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Regional-Owned Enterprise is Performance Oriented and Has an Impact on Village Development

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ABSTRACT

In the era of President Susilo Bambang Yudhoyono's leadership, the concept of village development was coined, so that there would be an even distribution of progress from upstream to downstream. Then during Jokowi Dodo's leadership, the national development scheme was focused on regional development, resulting in economic strengthening, and concrete evidence of this policy was that village funds were transferred from the center directly to the village. The aim of this policy is for villages to become the foundation for strengthening the national economy, and one of them is to give birth to regional-owned enterprise. Based on this description, this research was conducted to reveal the governance of regional-owned enterprise based on their characteristics. This research was conducted using a survey method with a quantitative approach. The research data is in the form of respondents' answers obtained from distributing questionnaires. The collected data was processed and analyzed using linear regression mathematical techniques. The research respondents were the managers of 100 regional-owned enterprise in various regions in Bima Regency, West Nusa Tenggara. The results of the study suggest that regional-owned enterprise can run well if the administrators/members have knowledge of business management. In addition, the management has good integrity, for the commitment to carry out their duties truly with a sense of responsibility. Thus, regional-owned enterprise can generate benefits that are beneficial to village economic development.

Keywords: Village Funds, Village Owned Enterprises, Management, HR Quality, Performance

INTRODUCTION

Regional-owned enterprise as part of the village's original source of income are expected to encourage villages to manage resources including economic development (Fkun, 2019), and encourage village governments to be more independent in managing village governance so that regional-owned enterprise need to be formed to manage the economy rural communities (Budiati, et al., 2019).

Regional-owned enterprise entities are village business institutions that are managed by residents and the village government in an effort to strengthen the village economy and build social cohesion of residents that are built based on the needs and

capabilities of the village. Regional-owned enterprise were established on the initiative of residents based on capabilities that could be raised using local energy sources and market demand (Lumintang & Waani, 2019).

The role of regional-owned enterprise is to build and improve the economic capacity and expertise of villagers, in general to improve their economic and social welfare (Pradani, 2020), to function actively in efforts to improve the quality of human and community life, strengthen the people's economy as a basis for strength and resilience economy, trying to realize and improve the economy of the villagers, helping residents to increase their income so that they can increase the income and prosperity of the residents (Salihin, 2021).

Village-owned enterprise capital All or most of the capital is separated to manage assets, services and other businesses for the greatest prosperity of the village community as a concrete manifestation of the performance of regional-owned enterprise (BUMD). Very dependent on the performance of managers who lead the way to achieve the goals of regional-owned enterprise, because performance is the result of work that has a strong relationship with the organization's strategic goals, customer satisfaction, and contributes to the economy, or performance is about doing work and the results achieved from the work (Mutolib, et al., 2019).

Improvements in managers can be measured through performance appraisals and specific feedback from the results of performance appraisals enabling organizations to create coaching programs even up to career development programs for outstanding employees (Sembiring, 2017). The performance of regional-owned enterprise can increase the income and prosperity of citizens depending on the human resources of the members, employees, or managers in carrying out their duties and responsibilities in managing other energy sources within the organization is determined by the significant role of the members in an organization who are the planners and active actor in every activity of the organization.

Village funds are in line with the aims and objectives of increasing village income, considering that they need to be managed by competent people who prioritize administration (Gayo, et al., 2020). Therefore, managers must have the ability. Human ability can be measured by knowledge, skills, abilities, and personality traits that directly affect individual performance (Wahed, et al., 2020). Management budget

Regional-owned enterprise require management capacity (Rahmawati, 2020), bearing in mind that the village government receives large village funds from the central government, and at the end of each village government activity, accountability to the director and the village is required. The head must be transparent and reproducible.

Competence can be measured from the manager's knowledge in managing Village Owned Enterprises (Endah, 2019). Manager knowledge is needed in completing work tasks so that the results are maximized. Knowledge is what a person knows about a topic, and an ability acquired through formal and informal education. The results of the study show that knowledge has a significant positive effect on performance (Latief, et al., 2019). Serang (2018) analysis results show that there is no significant relationship between knowledge and employee performance in carrying out tasks.

Besides knowledge, there are other things that can affect organizational performance, namely skills. Good skills will produce good job assignments too. Vivian, et al. (2020) said that skills are a combination of several physical and non-physical work abilities in relation to the application of acquiring new knowledge. Furthermore, it was stated that skills apart from being tangible skills, the meaning of skills also refers to mental, manual, motor, perceptual, and even a person's social abilities.

