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## Analysis of Community Aspirations for the Postponement of the Regional Elections and Rejection of Kades Officials in the Gunungsitoli District

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**Abstract:** Villages are the smallest unit in Indonesia with the authority to regulate local government affairs, as regulated in Law Number 6 of 2014. Villages are formed to improve public services and community welfare, based on community initiatives and local conditions. In accordance with the 1945 Constitution and the principle of decentralization, villages play a role in regional autonomy, with the central government giving some of its authority to regions, including villages, to achieve self-reliance and poverty reduction. This study aims to investigate the causes of the postponement of the Village Head Election (Village Head Election) in Gunungsitoli District, as well as the factors that cause the rejection of the Acting Village Head (P.J Village Head) in the region. The type of research that will be used in this approach is a type of naturalistic research or rather qualitative descriptive research. In general, the postponement of the Village Head Election and the appointment of Village Head Officials can face various challenges that have an impact on community participation, social and economic stability, and trust in village government institutions. Community involvement in the decision-making process and communication transparency are key to addressing these issues.

**Keyword:** Community Aspirations, Postponement of Village Head Elections, Rejection of Village Head Officials.

### INTRODUCTION

Villages are the smallest government units in Indonesia and are where most of the population lives (Bawono, 2019). Based on Law Number 6 of 2014, villages include villages and customary villages, which are also known by other names, and hereinafter referred to as Villages. A village is a legal community with territorial boundaries that has the authority to regulate and manage government affairs and the interests of the local community, in accordance with community initiatives, rights of origin, and traditional rights recognized in the government system of the Unitary State of the Republic of Indonesia (Sugiman, 2018).

Villages are formed based on community initiatives by considering the origins and local socio-cultural conditions (Deswimar, 2014). The establishment of the village aims to improve public services in order to accelerate the achievement of community welfare. In the Preamble

to the 1945 Constitution, it is stated that the purpose of the formation of the government is to achieve public welfare. Based on Law Number 6 of 2014 concerning Villages, the development of villages and rural areas aims to improve the quality of life, community welfare, and reduce poverty rates. In addition, village development aims to achieve independence, increase village income, and strengthen village competitiveness. Article 1 paragraph (1) of the Constitution of the Republic of Indonesia states that Indonesia as a unitary state has centralized sovereignty, but still adopts the principle of decentralization in the administration of government.

In the principle of decentralization, the central government delegates some of its authority to the regions, including the village level (Sugiarto, 2019). This division of authority refers to the concept of residual functional affairs, where authority that is not explicitly regulated at the central and provincial levels is given to districts or cities. Because this residual matter covers many aspects, districts or cities are often considered to have wider autonomy (general competency), while more limited autonomy (*ultra vires*) is at the provincial level. Villages, as part of the Indonesian state, play a role in the long-established framework of decentralization (Aziz, 2020). Based on Law Number 32 of 2004 concerning Regional Government, in the context of decentralization and regional autonomy, villages are recognized as areas inhabited by communities with their own government organizations.

Hierarchically, the Village Government is at the lowest level of government, because it is directly related to the community (Umar et al., 2016). Therefore, the Village Government is given the task of assistance by the Provincial Government and the Regency/City Government. Every region must have a leader who plays a role in organizing, leading, and influencing his subordinates, because the success of a leader greatly affects the welfare of the community (Bormasa & Sos, 2022). Likewise at the village level, there is a leader called the Village Head. The Village Head is responsible for the management of village household affairs and village government.

The Village Head has a very important role and is the highest authority in managing the village government (Raharjo, 2021). Its responsibilities include protection, defense, and improvement of the welfare, knowledge, and quality of life of villagers (Fitriawan, 2023). The main duties of a Village Head include village government management, the implementation of development, community development, and community empowerment (Setyaningrum & Wisnaeni, 2019). To ensure that these tasks are carried out properly, the Village Head must build strong collaboration with the village and community apparatus (Sari & Priyanti, 2022). With the role and responsibility carried out by the Village Head, the community can hope for the creation of justice, peace, increased independence, and more equitable welfare.

Village government is run by the village government, which includes the Village Head, village officials, and the Village Consultative Body (Wijayanto, 2014). In addition, village community institutions also play an important role in supporting the sustainability of government at the village level. As a key component in the village government structure, the Village Head has full responsibility for the village apparatus and its citizens, and is prohibited from abusing authority in carrying out their duties (Marwani, 2023). The duties of the Village Head include efforts to protect, defend, and improve the welfare and knowledge of the village community. Through good cooperation between the Village Head, village officials, and the community, it is hoped that justice, peace, independence, and welfare for villagers will be realized (Bramantyo & Windradi, 2022).

As an effective leader, the Village Head must treat the expectations of the community as a responsibility that must be fulfilled as best as possible. Village government is carried out by the village government involving the Village Head and Village Apparatus, as well as the Village Consultative Body. In addition, village community institutions also play a role in supporting the implementation of village government (Malik, 2020).

As a key component in village government, the Village Head holds full responsibility for the village apparatus and its community. He is in charge of ensuring that no action can harm

the villagers. The role of the Village Head is very important in improving the quality of public services, with the main goal of achieving welfare for all villagers. Finally, the welfare of the community is the foundation for creating a prosperous country (Mulyono, 2014).

