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## Strengthening the Capacity Building Government of Rantau Kelayang Village, Bungo Regency, Jambi, Indonesia

Abu Bakar<sup>1\*</sup>, Zahlimar<sup>1</sup>, Ariyanto Masnun<sup>1</sup>, Zulkifli<sup>1</sup>, Mardansyah<sup>1</sup>

<sup>1</sup>Setih Setio Institute of Administration and Health, Muarabungo, Indonesia

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#### \*Corresponding author:

Abu Bakar

#### E-mail address:

[dr.abubakar.2022@gmail.com](mailto:dr.abubakar.2022@gmail.com)

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### ABSTRACT

The counseling program to strengthen village government capacity building is a systematic effort to increase the knowledge, skills, and attitudes of village government officials and staff. Through this program, they are given training, guidance, and assistance in various aspects of their duties and responsibilities. This community service activity is a comprehensive and real effort from the entire academic community to share knowledge and knowledge related to the effectiveness of capacity building in order to optimize the implementation of a governance-effective government. Community service activities are carried out in the form of workshops and discussions about capacity building in order to optimize the implementation of governance effective governance in Rantau Kelayang Village, Bungo Regency, Jambi, Indonesia. This community service activity is quite effective in increasing aspects of the knowledge of village officials regarding aspects of capacity building related to good village governance. Increasing the knowledge score from an average of 47.86 to 88.35 shows the effectiveness of community service activities to strengthen capacity building through workshops and discussions. The counseling program to strengthen village government capacity building is an important step in improving the quality of government and public services at the village level. By increasing the capacity of village governments, it is hoped that they can become agents of development that are effective and competitive and are able to respond better to the demands and needs of the community.

### 1. Introduction

The village government has a very important role in community development and services at the local level. In order to carry out their duties properly, the village government needs to have adequate capacity or ability to manage government and meet community needs. However, village governments often face various challenges in developing their capacities. This can be caused by limited knowledge, skills, and available resources. To overcome this, an extension program is needed to strengthen capacity building which aims to increase the capacity of the village government.<sup>1-3</sup>

The counseling program to strengthen village government capacity building is a systematic effort to increase the knowledge, skills, and attitudes of village

government officials and staff. Through this program, they are given training, guidance, and assistance in various aspects of their duties and responsibilities. One of the main objectives of this program is to improve the capacity of village governments in planning, financial management, decision-making, human resource development, community empowerment, and implementation of development programs at the village level. Thus, it is hoped that the village government can optimize the use of existing resources to improve people's welfare.<sup>4,5</sup>

The counseling program for strengthening village government capacity building also aims to encourage active participation and collaboration between village governments and various related parties, such as

regency/city governments, non-governmental organizations, and the private sector. In this context, this program can also help build strong networks and partnerships to support village development in a holistic and sustainable manner. Rantau Kelayang Village, Bungo Regency, Jambi, Indonesia, is one of the villages that really needs a capacity-building program for the village government. The Rantau Kelayang Village Government is considered to have not implemented various activities of governance government as it should. The village government shows limitations in various management capabilities related to human resources, programs, and human resources.<sup>6,7</sup> This study aimed to explore the potential of extension programs to strengthen capacity building in the government of Rantau Kelayang Village, Bungo Regency, Jambi, Indonesia.

## 2. Methods

Community service activities are carried out in the form of workshops and discussions. Community service activities are carried out by first carrying out an initial discussion process regarding the understanding of village officials regarding managerial abilities related to the implementation of tasks and functions of government administration as well as

accommodating the aspirations of hamlet officials about what they want to discuss related to optimizing and strengthening village government capacity building in Rantau Kelayang Village, Bungo Regency, Jambi, Indonesia. After carrying out the initial assessment process for the condition of the community service subject, the preparation of materials and forms of community service activities is carried out. Community service activities are carried out in the form of workshops, where the community service implementation team will present material on strengthening capacity building in a simple and effective manner. The activity was continued with a case study given to the subject community service, namely village government officials in Rantau Kelayang Village, Bungo Regency, Jambi, Indonesia. The cases given are still related to the implementation of the material that has been presented in order to provide real examples of the use of the concept of capacity building in real work in village governance. After discussing the cases, further discussion is carried out regarding the cases that have been given. Community service subjects are asked to present the results of their team discussions, and then the community service implementation team will provide studies and views regarding the case given.

