

INCREASING THE MANAGERIAL CAPACITY OF THE BUMDESA HEAD THROUGH THE BUMDESA SCHOOL AND CLINIC

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ABSTRACT

This Community Service (PKM) aims to increase the capacity and ability of the head of BUMDesa in Tamansari District in improving the development of BUMDesa in Tamansari District, Bogor Regency. This problem started from the undeveloped BUMDes in Tamansari District. Of the eight villages in Tamansari sub-district, all of them have established BUMDesa. But only two BUMDesa have active status, the remaining six BUMDesa are inactive. The failure of the six BUMDesa in Tamansari Sub-district was influenced by many factors, one of which was the weak capacity and ability of the Head of BUMDesa. This is because the elected head of BUMDesa does not have adequate knowledge, experience and education. On this basis, this service is carried out in the form of providing continuous managerial training of BUMDesa schools and clinics for BUMDes heads in Tamansari District, Bogor Regency. The outputs resulting from this activity are in the form of increasing the ability and capacity of the Head of BUMDesa in Tamansari District, the creation of competitive BUMDesa.

Keywords: BUMDES; clinic; community service; training

ABSTRAK

Pengabdian Kepada Masyarakat (PKM) ini bertujuan untuk meningkatkan kapasitas dan kemampuan kepala BUMDesa di Kecamatan Tamansari dalam meningkatkan pengembangan BUMDesa di Kecamatan Tamansari Kabupaten Bogor. Permasalahan ini berawal dari belum berkembangnya BUMDesa di Kecamatan Tamansari. Dari delapan desa yang ada di Kecamatan Tamansari, semuanya sudah mendirikan BUMDesa. Namun hanya dua BUMDesa yang berstatus aktif, enam BUMDesa sisanya tidak aktif. Kegagalan enam BUMDesa di Kecamatan Tamansari dipengaruhi oleh banyak faktor, salah satunya adalah lemahnya kapasitas dan kemampuan Kepala BUMDesa. Hal ini dikarenakan kepala BUMDesa yang terpilih tidak memiliki pengetahuan, pengalaman dan pendidikan yang memadai. Atas dasar itu, pengabdian ini dilakukan dalam bentuk pemberian pelatihan manajerial secara berkesinambungan berupa sekolah BUMDesa dan klinik bagi kepala BUMDesa di Kecamatan Tamansari Kabupaten Bogor. Luaran yang dihasilkan dari kegiatan ini berupa peningkatan kemampuan dan kapasitas Kepala BUMDesa di Kecamatan Tamansari, terciptanya BUMDesa yang memiliki berdaya saing.

Kata kunci: BUMDes; klinik; pelatihan; pengabdian kepada masyarakat

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INTRODUCTION

BUMDesa is a village business established by the village government where capital ownership and management are carried out by the the community. BUMDesa is expected to drive the economy in rural areas. The Bogor Regency Government stated that 416 villages, only 282 had Village Owned Enterprises (BUMDesa).

Tamansari sub-district is about 11 km from the proposing college. Tamansari District consists of 8 villages, namely: Pasireurih Village, Sirnagalih Village, Sukajadi Village, Sukajaya Village, Sukalayu Village, Sukamantri Village, Sukaresmi Village and Tamansari Village. Tamansari District has various natural potentials such as Mount Salak forest, agricultural potential, livestock potential, sand mining and various kinds of natural and cultural tourism objects. Not to mention the potential population it has. However, these various advantages have not had a broad welfare impact on the people of Tamansari District, because most of the natural potential that exists is managed by individuals or the private sector.

BUMDesa was established with the aim of being able to manage the potential and natural wealth of the local village with the principles of social and economic business. The existing natural potential is managed by BUMDesa to be able to help improve the welfare of the village community. In Tamansari District, of the 8 existing villages, all have established BUMDesa, but of the 8 BUMDesa, only 2 are active, the rest are inactive.

Based on the research results of the research team from the Faculty of Economics and Business, Pakuan University with the topic "Analysis of Factors Inhibiting the Growth and Development of Village Owned Enterprises (BUMDesa) in Tamansari District, Bogor Regency", one of the factors that caused the inactivity of BUMDesa in Tamansari sub-district was the managerial ability of the Head of BUMDesa. Meanwhile, education and training are rarely held and attended by the heads of BUMDesa in Tamansari District. Based on this, Community Service (PKM) is in the form of providing education and managerial training and organizational governance to the heads of BUMDesa in Tamansari District.