Jurgen Habermas emphasized that the guarantee of well-being for all is the main foundation of the modern state. The development of social welfare aims to create a just and prosperous society, where every citizen has the right to live a decent life, improve the quality of life, and actively contribute to the welfare of the nation. This goal involves the establishment of social resilience, respect for human rights, effective mechanisms for handling social problems, and participation in welfare activities in accordance with Pancasila. The Village Head, as the manager of the village government, has the responsibility to improve services, development, community empowerment, and carry out the duties of the provincial and district/city governments (Pakaya, 2016).

The Village Head serves for six years and can be elected for up to three terms, whether consecutively or not. The election is carried out directly by the residents, and after being elected, the Village Head is inaugurated and takes the oath in front of the Regent or Mayor. The Village Head is responsible to the Regent or Regional Head at level II through the Sub-district Head and must report its performance to the Village Consultative Body (BPD). However, breaches of obligations can result in administrative sanctions, such as reprimands or dismissals, that affect village government and community welfare. Based on Gunungsitoli City Regional Regulation Number 5 of 2018 and Law Number 6 of 2014 Article 46, Village Heads who resign or are dismissed before the end of their term of office will be replaced by Civil Servants (PNS) until the election of a new Village Head. The filling of vacancies by civil servants has occurred in Gunungsitoli District.

The recent election of village heads has become a concern because several regional heads, such as regents and mayors, have chosen to postpone its implementation. This delay is caused by two main factors: first, there is a demand from the village head association to postpone the election related to the proposal to extend the term of office from six years to eight years in the Draft Law on Villages; Second, because the election of village heads coincides with the election of regional heads. Responses from different regions have been mixed, with some rejecting the delay in favor of respecting people's democratic rights, while others are urging local governments and parliaments to find appropriate solutions. Some village heads whose terms of office will soon end support this postponement and hope that the central government will approve the policy.

Article 203 paragraph (1) of Law Number 32 of 2004 concerning Regional Government states that the election of village heads is regulated in regional regulations that must follow the guidelines of government regulations. This means that, even though the election of village heads is regulated by regional regulations, it must still be in accordance with the rules set by the central government. In Gunungsitoli City, a controversial policy related to the postponement of the village head election occurred during the leadership period of Mayor Ir. Lakhomizaro Zebua, which caused turmoil in the community. Recently, the postponement of the Pilkades has again triggered tensions until anarchist actions occurred. These two events have similarities, namely based on normative policies that are claimed to create good governance, with the Mayor inaugurating 71 Acting Officers (PJ) to replace the village head whose term of office has ended. According to the Mayor, this postponement is guaranteed by the constitution and is considered a good step. However, provisional observations show that the postponement of the Pilkades until 2025 has a negative impact on the implementation of the community's democratic rights, and many feel that the Acting Village Head is less effective in carrying out his duties, with complaints from residents who have difficulty meeting the Acting Head of Village who is often not at the village office.

This study aims to examine the reasons behind the postponement of the Village Head Election (Pilkades) in Gunungsitoli Regency and identify the factors that cause the rejection of

the Acting Village Head (PJ) in the region. By analyzing the dynamics and background that triggered the postponement of the Pilkades and the rejection of the Acting Village Head, this study is expected to provide a deeper understanding of the challenges and problems faced in the government administration process in Gunungsitoli Regency.

## **METHOD**

The location of the research is the Gunungsitoli District Office, address Jalan Pancasila No 14 b. Variables This research is a strategy to improve the performance of public services. The approach used in this study is descriptive. The type of research that will be used in this approach is a type of naturalistic research or rather qualitative descriptive research.

Primary data is a source of data obtained directly from the original (not through an intermediary medium). which was collected directly from sources, in this study, primary data are the results of discussions and interviews that are asked directly to the sub-district government, namely the Regent, Head of Office, BPD and the community. Secondary data is information collected from other sources such as archives or historical reports, and is not obtained directly from the object of research. In this study, secondary data were obtained from the main informant, key, and supporting informants.

## **RESULTS AND DISCUSSION**

### **Brief History of the Establishment of Gunungsitoli District**

Since 1864 the Nias Region has been part of the Tapanuli Housing Area which is included in the Sumatera Wesiklet Government. It can be said that starting in 1864, the Dutch East Indies Government effectively managed the government in Nias as part of the Dutch East Indies territory at that time.

Starting in 1919 Residentil Tapanuli no longer consisted of three afdeeling, but became four afdeeling, each of which was headed by an Assistant Resident, namely:

1. Afdeeling Sibolga and its surroundings with the capital city of Sibolga
2. Afdeeling Padang Sidempuan with the Capital of Padang Sidempuan
3. Afdeeling Batak Landen with the capital city of Tarutung

The Nias Afdeeling includes the surrounding islands (except the rock islands) which are the newly formed Afdeeling in 1919 with the capital of the formation of the Nias region as one of the Afdeeling based on anthropological considerations, but before that there was no government covering the entire Nias area inhabited by the Nias tribe. Nias Afdeeling consists of two Onderefdeeling, Nias Selatn with the capital of Teluk Dalam and Onderafdeeling of North Nias with the capital of Gunungsitoli, each of which is led by a Controller or Gezeghebber.

