



The Role of Keuchik in Activity of City without Slum (Kotaku) in Gampong Lampulo Kuta Alam Regency Banda Aceh (2018 Research Results)

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Abstract:

Keuchik is the Head of Government at Gampong (village) level, which is tasked with holding village government, carrying out development, and being involved in village cleaning activities through mutual assistance activities to carry out slum-free settlement activities to give birth to clean communities. Therefore, Keuchik Gampong (Village Head) in planning involves community members. The City without Slums Program (Kotaku) is a strategic effort of the government in dealing with slums especially in Banda Aceh. In this case, Keuchik's effort in making planning is basically a deliberate, directed, coordinated and integrated process with the aim of improving the welfare of the community so that they are responsible for the plans that have been made. The purpose of this study is to analyze the role of Keuchik Gampong (Village Head) in implementing the City without Slum (Kotaku) program in Lampulo Village, Kuta Alam District, Banda Aceh City and examine various obstacles when Keuchik (Village Head) performs its role in implementing the City Without Slum (Kotaku) program. This study uses qualitative methods to describe the social reality of Kotaku. To obtain representative data, the researchers used data collection techniques through observation, interviews and documentation studies. Next analyze the data, reduce the data, conclude or verify. Checking the validity of the researchers' data is done by way of participation and extension of observations. The results showed that the existence of keuchik can give birth to a city free from slums because it can maintain good hygiene. This is part of the success of the development achieved because Keuchik Gampong (Village Head) also carries out supervision in every activity, so that it can provide various alternatives to various problems that arise. While the obstacles for Keuchik Gampong (Village Head) are in carrying out their role, many community members cannot be physically involved in Kotaku activities due to the density of other activities that are difficult to leave. However, with the role of Keuchik Gampong (Village Head), the community who could not physically attend made other contributions in the form of the budget needed in my Kotaku activities.

Keywords:

the role of Keuchik; Kotaku

I. Introduction

Keuchik Gampong (Village Head) has a very large share to take every decision in carrying out various community activities. In carrying out the development and activities of the City without Slums (Kotaku) in Lampulo Village, there is a good plan regarding activities and budgets in order to carry out all the activities that have been determined. In its implementation, supervision is needed as an important part to evaluate the activities that are being carried out to overcome various obstacles that arise and to take alternatives in overcoming various problems that exist in the City without Slums (Kotaku) activities. So that the success of these activities can be achieved as desired.

Community development such as carrying out community rights and obligations, community participation, socio-cultural society, religion and labor. Community empowerment, such as the task of socializing the community in the fields of culture, economic politics, maintaining partnership relations with community institutions with other institutions. The role of a Keuchik in carrying out activities in the village is also in carrying out management functions starting from the planning of KOTaku activities, organizing programs, mobilizing community members to be involved in activities, and joint supervision in the community. Keuchik Gampong (Village Head) as the leader of an organization in carrying out its duties and functions by understanding the meaning and objectives to be achieved. A leader is also required to always be able to carry out their duties or obligations properly.

In accordance with the program's objectives, the handling of slum settlements referred to as the City without Slums (KOTaku) is to overcome the existing slum settlements and prevent the emergence of new slums, as for the scope of work handling slums in the Slumless Cities program (KOTaku) based on the conditions of settlement quality . The purpose of the KOTaku Program is to improve community access to settlement infrastructure in accordance with 7 + 1 slum indicators. The indicators are buildings, environmental roads, drinking water supply, environmental drainage, waste water management, waste management, fire safety and public open space.

The source of KOTaku program funding comes from the local government, and also contributions made by community members voluntarily. The regional government allocates through the Regional Revenue and Expenditure Budget and the existence of non-governmental organizations, which will become a financing unit in order to achieve the target of improving the quality of handling slum areas. The role of the Keuchik in decision making with supervision carried out together with the community to achieve the desired goal through the role of the keuchik in carrying out the City without Slums (KOTaku) activities in Lampulo Village, Kota Alam District, Banda Aceh City.

II. Review of Literature

2.1 Theory of Role

A role is a set of behavior owned by someone according to their status. This is as stated by Ismail (2020) that the role basically is "Part of the tasks that are determined and must be carried out by someone who has the capacity about it". In this case, of course the Keuchik Gampong (Village Head) in carrying out every activity that has been declared as a part of the City without Slums (KOTaku) program in Lampulo Village, Kuta Alam District, Banda Aceh City. While Soekanto (2010) defines the role as "The prominent influence of a person in society, which person has an advantage over other people around him, so that he has the advantage to lead individuals around him".

