
AUTHORITY OF THE HEADMAN IN APPOINTMENTS AND DISMISSAL OF VILLAGE OFFICIALS IN NAGAN RAYA REGENCY

Saiful Bahri¹, Dahlan², Akhyar³

¹Abulyatama University, Faculty of Laws, Aceh, Indonesia

²Syiah Kuala University, Faculty of Laws, Aceh, Indonesia

³Abulyatama University, Faculty of Laws, Aceh, Indonesia

ABSTRACT

The appointment and dismissal of Village Officials is carried out by the Headman after consultation with the sub-district head on behalf of the regent/mayor. As regulated in Article 49 and Article 53 of Law Number 6 of 2014 concerning Villages. The sub-district head's recommendations are used as the basis for The Headman appoints and dismisses village officials. Recommendations given by the sub-district head are in the form of approval or rejection based on specified requirements.

In this research, the problems raised are: 1. What causes the Headman appointed Village Officials without any recommendation from the sub-district head. 2. What are the consequences of abuse of the Village Head's authority in appointing and dismissing Village Officials in Nagan Raya Regency. 3. What are the solutions and sanctions for abuse of the Village Head's authority in appointing and dismissing Village Officials in Nagan Raya Regency. The research method used is empirical normative legal research, with a sociological approach. This research uses primary and secondary data as the main research material, which was obtained through interviews, observations and documents. The data obtained will be analyzed descriptively qualitatively.

Research results: 1. The reason the Headman appointed Village Officials without any recommendation from the sub-district head in Nagan Raya Regency was as a thank you to the Headman to the people who had helped him during the election of the Headman as well as procedural errors made by the Headman because he did not understand the existing regulations regarding appointment and dismissal of Village Officials starting from the Law, Minister of Home Affairs regulations, Qanun up to Regent Regulations. 2. Consequences of abuse of the Village Head's authority in the appointment and dismissal of Village

Officials in Nagan Raya Regency, the Village Apparatus who is appointed and dismissed is considered invalid and has no legal force and is deemed to have violated the law so that it can be temporarily dismissed by the regent through the sub-district head and has an impact on the suboptimal government of the village. 3. The solution is to provide legal protection to Village Officials and carry out outreach regarding the rules and procedures for appointing and dismissing Village Apparatus to every Headman in the village in Nagan Raya Regency. Meanwhile, the sanction is a verbal or written warning to the Headman concerned and not providing a recommendation by the sub-district head regarding the appointment and dismissal of Village Apparatus so that the Village Apparatus who is appointed or dismissed is considered invalid because it does not comply with legal regulations.

The conclusion of this research is that the appointment and dismissal of Village Officials is not the absolute authority of the Headman, but there must be consultation and recommendations from the subdistrict head, so that a Headman must understand his authority in a government through statutory regulations and regional government regulations so that it is not considered against the law.

Keywords: Authority of the Headman, Appointment and Dismissal of Village Officials

1. INTRODUCTION

In Aceh Province, villages are generally referred to as Village. This is in accordance with Article 115 paragraph 1 of Law Number 11 of 2006 concerning the Aceh Government which explains that within the district/city area a village is formed Village is an administrative regional division at sub-district or village level, Village itself is under the Mukim, while Mukim according to article 2 of Qanun Aceh Number 4 of 2003 concerning Mukim Government in the Province of Nangroe Aceh Darussalam is Mukim located as a government unit that oversees several Villages which are directly under and responsible to the sub-district head.

The village government is the lowest government organization under the mukim in the organizational structure of the Nangroe Aceh Darussalam Province government (Article 2 of the Aceh Province Qanun Number 5 of 2003 concerning Village Government in the Nangroe Aceh Darussalam Province). In carrying out its governance, the village government is carried out by the village Headman and Village Apparatus who have their respective functions. The Headman is a person who is tasked with administering village government, carrying out village development, fostering village community, and empowering village communities (Article 26 of Law Number 6 of 2014 concerning Villages whereas according to Aceh Qanun Number 5 of 2003 concerning Village Government in Nangroe Aceh Darussalam Province article 11 states that the Headman is the head of the village executive body in administering the village government.¹

The Village Apparatus is essentially a staff element that assists the Headman in formulating policies and

¹Aceh Qanun 2005 Number 5 Concerning Village Government.

