

Managerial Capability Training for Village Owned Enterprises (BUMDes) Management

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ABSTRACT

Weak managerial BUMDes in Silom-lom Village because most of the personnel in the management structure do not fully work for BUMDes, this condition needs to be overcome because it can hinder the effectiveness of BUMDes in producing optimal performance. Another thing that becomes an obstacle to weak management is related to the uneven level of knowledge of managers and different educational backgrounds so that the perspective and mindset of managers in responding to challenges and opportunities differ from one another. The purpose of this managerial training is an effort to transfer knowledge and managerial skills in managing BUMDes with lectures, discussions and question and answer activities. The implementation stages are carried out by compiling the material, training activities, working on the pre test, presenting the material, and closing with filling out the post test. The results of the evaluation of the activities showed that there was an increase in the understanding of the participants. This can be seen in the statement items 2,3,4,6,7,8, and 10 there is an increase in the score from the pre test results. The statement contains understanding the functions of organizational management, understanding how to implement management knowledge into the organization, Managers are people who are fully responsible for management, are able to compile monthly reports including financial reports, are able to make strategic management better, understand business formats including organizational structure, and understand how to manage teamwork within the organization. With the implementation of this activity, managers gain increased knowledge of managing and developing a business.

Keywords: Management, Managerial Ability, BUMDes .

PRELIMINARY

The success of a business entity is influenced by many factors. One of the factors that play an important role in bringing a business entity forward to continue to develop and grow from time to time lies in the managerial ability of the managers who are given the duties and responsibilities in each functional section of a business entity. This is in line with the results of a study entitled "The Influence of Entrepreneurial Characteristics, Managerial Ability, and Workforce on the Success of IKM Businesses" which states that managerial ability has a positive and significant effect on the success of IKM Businesses (Lukmanul Hakim, 2019). The reality is that BUMDes in promoting community welfare through their business units are still far from expectations. This happens because of weak skills and understanding in management so that institutional capacity and village entrepreneurship do not develop. Then, mastery of managerial ability is also an obstacle because it is not easy for the village to get someone who has superior managerial ability to manage a business. If there are residents who have these abilities, they usually work elsewhere and if they are appointed as BUMDes managers, they are only part-time. As a result, BUMDes do not develop and run in place. Meanwhile, appointing people with inadequate capacity is the same as bringing BUMDes in a more worrying direction. (Bengkulu.com, 2019)

The BUMDes of Silom-lom Village, Simpang Empat District, Asahan Regency was established in 2015 and has 4 business units consisting of businesses engaged in:

1. Creative Business of Making Flower Boards;
2. Motorized Pedicab Rental Transportation Business Sector;
3. Wifi Internet Service Telecommunication Sector;
4. Savings and Loans Finance Sector.

Since its inception until now, it has not been able to add business units in other fields. Here is a picture of the location of the BUMDes in Silom-lom Village, Simpang Empat District, Asahan Regency:



Figure 1.

Location of BUMDes in Silom-lom Village, Kec. Simpang Empat District. sharpen

Seeing the potential resources that exist in Silom-lom Village, such as a large population, of course, they have needs and desires, both primary, secondary and even tertiary, which is a potential market for every business unit in BUMDes. But the reality is that BUMDes have not been able to optimally seize this opportunity. Then, when viewed from the potential of natural resources, it also provides a great opportunity for BUMDes to open new business units that focus on product centers for processing plantation, livestock and fishery products so that they have a higher selling value than if they were only sold directly without processing. . It is not easy for BUMDes to develop from time to time when it is not managed by implementing good managerial concepts.

The weak managerial ability in BUMDes in Silom-lom Village is because most of the personnel in the management structure do not fully work for BUMDes, this is a problem that needs to be addressed because it can hinder the effectiveness of the BUMDes ability in producing optimal performance. Another thing that becomes an obstacle to the weak managerial management at BUMDes is related to the level of knowledge of the managers being uneven even with different educational backgrounds so that the perspective and mindset of the managers in responding to a challenge or opportunity differ from one another. other. This will certainly be an obstacle in the effective decision-making process in dealing with the challenges and opportunities faced. Another problem that occurs is related to understanding the concept of empowerment projects that are programmatic in nature, the results of which are not physically visible. Even though the empowerment program is an important capital in carrying out village independence, the weak development of human resources in the end makes the institutional capacity and entrepreneurship of the village not develop. As a result, it is difficult to find individuals who have the capacity to manage Village Owned Enterprises (BUMDes).

