

Development of a Model for Increasing Village Government Resources Based on Recognition of Past Learning

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Abstract. Village governments have an important role in national development, but still face various challenges in improving human and organizational resources. In addition, the village government also plays a crucial role in the management and development of rural areas. To improve the effectiveness of village government performance, it is necessary to make efforts to improve existing human resources. This study aims to develop a model for increasing village government resources based on recognition of past learning (RPL). RPL is a process of acknowledging one's competence based on formal, non-formal and informal learning experiences. This model is expected to provide incentives for village apparatus to improve the quality of public services and community participation. This study uses research and development (R&D) methods with preliminary study stages, model development, model validation, and model trials. The results showed that the developed RPL model had four main components, namely: (1) village government competency standards; (2) process of identification, documentation and verification of competency; (3) certification and award mechanisms; and (4) continuous competency development program. This model received positive responses from experts and practitioners, and had a positive impact on increasing the motivation, performance and capacity of village apparatus in trials conducted in Blora Regency, Jawa Tengah.

Keywords: village governments; human resources; recognition of past learning; development model.

INTRODUCTION

The village government has an important role in national development, especially in improving the welfare of village communities. However, village governments still face various challenges and obstacles in carrying out their duties and functions, such as limited human and financial resources, facilities and infrastructure, and access to information. Thus, efforts are needed to increase the capacity and performance of village governments so that they can provide quality public services that are responsive to community needs (Ali & Saputra, 2020).

The village has the authority to manage and regulate the interests of its own community in accordance with Law number 6 of 2014 concerning villages and Government Regulation number 43 of 2014 as implementing regulations. In general provisions, a village is defined as a community legal unit consisting of communities and territories that have the right to manage and regulate their own government, community interests, origin rights, and/or traditional rights that are recognized and respected in the government system of the Unitary State of the Republic of Indonesia so that they can communicate both ways (Yurindra et al., 2021).

Village Government Transparency and Accountability in Managing Village Fund Allocations (ADD) includes planning,

implementation, reporting and accountability activities. which are not in accordance with the legislation (Kumalasari & Riharjo, 2016). The competence of village officials is very influential in village management so that the management of village funds will be more effective and efficient and able to manage them properly (Raharja et al., 2020). Community participation, human resource competency and oversight have a joint effect on village fund management accountability, community participation has a positive effect on village fund management accountability and supervision also has an effect on village management accountability (Umaira & Adnan, 2019). According to (Sangsurya et al., 2021) Human resources are the most important asset in an organization/company, especially in an educational institution, so it is very important that existing human resources can be planned as well as possible, for the realization of organizational goals/ institution. According to (Samsuni, 2023), the existence of human resources in an organization or company plays a very important role. The potential of every human resource in an organization or company must be utilized as well as possible to achieve optimal results. Organizations must be able to build and improve HR performance within their internal environment.

One effort that can be made is to develop a model of increasing village government resources

based on the recognition of past learning. This model aims to recognize and utilize the experience and knowledge that the village government has as an essential asset in learning and self-development. Thus, village governments can increase their competence, motivation and creativity in managing existing resources effectively and efficiently. Quality human resources will increase the ability to use technology (Wardani & Andriyani, 2017).

Previous studies that have relevance to this research have been carried out. (Douw Alfius & Aedah Nur, 2021) found that improving the quality of resources can be done with policies to increase soft skills, such as involving them in training & technical guidance activities. As for policies to increase hard skills (knowledge) by encouraging them to continue on to higher education. (Dharmawan, 2020) concluded that improving the quality of human resources in an agency/organization of the Way Kanan Regency Government can be carried out with training conducted in the workplace (on the job training) and outside the workplace (off the job training).

(Wirna et al., 2022) found that quality human resource management had a positive and significant effect on improving employee performance at the Maiwa District Office, Enrekang Regency based on the results of interviews with 52 respondents. The results of research (Hidayat, 2023) on Human Resources for Apparatus in Popongan Village, Purworejo Regency, concluded that competent and capable human resources were the main force in strengthening human resources in the managerial village.