coordination which is contained in the Village Secretariat, and an element supporting the Headman's duties in implementing policies which are contained in the form of Technical Implementation and Regional Elements. Village officials according to Article 48 of Law Number 6 of 2014 concerning Villages consist of the Village Secretary, Regional Executive (hamlet head) and Technical Implementer (Section Head and Head of Affairs) Village Apparatus members are appointed by the village government from village residents who have met the requirements.²

The appointment and dismissal of Village Officials is carried out by the Headman after consultation with the sub-district head on behalf of the regent/mayor. This is as regulated in Article 49 and Article 53 of Law Number 6 of 2014 concerning Villages. Furthermore, regarding the appointment and dismissal of Village Apparatus in Government Regulation Number 43 of 2014, it is stated that the appointment and dismissal of Village Apparatus must first be consulted with the sub-district head and sub-district head after which a written recommendation is issued regarding the appointment and dismissal of Village Apparatus and that recommendation is used as the basis. for the Headman in appointing and dismissing village officials.

2. LITERATURE REVIEW

2.1 Concept of Headman Authority

Judging from the Big Indonesian Dictionary, the word power comes from the word power which has a strong meaning, while the word authority in the Big Indonesian Dictionary means a privilege that certain people have in their position, where by obtaining this privilege, they have the right to order to do something that is ordered.³

Authority in this case contains many meanings, especially the meaning of authority as interpreted by experts. According to Harold Koontz, authority is an action that contains orders. Meanwhile, according to other experts, Terry defines authority as an order addressed to another person, where the order is an official matter that he obtains on the basis of the obligations he accepts.⁴

A Headman must know and be able to play his role as a leader in his village. As quoted from the definition of the role of a leader, it is behavior that is required to fulfill the expectations of what he is doing. 5 So that a Headman or a leader in leadership knows what his duties and responsibilities are in his leadership. Because a leader or Headman must be able to differentiate his position where on the one hand he is also part of the village community and on the other hand he has the additional positive value of being a Headman as the highest leader in the Village in his leadership circle.

2.2 Concept of Village Devices

A village is a community group that is combined from several hamlets. In Aceh, villages are called Village

²Sugiman, Village Government Law, (Jakarta: Bina Mulia, 2018), p. 83.

³Anton. M, Moeliono, Indonesia Dictionary (Jakarta: Balai Pustaka, 2005), p. 53.

⁴Harold Koontz dan Terry, The Principle of Management (Jakarta: Graha Pustaka, 2012), p. 49.

The village government is an extension of the central government which has a strategic role in managing rural communities in order to realize government development. The administration of village government is carried out by the Headman assisted by Village Apparatus to carry out their duties. The Village apparatus is an important part of village government apart from the Headman or Headman in accordance with the formulation of article 1 paragraph (3) of Law no. 6 years 2014 concerning Villages which states that the village government is the Headman or what is called by another name, assisted by the Village Apparatus for the administration of village government.⁵

The Village Apparatus is a staff element that assists the Headman in formulating policies and coordination which is contained in the village secretariat, and an element supporting the Village Head's duties in implementing policies which is contained in the form of technical implementers and regional elements. The Village Head's working relationship with the Village Apparatus is like that of a minister to the president. Village Apparatus assists the Village Head's duties in serving village residents.⁶

The Village Apparatus has the position of supporting the Headman in carrying out government functions. As assistants, Village Apparatus carry out tasks that are in the nature of assistance to the Village Head. Even though they serve as assistants to the Village Head, the Village Law has placed them in an important position in village government. Village officials bear the attributes and symbols given by the state while carrying out state duties. In comparison, ministers are also said to be helping the President, but they are not just anyone. The position of the President's assistant does not necessarily mean that their recruitment system is haphazard. The choice of them must be based on meritocracy.⁹ Village officials are regulated in Articles 48-53 of the Village Law, in brief these articles regulate the position and duties of village officials, appointment and dismissal as well as prohibitions on carrying out their duties, aspects the presented in the narrative of the articles and detailed formulations.⁷

3. GENERAL DESCRIPTION OF THE RESEARCH SETTING

3.1 Geographical location of Nagan Raya Regency

Nagan Raya Regency is a district in Aceh Province with the capital Suka Makmue, which is approximately 287 km or 6 hours drive from the provincial capital, Banda Aceh. This district was established based on Law Number 4 of 2002, as a result of the expansion of West Aceh Regency. The word Nagan is similar to the names of 5 sub-districts in the district, but in terms of language it is completely absent from the Acehnese vocabulary. Also, no historical basis or clear research results have been found regarding where the mention of this name came from. Meanwhile, Raya means big, referring to all the sub-districts in Nagan, even though the name of the sub-district does not contain the word Nagan, for example: Beutoeng, one of the sub-districts.

