



Optimization of BUMDes Dharma Abadi Human Resources in Apuan Village, Susut District, Bangli Regency

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ARTICLE INFO	ABSTRACT
<p>Keywords: Human Resources, BUMDes</p>	<p>Apuan Village is one of the villages in Susut District, Bangli Regency, which has a lot of tourism potential and water resource potential. Each village may have a Business Entity to manage village potential through its business units. So Apuan Village established the Dharma Yuda Abadi Village Unit Business Entity since 2017. The business units managed by BUMDes Dharma Yuda Abadi are savings and loan business units, management of drinking water supply and management of tourist objects.</p> <p>However, due to the lack of human resource management capabilities owned by BUMDes Dharma Yuda Abadi, the development of BUMDes which was expected to be able to improve community welfare and also be able to increase PADes in Apuan Village could not be achieved. One indicator of the lack of management capability of the Dharma Yuda Abadi BUMDes Human Resources is the rejection of the responsibility of the Dharma Yuda Abadi BUMDes manager for the 2020 fiscal year, of course this will affect the performance of the BUMDes in subsequent years.</p>
<p>How to cite: Sugiarta, I. N. G., Dewi, A. S. L., Karma, N. M. S., Sunarta, I. W., Dewi, A. P., & Nigrat, I. G. A. A. C. (2023). Empowering Village Administrators in Preventing Disputes Through Basic Paralegal Training in Apuan Village, Susut District, Bangli Regency. Law Doctoral Community Service Journal, Vol.2(2). Doi: https://doi.org/10.55637/ldcsj.2.2.7607.96-99</p>	

1. INTRODUCTION

The large amount of potential that exists in Apuan Village has caused the Apuan Village Government to want the management of this natural potential to be managed professionally by the BUMDes Dharma Abadi of Apuan Village which has been established since 2017. The potential of Apuan Village, especially in water resources, has caused Apuan Village to never have a shortage of water in all seasons, Apuan village becomes one of the fertile and shady villages. The potential in the field of waters, which includes the many rivers and water sources, causes Apuan Village to have water sources that can be managed to meet the daily water needs of the people of Apuan Village and surrounding villages. Likewise, the wealth in the form of rivers and waterfalls that surround the village of Apuan and panoramic views of lush and beautiful rice fields are natural tourist objects that promise to be developed as tourist objects. If these village potentials can be managed professionally by

the Apuan Village BUMDes, it is not impossible that they will be able to improve the welfare of the Apuan village community.

BUMDes Dharma Abadi has been engaged in the savings and loan business, and since 2018 it has been added with a tourism object management business unit, and in 2021 with the passing of the Apuan Village Regulation regarding Drinking Water Management, the Dharma Abadi BUMDes in Apuan Village has also added a special business unit managing the collection of village drinking water levies.

Even though village potential has been managed by BUMDes since 2017, in 2021, the responsibility of the BUMDes management cannot be accepted by the Perbekel or the Apuan Village BPD who is in charge of the BUMDes. The failure to accept BUMDes accountability is the result of a lack of transparency and an imbalance in reports which has prevented BUMDes Dharma Abadi from being able to continue its business to the

fullest in 2022.

Various efforts have been made by the Perbekel, one of which is by conducting internal and external audits and even inviting the Head of the Bangli Regency PMD Service to act as a mediator in resolving conflicts in Apuan Village. However, the administrators were still unable to account for finances, so the Bangli District Inspectorate also conducted an investigation.

There are several previous studies that are relevant to this PKM research. First, Putri & Munari (2023) discuss the governance of village-owned enterprises (BUMDes) as strengthening the economy of Ngingas village, Waru sub-district, Sidoarjo district. Optimizing the role of digital marketing in business entities owned by Sehati Village and UKM Danis Jaya Desa Sukahati. Case studies on UMKM metal craftsmen, Danis Jaya Logam and BUMDES Sukahati Village, Bumdes Sehati Sukahati is community service carried out by the Faculty of Economics, Djuanda University, Bogor (Pramestidewi et al, 2022). Hartawan & Utama (2018) describes the economic resilience of the Balinese Aga community, Banjar sub-district, Buleleng regency. Gunawan (2011) explains the formation of BUMDes aims to accept activities that develop according to customs, activities based on government programs and all other activities that support efforts to increase community income. According to research results Anggraeni, (2017) it is stated that the existence of BUMDES is undeniably bringing changes in the economic and social fields. According to research results. Adawiyah, (2018) stated that organizational development can be carried out by strategies, namely

survey feedback, education and training activities, team formation, and management focusing on goals.

Based on this background, the fundamental problems found are:

1. What are the legal products that enable Dharma Abadi BUMDes in carrying out their business to achieve Good Corporate Governance?
2. How is the management of Human Resources in the BUMDes Dharma Abadi business unit to realize Good Corporate Governance?

Based on the problems above, through this community service activity, provide socialization and provision of the Human Resources (HR) of BUMDES Dharma Abadi

in Apuan Village in managing business units under the auspices of BUMDes Dharma Abadi. In order to improve the HR capabilities of Dharma Abadi BUMDes, 10 Dharma Abadi BUMDes employees were given basic training on reporting management. Hartawan & Utama (2018) also conducted research on the Economic Resilience of the Bali Aga Community, Banjar District, Buleleng Regency. Where in their research they explained that the local community used the Tri Hita Karana concept in economic resilience. The purpose of this research is to discuss legal products that enable Dharma Abadi BUMDes to carry out their business to achieve Good Corporate Governance.

The objectives of carrying out this activity are 1. The Dharma Abadi BUMDes Human Resources (HR) are trained in Apuan Village, Kec. Shrink, Kab. bangli; 2. Compilation of SOP/SPM Activity Units managed by BUMDes Dharma Abadi; 3. Fulfillment of IKU 2, namely students get experience off campus and also fulfillment of IKU 3, namely Lecturers doing activities outside campus.