Overcoming managerial problems in managing BUMDes, one of which can be done with an education and training approach which is expected to improve the managerial ability of managing Village Owned Enterprises (BUMDes) so that they can grow and develop and play an important role in moving the wheels of the economy in an effort to improve the welfare of people's lives more good again.

IMPLEMENTATION METHOD

The BUMDes of Silom-lom Village as one of the village institutions and an extension of the government's arm which aims to improve the welfare of the people's lives must be able to play an important role as a driving force for the community's economy. Therefore, one of the efforts made so that the function of BUMDes as the spearhead of driving the community's economy requires good managerial governance so that BUMDes can carry out their operations effectively and efficiently in achieving these goals. The operation of a business is closely related to the managerial

capabilities and expertise of the individuals involved in the business entity. Based on this, education and training are needed to improve managerial capabilities and expertise in business management. This business management managerial training activity is one of the methods or approaches used in the process of transferring knowledge and skills regarding managerial business management carried out by lectures, discussions and questions and answers. The training topics that will be provided are as follows:

1. Basic Business Management
2. Business Management Function
3. Business Management Skills and Tips
4. Entrepreneurial Manager Mindset

. The following are some stages of research implementation include:

1. Preparation of Training Instruments includes:

1.1. Compilation of Training Materials or Main Materials

Materials or materials The subject matter of the Managerial Ability Training for Village-Owned Enterprises Management activities which will be presented to the training participants will broadly consist of several parts including:

- a) Definition and Functions of Management
- b) Management Principles
- c) Management Level
- d) Management Skills
- e) Business Management Tips
- f) Entrepreneurship Function and Management Function
- g) Business Resource Challenges

1.2. The formation of Pre-Test and Post-Test Questions

Pre Test and Post Test questions are prepared referring to the material or subject matter that will be presented to the participants before and after the activity is carried out to measure changes in the understanding and knowledge of participants who take part in the training activities.

RESULTS AND DISCUSSION

The implementation of community service activities was carried out on January 15-16, 2022 at the Silom-lom Village Head Office, Simpang Empat District, Asahan Regency. Pre-test was conducted to measure participants' knowledge of managerial understanding. The following table shows the results of the pre-test tabulation filled in by the participants:

Table 1. Pre Test Results

No	Item 1	Item 2	Item 3	Item 4	Item 5	Item 6	Item 7	Item 8	Item 9	Item 10
1	4	1	1	4	4	1	1	1	4	1
2	4	3	3	3	4	3	3	3	4	3
3	4	3	3	4	3	3	3	3	3	2
4	3	2	3	3	3	3	2	2	3	1
5	3	2	3	4	4	3	2	3	4	2
6	4	2	2	3	2	2	3	2	3	2
7	4	2	2	3	2	3	3	2	4	2
8	4	2	2	3	2	3	3	1	3	2
9	4	3	2	4	4	3	2	2	4	3
10	4	3	4	4	3	3	3	4	3	3
11	4	3	3	4	2	2	3	2	4	3
Average	3.82	2.36	2.55	3.55	3.00	2.64	2.55	2.27	3.55	2.18
mode	4	3	3	4	4	3	3	2	4	2



Figure 2 Filling in the Pre Test by Participants

From the results of the pre-test that has been carried out, it can be seen that the understanding of participants in table 1. The committee distributed questionnaires to the 11 participants who were present and filled in manually by each participant. After the participants finished filling out the questionnaire, the committee collected it and calculated the score from the questionnaire.

From the tabulation results, it is found that for the statement of item 1, the average score is 3.82 with mode 4. For the statement of item 2, the average score is 2.36 with mode 3. For the statement of item 3, the average score is 2, 55 with mode 3. For statement item 4 obtained an average score of 3.55 with mode 4. For statement item 5 obtained an average score of 3 with mode 4. Statement item 6 obtained an average score of 2.64 with mode 3. Statement of item 7 obtained an average score of 2.55 with mode 3. Statement of item 8 obtained an average score of 2.27 with mode 2. Statement of item 9 obtained an average score of 3.55 with mode 4 and statement of item 10 obtained an average score of 2.18 with mode 2.