Under Onderafdeeling there are other levels of government called districts and Onderdistricts which are led by Demang and Assistant Demang, respectively. The boundaries between each of these regions are not strictly defined. Onderafdeeling Nord Nias is divided into one sub-district, namely gunungsitoli regency and four Onder regencies, namely Onder Regency, Idano Gawo Regency, Onderdisrik Hiliguiguigui Regency, Onderdisrik Lahewa Regency, and Onderdisrtik Lahagu Regency. Zuid District, Nias is divided into one sub-district, namely: Teluk Dalam District and two Onder Districts, namely: Balaekha District and Lolowau District. The Batu Islands in December 1928 were included in the Afdeeling Nias Region which was previously included in the West Sumatra Residency area with the status of Onderafdeeling, so that at that time the Nias Afdeeling consisted of three Onderafdeeling, namely: Onderafdeeling Nord Nias, Onderafdeeling Zuid Nias, and Onderafdeelingder Batu Elianden. The level of government under the district and the district of Onder is Banua (village) led by salawa (in North Nias) and Ulu (in South Nias), respectively, which is the original government in Nias, whose existence was established by the Dutch East Indies government as the lowest level of government.

During the Japanese occupation, as in all of Indonesia at that time based on Law No. 1 of 1942, the division of the Dutch East Indies administrative territory, except for the removal of Onderafdeeling, underwent a name change, namely:

1. Afdeeling was replaced by the name Gunsu Sibul led by a Setyoty
2. The district was renamed Gun led by Guntyo.
3. Onderdistrik was renamed Fuku Gu led by Fuku Guntyo.

In the first years of the independence era of the division of government territories, the territory of Nias did not change, nor did the government, which only changed the name of the region and the name of its leader as follows:

1. Nias Gunsu Sibul was renamed the Nias Government led by Head Luhak
2. Gun was replaced with the name Urung which was led by an Assistant Chief of Urung (Demang)
3. Fuku Gun was renamed Urung Kecil which was led by the Head of Urung Kecil (Assistant Demang)

In accordance with the number of districts and onderdistricts in the Dutch era, the division of names remained in effect during the Japanese era. It's just that among the sub-districts there are three sub-districts that have undergone changes in the name and location of the capital, namely:

1. Onderdistrik Hiliguigui became Tuhemberua District with the capital of Tuhemberua
2. Lahagu District becomes Mandrehe District with the capital of Mandrehe
3. Balaekha District becomes Lahusa District with the capital city of Lahusa

In 1946 the Nias Region changed from the Nias government to Nias Regency led by a Regent. In 1945 the KND was abolished and a new institution was formed, namely the House of Representatives.

In 1953, three sub-districts were formed, namely:

1. Gido District, whose territory is partly taken from the Gunungsitoli District area and partly taken from Idano Gawo District with the capital city of Lahemo.
2. Gomo District, whose territory is partly taken from the Idano Gawo Regency area and part of the Lahusa Regency area, with the capital Gomo.
3. Alasa District, whose territory is partly taken from the Lahewa District, part of Tuhemberua District and part of Mandrehe Regency with the capital city of Ombolata.

In 1956 with Law No. 7 of 1956 Nias Regency was designated as an autonomous region called the Swatantra Region of Nias Regency Level II, which was led by the Regent of the Regional Head. In addition to the Regional Head Regent, a Regional Government Council was formed which was elected from the members of the DPRD. From 1961 to 1969 the Chairman of the DPRD was appointed directly by the Regional Head Regent. To assist the Regional Head Regent in running the daily wheels of government, a Daily Government Body was formed which is said to replace the DPD which has been abolished.

However, from 1969 until the enactment of Law No. 5 of 1974 concerning the principles of Regional Government, the BPH Institution as the Assistant Regional Head in running the daily Government was no longer held. It can be said that the change of government in Nias Regency, following the change of government in the region that applies nationally as the lowest level of government, in Nias Regency there are 657 of them.

Villages/sub-districts are due to community alliances according to local law, which used to be independent without a higher level of government that includes part or all of the village/sub-district. From the beginning of independence until 1967 there was one more level of government between the sub-district and the village/sub-district called "O R I" which included several villages.

Indeed, this ORI has existed since ancient times because of the unification of several villages related to the parties, while the problems of village government are regulated directly by each village, ORI as one of the levels of government in the Level II Region of Nias was

abolished in 1965 with the Governor's Decree dated July 26, 1965 Number: 222/V/GSU with clear reasons.

Furthermore, based on the decision of the Nias Regency DPRD Number: 02/KPTS/2000 dated May 1, 2000 concerning the approval of the expansion of Nias Regency into two districts, the Decree of the North Sumatra Provincial DPRD Number: 19/K/2002 dated February 25, 2003 concerning the establishment of South Nias Regency, West Kabupaten Pakpak, and Humbang Hasundutan Regency, and Statute Book of the Republic of Indonesia No. 29 of 2002 dated July 28, 2003, then Nias Regency was officially expanded into two districts, namely Nias Regency and South Nias Regency.

Thus, the Nias Regency area, which previously consisted of 22 sub-districts, became 14 sub-districts because 8 sub-districts have entered the South Nias Regency area. The sub-districts included in the Nias Regency area are as follows: District idano Gawo; District of Bawolato; Sirombu District ; District of Mandrehe; Gido District; Lolfito My District; Gunungsitoli District; Hiliduhu District; Alasa District; District Namohas Esiva; Lahewa District; Afulu District; Tuhemberua District; Lotu District

In 2009 in accordance with the Law of the Republic of Indonesia Number 47 of 2008 concerning the establishment of Gunungsitoli City, Gunungsitoli City consists of the following area coverage: North Gunungsitoli District; Gunungsitoli Alo'a District; Gunungsitoli District; South Gunungsitoli Regency; West Gunungsitoli District; and Gunungsitoli Idanoi District.