In addition to being required to have competence and work skills, every manager of a regional-owned enterprise entity, work attitude also affects work productivity. Work attitudes contain positive or negative evaluations that a person has about aspects of their work environment. If the attitude towards work is positive, then there will be confidence in one's abilities as a manager (Ibrahim, et al., 2020), a willingness to face competition that leads to progress, and a sense of pride in work results, and the results of research show that work attitudes affect performance.

THEORETICAL BASIS

Performance

According to Ivancevich, performance is a description of the level of achievement of the implementation of an activity/program/policy in realizing the goals, objectives, mission and vision of the organization contained in the strategic planning of an organization Bolung, et al. (2018). Another understanding was also put forward by Mangkunegara, defining performance as the result of work in quality and quantity

achieved by an employee in carrying out his duties in accordance with the responsibilities given to him (Pratama & Wardani, 2017). According to Hasibuan, performance is a work result achieved by a person in carrying out the tasks assigned to him based on skills, experience, and sincerity and time (Nurhaedah, et al., 2018).

Knowledge

Knowledge is the result of "knowing" and this occurs after people sense a certain object. Sensing occurs through the five human senses, namely the senses of sight, hearing, smell, taste and touch. Knowledge comes from the word know, while the word know has meanings, including understanding after seeing (witnessing, experiencing, and so on), knowing and understanding (Serang, 2018). Material knowledge and wealth are "capital" or capital, where are resources, and must have in a relatively balanced ratio, and at least people who have knowledge of the four capitals that are believed to have a significant impact on BUMD performance.

Skills

Skills are task-related behaviors that can be acquired through learning and enhanced with the help of training and others. Skills refer to a person's ability to carry out an activity. Behavior is a manifestation of personality and attitudes that become evident when a person interacts with the environment (Viviani, et al., 2020). Skill is the ability to use reason, thoughts and ideas and creativity in doing, changing or making something more meaningful so as to produce a value from the work (Bolung, et al., 2018).

Work Attitude

Attitude is a reaction or response of someone who is still closed to a certain stimulus or object, which already involves the opinion and emotion factors concerned (happy-disagreeable, agree-disagree, good-bad, like-dislike, etc.) 2018) The attitude component consists of 3 main components, namely: (a) Belief in the work environment and one's opinion of an object (Simanjuntak, 2020).Factors that influence attitude according to Azwar consist of (Sari, et al., 2019)); (a) Personal experience Personal experience can leave a strong impression and can be the basis for forming attitudes when a person is difficult to forget, (b) The influence of other people who are considered important and (c) Cultural influence Without realizing it, culture has instilled a line of influence of attitude someone with various problems.

METHOD

This research is a quantitative research using associative research. Associative research is research that seeks a relationship between one variable and another. The relationship used is a causal relationship that is causal in nature. The population of this study is all managers of regional-owned enterprise in Bima district and community observers of the management of regional-owned enterprise in Bima district so that the total number 100 people. The research instrument used in data collection was a questionnaire. The data was analyzed using multiple linear regression (Multiple Regression Analysis). Multiple linear regression analysis is used to analyze the effect of more than one independent variable on the dependent variable.

RESULT

The results of the data analysis above, produce a linear regression equation as follows Y = 2.118 + 0.890 + 0.645 + 0.834. In these results it is known the value of the constant, the significance value, the calculated t value, the error value, the estimated regression value, and the standard regression value. All of these values form the basis for this study to explain the influence between the independent variables and the dependent variable, so that conclusions or common threads can be drawn from the results of this study, as can be seen in the following table:

1. Suggests that if it is not supported by knowledge, skills and work attitudes, the performance of village-owned enterprise managers is 2.118.
2. Suggests that if knowledge shifts by just one it will shift the performance of the management of regional-owned enterprise by 0.890. The influence of knowledge on performance is 79.3% and the rest is influenced by other variables.
3. Implies that if work skills shift by just one, it will shift the performance of village-owned enterprise managers by 0.645. This means that the influence of skills on performance is 41.6% and the rest is influenced by other variables.
4. Implies that if the work attitude shifts by just one it will shift the performance by 0.834. The large effect of work attitude on the performance of the manager of regional-owned enterprise is 69.5% and the rest is influenced by other variables.

Simultaneous Analysis

The results of the regression analysis obtained the magnitude of the simultaneous correlation of the independent variable on the dependent variable of R 0.933, while the magnitude of the simultaneous influence of knowledge, skills and work attitudes on the performance of managers of regional-owned enterprise (0.9332×100) = 87.1% and the rest is influenced by other variables.

