

ABSTRAK

Dea Rodiah Luthfy: Kualitas Sumber Daya Manusia Badan Usaha Milik Desa dalam Program Desa Mandiri Pada Desa Sawahdadap Kecamatan Cimanggung Kabupaten Sumedang

Sumber Daya Manusia merupakan pilar penting atas berjalannya suatu kegiatan dalam lembaga sebagai pelaksana, pengelola dan pengatur. Sehingga SDM dinilai penting dalam pola kinerja Badan Usaha Milik Desa Sawahdadap. Hal yang membantu terjalannya lembaga ini tentu SDM sebagai pegawai atau anggota dari lembaga ini. Dimulai sejak berdirinya sampai saat ini, BUMDes kekurangan sumber daya manusia yang profesional baik dalam kehadiran maupun pengerjaan, selain itu kualitas BUMDes menjadi salah satu penentu berjalan tidaknya dan bagaimana penilaian atas sesuatu.

Tujuan penelitian ini untuk mengetahui kualitas SDM BUMDes berdimensi *knowledge* (pengetahuan), *skill* (keterampilan), dan *abilities* (kemampuan) dalam program Desa Mandiri di Desa Sawahdadap Kecamatan Cimanggung Kabupaten Sumedang

Metode penelitian yang digunakan didalam penelitian ini adalah metode kualitatif. Data dikumpulkan melalui observasi dan wawancara kepada informan kunci yaitu Sekretaris Desa dan Badan Pengawas Desa, informan operasional yaitu pegawai bumdes, dan informan konsumen yaitu masyarakat, serta studi pustaka melalui dokumen dari instansi terkait.

Hasil dalam penelitian ini menunjukkan bahwa keseluruhan dari kualitas SDM BUMDes belum cukup baik. Hal tersebut dikarenakan dengan dimensi pengetahuan sudah baik atas pemahaman yang dimiliki oleh pegawai. Selanjutnya keterampilan yang dimiliki telah maksimal dengan penguasaan terhadap inventaris dan fasilitas yang ada didalam Warung BUMDes, namun kemampuan belum cukup baik dimana pada indikator dimensi, kerja sama, loyalitas, dan tanggung jawab Pegawai belum maksimal.

Penelitian ini menyimpulkan bahwa kualitas SDM BUMDes dalam Program Desa Mandiri pada Desa Sawahdadap Kecamatan Cimanggung Kabupaten Sumedang ini belum cukup baik.

Kata Kunci: Kualitas Sumber Daya Manusia, Badan Usaha Milik Desa, Program Desa Mandiri

ABSTRACT

Dea Rodiah Luthfy: Quality of Human Resources for Village Owned Enterprises in the Independent Village Program in Sawahdadap Village, Cimanggung District, Sumedang Regency

Human Resources is an important pillar for the running of an activity within the institution as executor, manager and regulator. So that Human Resources are considered important in the pattern of performance of Sawahdadap Village Owned Enterprises. The thing that helps the running of this institution is of course Human Resources as employees or members of this institution. Starting from its establishment until now, BUMDes lacks professional human resources both in attendance and workmanship, besides that the quality of BUMDes is one of the determinants of whether or not things work and how to evaluate something.

The purpose of this study was to determine the quality of BUMDes Human Resources with the dimensions of knowledge, skills, and abilities in the Mandiri Village program in Sawahdadap Village, Cimanggung District, Sumedang Regency.

The research method used in this study is a qualitative method. Data was collected through observation and interviews with key information namely Village Secretary and Village Supervisory Board, operational informants namely bumdes employees, and customer informants namely the public, as well as literature study through documents from related agencies.

The results in this study show that the overall quality of BUMDes Human Resources is not good enough. This is because the knowledge dimension is good for the understanding possessed by employees. Furthermore, the skills possessed have been maximized with mastery of the inventory and facilities in the BUMDes stall, but the ability has not been good enough where the dimensions, cooperation, loyalty and employee responsibilities indicators have not been maximized.

This study concludes that the quality of BUMDes Human Resources in the Independent Village Program in Sawahdadap Village, Cimanggung District, Sumedang Regency is not good enough.

Key Word: Quality of Human Resources, Village Owned Enterprises, Independent Village Program.