### **Visi**

The vision of the Gunungsitoli Regency SKPD is an overview of the development direction or future conditions that the Gunungsitoli Regency SKPD wants to achieve through the implementation of tasks and functions in the next 5 (five) years. The vision of the SKPD of Gunungsitoli Regency shows what is the ideal of the best service of the SKPD of Gunungsitoli Regency in an effort to realize the Vision and Mission of the Mayor of Gunungsitoli as well as in achieving regional development performance in the aspects of welfare, services and increasing regional competitiveness by considering relevant strategic problems and issues.

The vision that SKPD Gunungsitoli Regency wants to achieve is:

"The Realization of Good Governance Towards Gunungsitolin, Samaeri City"

### **Misi**

To realize this Vision, SKPD Gunungsitoli Regency has prepared the following Mission:

1. The realization of a professional, transparent, accountable, and credible government administration and free from KKN (Corruption, Collusion and Nepotism).
2. The implementation of the Regency Government is sensitive and responsive to the interests and aspirations of the community.
3. Improving the quality of public services in the fields of General Government, Land, Peace and Order, Physical Facilities and Infrastructure Development, Licensing and Taxation.

### **Gunungsitoli District Area**

Gunungsitoli District: Gunungsitoli District consists of 29 villages and 3 sub-districts, with an area of  $\pm 109.09$  Km<sup>2</sup>, by utilizing most of it for buildings, residential areas and agricultural land.

### **Main Duties and Functions**

Waiting for the issuance of the Regulation of the Mayor of Gunungsitoli concerning the duties and functions of structural positions in sub-districts and sub-districts in accordance with Gunungsitoli Regional Regulation Number 8 of 2016 concerning the Establishment and Composition of the Regional Apparatus of Gunungsitoli City and Regulation of the Mayor of Gunungsitoli Number 49 of 2016 concerning the Organizational Structure and Work

Procedures of Gunungsitoli City District, the main duties and functions of structural positions in the sub-district are as follows:

a. Sub-district Head

1. Main tasks

- a) The sub-district head has the main task of carrying out the government authority delegated by the Mayor to take care of some regional autonomy affairs and carry out other general duties based on the provisions of laws and regulations;
- b) The Sub-district Head as referred to in paragraph (1), carries out general government duties, including: Coordinating community empowerment activities; Coordination of Efforts to Maintain Peace and Public Order; Coordinating the implementation and enforcement of laws and regulations; Coordinating the maintenance of infrastructure and public service facilities; Coordinating the implementation of government activities at the sub-district level; Encouraging the implementation of village and/or sub-district government; and Carry out community service that is the scope of their duties and/or that cannot be carried out by the village or sub-district government.

2. Function: Preparation of the sub-district work program; Implementation of coordination of community empowerment activities, implementation of peace and public order, implementation and enforcement of laws and regulations, public infrastructure and facilitation, as well as the implementation of government activities at the sub-district level; Encouraging the implementation of village and/or sub-district government in their area; Implementation of community service and granting permits within the scope of their authority; The formulation of recommendations in accordance with the scope of their authority; Fostering and supervising the implementation of governmental, development, and community affairs in accordance with the scope of their authority; Facilitation of the implementation of elections, regional elections, village head elections and facilitation of the implementation of other activities according to the scope of their authority; and Implementation of other duties and authorities delegated by the Mayor.

3. Job Description: Prepare work programs and activity plans in accordance with the authority within the scope of their duties; Encourage community participation to participate in sub-district development planning in development planning forums in villages/sub-districts and sub-districts; Facilitating the implementation of the District Musrenbang; Coordinating the implementation of community empowerment, village economic and institutional development and people's welfare; Conducting guidance and supervision of all work units, both government and private, that have community empowerment activities in the sub-district work area; Report on the implementation of community empowerment tasks in the sub-district work area and the implementation of peace and order development to the Mayor with a copy to the regional apparatus work unit in charge of community empowerment affairs; Evaluate various community empowerment activities in the sub-district area, both carried out by government and private work units; Carrying out other duties in the field of community empowerment in accordance with laws and regulations; Coordinate with the National Police of the Republic of Indonesia and/or the Indonesian National Army regarding programs and activities for the implementation of peace and public order in the sub-district area; Coordinate with religious leaders in the sub-district work area to realize peace and public order in the sub-district area; Coordinate with regional apparatus work units whose duties and functions are in the field of implementation of laws and regulations; Coordinate with the work units of the regional apparatus whose duties and functions are in the field of law enforcement and/or the National Police of the Republic of Indonesia; Report the implementation and enforcement of laws and regulations as well