The Effect of Knowledge on the Performance of Regional-owned Enterprise

The findings show that the knowledge of managers of regional-owned enterprise throughout Kabupaten Bima is very high and includes knowledge of developing business tasks, including the following, indicating that improvements still need to be made: Availability and environmental aspects of natural resources (soil, water, air, genetic resources, etc.) (water cycle, pollution, pollution, etc.).

This section provides knowledge about the ability of financial capital to develop a business, including business financial literacy. (3) Knowledge of human capital is knowledge for managers of regional-owned enterprise (supported by good health and physical fitness) so that they can function optimally. Human resources refers to the existence of competent personnel with specific knowledge and expertise related to, for example, technical aspects (for example, administrative/non-technical aspects, such as communication and organizational management).

Knowledge of financial management in business is a variable that is part of the determinant of success or not. Regional-owned enterprise are run because based on the results of testing the research hypothesis "Knowledge has a significant and positive effect on the performance of managers of regional-owned enterprise in Bima district". The results of the research support previous research conducted by Knowledge About (Azma, 2017) that knowledge of financial management affects the quality of work.

The Influence of Skills on the Performance of Regional-owned Enterprise

Based on the results of research on the management skills of regional-owned enterprise in Bima district, it is classified as high. This illustrates the skill of referring to Robbins & Coulter's opinion in Bolung, et al. (2018) that skills are divided into 4 categories, namely: Basic skills that everyone must have, such as reading, writing, arithmetic and listening. Technical expertise obtained through learning in engineering fields such as operating computers and other digital tools. Everyone's expertise in

communicating with each other such as listening to someone, giving opinions and working as a team. Someone's expertise in solving problems using their login.

The Influence of Attitudes on the Performance of Regional-owned Enterprise

The results of the analysis of the work attitude of the managers of regional-owned enterprise in Bima Regency, (1) the attitude of trust and the concept of something becomes clear. People's attitudes toward bullying, for example, mean what people think and believe about bullying. (2) Attitude towards emotional life and evaluation of something. In other words, the way people evaluate something, such as their attitude toward bullying, is how they evaluate bullying behavior, whether it is normal or potentially harmful. (3) Behavioral tendencies Attitudes, or attitudes, are clear behaviors or elements that precede them. For example attitudes toward bullying behavior by teachers when students bully. These three components form a perfect body posture (overall posture). Knowledge, thoughts, beliefs and emotions play an important role in determining the perfect attitude. For example, teachers already know bullying behavior (causes, consequences, forms, consequences of bullying, etc.). This attitude encourages people to think and try not to become perpetrators or victims of bullying or to overreact to bullying. This is important for managers of regional-owned enterprise because it means serving in the midst of a community that is constantly dealing with inside and outside the management policies of regional-owned enterprise (Timotius, 2018). The results of the study through testing the research hypothesis that work attitude has a significant and positive influence on the performance of managers of regional-owned enterprise village in Bima district.

The Simultaneous Effect of Knowledge, Skills and Work Attitudes on the Performance of Regional-owned Enterprise

Knowledge, ability, attitude, these three things may be familiar to us. Knowledge means knowledge, ability means ability, and attitude means attitude. Knowledge, skills and attitudes are three skills that everyone must have when building a business. These three things play a very important role in business development. Successful entrepreneurs generally have the ability, namely attitude, motivation, personal values, knowledge, skills and personal qualities needed to do a job/activity. You can say that knowledge is not enough for someone in the business world and around the world. Knowledge must also be accompanied by ability. These skills are advanced skills,

conceptual skills, understanding, communication, communication, communication, cooperation, communication, communication, communication, cooperation, communication, communication, communication, cooperation, development, and using them, and other technical skills, and Specifically, you can formulate and act on a problem. Knowledge and skills are not enough. People in the business world and work in the world of work must of course be honest, responsible, promising, field and obedient.

CONCLUSION

Based on the results of the research and discussion, it was concluded that the research conclusions were drawn, namely: (a) work knowledge has a significant and positive influence on the performance of managers of regional-owned enterprise in Bima district; (b) Skills have a significant and positive influence on the performance of managers of regional-owned enterprise in Bima district; (c) work attitude has a significant and positive effect on the performance of village-owned enterprise managers in Bima district; (d) Knowledge, skills and work attitudes have a significant simultaneous influence on the performance of managers of regional-owned enterprise in Bima district.

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