

## E-Module Needs Analysis Study for Bumdes Staff to Improve Bumdes Management Capabilities Integrated With The Village Information System (SID)

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### Abstract

*The development of information technology requires the process of digitization in all aspects, and the means commonly used to convey information need to be directed to digital and control activities that are starting to lead to digitalization. Therefore, this study aims to analyze the needs of BUMDes managers to manage BUMDes activities that are integrated with the village information system (SID). This research is a qualitative type, with a descriptive type, the research subjects who became information consisted of 4 BUMDes managers with non-test data collection techniques accompanied by instruments namely observation sheets and lists of questions. The data analysis technique used is descriptive analysis technique. The research results show that the ability possessed by BUMDes management is still quite low and while carrying out management activities it is still fixated on administrative matters, not being innovative in formulating a program. Apart from that, the obstacles they face are also because some of the managers are still relatively new to the presence of BUMDes so they still cannot fully understand the duties and functions of BUMDes itself, therefore they need media that contains information in electronic module format or e-module on how to manage BUMDes digitally and has been integrated with an information system, so that managers can be better prepared and understand how BUMDes works. This research will have an impact on improving the quality of human resources, from independent learning through e-modules whose needs are being analyzed, a product will be created for BUMDes employees that they can learn from.*

**Keywords:** E-Module, BUMDes, Management, Sistem Informasi Desa

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## INTRODUCTION

The village government is given authority by the government to manage its area independently, one of which is through economic institutions at the village level, namely Village-Owned Enterprises. BUMDes means village business institutions managed by the community and village government to improve the village economy. Since the issuance of Law number 6 of 2014 concerning villages, Development of Disadvantaged Regions, and Transmigrari (Permendesa) Number 4 of 2015 concerning Establishment, Administration and Management, and Dissolution of Village-Owned Enterprises, BUMDes activities in Indonesia have continued to increase significantly. Village-owned business entities are business entities managed by the Village or the Village community by utilizing the potentials and resources found in a Village to support the Village economy. BUMdes is one of the business institutions that contributes to Village Original Income (Desiwantara et al., 2021).

With this regulation, it has provided a new spirit that encourages BUMDes "BERKAHO" Pungpungan Village to develop their own potential in improving the welfare of society in general and managers in particular. The Pungpungan Village Government formed and/or established a Village-Owned Enterprise named BUMDesa "BERKAHO" in accordance with the results of village meetings (Village Regulation Number: 5 of 2020 Concerning the establishment and management of BERKAHO Village-Owned Enterprises (BUMDes) which was established in Pungpungan Village on 13 July 2020. The management of BUMDes "BERKAHO" is fully managed by the village community, namely from the village, by the village, and for the village. The way BUMDes works is by accommodating community economic activities in an institutional form or business entity that is managed professionally, but still rely on the original potential of the village (Dwi Apriliani et al., 2019). This can make community businesses more productive and effective. Business management is based on cooperative, participatory, emancipatory, transparent, accountable and sustainable principles (Arindhawati & Utami, 2020).

Business units managed by BUMDes "BERKAHO" consist of Areal/Irrigation Business Units, Cart Rental, Catfish Feed Trading, Knitting Bag Crafts, Cekli Chicken Noodle Culinary UMKM, Mak Dewi Soybean Sari, Chips, etc. The marketing method used so far uses social media Instagram, Facebook and Youtube. However, in this marketing, it is still not able to boost the advantages of the products processed by BUMDes "BERKAHO" to wider marketing so that it becomes a problem for BUMDes "BERKAHO" to market its village's superior products.

As we know, Law Number 14 of 2008 concerning Public Information Disclosure was promulgated on April 30 2008 and became effective on April 30 2010. The birth of the Public Information Disclosure Law is a national achievement in the context of realizing national democracy, where one of the The hallmark of democracy is openness (Aprillia et al., 2021). The Village Information System (SID) application is an example of public information disclosure. The Village Information System (SID) application is a computer-based data and information processing system that can be managed by the government and the village community (Sriada et al., 2020).

It's just that so far the management has not been carried out optimally due to several things, especially human resources, namely managers who are still not familiar with BUMDes management and integrated information systems. Even though the presence of BUMDes has a myriad of benefits for the community (Sofyani et al., 2019), besides increasing the village's original income, it is also able to run the economic cycle in rural areas (Mazlan et al., 2021).

The urgency of the ability of human resources as a BUMDes manager that is integrated with the village information system (SID) is important to formulate a solution, so that management can be more optimal and can provide overall benefits for rural residents, especially BUMDes "BERKAHO". Based on the explanation above. Attention

to the use of information technology, especially e-modules, in improving the quality of BUMDes management is still limited. This research will fill this gap by conducting a needs analysis of an e-module specifically designed for BUMDes employees with the aim of increasing their ability to manage BUMDes.

The novelty of this research lies in the integration of the e-module with the Village Information System (SID), which allows the use of data and information contained in the SID to be presented in a structured manner through the e-module. This will make it easier for BUMDes employees to access information, carry out managerial functions, and make better decisions in managing BUMDes. Through a needs analysis study, this research will identify the specific needs of BUMDes employees in terms of the knowledge, skills and competencies needed in BUMDes management. Thus, this research will contribute to the development of e-modules that are appropriate to the BUMDes context and meet the needs of BUMDes employees in improving their managerial abilities. This study aims to identify difficulties in managing BUMDes, the ability of managers and the need for learning materials to improve so that the skills of managers can increase.