as the implementation of government activities in the sub-district area to the Mayor; Carry out coordination with SKPD/UPTD and Vertical Agencies/SOEs/BUMDs as well as the private sector; Coordinate with regional apparatus work units and/or vertical agencies whose duties and functions are in the field of community service, infrastructure and public facilities; Coordinate with the private sector in the implementation of maintenance of infrastructure and public facilities, community service and carry out coordination with regional apparatus work units and vertical agencies in the field of implementing government activities; Coordinating and synchronizing planning with regional apparatus work units and vertical agencies in the field of implementing government activities; Evaluate the implementation of government activities at the sub-district level; Conducting orderly guidance and supervision of village and/or sub-district government administration; Report on the implementation of coaching and supervision of the implementation of village and/or sub-district government and report on the implementation of community service activities in the sub-district area to the Mayor; Providing guidance, supervision, facilitation and consultation on the implementation of village and/or sub-district administration; Conducting guidance and supervision of Village Heads and/or Village Heads, Villages and/or Village Apparatus and evaluating the implementation of Village and/or Village Government at the sub-district level; Planning community service activities in the sub-district; Accelerating the achievement of minimum service standards in their regions; Coaching and supervising the implementation of services to the community and evaluating the implementation of services to the community in the sub-district area; Organizing coaching for the Village Consultative Body (BPD); Administering permits in accordance with the scope of its authority; Implementing the development of population programs, civil registration and family planning, as well as population settlement programs; Carrying out natural disaster management activities; Carry out the development of national unity and unity, community protection in accordance with the policies set by the Government; Carry out coaching for village/sub-district community institutions; 32. Verification and signing of land documents in the sub-district area; Verifying and signing application forms for Family Cards (KK), Identity Cards (KTP) and Identity Cards (KIP), as well as other population administrations; Carry out coaching for street vendors, hawkers, stalls, stalls and shops for order and beauty; Facilitating cooperation between villages/sub-districts and resolving disputes between villages/sub-districts as well as supervising and developing employment, economy, small industrial enterprises, assisting in village development, agriculture, conservation of natural resources and the environment and land; Carry out evaluation and monitoring of the implementation and results of village/sub-district development based on reports from villages/sub-districts; Organizing education, health and cultural development, sports and arts development, scouting development, youth development, women's role development, inter-religious harmony and community welfare; Carry out supervision of the regulation of the use of sub-district spatial planning and coordinate urban planning/sub-district spatial planning, beauty, cleanliness, landscaping and environmental health; Compiling materials for the Regional Government Implementation Report (LPPD) and the Mayor's Accountability Report (LKOFFICIAL) according to their duties and functions; prepare the Strategic Plan (Renstra) and the Performance Report of the Sub-district Government Agency (LKJ) in accordance with the vision, mission and objectives of the organization as a form of accountability for the performance of the apparatus; Prepare the District Revenue and Expenditure Budget Plan, and the use of other costs for administration and government development; Assisting in the administration of the withdrawal of Land and Building Tax (PBB), Regional Levies, other taxes for regional revenue; Carry



out the procurement of sub-district needs, office stationery and inventory of goods according to their authority; Providing advice and consideration to superiors for government and development policies and determining performance indicators for sub-district activities; Carry out the development of functional position groups and assess the performance of subordinates through DP3 as a consideration for career development; Prepare financial statements consisting of budget realization, balance sheet preparation, cash flow and notes on the results of the sub-district government's financial statements; and Carry out other duties and authorities given by the Mayor in accordance with his field of duty.

b. District Secretary

1. Main Duties:

The Regional Secretary has the main task to assist the Sub-district Head in coordinating the implementation of the duties and authorities of the Sub-district Head and carrying out secretarial affairs which include correspondence, general, financial management, and programs as well as providing administrative services to all sub-district apparatus.

2. Function:

- a) Preparation of the Work Program of the District Secretariat;
- b) Implementation of coordination of the implementation of activities of the District Government with related agencies;
- c) Implementation of administrative services in the general, personnel and financial fields;
- d) Implementation of Stairs and Administrative Equipment;
- e) Management and administrative administration;
- f) financial management and financial accountability of the district; Dang. the implementation of other duties given by the Sub-district Head in accordance with their field of duty.

3. Job Description:

- a) Prepare work programs and activity plans of the District Secretariat as a reference for the implementation of duties;
- b) Coordinate with relevant agencies to synchronize the implementation of tasks;
- c) Prepare a budget plan for sub-district needs for the implementation of sub-district government;
- d) Organizing administrative and administrative activities in the sub-district to support the smooth implementation of administrative duties and order;
- e) Carry out activities related to equipment, infrastructure, households, protocols, public relations, administration of official trips of the District;
- f) Carry out coordination with regional apparatus work units/UPTD and vertical agencies in the sub-district;
- g) Carry out the evaluation of activities for the implementation of sub-district government administration;
- h) Preparing, researching, signing/compiling letters, other official documents according to their authority;
- i) Carry out personnel administration management, personnel mutation, appointment of civil servants, proposals for promotion, periodic salary increases, welfare, pensions and dismissals of employees, proposals for the determination of Karpeg, Karis/Karsu, Askes, Taspen in the sub-district;
- j) Carry out administrative guidance on the Regional Budget;
- k) Carry out the development of financial administration management and the preparation of sub-district financial accountability;

- l) Coordinating, collecting and compiling the concept of preparing the Strategic Plan (Renstra) and the Performance Report of the Sub-district Government Agency (LKJ) as a form of accountability for the performance of the apparatus; 13. Prepare reports on activities carried out as material;
  - m) Accountability for the implementation of duties;
  - n) Prepare the concept of procurement of goods, maintenance of inventory of goods and equipment in accordance with applicable regulations;
  - o) Carry out the development of functional position groups and assess the performance of subordinates through DP3 as a consideration for career development;
  - p) Compile report materials on the implementation of government and sub-district development;
  - q) Prepare financial statements, consisting of budget realization, balance sheet preparation, cash flow and records of financial statements for the implementation of the Regency Government;
  - r) Compile the determination of performance indicators for sub-district activities;
  - s) Providing advice and consideration to superiors on the implementation policy of the sub-district government;
  - t) Compile staff reviews of their key duties and functions; and
  - u) Carry out other duties given by the Sub-district Head in accordance with their field of duty.
- c. General Subdivision, Personnel and Finance
1. Main Duties:

The Head of the General, Personnel and Finance Sub-Division has the main task of assisting the District Secretary in the preparation of materials and technical instructions in the field of program preparation, general administration, implementation and implementation of financial management activities, budget preparation, verification, financial accountability, employee salary payment, employee welfare and financial reporting, correspondence, equipment, office facilities and infrastructure, documentation protocols, archives, office cleanliness and reporting within the scope of the sub-district.
  2. Job Description:
    - a) Carry out the preparation of the work program of the General, Personnel and Finance Subdivision;
    - b) Carry out the collection, management, storage, maintenance of data, personnel cards and carry out financial administration management activities;
    - c) Carry out the preparation of the budget for the financing and implementation of sub-district government activities based on sub-district policies and on the instructions of the Sub-district Secretary;
    - d) Carry out the preparation of report concepts, and accountability reports;
    - e) Carry out coordination between Sub-Divisions and Sections within the sub-district office to synchronize the implementation of activities;
    - f) Prepare financial statements, consisting of budget realization, balance sheet preparation, cash flow and records of financial statements for the implementation of the Regency Government;
    - g) Carry out the receipt, distribution, and delivery of mail;
    - h) Carry out the management of archives and libraries of the sub-district office;
    - i) Carrying out protocol matters, the preparation of sound systems, tables, furniture chairs and tools for the implementation of official meetings and equipment for the implementation of apple and flag ceremonies;
    - j) Carry out coordination between Sub-Divisions and Sections within the sub-district office;

- k) Carry out sub-district household affairs, maintain cleanliness in the sub-district office environment;
  - l) Carry out maintenance and maintenance of office facilities and infrastructure, official vehicles, office equipment and other assets;
  - m) Carry out the preparation of inventory books of inventory items owned by the sub-district government which include official cars, official vehicles, office buildings, land, furniture, facilities and infrastructure;
  - n) Carry out the preparation of materials for equipment management and supply administration;
  - o) Prepare employee materials to participate in technical and functional education or training; 16. carry out reporting on the activities of the General, Personnel and Finance Sub-Division;
  - p) Carry out the preparation of promotional materials, DP3, DUK, periodic salary increases and improvement of employee welfare;
  - q) Carry out the preparation of employee discipline coaching, impose sanctions for disciplinary violations and provide employee disciplinary sanctions;
  - r) Carry out the storage of important documents belonging to the sub-district government; and
  - s) Carry out other duties given by the Regional Secretary in accordance with his field of duties.
- d. Program, Evaluation and Reporting Subdivision
- 1. Main Duties:

The Head of the Program, Evaluation and Reporting Sub-Division has the main task of assisting the Regional Secretary in the preparation of materials and technical instructions in the field of programs, preparation of work plans and implementation of administrative services, facilitation and evaluation of reporting and implementation of planning programs within the sub-district.
  - 2. Job Description:
    - a) Prepare work programs in the program sub-fields, Evaluation and Reporting;
    - b) Carry out program planning, evaluation and reporting activities;
    - c) Carry out the preparation of planning of the sub-district government activity program based on the sub-district policy and on the instructions of the Regional Secretary;
    - d) Collect and process data for the preparation of sub-district programs and activities, as well as compile and document the results of work unit planning in the sub-district;
    - e) Preparing the determination of activity performance indicators;
    - f) Compile evaluation and reporting materials for the implementation of village and/or sub-district government at the sub-district level;
    - g) Prepare a work plan for the Government Administration Section;
    - h) Facilitating the submission of village head accountability reports to the Mayor;
    - i) Facilitating the implementation of cooperation and dispute resolution between villages/sub-districts in their work areas;
    - j) Facilitating the arrangement of villages/sub-districts, as well as preparing materials for the preparation of programs and guidelines for fostering the formation, division, merger and elimination of villages/sub-districts;
    - k) Facilitating the preparation of village regulations;
    - l) Coordinating the implementation of the City Government Asset Inventory at the sub-district level;
    - m) Carry out supervision and data collection on state land from the land of city government assets in its work area;

- n) Preparation of agrarian materials/land development by coordinating with related agencies;
  - o) Prepare materials for coaching and inventory of village land, former crooked land of villages/sub-districts, including mutation of village/banda village land;
  - p) Carry out the development of village/sub-district land utilization programs, village/sub-district treasury land, village/sub-district assets and local government infrastructure;
  - q) Carry out the development of village/sub-district treasury land utilization programs;
  - r) Compile administrative guidance materials, coordinate and collect Land and Building Tax (PBB), regional taxes, levies and other taxes;
  - s) Compiling materials, compiling and presenting statistical data on the demographics of the district;
  - t) Assessing the performance of subordinates through DP3 as a consideration in career development; 21. supervise, evaluate and report on the implementation of the activities of the Government Administration Section; and
  - u) Carry out other duties given by the Sub-district Head in accordance with their field of duty.
- e. Community and Village/Village Empowerment Section
1. Main Tasks:

The Head of the Community and Village/Village Empowerment Section has the main task to assist the Sub-district Head in compiling materials for coaching, supervising and evaluating community empowerment activities in the sub-district area, carrying out community and village/sub-district empowerment activities which include the planning process, the implementation of community economic empowerment and village economic institutions as well as carrying out reporting on the implementation of community affairs and village/sub-district empowerment activities.
  2. Function:
    - a) Preparation of programs and activities for the development of community and village/sub-district empowerment;
    - b) Coaching and supervision of all work units, both government and private, that have work programs and community empowerment activities in the sub-district work area;
    - c) Evaluation of various community empowerment activities in the sub-district area, both carried out by government and private work units;
    - d) Preparation of reporting materials for the implementation of community empowerment and ESA/Village in the sub-district work area;
    - e) Inventory of problems related to the field of community empowerment and villages/sub-districts;
    - f) Village/Sub-district Economic Development Development;
    - g) Encouraging community participation in development; Name. the implementation of other duties given by the Sub-district Head in accordance with their field of duty.
  3. Job Description:
    - a) Preparing programs and activities of the Community and Village/Urban Empowerment Section;
    - b) Preparing coaching materials to increase community participation in development planning in development planning deliberation forums in villages/sub-districts and sub-districts;
    - c) Preparing coaching and supervision materials for all work units, both government and private, that have work programs and community empowerment activities;
    - d) Evaluate various community empowerment activities both carried out by government and private work units;

- e) Report the implementation of community empowerment tasks to the Mayor with a copy to the regional apparatus work unit in charge of community empowerment affairs;
  - f) Preparing policy formulation materials and technical instructions for community and village/sub-district empowerment;
  - g) Coordinating community and village/sub-district empowerment activities with work units, both government and private, that have work programs and community empowerment activities;
  - h) Facilitating community and village/sub-district empowerment activities;
  - i) Carry out the development of village/sub-district economic institutions;
  - j) Carrying out the development of Village and Village Community Empowerment Institutions (LPMD/K);
  - k) Developing the concept of fostering the development of physical, economic, production and distribution facilities and infrastructure;
  - l) Coordinating and facilitating the implementation of village/sub-district development planning deliberations;
  - m) Preparing materials for the implementation of village/sub-district development planning deliberation activities;
  - n) Carry out monitoring and evaluation of the implementation of development in the sub-district work area;
  - o) Prepare reporting materials for the implementation of community and village/sub-district empowerment in the sub-district work area;
  - p) Coordinate with relevant agencies to create synchronization in the implementation of tasks;
  - q) Evaluating development results, increasing initiatives and pure community self-help, mutual cooperation with data inventory and reports to determine the level of development of community participation in development;
  - r) Assessing the work performance of subordinates through DP3 as a consideration in career development;
  - s) Convey suggestions and considerations to superiors as material for decision-making consideration;
  - t) Develop a staff review concept in accordance with their main duties and functions; and
  - u) Carry out other duties given by the Sub-district Head in accordance with their field of duty.
- f. Peace, Order and Public Infrastructure Section
1. Main Duties:

The Head of the Peace, Order and Public Infrastructure Section has the main task to assist the sub-district in formulating and implementing policies as well as the management and maintenance of infrastructure and public facilities in the field of Peace, Order and Public Infrastructure, community protection and carrying out activities to foster peace, order and community protection in the sub-district area.
  2. Function:
    - a) Preparation of work programs for the Peace, Order and Public Infrastructure Section;
    - b) Preparation of technical materials for policy formulation in the fields of Peace, Order and Public Infrastructure;
    - c) Preparation of guidelines and technical instructions for service development in the field of management and maintenance of public facilities and facilities;
    - d) Preparation of materials for coaching, coordinating and facilitating the implementation of activities in the fields of Peace, Order and Public Infrastructure;

- e) Implementation of activities in the field of peace and public order;
  - f) Implementation of coordination with regional apparatus work units whose duties and functions are in the field of implementation and enforcement of laws and regulations;
  - g) Development of members of the Pamong Praja and the Community Protection Police Unit (Hansip);
  - h) Preparation of consideration materials and providing permit recommendations;
  - i) Preparation of materials for the preparation of programs and the development of state ideology, national unity, and community organizations; and
  - j) Reporting on the implementation of duties in the field of Security, Order and Public Infrastructure; and
  - k) The implementation of other duties given by the Sub-district Head is in accordance with his field of duty.
3. Job Description:
- a) Prepare work programs and activity plans for the Peace, Order and Public Infrastructure Section;
  - b) Preparing materials for the formulation of technical policies in the field of Peace, Order and Public Infrastructure as well as the preparation of programs and activities of the Peace and Public Order section;
  - c) Coordinating with related agencies and private parties in the field of maintenance of infrastructure facilities and public services, as well as reporting on the implementation of infrastructure facilities and public services in the sub-district area;
  - d) Carry out the granting of permits, determination/implementation, facilitation, guidance, recommendations, control and coordination of data collection in the fields of roads, bridges, and irrigation;
  - e) Carry out the granting of permits, determination/implementation, facilitation, guidance, recommendations, supervision/control of data collection in the field of transportation and post and telecommunications;
  - f) Carry out the granting of permits, determination/implementation, facilitation, guidance, recommendations, supervision/control and coordination of data collection in the environmental sector;
  - g) Carry out coaching, coordination, data collection and facilitation of the implementation of activities in the field of Peace, Order and Public Infrastructure;
  - h) Coordinating the implementation and enforcement of municipal government legal products and other laws and regulations;
  - i) Carry out coaching in order to improve environmental safety and comfort;
  - j) Maintaining public peace and order and preventing crime;
  - k) Carry out coaching in efforts to eradicate community diseases;
  - l) Carry out supervision, evaluation and reporting on the implementation of activities to foster peace and order in the community;
  - m) Providing coaching for members of the Pamong Praja Police Unit at the sub-district level and community protection linmas at the sub-district level, villages and sub-districts;
  - n) Prepare consideration materials and provide permit recommendations (IMB, SIUP, SITU, TDP, HO and other permit recommendations) and conduct valid permit checks to entrepreneurs/Business Entities/Individuals in the sub-district area;
  - o) Preparing materials for the preparation of programs and fostering the ideology of the Unitary State, community organizations and community institutions;
  - p) Carry out the coaching and control of entrepreneurs, street vendors, hawkers, dokars, other public transportation and coordination with related agencies;

