamlet Bridge	35.591.700,00
3.	Construction of BUMDes Kiosk	66.104.350,00
4.	Construction of South Kedawung Hamlet Cash Road	61.700.000,00
5.	Construction of Village Drainage Channels	421.296.000,00
6.	Rehabilitation of Poor People's Houses	30.000.000,00

Source: Bicak Village Government Implementation Report, 2019

For the rehabilitation of the Dusun Bicak Kindergarten Building, the total realization was divided into three types, namely for the honorarium for the activity implementing team amounting to IDR 3,550,375.00, labor wages amounting to IDR 26,690,000.00, raw materials/materials amounting to IDR 44,336,625.00. For the bridge rehabilitation in Pesanan Hamlet, the total realization was divided into four types, namely for the honorarium for the activity implementing team amounting to IDR 1,694,300.00, labor wages amounting to IDR 9,220,000.00, raw materials/materials amounting to IDR 23,341,000.00, and rent equipment amounting to Rp. 1,336,400.00.

For the construction of the BUMDes kiosk, the total realization was divided into three types, namely for the honorarium for the activity implementing team amounting to IDR 3,338,350.00, labor wages amounting to IDR 31,400,000.00, and raw materials/materials amounting to IDR 31,366,000.00. For the construction of the cast road for South Kedawung Hamlet, the total realization was divided into three types, namely the honorarium for the activity implementing team amounting to IDR 2,930,000.00, labor wages amounting to IDR 31,400,000.00 and raw materials/materials amounting to IDR 44,070,000.00.

For the construction of village drainage channels, the total realization is divided into three types, namely for the honorarium for the activity implementing team amounting to IDR 12,099,000.00, labor wages amounting to IDR 237,930,000.00 and raw materials/materials amounting to IDR 171,267,000.00. For poor people's houses, it is not detailed because it includes purchases of goods/services that will be handed over to third parties and was unable to obtain this data.

Table 5. Summary of Infrastructure Development

No.	Facilities and Infrastructure Build	% Use of Human Resource	Self-Management	Pay Salary
1.	Rehabilitation of Dusun Bicak Kindergarten	35,78%	Yes	Daily
2.	Rehabilitation of Hamlet Bridge	25,90%	Yes	Daily
3.	Construction of BUMDes Kiosk	47,50%	Yes	Daily
4.	Construction of South Kedawung Hamlet Cast Road	23,80%	Yes	Daily
5.	Construction of Village Drainage Channels	56,48%	Yes	Daily
6.	Rehabilitation of House for Poor People	-	Yes	Daily

Source: Bicak Village Government Implementation Report, 2019

Based on this data, the author also conducted an interview with the Head of the Village Development Section, Mr. Fatkur Mubin, that all the projects mentioned above were implemented in a self-managed manner using human resources which utilized village residents around the project or other villagers if the villagers were unable to afford it. . The activity implementing team for all these projects is the Village Head. In interviews, sources said that there were no obstacles in the construction of these projects and all projects were carried out one hundred percent. For labor or coolie wages, the source said that wages were paid directly on a daily basis. For data in the form of project accountability reports, it is not provided because it is internal according to the Village Head.

Overview of human resources in Bicak Village

Bicak Village has human resource potential of around 5,057 people with a total of 1,644 families (heads of families) with information about 498 families (heads of families) who are still

underprivileged, 565 families (heads of families) in the middle category, and 581 families (heads of families) in the prosperous category. The number of working residents is around 2,603 people, while the rest are housewives, studying and unemployed.

Most of the population works in the agricultural sector, namely around 51.56% of the total working population, the second is in the service sector around 13.18% of the total working population, the third is traders around 6.5% of the total working population working, the fourth is livestock farmers around 1.46% of the total working population, the fifth is PNS (Civil Servants) around 0.73% of the total working population, and the least are as TNI (Indonesian National Army) and POLRI (Police of the Republic of Indonesia) which is only 0.19% of the total working population, while the rest are shoe craftsmen, factory workers, tofu craftsmen, and other professions which is around 25.78% of the total working population.

From this data, livelihoods are correlated with land use in Bicak Village, which is mostly rice fields and the educational background of Bicak Village residents. Currently, the majority of the educational background of the population of Bicak Village is unschooled/did not graduate from elementary school (Primary School) and elementary school (Primary School) graduates, which is around 63% of the population, followed by junior high school (Junior High School) graduates, around 18.66%, then high school graduates (High School) around 16.6%, and the least is strata, which is around 1.7% of the total population of Bicak Village.