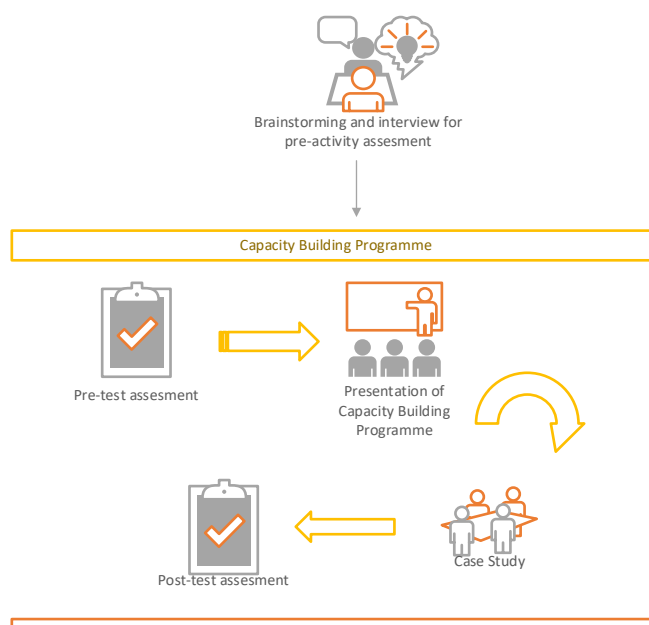


Figure 1. Workflow of strengthening capacity building activities.

In order to evaluate the achievement of community service activities, an assessment is carried out to gain an understanding of the subject of community service. Assessment of the level of knowledge of community service subjects is carried out using a questionnaire that contains questions about the system administrator before the subject gets the workshop activity compared to the understanding of the subject after being given the workshop activity. Data on the level of knowledge of community service subjects are presented in a univariate manner to assess the effectiveness of community service activities.

### **3. Results and Discussion**

Community service activities presented in the form of workshops and discussions present material on strengthening village government capacity building for optimization governance village. In the community service activities, it was explained the planning and management of village development, human resource development, community empowerment, communication, and information management, ethics and governance of village government as well as disaster planning and management.

Village development planning and management is one of the important materials in the extension program to strengthen village government capacity building. This material includes an understanding of the concepts, principles, and processes of village development planning. The village government will learn how to develop a comprehensive and sustainable development plan, taking into account the needs and potential of the village. Budget management includes knowledge and skills in village budget management. The village government will learn about budget preparation, fund allocation, financial control, financial reporting, and monitoring budget use. The aim is for the village government to manage financial resources effectively and ensure that available funds are used for village development optimally. The selection of development priorities relates to the village

government's ability to determine village development priorities based on an analysis of needs, potential, and availability of resources. The village government will learn evidence-based and participatory prioritization methods so that it can make the right decisions and provide maximum benefits for the village community. Project evaluation helps village governments understand the importance of evaluating development projects that have been implemented. The village government will learn about evaluation methods, data collection, analysis of results, and utilization of evaluation findings for future program and policy improvements.<sup>8-10</sup>