Nagan Raya Regency has 10 sub-districts and 222 village heads with 30 settlements (out of a total of 243 sub-districts and 5827 villages throughout Aceh). In Aceh itself, the formation of a sub-district,

⁵Law no. 6 article 1 paragraph (3) of 2014 concerning Villages.

⁹Firman Sujadi, et al. General Guidelines for Implementing Village Government (Jakarta: Bee Media Pustaka, 2016), p. 306.

⁷Muhammad Yasin, et al, Annotation of Law no. 6 of 2014 concerning Villages (Jakarta: Center for Regional Studies and Information, 2015), p. 193.

mukim and village has been regulated in Aceh Qanun No. 5 of 2003 concerning Village Government. This Qanun was formed based on Law Number 18 of 2001 concerning Special Autonomy for the Special Region of Aceh Province as Nanggroe Aceh Darussalam Province. Based on this law, Aceh was given special authority to regulate its own government by forming institutions deemed necessary based on the local wisdom of the Acehnese people, such as forming villages by expanding existing villages and forming mukim with its own territorial boundaries.

3.2 Vision and Mission

Vision

Realizing a prosperous, advanced, independent and competitive Nagan Raya Regency through community economic empowerment and improving the quality of human resources based on Islamic law.

Mission

- 1) Implement Islamic values and Islamic Sharia in a good manner;
- 2) Bureaucratic reform towards good governance and increasing public participation in policy making;
- 3) Increasing community economic empowerment based on local wisdom towards a productive society as an effort to eradicate poverty and increase Regional Original Income as a support for regional independence.
- 4) Improving the quality of human resources by providing maximum support for education, culture and youth and sports.
- 5) Improving the social welfare of the community
- 6) Improving quality services to create a healthy society;
- 7) Increasing infrastructure development based on potential needs and regional characteristics

4. Authority of the Headman in Appointing and Dismissing Village Officials in Nagan Raya Regency

4.1 Analysis of the Village Head's Authority in Appointing Village Officials Village Appointment Process

Before the process of appointing Village Officials in Nagan Raya Regency, the Headman first screens prospective village officials. This is what happened in the village of Alue Bata, Tadu Raya District. To carry out the selection and screening of prospective village officials, the Headman first consults with the sub-district or sub-district head and forms a selection team determined by the decision of the Headman as stated in Nagan Raya Regency Regulation No. 03 of 2021 concerning the Appointment and Dismissal of Village Officials, namely forming a Team consisting of a chairman, a secretary and at least one member, to carry out the selection and screening of Village Apparatus candidates carried out by the Team. The selection and screening of prospective Village Apparatus candidates is carried out no later than 2 (two) months after the Village Apparatus position becomes vacant.

This is also reinforced by the results of the researcher's interview with one of the Village Officials in Alue Bata village, Tadu Raya District, Mr. Amran as Head of Planning who has served as head of planning for

7 (seven) years working in Alue Bata village, Tadu Raya District. He stated that:

“The mechanism for appointing Village Apparatus has indeed been mentioned in government regulations, sir. As a Village Apparatus, I myself, who is not part of the team, can only help with whatever the Headman needs. Starting from preparing the required files to photocopying and so on. I did this to simplify all the matters carried out by the Headman himself because the Headman has many duties, sir, not only making appointments but also other matters related to the village. Of everything that is needed in the selection of Village Apparatus, there are several factors that must be completed, namely the documents of the candidates must be complete and in the future there will be no urgent obstacles if something is needed”.⁸

From the information provided by the sources above, it can be understood that the selection and screening of Village Apparatus has been regulated in Minister of Home Affairs regulations number 67 of 2017, namely that the Headman forms a team tasked with appointing village officials. Another supporting factor for Village Apparatus candidates is the documents that must be completed so that recruitment and networking run smoothly.