Based on the description above, the capacity of human resources in Bicak Village needs to be increased so that human resources can progress and develop according to the demands of the times, whereas in the past, schooling was only up to completing elementary school, junior high school or high school, now it is required to graduate with a diploma or Strata for better quality human resources, in accordance with the strategy and policy direction of Bicak Village, namely increasing community capacity through the provision of educational facilities and infrastructure.

Judging from Government Regulation Number 8 of 2016 and Regulation of the Minister of Finance of the Republic of Indonesia Number 193/PMK.07/2018, Bicak Village has a priority in using its Village Funds to be used for development and empowerment of its community through increasing access to education, providing educational counseling and training for community, increasing access to farming by building farming roads to facilitate the distribution and sale of agricultural products, providing superior seeds to provide superior products unique to the village, as well as building several infrastructures that smooth the flow of the economy by using self-management mechanisms so that the money can circulate in the village and improve the level of village community economy.

Overview of village development in Bicak Village

Based on data on geographical conditions and natural resource potential, most of the land in Bicak Village is used for agriculture, namely around 54.45% of all available land, the rest is used for settlements and public facilities such as schools, madrasas, cottages, village government offices, and public cemetery. This land is generally used to grow rice, secondary crops and sugar cane. This happens because the texture of the soil is clay and its black color indicates the amount of nutrients and humus contained in the soil. Apart from that, it is supported by sufficient rainfall and the length of the rainy months, humidity levels and average daily temperatures so that these cultivated plants grow well. Bicak Village does not have forest land, plantation land, or tourism potential because almost all of its land is used for agriculture and settlements. Looking at the geographical conditions and natural resource potential, it is certain that some of the population works in the agricultural sector.

Based on data on demographic conditions and human resource potential, 51.56% of Bicak Village residents work as farm laborers and farmers, while the rest work as livestock breeders, traders, civil servants (PNS), retirees, services, TNI (Indonesian National Army) and POLRI (Police of the Republic of Indonesia), and others (such as shoe entrepreneurs, factory workers, construction workers, and tailors). Bicak Village has a population of 5,057 people with 1,644 families (heads of families). Based on a survey conducted by KPMD (Village Community Empowerment Cadre), there are 498 families (heads of families) who are in the underprivileged group, 565 families (heads of families) who are in the middle class, and 581 families (heads of families) who are in the prosperous group.

From these data it can be seen that around 30% of the population is underprivileged. Judging from educational background, there are still many residents of Bicak Village who are elementary school graduates or have not finished elementary school or have not attended school, namely around 63% of the total population. The education level of the population influences the livelihoods of the residents of Bicak Village, namely the majority as agricultural laborers and farmers with a percentage of 51.56% as previously mentioned and other workers such as factory workers and construction workers.

Looking at data on geographical conditions, natural resource potential, demographic conditions and human resource potential, the role of Village Funds is very important in developing villages and empowering their communities. Especially in the field of village development, the Village Fund has a very big role in the lives of the residents of Bicak Village, especially in development in the infrastructure sector, especially those related to farming such as construction of farming roads, construction of irrigation and construction of village roads for the purposes of distributing agricultural products and development in the field of increasing human resource capacity, such as building and rehabilitating schools, educational counseling and training for the community, as well as providing facilities and infrastructure.

Based on the geographical and demographic data of the village mentioned above, Bicak Village is a village that is still classified as a self-supporting village and is classified as a developing village according to the 2019 Development Village Index of the Ministry of Villages, Development of Disadvantaged Regions and Transmigration with an index value of 0.7037 with details of the Environmental Resilience Index. of 0.6667, Economic Resilience Index of 0.6500, Social Resilience Index of 0.7943.

Based on the Developing Village Index data, village development is focused on development activities, development and maintenance of economic infrastructure, procurement of production, distribution and marketing infrastructure to support the strengthening of productive-scale agricultural economic businesses, economic efforts for food security and other economic efforts focused on the formation of and development of superior products, procurement of basic social and environmental infrastructure aimed at supporting efforts to fulfill village community access to basic social and environmental services, and development and maintenance of basic infrastructure contained in Article 9 of the Regulation of the Minister of Villages, Development of Disadvantaged Regions and Transmigration of the Republic Indonesia Number 16 of 2018.