After measuring the participants' understanding through the pre-test, the team then presented the material to the participants. The material was delivered by 3 people in 1 team who have different roles.



Figure 3. Presentation of Materials by the Team

In Figure 3 it can be seen that during the presentation of the material by the team, the participants enthusiastically participated in the activity until it was finished. During the presentation of the material the participants also showed their seriousness in participating in this training. Several participants were seen taking notes from the material presented by the team. Some also asked questions during the presentation. After the team finished presenting the material to the participants, the team then re-measured the participants' understanding of the material presented. The hope is that there will be an increase in participants' understanding from before getting the

material presentation to after getting the material presentation by the team. The measurement of understanding is done by distributing the post test to the participants who were present at that time. The following is a tabulation of the post test results :



Figure 4. Participants Complete the Post Test

Table 2. Post Test Results

No	Item 1	Item 2	Item 3	Item 4	Item 5	Item 6	Item 7	Item 8	Item 9	Item 10
1	3	4	3	4	3	3	3	3	3	4
2	3	1	1	3	3	2	1	2	3	2
3	4	3	2	3	4	3	3	2	3	2
4	4	4	4	4	3	4	4	3	3	3
5	4	4	4	3	4	3	3	3	4	3
6	4	3	3	4	3	3	4	3	3	3
7	4	4	3	4	3	3	3	3	4	3
8	4	4	4	4	4	3	4	4	4	4
9	4	3	3	3	1	3	3	3	3	3
10	4	3	2	4	3	2	3	3	4	2
11	4	2	3	4	2	4	4	3	3	3
Average	3.82	3.18	2.91	3.64	3.00	3.00	3.18	2.91	3.36	2.91
mode	4	4	3	4	3	3	3	3	3	3

In table 2 you can see the results of the post test tabulations that have been filled out by the participants. The results showed that there was an increase in understanding by the participants. This can be seen in the statement items 2,3,4,6,7,8, and 10 there is an increase in the score from the previous pre-test results. The statement contains understanding of organizational management functions, understanding well how to implement management knowledge into the Bumdes organization, Managers and leaders are fully responsible for managing Bumdes, able to

compile monthly reports including Bumdes financial reports, able to make Bumdes strategic management become better, understand the arrangement of business formats including the organizational structure , and understand how to manage teamwork within the organization. Meanwhile, the statement items that did not increase were statements in points 1.5 and 9, namely management is very necessary to manage an organization, I am one of the people responsible for managing Bumdes and the organizational structure is important as the basis for obtaining a job description .

From the results of implementing the activities, the team obtained some information related to the management of the Bumdes. The businesses managed by Bumdes are motorcycle rickshaws, flower boards and wifi hotspots . The three businesses are run equally, especially if there is a request from the community, the Bumdes managers are ready to provide the facilities needed. Of the three businesses, the most successful is a motorized tricycle. Motorcycle rickshaws can be used by anyone who wants to use them.

With the implementation of this activity, Bumdes managers gain additional knowledge about how to manage a business/business and know how to develop a business.

CONCLUSIONS AND SUGGESTIONS

The implementation of community service with the title of managerial ability training in managing Village Owned Enterprises (BUMDes) was carried out well and smoothly. Overall, the implementation of service activities goes through the following stages:

1. Preparation includes coordination and discussion of technical preparations for the implementation of counseling at the BUMDes location, Silom-lom Village, Simpang Empat District, Asahan Regency, procurement of training materials, evaluation materials, attendance lists and determining the time and day of the training according to the partners' willingness.
2. Preparation of training materials or materials
3. implementation of the training activities begins with a pretest , lecture, discussion, question and answer and ends with a post-test for each topic presented.
4. Evaluation of the implementation of the training to measure the achievement of changes in the level of knowledge of participants

Based on the activities that have been carried out, it is hoped that it will be useful for improving the quality and quality of BUMDes management, among others, managers are expected to deepen the knowledge gained from this service activity for the progress and interests of BUMDes as one of the business entities that drive the local village community's economy so as to be able to encourage community welfare through owned business units.

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