Researchers also interviewed Mr. Tarmizi as the Head of Alue Bata Village, Tadu Raya District regarding his authority in appointing village officials. He stated that:

“I myself as the Headman elected in this election have the task of advancing the village and improving the welfare of the people in this village. Regarding what is my authority in appointing village officials, that is, in the structure of the Village Apparatus there is a vacancy in positions because the previous apparatus was subject to age constraints. old age, namely 57 years old and he was already sick, so he decided to resign from this Village Apparatus and he served as head of village in Seulanga hamlet and one of them also resigned from the Village Apparatus, I don't know what was the cause, I don't really understand this. Sir. Of course, we as the village government will open new registrations for village officials. At this stage, sir, we need to have careful consideration and accurate selection so that the selected Village Officials really have expertise in their field. For the candidates who register, there is such a thing as training provided by”.⁹

village government before the exam is carried out. The steps that we have to carry out are forming a selection team for screening and recruiting village officials, as well as announcing it as widely as possible to the local community, both inside the village and outside the village, because many of the village people work outside the village. Well, this will not cause social jealousy for the outside community and the community within the village. and will later bring justice to society for both those who can afford it and those who cannot afford it. And I myself was assisted by special teams and general teams who participated in the implementation of this Village Apparatus nomination. That has become their respective duties. From what the Headman said, in the Alue Bata village, Tadu Raya District, there is a vacancy in the

⁸Results of an interview with Amran as Head of Planning for Alue Bata village. Tadu Raya District on June 5 2023.

⁹Results of an interview with Tarmizi as headman of Alue Bata village, Tadu Raya District on June 6 2023.

Village Apparatus position, which of course means that the Headman will carry out screening and re-election of Village Apparatus with the assistance of other Village Apparatus. Therefore, in recruiting Village Officials, a special team and a general team have been formed by the Village Head. This will make work easier and save time used for other purposes

The same thing was also said by Mr. Ramli from the Alue Bata village government section, Tadu Raya District. He stated that:

“Thank God, at that time I was involved in the selection committee for the Village Apparatus candidates, sir, because I knew very well at that time the selection process, for the questions given to the candidates, I wrote them myself. There are around 50 multiple choice questions given which take place in the village meunasah. Because the Headman himself has handed over matters related to the exam to me”.¹⁰

Researchers also interviewed Mr. Bustami as the Head of Tadu Raya Subdistrict, who also knows a lot about the authority of the Village Head. He stated that:

“Okay sir, from the authority of the Headman himself, in recruiting members of the Village Apparatus, the first thing the Headman does is to consult with the sub-district first, sir, and later from the results of these deliberations the sub-district will hand over all matters to the Village Head. Well, usually the Headman will immediately form one a special team for recruiting village officials, where the committee is also from the sub-district because it is explained in Law No. 6 of 2014 that if there is a vacant position for a village official. so that the work in the village office does not require a lot of energy, especially the village secretary, there are also those from the sub-district who participate in the team because the exams taken by the candidates will be given directly by the sub-district later, but they are not separated from the existing guidelines”.¹¹

The explanation from Mr. Rustam as the Head of Village Alue Bata Village, Tadu Raya District and Mr. Bustami as the Head of Tadu Raya Subdistrict, it can be understood that the Headman first consults or holds deliberations with the sub-district and later the sub-district will provide a recommendation to carry out recruitment of village officials. because the sub-district will later take part in the recruitment.

From the results of an interview with Mr Said Azman as Head of Beutong District who stated:

“In terms of appointing village officials, we at the sub-district are conducting socialization regarding Nagan Raya Regency Regulation No. 03 of 2021 concerning the Appointment and Dismissal of Village Apparatus to all Village Heads in Beutong District. By holding this socialization which discusses the mechanism for appointing village officials, it is hoped that Village Heads in appointing Village Officials can be professional and in accordance with applicable regulations, do not prioritize their own interests, as Village Heads they should better understand their duties and functions as Village Heads in reorganizing village equipment. If done correctly, Village Apparatus can carry out their duties and functions in serving

¹⁰Results of an interview with Ramli as the government section of Alue Bata village, Tadu Raya District on June 6 2023.