Based on the 2019 Village Government Implementation Report (LPPD), Bicak Village has carried out several developments, namely rehabilitation of the Kindergarten building, rehabilitation of bridges in Pesanan Hamlet, construction of BUMDes kiosks (Village-Owned Enterprises), construction of cast roads in South Kedawung Hamlet, construction of canals village drainage, and rehabilitation of poor people's houses.

Regulation of the Minister of Villages, Development of Disadvantaged Regions and Transmigration of the Republic of Indonesia Number 16 of 2018 concerning Priority Use of Village Funds in 2019, these developments are in accordance with village development priorities in the developing village category in accordance with the provisions of article 9 which was mentioned previously, namely for the construction of cast roads in South Kedawung Hamlet, the construction of village drainage channels is in accordance with article 9 paragraph 2, namely the provision of basic social and environmental infrastructure which is directed at efforts to support the fulfillment of village community access to basic social services (educational needs). The rehabilitation of kindergarten buildings, the rehabilitation of bridges in Pesanan Hamlet, and the rehabilitation of poor people's houses are in accordance with Article 9 Paragraph 3, namely the development and maintenance of basic infrastructure. The construction of BUMDes kiosks (Village-Owned Enterprises) is in accordance with the provisions of Article 9 Paragraph 1, namely the construction, development and maintenance of economic infrastructure.

Based on field observations carried out, several development projects such as BUMDes kiosks (Village-Owned Enterprises) and sewer construction in South Kedawung Hamlet do not fully reflect the situation as stated in reports and interview results obtained from sources. As for the BUMDes (Village-Owned Enterprise) kiosk itself, it is still not occupied because the construction location is not strategic, namely in front of the village hall and far from the hustle and bustle of economic activity, so the kiosk has not been utilized until now, in fact there has been news from residents that the construction of the kiosk was only to fulfill administrative requirements so that Village Funds can be disbursed. For the construction of sewers in South Kedawung Hamlet, until now there is no physical form and until now the construction has not been continued for whatever reason, while for the rehabilitation of poor people's houses, the data obtained is incomplete so it cannot be concluded accurately. But from residents, there was news that there were several renovations to residents' houses that had not been carried out.

Review of Village Fund financing for village development

Based on the general description of the use of Village Funds for the 2019 fiscal year in the Bicak Village Government, the field of implementing village development consists of several sub-sectors, namely the education sub-sector, the health sub-sector, the public works and spatial planning sub-sector, the residential area sub-sector, and the transportation and communication sub-sector. The village development implementation sector costs IDR 785,934,700.00, with details for the education sub-sector worth IDR 128,951,500.00, the health sub-sector worth IDR 65,638,500.00, the public works and spatial planning sub-sector worth IDR 556,844,700.00, the residential area sub-sector worth Rp. 30,000,000.00, sub-sector of transportation and communications worth Rp. 4,500,000.00. The development sector of Bicak Village consumes 48% of the total expenditure of Bicak Village.

Judging from Government Regulation Number 8 of 2016, development in Bicak Village is in accordance with Article 19, namely that Village Funds are used to finance government administration, development, community and community empowerment and are prioritized to finance development and community empowerment.

Based on the Bicak Village Village Government Implementation Report (LPPD) for the 2019 Fiscal Year, details regarding these sub-sectors, namely the education sub-sector, are used to organize PAUD (Early Childhood Education), TK (Kindergarten), TPQ (Al-Quran Education Park).), Madrasas and support for their implementation, educational counseling and training for the community, and procurement of infrastructure.

For the health sub-sector, namely the implementation of Posyandu (Family Planning Service Post - Integrated Health), counseling and training in the health sector, and rehabilitation/procurement of infrastructure. For the sub-sector of public works and spatial planning, namely the construction of environmental roads and farming roads, construction of village-owned bridges, and construction of culverts/drains. The residential area sub-sector is the rehabilitation of uninhabitable houses. For the sub-sector of transportation and communication, namely the implementation of village public information.