The role of someone in daily life can be seen in the structure of society, so that the structure is a pattern of roles that are interconnected with their activities and part of one's position. According to Thoha (2010) the role is a series of regular behavior, which is caused by a certain position, or because of an office that is easily recognized. A person's personality may also greatly affect how a role must be carried out. The role arises because one understands that he works not alone. Having an environment, which is needed at all times to interact ". Thus each person has his own role and community life, so that what he does is in accordance with the role that is determined.

2.2 Leadership Theory

Leadership is a person who influences others through authority, communication that is built so that other people obey superiors, especially in achieving goals. Emulation and courage in terms of decision making. A leader must be able to take decisions based on facts and regulations that apply in the company and the decisions taken are able to provide motivation for employees to work better even able to contribute to the progress of the organization they lead. A leader also has his own communication style. That is because every leader must be able to provide clear information, for that must have a woman in communicating well and smoothly. Because through communication will make it easier for subordinates to understand everything that is conveyed.

A leader must also be an inspiration and motivator for his subordinates. Motivation by a leader must have the ability to communicate well and smoothly, of course, must also have the ability to provide encouragement or motivation to subordinates, that in terms of appreciation or recognition is very m, provide a very high meaning for community members or subordinates in one organization. Thoha (2010) says that leadership is "Activities to influence the behavior of others, or the art of influencing human behavior both individuals and groups". Leadership is a very important factor in an organization, because most of the successes and failures of an organization are determined by leadership in the organization. Leaders need to have the ability to influence others in achieving what they want, so that the influence process is owned by the leader in carrying out the role that is inherent in him by understanding various behaviors, traits, and situations before using a certain leadership style to lead an organization.

2.3 Organizational Theory

Organization as a group of people who work together to achieve common goals. The goals of an organization greatly affect the performance of the organization itself. Robbins in Budiharjo (2011) gives the definition of organization is "a collection of people who have a purpose and are deliberately designed for activities that are coordinated systematically and openly and related to the external environment. Organization as a collection of social identities that are consciously coordinated within relatively clear boundaries and together within a certain time limit and continuously striving to achieve a goal is commonly referred to as organizational effectiveness".

While Budiharjo himself (2011) defines organization as "a collection of people who have a common interest in the organization and form an informal structure. In other words, the organization is seen as an organic system that has the drive to live, grow and survive and because of that its members strive to be in a system that strives for the survival of the organization ". Satisfaction and enthusiasm of the members of the organization becomes important in advancing an activity to achieve goals. In the context of this research, the organization is a place where community members gather to carry out all the activities contained in the KOTAKU program.

2.4 Theories of Human Resource Management

Management refers to the process of coordinating and integrating activities that are directed directly through the effective and efficient use of organizational resources in order to achieve organizational goals. Hasibuan (2012) said that management is "The science and art of regulating the process of utilizing human resources and other resources effectively to achieve a certain goal".

In carrying out the management function, it cannot be separated from the supervision activities. Supervision as a process of determining what must be achieved, namely standards, what is being done, namely implementation, assessing implementation, and when needing to make improvements, so that the implementation is in accordance with the plan, which is aligned with the standard (size) by combining human resources and resources the other. This is in line with the idea put forward by Dessler (2011) that "Humans always play an active and dominant role in all organizational activities, because humans become planners, actors, and determinants of the realization of organizational goals. Goals cannot be realized without the active role of employees even though the tools of the company are so sophisticated".

According to Kaswan (2012) human resource management is "Part of management which includes, among others, planning, organizing, directing, and others. Human resource management handles human resources that is people who are ready, willing and able to contribute to the goals of human resource management". The functions of human resources are very important for members of the organization, if implemented properly it can easily achieve the goals of the organization.

2.5 Development Theory

Development is an ongoing and comprehensive activity carried out starting from the preparation of a plan, preparation of programs, implementation of programs and supervision of each program. As stated by Islamil (2020) that development can be interpreted as "A conscious effort in a series of activities to achieve a change from a bad state to a better state carried out by a particular community in a country or region". Economic growth in each country varies depending on the level of income per capita of a country and depends on how much income / income from its population. If the country's income is high then its economic growth is also fast but conversely if a country's income is below average then the economic growth is also low.