This study aims to design and test a model for increasing village government resources based on recognition of past learning that is appropriate to the context and characteristics of villages in Blora District, Central Java Province. This research is also expected to provide theoretical and practical contributions to the development of education management, especially related to the appropriate recognition of past learning models for increasing village apparatus resources.

METHODS

In this study, researchers used qualitative methods with a Design-Based Research (DBR) approach. DBR is a type of development research that focuses on a cyclical process for designing, developing, and evaluating educational

interventions, in this case in the form of a village apparatus competence development model based on the Recognition of Past Learning program. This research aims to provide practical solutions to field problems, such as the availability of village apparatus readiness in terms of access, facilities and other things that support the implementation of the program. DBR serves as an intermediary between educational theory and its practical application (M Goff & Getenet, 2017). DBR research is carried out collaboratively between researchers and practitioners or teachers as a model, in a systematic repetition cycle, in accordance with the design and evaluation to solve problems in the field of education.

Broadly speaking, in the research design, this research was conducted with the aim of producing a model for the development of village apparatus resources in Blora Regency through the Recognition of Past Learning program. This research design was chosen to achieve optimal research results, namely the product of a model for developing village apparatus resources that can improve the work competence of village apparatus in Blora Regency. This research begins with observations to understand the phenomena that occur and identify problems in the implementation of RPL. To strengthen the observation, the researcher also conducted interviews and FGDs. The product development will be tried out and tested for its effectiveness on students. This is carried out in several stages such as identifying, determining, and formulating problems through collaboration and negotiation between researchers and practitioners, namely the village apparatus in Blora Regency. In DBR, practitioners have a very important role as research partners in determining the problems to be solved. The use of the DBR research design in this dissertation is based on the following reasons. First, the problem under study arises from government policies listed in Presidential Regulation Number 85 of 2020 related to developing village human resources and empowering village communities through Regulation of the Minister of Education, Culture, Research and Technology Number 41 of 2021 concerning Recognition of Past Learning regulating recognition on the learning outcomes of a person obtained from formal, non-formal, informal education, and/or work experience as a basis for continuing formal education and for carrying out equalization with certain qualifications. Second, this problem is directly experienced by village officials in Blora District,

who are also collaborators in this research. Third, as practitioners, the role of the village apparatus is very important as partners in collaborating and negotiating to solve problems through repeated research cycles.

There are four main stages in this research procedure referring to the Design Based Research model (Amiel, 2008), while the steps are as follows: Stage 1, Analysis of practical problems: This stage involves collaboration between researchers and practitioners to analyze existing problems. They work together to understand the context of the problem and identify areas for improvement. Stage 2, Development of alternative solutions: Based on design principles and innovative technologies, this stage involves developing various alternative solutions. Researchers and practitioners work together to design solutions that can address the problems previously identified. Stage 3, Solution testing and improvement: The solution formulated in the previous stage is then tested to see its effectiveness. Researchers and practitioners evaluate these solutions and make improvements if necessary. The purpose of this stage is to ensure that the solutions developed are truly effective in solving existing problems. Stage 4, Reflection and establishment of product development model: The final stage involves reflection based on design principles and the establishment of model development products. Researchers and practitioners take time to reflect on research results, examine the extent to which the solutions developed have met the initial objectives, and make decisions about the use of the development model that has been developed.

Data collection was carried out using the following techniques, namely guided written reflection, in-depth interviews, program observation, and document analysis. To ensure the validity of the data collected, there were There are three techniques that can be used, namely: (1) Triangulation (data source triangulation, data collection method triangulation, researcher theory triangulation, location triangulation), (2) Member check, (3) Peer debriefing. that the data collected has high trust and accountability. This study uses the constant comparative data analysis method which consists of four steps (Babbie, 2010: 396). The first step is to identify the results of the RPL-based competency improvement model analysis and record all matters related to the quality of the RPL model can increase the competence of village officials. The second step is to classify or identify various things that appear

in the analysis of the RPL model. Next, the third step is to synthesize or connect the various things that arise from the design of implementing the RPL model. Weaknesses identified in this process will be taken into consideration by researchers in compiling the necessary requirements. The final step, namely the fourth step, involves reconstructing the need for the RPL model based on the input received from village officials and RPL students.