The problems that arise according to the situation analysis are the undeveloped BUMDesa in Tamansari District with the following matters: 1) Of the 8 BUMDesa that have been formed, only 2 BUMDesa are active; 2) The head of BUMDesa is not able to run his organization; 3) Lack of managerial ability of BUMDesa heads in Tamansari District; 4) There has never been any education and training for the heads of BUMDesa in Tamansari District.

IMPLEMENTATION METHOD

The target of this community service activity is the Heads of BUMDesa in Tamansari District. The implementation of this activity is planned from August 27, 2020 to July 28, 2021. The implementation of community service can be divided in to several stages as follows.

Preparation Stage

The activities in this stage are: 1) Conducting visits to partner locations, namely BUM Desa in Tamansari District. The aim is to obtain as much information as possible about the problems by partners; 2) Conducting interviews, the aim is to obtain information about the profile of BUMDesa in Tamansari District; 3) Conducting data collection, including needs analysis for the establishment of the BUMDesa School and Clinic system; 4) After complete information and data are obtained, the next step is to make the BUMDesa School and Clinic curriculum.

Implementation Stage

The activities in this stage are: making teaching materials, delivering material, and direct assistance through the BUMDes clinic. Indicators of the success of this activity is if the number of active BUMDesa increased to eight. The schedule of community service activities is presented in Table 1 below.

Table 1. Activity Schedule

No	Activity	Month (2020-2021)											
		1	2	3	4	5	6	7	8	9	10	11	12
1	Make a needs analysis	x	x										
2	Creating systems and teaching materials			x	x								
3	Submission of material to the head of BUMDesa					x	x	x	x	x			
4	Doing assistance									x	x		
5	Carry out assessment evaluation												x
6	Make repairs and improvements to materials and teaching materials												x
7	Preparation of activity reports												x
8	Publication in National Journal												x

ACTIVITY RESULTS

The implementation of BUMDesa clinical and school activities is carried out by lecturers and students of the Faculty of Economics and Business Pakuan University in the form of training and mentoring and consultation. The first step is to conduct interviews with the heads of BUMDes. From the results of the interview, it can be known the situation and problems faced by BUMDes, so that the team from the Faculty of Economics and Business can formulate and analyze the needs needed by the BUMDes.

Solutions to the problems offered to partners of BUMDesa heads in Tamansari District based on partner problems are as follows: 1) Assist the BUMDesa heads to be able to activate the BUMDes that have been formed so that 8 BUMDesa in Tamansari District can be active; 2) Assist the head of BUMDesa to run the BUMDes organization wheel so that BUMDesa has an independent business; 3) Improving the managerial ability of BUMDesa heads so that BUMDesa have businesses that can provide benefits for BUMDesa; 4) Create education and training programs in the form of establishing BUMDesa Schools and provide consultation and assistance in the form of BUMDesa clinics.

The training was carried out in the Tamansari District, three times during the period from November 2020 to March 2021 by resource persons from academics. The materials taught are Business Management, Organizational Management, Marketing Management, Human Resource Management, Financial Reporting, Production Management, Packaging and the application of Occupational Health and Safety (K3). Training participants are the Heads and administrators of BUMDes in Tamansari District.

Figures 1 and 2 below show the situation at the time of the implementation of the BUMDes clinic and school activities.



Figure 1. BUMDesa school activities



Figure 2. BUMDesa school activities

There are several obstacles faced, namely the Covid 19 pandemic conditions do not allow large numbers of people to gather and interact face-to-face, while training and mentoring in this service requires face-to-face meetings. The efforts made are online training, but the results are not satisfactory.

From the clinical activities and training that have been carried out, the results were obtained that eight BUMDes have been active, this is marked by the establishment of BUMDes Legal Entities in Tamansari Regency, namely 8 BUMDes. The eight BUMDes already have management, this is shown by the formation of BUMDes management in each village in accordance with the results of the Village Deliberations (Musdes) that have been carried out in each village. Each BUMDes also has a work plan, this is evidenced by having made a work plan and business plan of each BUMDes.

CONCLUSION

Based on the community service schedule that has been set, so far the following activities have been carried out: needs analysis has been made, teaching materials have been made, there has been training for the heads of BUMDesa. After the training was held, eight BUMDes in Tamansari Sub-district Regency were already active. Each bumdes already has a management and work plan.

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