Today's economic growth has an impact on the lives of a country's population. All of this affects the welfare of the people at large. Therefore the government must improve several sectors, namely unemployment, human resources, inflation, corruption and poverty so that economic growth rates are better. Subandi (2011) states that: The development process requires economic growth followed by changes (growth plus change) in changes in economic structure, from agriculture to industry or services, institutional changes, both through regulation and institutional reform. Development planning is felt more as a more rational and orderly endeavor for the development of underdeveloped or newly developed societies. Development is closely related to economic problems. In the social field, development in general is directed to develop values and attitudes in society that are more conducive to renewal, development, and development of gampong in every activity. In this case including the development of community motivation in carrying out development through KOfaku.

III. Research Method

The researcher uses a qualitative approach because of the problems associated with, the role of Keuchik in carrying out complex City Without Slums (Kotaku) activities so that the required data will be more easily obtained. In addition, the research intends to understand the situation and circumstances that occur in Gampong government in depth regarding various aspects related to implementing Kotaku activities. In this study, researchers focused on the role of Keuchik in carrying out activities without slums.

The location of the study was carried out in Lampulo Village, Kota Alam Subdistrict, Banda Aceh City, the determination of this location was based on the consideration that in this village was carrying out Kotaku program activities and the activity had not been fully realized as planned. Related to this, Lampulo Village still needs follow-up to achieve the planned goals based on Kotaku program.

Data sources in this study can be divided into two types, namely primary data sources and secondary data sources. Primary data is data that is produced directly from individual research objects, which are obtained from the results of interviews that is the information conveyed by informants to researchers so that it will be easier to get the information needed. According to Moleong (2012) secondary data is "Written data used as supporting information in primary data analysis".

To facilitate the researcher, objectively determined sources are determined. The informants in this study were determined by purposive sampling which was carried out intentionally with certain considerations, namely having structural positions in Gampong organizations such as Keuchik Gampong, the Secretary of Gampong, the Treasurer of the Village, and the Head of the Hamlet, in providing information as data on the results of the research to be carried out later. To get the completeness of the data in accordance with the focus of the study, the data collection techniques used were observation, interviews and documentation.

IV. Discussion

In implementing Kotaku program, Keuchik Gampong (Village Head) has the responsibility in every activity carried out in Gampong. So in carrying out every activity in the village, it is definitely the responsibility of the Keuchik to carry out their duties. The results showed that Keuchik assumed a very heavy responsibility in Gampong government organization because he had to supervise, create harmony, solve problems and understand differences of opinion in every activity being carried out. In carrying out the activities of Kotaku, Keuchik Gampong (Village Head) has guidelines in every development plan. It is already regulated in the law.

A similar sentiment was also conveyed by the Secretary of Gampong to researchers that based on the policies stipulated, Keuchik also agreed to Law Number 23 of 2014 concerning Regional Government as amended the second time with Law Number 9 of 2015 concerning amendments to the two Laws Number 23 Know 2014 concerning Regional Government mandates that the Regional Government carries out the fields of authority for compulsory and optional affairs. From the results of the study also showed that Keuchik Kotaku activities were also guided by Presidential Regulation No. 2 of 2015 concerning the National Medium-Term Development Plan (RPJMN) for 2015-2019 mandating the development and development of urban areas through handling the quality of the residential environment, namely improving the quality of slums, preventing the growth of new slums and sustainable livelihoods.

Based on interviews, observations and supported documents in Lampulo Village District, Kota Alam, the researcher can conclude that every activity in Lampulo Village District is based on the policies that have been set. Therefore it can be said that the leadership of a village head is very good. Leadership is inseparable from the social phenomenon that is very influential on the organization in organizing every vision and mission in a series of

programs. As the Treasurer Gampong said to researchers that "In the leadership process Keuchik has knowledge of the goals of the principles of the organization he leads, as well as ways to run them efficiently. And able to give confidence to people who are led to achieve the goals set".

The same thing was also conveyed by the Secretary of Gampong that "The Keuchik leadership process has the wisdom to decide something so that the decision is fair and wise. Because it impacts on relationships and influences in an organization". Based on the results of the interview above, the researcher can conclude that the influence or impact of the successful implementation of the leadership process or not a program that has been proclaimed is also very influenced by leadership practices.

In implementing Kotaku, supervision is needed, Keuchik can supervise both the process of ongoing activities and the results achieved from these activities. Which are carried out integrally from before, and after operational activities are carried out so that if an error occurs can be repaired. Based on the above interview results of researchers with the Head of the Hamlet that "Actually, each community participated in evaluating the development program, then the evaluation was accommodated by Gampong officials who were then held again through a meeting held by Village Lampulo Village District, accompanied by facilitators".