¹¹Results of an interview with Bustami as Head of Tadu Raya District on June 7 2023.

the community optimally”.¹²

The next statement was conveyed by Sophia Zahara as secretary of the Alue Bilie village, Darul Makmur District, regarding the recruitment process for village officials. He stated that:

“Yes sir, from the initial provisions the requirements for prospective village officials themselves must be collected completely in accordance with the instructions from the Headman because the people of this village have different educational backgrounds. However, there are some candidates whose requirements are incomplete, it will of course be the task of the selection committee to take care of this matter”.¹³

From the source above, it is stated that in the selection and screening of Village Officials in nominations, the things that must be taken into account are the requirements that have been determined by the committee.

Village Equipment Terms and Criteria:

In Nagan Raya Regency Regulation No. 03 of 2021 concerning the Appointment and Dismissal of Village Officials, the Village Apparatus nomination process is regulated as follows:

Village officials are appointed from village residents who meet the following requirements:

- 1) Have at least a general high school education or equivalent as proven by a diploma.
- 2) Aged 20 (twenty) years to 42 (forty two) years, as proven by a birth certificate
- 3) Original village residents, as proven by a photocopy of the Resident's Identity Card
- 4) Have a Police Record Certificate from the Nagan Raya Resort Police;
- 5) Physically and mentally healthy, as proven by a certificate from the hospital

The requirements for Village Apparatus as referred to in Article 5 paragraph (3) letter d are contained in Minister of Home Affairs regulations Number 67 of 2017 Article 2 paragraph (2) which reads:

- 1) Have at least a general high school education or equivalent;
- 2) Aged 20 (twenty) years to 42 (forty two) years;
- 3) Fulfill administrative requirements.

Meanwhile, the criteria for Village Apparatus as stated by Mr. Rustam as Head of Village Alue Seupeung Village, Tadu Raya District are:

“The criteria for becoming a Village Apparatus are not too difficult. Candidates for Village Apparatus must also be qualified in their field. The important thing is that the Village Apparatus candidate is trustworthy and not a member of a political party, sir”.¹⁴

From the results of the interview, it can be concluded that the requirements for becoming a Village Apparatus have been regulated in the Minister of Home Affairs Regulation and the Nagan Raya Regional

¹²Results of an interview with Said Azman as Head of Beutong District on June 9 2023.

¹³Results of an interview with Sophia Zahara as secretary of Alue Bilie village, Darul Makmur District on June 8 2023.

¹⁴Results of an interview with Rustam as Headman of Alue Seupeung village, Tadu Raya District on June 10 2023.

Regulation. Meanwhile, the criteria are not difficult, namely that Village Apparatus candidates must be competent in their field, trustworthy and not political party administrators.

Appointment of Village Apparatus After selecting and selecting Village Apparatus, the Headman appoints and inaugurates the selected Village Apparatus through an open meeting attended by the sub-district. This was conveyed by Nisfiadi as Head of General Affairs in Alue Bilie village, Darul Makmur District in his interview:

“Based on the meeting at that time with the Headman regarding the formation of a selection team. This effort to form a selection team is to facilitate the work of the village government in carrying out recruitment of Village Officials in accordance with government regulations. discussing all technical forms in the field later, what steps we will take in the process of recruiting village officials who are truly competent in their field. After selection and examination, the decision is made Graduation announcement is made by the selection committee. After determining who the selected Village Apparatus is, the next step is the Headman together with the sub-district party, they will inaugurate selected Village Officials through an open meeting”.¹⁵

Based on Nisfiadi's statement, the Headman has the authority to form a selection team for village officials. And in the next stage the Headman carries out a selection and screening of potential participants assisted by the team that has been formed.

The Headman must announce as widely as possible the existence of vacancies for Village Apparatus so that the community can take part in nominating Village Apparatus and announce the registration time for prospective village officials. As said by Mr. Agusti Adam as a community figure and head of Tuha Peut in Cot Lele village in an interview with researchers, he said that:

“In 2022, Headman T. Zuhedi was elected as the new Village Head. Many people appreciated this because the old Headman was considered not to be in accordance with what the community expected, there were also many programs that were not implemented and many of the village's roads were damaged and had not been repaired at all for years. Sir. A few months after the inauguration of the new Village Head, there was news of an announcement that the Headman had opened registration for new Village Apparatus candidates, sir, but from the information circulating, the nominations were almost short of registration, for me, sir, it was too late to nominate as Village Apparatus. Not to mention preparing all the requirements, and I got that information from WhatsApp social media”.¹⁶

From this explanation, there is a lack of information provided by the village in disseminating it to the community. So, people who want to register as Village Officials are late in getting information.