### METHODS

This study used qualitative research methods (Sugiyono, 2018). This method was chosen because it is expected to be able to produce descriptive data in the form of written or spoken words from people and observable behavior (Anggito & Setiawan, 2018). Qualitative descriptive method is carried out by making in-depth observations and analysis of data obtained during the research period which takes place during March 2023. The population used in this study is BUMDes Managers in Kalitidu Sub-District with a total of 6 people and 2 supervisors, from this population a sample will be selected purposively so that the data obtained is in accordance with the topic of the problem raised (Fadli, 2021), the sample will consist of 4 BUMDes managers as informants. Meanwhile, for data collection techniques used non-test techniques, namely interviews and observations, followed by research instruments, namely observation sheets and interview guidelines (Miles et al., 2016). Data analysis techniques in this research use descriptive analysis techniques (Atherton, 2019).

### RESULTS AND DISCUSSIONS

In this section, the results of interviews and observations of capabilities will be described, how to manage BUMDes applications, and the difficulties experienced while managing BUMDes in Kalitidu District. A complete analysis of the interviews will be contained in the following table.

**Table 1. Analysis of Interview Results with Informants**

Questions	Analysis of responses (4 informants)	Questions
How do you respond to the demands for competence related to technology which has now begun to be applied to village management, including	Analysis of some of the informants' responses shows that they are facing changing times, especially in terms of technology without preparation, because they seem to be learning independently through daily practices that are familiar with smartphones. They think that being proficient with technology is one of the indicators being used to using a smartphone.	How do you respond to the demands for competence related to technology which has now begun to be applied to village management, including

<p>BUMDes? Do you understand the village information system (SID) which will be integrated with the BUMDes information system?</p>	<p>Most of them gave the interpretation that 'integrated = connected', so that the village information system will be connected to the BUMDes application. This certainly indicates that the understanding of the integration between the two systems is still quite low. Because they do not understand the consequences of integration, when the system is integrated, if there is one error it will result in not running the system optimally as a whole.</p>	<p>BUMDes? Do you understand the village information system (SID) which will be integrated with the BUMDes information system?</p>
<p>Have you ever encountered difficulties in managing BUMDes?</p>	<p>The results of the analysis of informants' responses to this question show that so far they have encountered some technical difficulties because they have little understanding of BUMDes and program management. The informants only understood buying and selling transactions, even though in BUMDes it is necessary to hold programs that can be integrated with the village government with the aim of community welfare.</p>	<p>Have you ever encountered difficulties in managing BUMDes?</p>
<p>The media or main source of information that you refer to when you encounter problems in managing BUMDes?</p>	<p>The results of the responses to this question show that most of the managers use Google as a reference source of information when problems occur during management, as well as regarding the BUMDes work system they also refer to reference sources available on the internet.</p>	<p>The media or main source of information that you refer to when you encounter problems in managing BUMDes?</p>
<p>If you develop a media for you about BUMDes management, will it be used and studied?</p>	<p>Most of the informants responded positively to this question, they were very enthusiastic about the presence of information media or media that contained information about BUMDes management so that they would become more knowledgeable about technology-based BUMDes management.</p>	<p>If you develop a media for you about BUMDes management, will it be used and studied?</p>

Apart from that, field facts were also found from observations that during the BUMDes management process, they tended to complete administrative matters and serve goods/services buying and selling transactions. There is no visible initiative to formulate a program for the welfare of the citizens, or to try to formulate a program to increase productivity and product sales which, when viewed from the duties and functions of establishing BUMDes, is one of the main tasks that need to be carried out by BUMDes managers.



**Figure 1. Observation Result**

Referring to the findings from the interviews and observations, it appears that they lack initiative in making programs and tend to get stuck in buying and selling transactions and administrative activities. One of the reasons for this is due to their lack of understanding both in managing BUMDes and about the main tasks and functions of establishing BUMDes. From the results of this identification, it appears that managers agree that there is an information medium for them to learn about how to manage BUMDes, so that they can be more empowered and optimal in an era that is all technologically advanced. One of the media that can overcome and is relevant to the characteristics of managers is e-modules. It is undeniable that e-modules can be used to maximize the understanding of BUMDes managers to independently solve problems and optimize the role of BUMDes presence for the community. In line with that, it is known that as a material for learning, e-modules are very suitable to be studied independently by administrators who tend to apply the principles of andragogical learning (Traicoff et al., 2021),(Laili et al., 2019),(Syahrudin et al., 2019).



Plus, entering the digital era, managers are also familiar with technology, therefore the presence of this e-module will not be an obstacle for them to learn new things that can increase their understanding (Yildiz, 2019),(Ghosh et al., 2021). Besides that, the benefits that BUMDes managers will get if they use the e-module are motivation to know new things, and not get bored easily when reading material will also increase, which then has implications for their skills in managing BUMDes (Albana & Sujarwo, 2021),(McKnight et al., 2016). Therefore, it is hoped that the e-module can be a solution to the difficulties faced by BUMDes managers in the current era of digital information systems.

### CONCLUSION

Based on the results of the research and discussion above, it can be concluded that the information media as a reference for BUMDes managers is very necessary and they also think so, this is because the understanding of BUMDes management is still not good enough and is only focused on buying and selling transactions and other administrative activities. It is hoped that after knowing these needs, further research can be carried out which develops electronic modules for BUMDes managers, so that education related to BUMDes management can be improved and BUMDes managers are able to understand in depth about how BUMDes are managed and are able to create programs that bring prosperity to the community while continuing to provide services. quality daily. With an electronic module specifically designed for the education of BUMDes managers, training and learning can be carried out effectively and efficiently, strengthening the knowledge and skills of BUMDes managers in aspects of management and community empowerment. This will contribute to increasing the capacity and competence of BUMDes managers in managing resources and making strategic decisions, so that BUMDes can act as a driving force for development at the village level and have a significant positive impact on community welfare.

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