RESULTS AND DISCUSSION

Based on the results of the research that has been done, it can be concluded that the development of a model for increasing village government resources based on the introduction of past learning (RPL) can have a positive impact on village government. The RPL model can help village governments to: (1) increase the effectiveness and efficiency of human resource management, (2) improve the quality of public services, (3) increase community participation in village development (4) increase village independence.

The RPL model can be implemented in the village government using several steps, namely: (1) Identifying training needs for village government officials, (2) Developing training materials according to needs, (3) conducting training for village government officials, and (4) evaluating training results.

The RPL model can provide great benefits for village governments. By implementing the RPL model, village governments can improve the quality of their human resources, so that they can provide better public services to the community (Nima, 2019). In addition, the RPL model can also increase community participation in village development, so that it can create an independent and prosperous village. The low level of education of the rural population in an area has a negative impact both on the population in the area and on the development of the area (CÍJMÁROIU et al., 2020).

The results of this study also show that the developed RPL model has four main components, namely:

1. Village government competency standards. Village government competency standards are a reference for measuring the competence of village officials. These competency standards are prepared based on work needs analysis and refer to the applicable national competency standards.

2. The process of identification, documentation and verification of competence. The process of identifying, documenting and verifying competence is carried out to ensure that village officials have competencies according to established competency standards. This process is carried out through interviews, documentation studies, and performance assessments.
3. Mechanism of certification and awards. Village officials who have met predetermined competency standards will be given competency certification. This competency certification serves as an acknowledgement of the competence of the village apparatus and can be used as a basis for promotions and salary increases. Village officials who already have competency certification will also be rewarded in the form of incentives or bonuses.
4. Continuous competency development program. The sustainable competency development program is a program that aims to improve the competence of village apparatus in a sustainable manner. This program can be in the form of training, seminars, workshops, and others.

The developed RPL model received positive responses from experts and practitioners. Experts and practitioners consider that the RPL model is an innovative model and can provide great benefits for the village government. This RPL model also had a positive impact on increasing the motivation, performance and capacity of village apparatus in trials conducted in Blora District, Central Java.

Based on the results of this study, it can be concluded that the developed RPL model is an effective model for increasing village government resources. This RPL model can help village governments to increase the effectiveness and efficiency of human resource management, improve the quality of public services, increase community participation in village development, and increase village independence. This is in accordance with the results of research (Mirajhusnita et al., 2023) (Mahadiansar et al., 2020) (Ningrum, 2016).

The results of the discussion regarding the development of a model for increasing village government resources based on the introduction of past learning (RPL): (1) The development of a model for increasing RPL-based village government resources can have a positive impact

on village government. The RPL model can help village governments to: (a) increase the effectiveness and efficiency of human resource management (Korzhenivska et al., 2021), (b) improve the quality of public services, (c) increase community participation in village development, (d) increase village independence. (2) The RPL model can be implemented in the village government by using several steps, namely: (a) Identifying training needs for village government officials, (b) developing training materials according to needs, (c) conducting training for village government officials, (d) evaluate the results of the training.

The RPL model can provide great benefits for village governments. By implementing the RPL model, village governments can improve the quality of their human resources, so that they can provide better public services to the community. In addition, the RPL model can also increase community participation in village development, so that it can create an independent and prosperous village (Wahyudi et al., 2020).

Based on the results of the discussion, it can be concluded that developing a model for increasing village government resources based on the introduction of past learning (RPL) is the right step to improve the quality of village government. The RPL model can help village governments to increase the effectiveness and efficiency of human resource management, improve the quality of public services, increase community participation in village development, and increase village independence.

CONCLUSION

The development of a model for increasing village government resources based on the introduction of past learning (RPL) is the right step to improve the quality of village government. The RPL model can help village governments to increase the effectiveness and efficiency of human resource management, improve the quality of public services, increase community participation in village development, and increase village independence.

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for village governments. By implementing the RPL model, village governments can improve the quality of their human resources, so that they can provide better public services to the community. In addition, the RPL model can also increase community participation in village development, so that it can create an independent and prosperous village.

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