Based on interviews with Keuchik Gampong Lampulo Kota Alam District said that "In carrying out various alternative solutions to various problems usually done with meetings and discussions involving the community and parties involved in the KOTAKU program. So that the problem can be overcome properly". A similar statement was also conveyed by the Head of the Hamlet that "Performing various alternative solutions to various problems is the Keuchik Gampong providing an understanding of Kotaku program for the benefit of the community together". Related to the above results of an interview with the Treasurer of the Village that: In carrying out various alternative solutions to various Keuchik problems the village involved the community in discussions, deliberations held by the BKM and the village government from the decision-making section, contributing ideas or ideas so that the problems that arise can be overcome together. Based on the results of the interview above and observation, the researcher can conclude that conducting various alternative solutions to the various Keuchik Gampong problems involves the community in making decisions so that the community understands the benefits of Kotaku program. In this case is Keuchik has been very good in overcoming the existing problems.

Constraints on Keuchik's Role in Carrying Out Slumless City Activities (Kotaku) in Lampulo Village, Kota Alam District. Relating to the level of education of citizens. Education is very much needed in all aspects of life. Education is needed in a person's individual to motivate themselves to be better in advancing the affairs of life. So education starts from the low level up to the college level education. Based on the interview results of researchers with the Treasurer Gampong that "There is still a lack of community understanding of good development and lack of community responsiveness to problems that occur in the environment itself". The same thing was conveyed also by the Secretary of the Gampong that "lack of awareness or will of the community itself. The people are busy with their work which makes the community absent in their planning and implementation".

In this case the researchers concluded that education greatly affects the quantity and quality in carrying out KOTAKU activities. The low level of education also affects the

mindset so that it can lead to obstacles in the implementation of government affairs in Lampulo Village City Alam District. Therefore, to overcome these obstacles, the village head conducts various forms of training. Training conducted to increase capacity in Kotaku Program is one of the important pillars. Because it is a system that will deliver the achievement of program objectives. Capacity building aims to help the Local Government movement and society through changes in collective behavior in prevention activities and improving the quality of settlements.

The results of the study show that to improve the understanding of coaching and training of the community members involved in Kotaku program, education and training and development of human resources need to be held to add insight and knowledge. Human resource training is also to improve skills in supervising activities with technical standards and functioning well ".

The slum problem in Lampulo Village, Kota Alam Subdistrict is a serious problem where the local government is demanded to carry out various developments in order to realize its hopes. Lampulo Village Kota Alam District requires the construction of environmental roads in order to facilitate community access to the destination. So far, the community does not have garbage containers, so people throw garbage in any place. Whether it's a residential environment, an empty ground or other open space. Based on the results of the study, the researchers concluded that the development facilities in Lampulo Village, Kota Alam Subdistrict were inadequate, so Keuchik had to participate in responding to the residents' reports of these complaints, so that Keuchik Gampong Lampulo Kota Alam District had to take solutions to the problems that were caused in handling complaints. These residents.

Setting the objectives of this stage is an important stage in using the same data and information sources from the consolidation of data sharing sectors and actors related to settlements and housing. Therefore, the planning stage for setting goals is a key process in developing joint problem solving and building stakeholder commitment in handling slums through the preparation of a district or city slum management and prevention plan.

This is based on Presidential Regulation No. 2 of 2015 concerning the National Medium-Term Development Plan (RPJMN) for 2015-2019 mandating the development and development of urban areas through handling the quality of the settlement environment, namely improving the quality of slums, preventing the growth and development of new slums and sustainable livelihoods.

"Organizing is the determination, grouping, and arrangement of various activities needed to achieve the objectives, placement of people (employees), for these activities, the provision of physical factors suitable for work needs and the appointment of authority relationships, which are delegated towards everyone in relation to the implementation of every expected activity ". Based on observations and on the ground that, the division of tasks of Keuchik Gampong Lampulo Kota Alam District is done by grouping tasks within work units, where the main tasks will be spelled out in these activities which follow the applicable guidelines. Thus the role of Keuchik Gampong in this case can already be said to be very good.

Responsibility refers to the task of Keuchik Gampong Lampulo Kota Alam District to realize their responsibilities to the community. Must be fair in carrying out their duties. The role of Keuchik Gampong in responsibility must also be able to create harmony between

people who are in the activities of the organization by supervising and solving problems and creating a culture of leadership that can carry out its responsibilities to participate in the community and related parties separately in carrying out planned activities.