- q) Carry out coordination with related agencies to obtain unity in the implementation of duties; 18. Mobilize and foster the spirit of national defense, community protection and the kamling system;
  - r) Inventory of peace and order issues and community protection and prepare problem-solving materials;
  - s) Assessing the work performance of subordinates through DP3 as a consideration in career development;
  - t) Facilitate the implementation of disaster prevention and management at the sub-district level;
  - u) Convey suggestions and considerations to superiors as input and consideration for superiors in decision-making;
  - v) Compile staff reviews according to their main areas and functions; and
  - w) Carry out other duties given by the Sub-district Head in accordance with their field of duty.
- g. Services and Information Systems Section
1. Main Tasks:

The Head of the Service and Information Systems Section has the main task of assisting the Sub-district Head in formulating and implementing technical policies for Services and Information Systems, including population administration, ID cards, family cards and other administrative services.
  2. Function:
    - a) Preparation of work programs for the Service and Information Systems Section;
    - b) Preparation of guidelines and technical instructions for service development in the field of Services and Information Systems as well as population administration;
    - c) Implementation of Information Services and Systems as well as population administration;
    - d) Correspondence administration services needed by the community;
    - e) Guidance on village and sub-district population administration; and
    - f) The implementation of other duties given by the Sub-district Head is in accordance with his field of duty.
  3. Job Description:
    - a) Prepare work programs and activity plans of the Service and Information Systems based on the results of work evaluations as a guideline in carrying out duties;
    - b) Carry out the preparation of Service Operational Standards (SOP), Minimum Service Standards (SPM) and Community Satisfaction Index (IKM) in the sub-district administrative area;
    - c) Accelerating the achievement of minimum service standards in their regions;
    - d) Conducting coaching, supervision, evaluation and reporting on the implementation of services to the community in the sub-district;
    - e) Carry out the implementation, coordination and preparation of population administration (Identity Card (KTP), Family Card (KK) and certificate of population transfer and other population administration documents);
    - f) Organizing public services, correspondence and population administration;
    - g) Coordinate with relevant agencies to get synchronization of the implementation of tasks;
    - h) Conducting an inventory of problems related to the field of Services and Information Systems, population administration and preparation of problem-solving materials;
    - i) Providing information on government, development and community empowerment services;
    - j) Providing data and information services for sub-district services;

- k) Submission of materials for women's empowerment and family welfare;
- l) Provide assessments to staff with DP3 to find out the achievements and dedication of staff;
- m) Prepare reports on the implementation of activities as accountability for the tasks given;
- n) Conveying suggestions and considerations to superiors as input and consideration for superiors in decision-making
- o) Compile staff reviews according to their areas of duty; and Carrying out other duties given by the Sub-district Head in accordance with their field of duty.

## CONCLUSION

Secara keseluruhan, penundaan Pemilihan Kepala Desa dan pengangkatan Pejabat Kepala Desa dapat menimbulkan berbagai tantangan yang mempengaruhi partisipasi masyarakat, stabilitas sosial dan ekonomi, serta kepercayaan terhadap lembaga pemerintah desa. Keterlibatan masyarakat dalam proses pengambilan keputusan dan komunikasi yang transparan adalah faktor kunci dalam mengatasi masalah ini.

Overall, the postponement of the Village Head Election and the appointment of Village Head Officials can pose various challenges that affect community participation, social and economic stability, and trust in village government institutions. Community involvement in the decision-making process and transparent communication are key factors in addressing this issue.

To overcome the impact of the postponement of the Village Head Election and the appointment of the Village Head Officer, several strategic steps need to be taken. First, the village government must ensure transparency in the postponement process by openly informing the reasons and steps taken, as well as organizing a forum to listen to the community's concerns. In addition, the active involvement of the community in the process of appointing Village Head Officials and discussions related to measures during the delay period is very important, so participation mechanisms such as public consultations or polls need to be introduced. Programs that reduce social tensions and increase stability must also be implemented, such as community activities that build togetherness and cooperation between citizens.

In the selection of Village Head Officials, it is important to ensure that candidates have a background and experience relevant to the needs of the village, as well as provide training to improve their managerial and communication skills. The economic impact of delays must be identified and addressed through policies that support local economic activities and the recovery of stalled development projects. In addition, the quality of public services during the delay period needs to be evaluated and improved, with the allocation of additional resources if needed. It is also important to accommodate and respond to public rejections and concerns seriously, including creating an effective grievance mechanism. Efforts to accelerate the Village Head Election process must be carried out efficiently while ensuring that procedures are followed properly, as well as ensuring that Village Head Officials carry out their duties responsibly and have a clear work program. Regular evaluation of the performance of Village Head Officials and the development of positive relationships between the village government and the community through good communication and support for local aspirations will help build trust and support village stability. The implementation of the proposal is expected to reduce the negative impact of postponing the Village Head Election, improve the quality of governance, and services at the village level.

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