The target for this community service activity is the Human Resources (HR) of BBUMDes Dharma Abadi, Apuan Village, Susut District, Bangli Regency.

2. RESEARCH METHOD

The method of implementation carried out in the community service program is by:

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1. Partner Problem Mapping Conducting interviews with the Apuan Village Government and the Darma Abadi BUMDes manager.
2. Socialization on the importance of human resource quality; Dissemination of CGC; Dissemination of Law Number 6 of 2014 concerning Villages, Government Regulation Number 11 of 2021 concerning BUMDes.
3. Inviting and involving the District Village Community Empowerment Service. Bangli in fostering the development of BUMDes Dharma Abadi human resources.

3. RESULTS AND DISCUSSION

1. Legal Products for Bumdes Dharma Abadi to Achieve Good Corporate Governance

In Law Number 6 of 2014 concerning Villages, a body called the Village Owned Enterprise has been indicated. Likewise, with

the management of village potential in Apuan Village. Until now, BUMDes Dharma Abadi has 3 (three) managed business units, namely, the credit business, the management of tourism objects, namely the management of the Tibumana waterfall tourist attraction, and the drinking water retribution management business unit. In order to further increase the productivity of Dharma Abadi BUMDes, it is necessary to have a legal umbrella that can protect BUMDes in carrying out or running their business units.

The legal form that allows the Apuan Village Government to optimize BUMDes in managing its business units is in the form of Village Regulations. In the context of administering village government, the Village Government as stated in Article 69 of Law Number 6 of 2014 concerning Villages is given the authority to form Village Regulations. The development of the potential of the Dharma Abadi BUMDes business unit through Village Regulations is expected to help Apuan Village in realizing the BUMDes development plan so that increasing Village Original Income through professional business unit management through BUMDes becomes a necessity.

The management of village potential through the BUMDes business unit must be handled professionally so that the goal of increasing PADes can be realized (Agunggunanto, 2016). Therefore, the management of village potential must be handed over to a special competent institution/agency. In Law Number 6 of 2014 concerning Villages, a body called the Village Owned Enterprise has been indicated. Village-Owned Enterprises, hereinafter referred to as Village-Owned Enterprises, are business entities whose capital is wholly or substantially owned by the Village through direct participation originating from Village assets which are separated to manage assets, services, and other businesses for the greatest possible welfare of the community. Village.

In addition to the need for a Village Regulation, what is no less important that must exist is to improve HR management capabilities and develop an Operational Procedure System/Quality Control System that can be used as a guide in carrying out the duties and functions of business unit managers at BUMDes Dharma Abadi.

2. Management of Human Resources in BUMDes Dharma Abadi Business Unit to Realize Good Corporate Governance

In Law Number 6 of 2014 concerning Villages, in Article 78 it is stated that Village Development aims to improve the welfare of Village communities and the quality of human life as well as reduce poverty through meeting basic needs, developing Village facilities and infrastructure, developing local economic potential, and utilizing natural resources and the environment in a sustainable manner. The most appropriate use of natural resources and the environment by villages is through village-owned enterprises (BUMDes). To achieve national development goals, the village is the leading agent that can reach groups that will be prosperous, for this it is necessary to form a business entity, namely BUMDes (Ramadana et al, 2013). BUMDes is a village business institution that is jointly managed by the community and village government in an effort to strengthen the village economy.

Village-Owned Enterprises, hereinafter referred to as Village-Owned Enterprises, are business entities whose capital is wholly or substantially owned by the Village through direct participation originating from Village assets which are separated to manage assets, services, and other businesses for the maximum welfare of the Village community.

BUMDes as a village economic institution are expected to be able to manage all the finances that revolve in the village through the management of various business units in accordance with village potential. With professional management of these various business units, BUMDes will be able to generate profit (profit). Part of the BUMDes profits will be distributed equally to the village and back to the community. Most BUMDes capital, of course, comes from the Village, so that BUMDes management must be based on cooperative, emancipatory, participatory, transparent and accountable principles (Furqaini, 2009).

Being very important in advancing the potential of the village is the existence of a coaching and increasing the knowledge of the community in managing a village institution. And this coaching can be done through various kinds of training, mentoring and also control through evaluations of the work that has been done on BUMDes governance. Human resources who understand BUMDes management are the key to the progress of Apuan Village, without good governance, of course everything that is done will not go well.

As many as 10 (ten) BUMDes managers and employees were given basic training on the

management of a business starting from the requirements for BUMDes employees in terms of education and skills, simple bookkeeping or recording of business unit activities, preparation of good reports and timeliness and methods of service to village communities as BUMDes consumers. Advances in technology and information can be used as an opportunity for BUMDes Dharma Abadi to provide technology-based services including electronic invitations or digital letters aimed at realizing the ease and effectiveness of information dissemination. Dharma Abadi BUMDes can use the excel menu and smartphones with scanner applications so that information, data and documents owned can be stored with an adequate security system and information retrieval is easy and fast.

4. CONCLUSION

The conclusion from this research is the legal product for BUMDes Dharma Abadi to achieve good corporate governance is to establish Village Regulations regarding BUMDes in accordance with the mandate of Article 69 of Law Number 6 of 2014 concerning Villages which are given the authority to form Village Regulations. In addition, it is also necessary to establish an Operational Procedure System/Quality Control System for the management of BUMdes Dharma Abadi business units. Then, the management of human resources in the Dharma Abadi BUMDes business unit to realize good corporate governance is by providing basic management training to Dharma Abadi BUMDes managers and employees so that they are able to apply CGC principles towards improving BUMDes performance in increasing PADes.

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