If viewed from the Minister of Home Affairs Regulation Number 20 of 2018, the expenditure sector posts are in accordance with Article 16 Paragraph 1 and for sub-sector posts are in accordance with Article 17. Judging from Government Regulation Number 8 of 2016 and its derivative, namely the Village Minister's Regulation, Development of Disadvantaged Regions and Transmigration of the Republic of Indonesia Number 16 of 2018 concerning Priority Use of Village Funds in 2019 is in accordance with Article 5, namely the use of village funds for the procurement, construction, development and maintenance of basic infrastructure to fulfill the residential environment is in accordance with the rehabilitation of inadequate houses housing and construction of culverts/sewers, transportation is in accordance with the construction of village roads and bridges, information and communication is in accordance with the implementation of village public information, public health is in accordance with the implementation of Posyandu (Family Planning Service Post - Integrated Health), counseling and training in the health sector, and rehabilitation/procurement of infrastructure, education and culture in accordance with the implementation of PAUD (Early Childhood Education), TK (Kindergarten), TPQ (Al-Quran Education Park), Madrasah and support for its implementation, counseling and training education for the community, and procurement of facilities and infrastructure, agricultural businesses for food security are in accordance with the construction of agricultural business roads.

Review of the utilization of human resources by utilizing Village Fund financing for village development

An overview of the use of Village Funds for the 2019 fiscal year for village development in the Bicak Village Government, there are six facilities and infrastructure built during 2019, namely the rehabilitation of the Kindergarten Building in Bicak Hamlet, the rehabilitation of bridges in Pesanan Hamlet, the construction of BUMDes kiosks, the construction of roads cast in South Kedawung Hamlet, construction of village drainage channels, and rehabilitation of poor residents' houses. The kindergarten building costs Rp. 74,577,000.00 and is divided into percentages, namely for the honorarium for the activity implementing team around 4.76%, for labor wages reaching 35.79%, and for raw materials/materials reaching 59.45%. Rehabilitation of the bridge in Pesanan Hamlet costs around IDR 35,591,700.00 and is divided into percentages, namely for the honorarium for the activity implementing team around 4.76%, for labor wages reaching 25.9%, for raw materials reaching 65.58%. %, and for equipment rental it reaches 3.756%. The cost of building a BUMDes kiosk is Rp. 66,104,350.00 and is divided into percentages, namely for the honorarium for the activity implementing team around 5.05%, for labor wages reaching 47.5%, and for raw materials/materials reaching 47.45%.

The construction of a cast road in South Kedawung Hamlet costs Rp. 61,700,000.00 and is divided into percentages, namely for the honorarium for the activity implementing team around 4.75%, for labor wages reaching 23.8%, and for raw materials reaching 71.45%. The construction of the village drainage channel costs Rp. 421,296,000.00 and is divided into percentages, namely for the honorarium for the activity implementing team around 2.87%, for labor wages reaching 56.48%, and for raw materials/materials reaching 40.65% Meanwhile, for the rehabilitation of poor people's houses, they are not informed about the details of the honorarium for the activity

implementation team, labor wages and raw material costs. Judging from Article 9 of the Regulation of the Minister of Villages, Development of Disadvantaged Regions and Transmigration of the Republic of Indonesia Number 16 of 2018 concerning Priority Use of Village Funds in 2019, these developments are appropriate because they lead to poverty alleviation programs which prioritize financing the implementation of cash-intensive programs for providing employment opportunities for unemployed, underemployed village communities, families poverty, and prevention of stunted children.

According to data obtained through interviews with the Head of the Village Development Section, Mr. Fatkur Mubin, that all projects that have been carried out during 2019 have all been implemented in a self-managed manner using human resources that utilize village residents around the project or other village residents if no one is available. . This is appropriate because cash-intensive activities are carried out in a self-managed manner by utilizing natural resources, technology and human resources in the village.

Based on Article 9 Paragraph 3, the construction of the rehabilitation of the Bicak Hamlet Kindergarten building, especially for labor wages, is appropriate because around 35.79% of the total rehabilitation costs are used to pay labor wages exceeding the provisions contained in Article 9 Paragraph 3, namely at least 30 %. The construction of the rehabilitation of the Pesanan Hamlet bridge does not comply with the provisions because it only costs around 25.9% of the total costs for utilizing human resources/paying labor wages as stated in Article 9 Paragraph 3, namely at least 30%. The construction of BUMDes kiosks is in accordance with the provisions because around 47.5% of the total construction costs are used to pay labor wages, exceeding the provisions contained in Article 9 Paragraph 3, namely at least 30%.