Another thing that researchers also found was that in the appointment of Village Apparatus there were indications that the Village Apparatus appointed was the family of the Village Head. As stated by Mr.

¹⁵Results of an interview with Nisfiadi as Head of General Affairs in Alue Bilie village, Darul Makmur District on June 8 2023.

¹⁶Results of an interview with Agusti Adam as a community leader and head of tuha peut in Cot Lele village on June 10 2023.

Agusti Adam regarding the existence of village officials from members of the Village Head's family: "From what I know about the existence of Village Apparatus from members of the Village Head's family, it is true, Sir, there is one of the candidates from the Village Head's relatives. For some people who don't know this, this is an act of nepotism in legal terms, if for I myself, this was not done on the basis of nepotism, but this has been announced by the selection team so it is free for anyone to nominate whether from the community or close family of the Village Head".¹⁷

This explanation was related to issues reported by the local community regarding acts of nepotism carried out by the Village Head. However, from what Mr. Agusti Adam explained, this has already gone through the selection stage so that the existence of Village Apparatus candidates without going through selection is not true.

Furthermore, the researcher also interviewed Mr. Samsul Anwar as a community figure and also as Chair of the Mukim and Village division of Nagan Raya Regency. In his interview he said:

"As a leader, you must use your mind and heart in leading those you lead, therefore sir, as a leader you must be fair, honest and firm and intelligent in your leadership as has been shown by the example by the Prophet Muhammad SAW as a good example, and also in the Qur'an it has been explained regarding the leadership of the Prophet. Islam provides guidance regarding the appointment of a person for appointment to a position based on considerations of capability, so that Islamic law can position actions such as corruption, collusion and Nepotism is a form of crime, and the perpetrators can be said to be traitors".¹⁸

Researchers also interviewed the chairman of Tuha Peut village Kuta Sayeh, namely Mr Mawardi. He stated:

"So what I know about the recruitment of new Village Apparatus is that it is true that based on the authority of the new Headman who was appointed a few months ago in 2022, however, after the new Village Apparatus was appointed by the Headman there are still ongoing discussions It was displeasing to the Headman that many of the Village Head's family members protested because they had not heard the information regarding the registration of village equipment, as if this information had been hidden by the committee. Many are disappointed with the Headman because he was the one who supported him as Headman during the campaign and is now conducting screening and screening of his apparatus without receiving any information. However, from the information I got, recruitment is not the full authority of the Village Head, but there are still procedures that must be passed, such as conditions that must be met until the test is carried out. Regarding people who do not hear this information, perhaps they are busy working or feel hurt because it was not immediately picked up by them". The Headman is because he is the one who supports the Headman as the elected candidate in 2022.¹⁹

So, what the resource person said above is true regarding Village Apparatus from the Village Head's own

¹⁷Results of an interview with Agusti Adam as a community leader and head of tuha peut in Cot Lele village on June 10 2023.

¹⁸Results of an interview with Samsul Anwar as a community leader and Head of the Mukim and Village division of Nagan Raya Regency on June 6 2023.

¹⁹Results of an interview with Mawardi as chairman of Tuha Peut village Kuta Sayeh on June 7 2023.

relatives, but it is not a problem for some communities as long as the Village Apparatus is competent in their field and can make the village more prosperous than before, but if the Village Apparatus takes the name or the wages received do not match the work which is considered inadequate so it is very unfortunate.

Researchers also found the same thing in Kuala Trang village, where the Headman of Kuala Trang village, namely Darlisman, appointed the Village Apparatus which was his team when he stepped forward as Headman last year. This is according to the results of the researcher's interview with one of the Village Officials in the Kuala Trang village government, namely Khairullah, who confirmed this.