In directing the policies set by Keuchik Gampong Lamteumen Timur by providing the information necessary for the activities to run well, giving general or specific instructions for influencing members and motivating them so that these actions are carried out by people. Based on the findings and observations in the field, the role of Keuchik has been very good in the policies set. Following the rules and guidelines that have been set, so that the organization can run in accordance with applicable regulations.

In the leadership process of Keuchik Gampong Lampulo, Kota Alam Subdistrict, it plays a role in determining the direction of human resources and as much as possible is an agent of change of spokespersons and trainers in the success of the organizations that are applied to influence their communities. Based on the findings and observations in the field in the direction of Keuchik Gampong Lampulo Kota Alam District by giving examples and influencing its members in an effort to achieve goals in the organization is very good.

In evaluating success in achieving the goals of Keuchik Gampong Lampulo, Kota Alam Subdistrict, checking activities in the programs that have been implemented and the results of the evaluation will be used in projecting considerations, and become a standard for the future of the program to run better. Based on the findings in the field of Keuchik Gampong Lampulo, Kota Alam Subdistrict in evaluating success in achieving goals by assessing the results of work with standard measures of the implementation of activities that have been set in accordance with the objectives. Thus the role of Keuchik Gampong in carrying out its functions to conduct an assessment of an activity is already said to be quite good.

Thus the findings and observations in the field of Keuchik Gampong Lampulo, Kota Alam Subdistrict, under the supervision of the activities, can be said to be good. Because supervision is an effective action in realizing the plan that has been set.

Based on the results in the field setting goals, Lampulo Village District Kota Alam has been running well in accordance with applicable regulations. Formulate the current state. Understanding the position of the village. The objectives to be achieved or the resources available to achieve the goals, it is very important, because the goals and plans involve the future. Only after the current situation of Gampong is analyzed can plans be formulated to illustrate plans for further activities. This stage requires information, especially financial and statistical data obtained through communication within the organization. Only after the current situation of Gampong is analyzed can plans be formulated to illustrate plans for further activities. This stage requires information, especially financial and statistical data obtained through communication within the organization. Identify all facilities and obstacles to measure the ability to achieve goals as explained by Gampong apparatus, that the role of Keuchik Gampong greatly influences in formulating the situation.

In formulating the state of Keuchik Lampulo Village, Kota Alam District based on the results of the field, it can be said to be very good by following the rules that have been set. By involving the community and the apparatus related to the role of Keuchik, the plan can work well. In carrying out an activity, the division of tasks must also be done by Keuchik Gampong by means of grouping carried out to gather all human resources. As theory

according to Terry in Sukarna (2011: 38) says that "Organizing is the determining, grouping and arranging of the various activities needed necessary for the attainment of the objectives, the assigning of the people to the activities, the providing of suitable physical factors of environment and the indicating of the relative authority delegated to each respective activity.

Education is the learning of knowledge, skills and habits of a group of people passed down from one generation to the next through teaching, training, research. Education in life is needed to advance the affairs of life and also develop self-potential towards a better. So education should be improved in an individual's individual from the low level to the higher education. As the theory according to According to Kaswan (2012: 6) Said that "Human resource management is part of management which includes planning, organizing, directing, and others. Human resource management handles human resources that is people who are ready, willing and able to contribute to the goals of human resource management ".

As stated by Keuchik Gampong Lampulo, Kota Alam Subdistrict, the level of the Gampong community is only an average of high school graduates and generally only junior high school graduates. Which basically education is an important factor for every individual. This is based on the results of observations in the field researchers can reveal that. The human resources of Lampulo Village, Kota Alam Subdistrict are still very low. This can be seen from the lack of knowledge, skills, abilities, experience of the community. So that obstruction in carrying out an activity.

V. Conclusion

The role of Keuchik in planning is a directed and coordinated process in accordance with the plan to improve the welfare of the community in all aspects of development. In setting Keuchik goals also involve the community and related parties in making decisions to determine the location of development. To formulate the state of Keuchik using a variety of information, and also statistics. Also held a community meeting in formulating the state of society also contributed ideas and ideas. For organizing, directing and supervising go well through the process of division of tasks, so Keuchik must be responsible in every process of activity, as well as following established policies, leadership processes, as well as evaluating success in achieving the objectives to carry out various alternative solutions to various problems.

Constraints on the role of Keuchik in carrying out KOTAKU activities in Lampulo Village, Kota Alam sub-district, from the level of education in the community so that there is still a lack of public awareness of the benefits of development, and the community's lack of responsiveness to problems that occur in their own environment, people are busy with their work.

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