The construction of the cast road in South Kedawung Hamlet is not in accordance with the provisions because around 23.8% of the total construction costs are used to pay labor wages which is less than the provisions contained in Article 9 Paragraph 3, namely at least 30%. The construction of village drainage channels is in accordance with the provisions because around 56.48% of the total construction costs are used to pay labor wages, exceeding the provisions contained in Article 9 Paragraph 3, namely at least 30%.

Based on the results of an interview with the Head of the Village Development Section, Mr. Fatkur Mubin, wages for workers or coolies for all projects are paid directly and daily. This is in accordance with the provisions of Article 9 Paragraph 4, namely the requirement to pay daily or weekly wages for carrying out activities financed by Village Funds. The following is a summary of infrastructure development from the explanation above during 2019.

5. CONCLUSION

The quality of human resources in Bicak Village based on educational background is around 63% who are still attending/not completing/graduated from elementary school, while in terms of quantity the population is quite large, namely around 5,057 people with 1,644 families (heads of families). Of the total population, around 2,603 people are working residents. Of the working population, 785 people work as agricultural laborers and 557 work as farmers, or when added up, around 51.56% of the total population work in the agricultural sector. Of the total number of KK (Heads of Families), 498 Kks (Heads of Families) are underprivileged families or around 30% of the total number. From the description above, the quality of human resources is still relatively poor and there are still many people who are not prosperous.

Development in Bicak Village in 2019 was largely focused on the construction, maintenance and development of economic infrastructure to facilitate agricultural production and distribution activities such as the construction of farming roads and development in the residential sector, most of which was directed at public facilities such as the construction of village roads, construction of sewers, /culverts/drainage channels, rehabilitation of educational facilities and the rest is construction of BUMDes kiosks and rehabilitation of poor people's houses. The reason for the focus on development is because of the human resources, some of whom work as farmers and there are still many residents who have low quality education and many who are less prosperous, according to the description in the previous conclusion.

Village income sourced from the Village Fund amounts to around 49.7%. These funds are used to finance village development programs. Around IDR 785,934,700.00 of funds have been spent on development, which is one of the program priorities in Bicak Village. These developments are in accordance with statutory regulations and predetermined guidelines, so that no activities are neglected from the predetermined priorities.

Development activities in Bicak Village which are financed from the Village Fund are all carried out on a self-managed basis. In terms of utilizing human resources for development programs, namely the participation of village residents in the development process, such as being laborers in the development program, most of them are in accordance with the provisions. However, there are some that are not appropriate, such as the construction of cast roads in South Kedawung Hamlet and the rehabilitation of bridges in Pesanan Hamlet because the percentage of utilization of human resources in the form of payment of wages for coolies from village residents is less than 30% which is not in accordance with statutory regulations. declare a minimum of 30% of the cost of the program. Regarding the provisions for payment of wages which are carried out on a daily/weekly basis, everything is in accordance with the provisions and the implementation of the development program is not carried out during the harvest season.

The Bicak Village Government should be more transparent in conveying public information such as development programs and their results which are budgeted in the Village Revenue and Expenditure Budget (APBDesa) as is done by other villages. The Village Government should provide data with honesty regarding development projects in the village because several differences were found between field observations and data obtained through interviews, one of which was regarding development achievements. The Village Government must further optimize the village's original income, not only relying on the results of land management, but can optimize other village assets through KUD (Village Unit Cooperatives) or through BUMDes (Village-Owned Enterprises). The Village Government must better plan development programs so that they can be useful and add economic value to the village and not be impressed only to fulfill administrative requirements so that Village Funds can be disbursed.

Suggestions for further research include an in-depth evaluation of the effectiveness of development programs that have been implemented using Village Funds in Bicak Village. This evaluation includes aspects of achieving goals, benefits for society, and efficient use of funds. Furthermore, research can examine the impact of economic infrastructure development on improving the quality of human resources in Bicak Village. This includes increasing access to education and training, skills, and overall community welfare, as well as conducting comparative research with other villages to get a broader picture. Further research can carry out comparisons with other villages that have similar characteristics. This will help in evaluating the success of development programs and understanding differences and similarities in the utilization of human resources.

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