"Yes, that's right, sir. When the new Headman was elected, namely Mr. Darlisman, he dismissed one of the Village Officials, namely the head of the village, who we could say didn't like him, sir, and he appointed a new head of the village as Village Apparatus, who was his team when he ran as Headman yesterday and the appointment was without any selection. and prior notification, sir, and as far as I know, the Village Apparatus was appointed without a recommendation from the sub-district head, sir."²⁰

This was also confirmed by the Headman of Village Kuala Trang who admitted that he did not understand the regulations and mechanisms for appointing and dismissing Village Officials because he had just served as Village Head. As stated by Darlisman as Head of Village Kuala Trang Village:

"I appointed brother M. Amin as Headman as a way of thanking him because he helped me in the election of Headman yesterday, sir. Meanwhile, the head of office that I replaced was not because I didn't like him, sir, but indeed his term of office had been very long and in my opinion there was a need to regenerate the position, sir, so that not only the same people became Village Officials and I didn't change all the apparatus, sir, only only a few that I think are worth replacing. In this case, I also admit that I do not understand the mechanism for appointing and dismissing Village Officials because I have just served as Village Head".²¹

Based on these findings, we can conclude that the Headman appointed Village Officials because of the Village Head's gratitude towards the person who had helped him in winning the Headman election and The Headman does not understand the rules and mechanisms for appointing and dismissing Village Officials, both regulations from the central government and the Nagan Raya Regent's own regulation.

5. CONCLUSION

5.1 Conclusion

Based on the problem formulation and research results described in the previous chapter, this research can be concluded as follows:

- 1) The reason the Headman appointed Village Officials without any recommendation from the sub-district head in Nagan Raya Regency was as a form of gratitude from the Headman to the people who had helped him during the election of the Headman as well as a procedural error made by the Headman

²⁰Results of an interview with Khairullah as Kuala Trang village official on June 8 2023.

²¹Results of an interview with Darlisman as village head of Kuala Trang village on June 11 2023.

because he did not understand the existing regulations regarding appointment and dismissal Village apparatus starting from Constitution, Minister of Home Affairs regulations, Qanun up to Regent Regulations.

- 2) The consequence of abuse of the authority of the Headman in appointing and dismissing Village Officials in Nagan Raya Regency is that the Village Apparatus who is appointed and dismissed is considered invalid and has no legal force and is considered to have violated the law and can be temporarily dismissed by the regent through the sub-district head and has an impact on the sub-optimal governance of the village.
- 3) The Solutions and sanctions for abuse of the Village Head's authority in appointing and dismissing Village Officials in Nagan Raya Regency:
 - a) The solution is to provide legal protection to Village Officials and carry out outreach regarding the rules and procedures for appointing and dismissing Village Apparatus to every Headman in the village in Nagan Raya Regency.
 - b) The sanction is a verbal or written warning to the Headman concerned and not providing a recommendation by the subdistrict head regarding the appointment and dismissal of Village Apparatus so that the Village Apparatus who is appointed or dismissed is considered invalid because it does not comply with legal regulations.

5.2 Suggestions

The suggestions that the author can convey are as follows:

- 1) The sub-district head as regional head needs to carry out mediation and a persuasive approach to address the issue of appointment and dismissal of village officials, call the Headman concerned to provide an understanding regarding the existing rules and regulations, a kind of approach is needed to develop the Headman to prevent repeated violations of good provisions Laws, Minister of Home Affairs Regulations, Qanun and Regent Regulations.
- 2) The Headman as the village leader, should understand the contents and must study the existing regulations so that there is no abuse of authority regarding decisions taken that do not harm village officials in their dismissal and do not violate the values of state constitutional law.
- 3) The community is expected to provide input or suggestions and reprimand the Headman for what he does the appointment and dismissal of Village Officials is inappropriate and they do not carry out their duties in accordance with existing regulations.

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- [3] Results of an interview with Nisfiadi as Head of General Affairs in Alue Bilie village, Darul Makmur District on June 8 2023.

- [4] Results of an interview with Agusti Adam as a community leader and head of tuha peut in Cot Lele village on June 10 2023.
- [5] Results of an interview with Samsul Anwar as a community leader and Head of the Mukim and Village division of Nagan Raya Regency on June 6 2023.
- [6] Results of an interview with Mawardi as chairman of Tuha Peut village Kuta Sayeh on June 7 2023.
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- [11] Results of an interview with Amran as Head of Planning for Alue Bata village. Tadu Raya District on June 5 2023.
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