The development of human resources (HR) is one of the important materials in the counseling program to strengthen village government capacity building. Recruitment and selection is material that includes knowledge and skills in the process of recruiting and selecting employees in the village government. The village government will learn how to conduct an employee needs assessment, prepare position profiles, announce vacancies, collect and select files, as well as interview and assess potential employees. The aim is to get employees who are in accordance with the qualifications and competencies needed to carry out their duties in the village government. Employee Placement and Empowerment are materially related to the management of employee placement in the village government. The village government will learn about the process of staffing, assigning tasks, setting the work environment, and empowering employees through clear delegation of tasks and responsibilities. This aims to ensure village officials can work effectively and in accordance with their areas of expertise. Employee Training and Development is material that includes strategies, methods, and practices in implementing employee training and development programs in the village government. The village government will learn about identifying training needs, planning and designing training, implementing training, and evaluating training effectiveness. The aim is to improve the skills, knowledge, and

competence of village officials so that they can carry out their duties better. Career Development is material related to employee career development efforts in the village government. The village government will learn about performance appraisal, identifying potential, setting career paths, and career development. This aims to motivate village officials, encourage their growth, and increase the retention of qualified employees.<sup>11-13</sup>

Community empowerment is one of the important materials in the extension program to strengthen village government capacity building. The Participatory Method is material that discusses the use of a participatory approach in village development. The village government will study methods that involve the community actively in the process of decision-making, planning, and implementation of development programs. This aims to provide opportunities for the community to contribute, share ideas, and take part in village development. Community organizing is material that includes ways of organizing village communities into groups that have roles and responsibilities in village development. The village government will learn about approaches to community organizing, including the formation of working groups, self-help groups, and other community organizations. The aim is to facilitate active community participation in village development and strengthen their capacity to face challenges and take advantage of opportunities. Community Awareness Raising is material that includes approaches to increase community awareness of various village development issues, their rights, and their role in decision-making. The village government will learn about communication strategies and educational approaches to increase community understanding of village development policies, programs, and plans. It aims to strengthen people's awareness and motivate them to take positive action. Community skills development is material that focuses on developing the skills and knowledge of village communities so that they can play an active role in the implementation of development programs. The village government will learn about training

methods and non-formal education to improve the community's technical, social, and leadership skills. The aim is to empower village communities to contribute effectively in planning, implementing, and monitoring development programs.<sup>14-17</sup>

Communication and information management are important materials in extension programs to strengthen village government capacity building. Effective communication is material that includes good communication skills, both orally and in writing. The village government will learn about effective communication techniques, including interpersonal communication approaches, presentations, negotiations, and listening skills. The aim is to enable the village government to communicate clearly, precisely, and persuasively with village communities, stakeholders, and external parties. Communication with Village Communities is material related to skills in communicating with village communities. The village government will learn how to interact with the community openly, respect their opinions and aspirations, and facilitate community participation in decision-making. This will help build good relations between the village government and the community and ensure that important information is communicated effectively. Communication with Stakeholders is material that includes skills in communicating with stakeholders, such as other government agencies, community organizations, non-governmental organizations, and the private sector. The village government will learn how to build partnerships, collaborate, and communicate effectively to achieve village development goals together. Information Management is material that includes skills in effective information management in village government. The village government will learn the methods of collecting, organizing, storing, and recovering the necessary information for proper decision-making. In addition, it also includes an understanding of the principles of information security and confidentiality. Communication Technology is material that involves the use of appropriate communication technology in collecting, managing,

and disseminating information. The village government will study the use of modern communication tools such as the internet, social media, and mobile applications to expand the reach of communication and facilitate access to information for village communities.<sup>18-20</sup>

The effectiveness of community service activities can be seen in Table 1. Table 1 presents a comparison of the participants' knowledge before being given and

after being given community service activities. This community service activity is quite effective in increasing aspects of the knowledge of village officials regarding aspects of capacity building related to good village governance. Increasing the knowledge score from an average of 47.86 to 88.35 shows the effectiveness of community service activities to strengthen capacity building through workshops and discussions.

Table 1. Aspects of pretest and posttest participants.

Aspects of knowledge	Score±SD
Pretest	47.86±3.31
Posttest	88.35±4.15

#### 4. Conclusion

The counseling program to strengthen village government capacity building is an important step in improving the quality of government and public services at the village level. By increasing the capacity of village governments, it is hoped that they can become agents of development that are effective and competitive and are able to respond better to the demands and needs of the community.

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