ANALYSIS OF FACTORS INFLUENCING JOB SATISFACTION OF BUMDESA CHAIRMAN IN GORONTALO PROVINCE

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The aim of this research is to test and analyze indicators that influence Job satisfaction Chairman of BUMDes in Gorontalo Province, using a questionnaire whose validity and reliability have been tested from a sample of 390 active BUMDes heads. With a verification method carried out through the *Structural Equation Model* (SEM) method and analysis using Lisrel 8.70 software. Based on the results of analysis tests using SEM Lisrel 8.70, it can be concluded that the factor loading value of the relationship between the indicator variables GU, SU , RK and PK with the construct of Job Satisfaction ($\dot{\eta}1$) each has a t-statistic value of GU 6.69, SU 7.37, RK 10.32 and PK 6.93, thus Salary/Wage is the indicator with the lowest value, meaning that with this value the respondent feels dissatisfied with the Salary/Wage obtained, thus this factor is the most dominant factor in influencing Job Satisfaction of BUMDes heads in Gorontalo Province. Meanwhile, the highest value is RK or Colleague with a t-statistic value of 10.32, meaning that with this fairly high value the respondent feels quite satisfied with the Colleague indicator. Based on the results of this research, the suggestion that can be given is to increase salary and wage indicators in accordance with the indicators for meeting daily needs for BUMDes heads. Increasing wages can take the form of providing incentives for the performance of the BUMDes chairman

INTRODUCTION

Villages are the leading government agents that can reach real target groups who will be prosperous. Village development can be improved through developing village economic potential and becoming a forum for rural communities to develop themselves and their environment independently and participatively. In the Village Law, it is stated that village development aims to improve the quality of human life and overcome poverty, through providing fulfillment of basic needs, building facilities and infrastructure, developing local economic potential, as well as sustainable use of natural resources and the environment, by prioritizing togetherness, kinship and mutual cooperation to achieve peace and social justice. To improve the village government's ability to administer government and increase community income through various economic business activities in rural communities, village-owned business entities can be established in accordance with the needs and potential of the village.

Article 87 of the Law states that Village-Owned Enterprises (BUM Desa) can be formed by the Village Government which are managed in a spirit of kinship and mutual cooperation to utilize all economic potential, economic institutions, as well as the potential of natural resources and human resources in order to improve the welfare of village communities. It is believed that the prosperity of the Indonesian people according to the mandate of the 1945 Constitution, or true community welfare, must be built starting from the village level. BUM Desa provides space for the state's role through the Village Government to manage natural resources owned by the village and production areas that are important for the village and which control the livelihood of village residents, namely by forming a business entity or called a Village-Owned Enterprise (BUM Desa). BUM Desa is a village business formed/established by the village government where capital ownership and management are carried out by the village government and the community. It is hoped that this Village BUM can stimulate and move the wheels of the economy in rural areas.

The Village Government can establish Village-Owned Enterprises (BUMDes) in accordance with Village needs and potential to increase community and village income. Base The law for establishing BUMDES is Law no. 6 of 2014 concerning Villages, Law Law Number 11 of 2020 concerning Job Creation, and Government Regulation Number 11

2021 concerning Village-Owned Enterprises. With the existence of Government Regulation Number 11 of 2021 concerning Village-Owned Enterprises gives legal force to BUMDes to be able to establish partnerships with any party. So hopefully it can be increasing business networks and going concern business which leads to improvement prosperity and independence of the village in the long term. In 2021 the number of BUMDes reached 57,273, of the number of BUMDes there were 45,233 active BUMDes (79%) and 12,040 BUMDes are inactive (21%) Among active BUMDes 15,768 BUMDes or 35% affected by the pandemic, thus laying off 123,176 workers. A total of 45,233 BUMDes actively employing 20,369,834 people with a turnover of IDR 4.6 trillion, (nasional.kontan.co.id, 2022). The condition of BUMDes requires a new strategy to restore its role and the goals of BUMDes itself. President of the Republic of Indonesia at a limited distribution meeting 2020 village funds dated 11 December 2019 highlighted the condition of BUMDes and instructed that BUMDes must be revitalized so that they become economic drivers in the village. A total of 2,188 BUMDes are not operational and 1,670 BUMDes are operational but not yet contribute to village income. As part of field creation efforts work on a large scale, then BUMDes must be revitalized as an economic driver in village. Revitalization of BUMDes is in accordance with the 2022 Village Fund Use Priorities in the Village Ministerial Regulation Number 7 of 2021 is directed at formation, development and capacity building management of Village-owned enterprises/Village-owned enterprises together to realize The village economy grows evenly, including: establishment, capital investment, strengthening capital, and business development of BUMDes/BUMDes Bersama. Revitalization Efforts BUMDes requires a collaborative element of village development consisting of: government (*political power*), society/community/development partners (*social power*), academics (*knowledge power*), business people/enterprise actors (*Entrepreneurship Power*), and the media (*opinion power*). Increasing the capacity of BUMDes as a driver of the village economy is a step appropriate and strategic, considering the current level of welfare of the village community is still a hot discussion and issue in the social and population fields. Total population poverty in March 2022 was recorded at 26.16 million people, while based on region, The percentage of Indonesia's poor population in rural areas is 12.29% or 14.34 million people in March 2022. Meanwhile, the percentage of poor people in urban areas is 7.50% or 11.82 million people in March 2022, (BPS, 2022). Hence existence BUMDes that are formed in villages and have various types of business are expected to be capable make a real contribution as a driver of the village economy in responding to challenges Poverty levels are higher in rural areas.

In Gorontalo Province there are 657 villages spread across 5 districts and 1 city has 598 BUMDes (Gorontalo Province Village Potential Statistics, 2021), but the operates only 390 BUMDes, (Gorontalo Province PMD Service, 2022).

Various efforts by the central and regional governments aim to ensure the economy can develop and be independent but have not yet been maximized. Moreover, Law No. 6/2014 concerning the Use of Village Funds has been in place for three years, but its use by villages in Gorontalo Province is more focused on the physical, but community empowerment is lacking. Apart from that, village officials still do not understand how to implement the village financial management system mechanisms which already have regulations. The regulations state that a village must have one BUMDesa, whose type of business is adapted to the potential, resources and services of the community's basic needs. The Gorontalo Provincial Government has now directed and required every village to have a BUMDesa. (Regional Regulation No. 79 of 2018).

The existence of BUMDesa is like two sides of a coin. On the one hand, it holds potential and hope for people's lives through optimizing the potential of natural resources and human resources, on the other hand, BUMDesa has complicated problems. From several problems, it can be summarized into two main problems, namely Human Resources and the aspect of Commitment to the Organization of the BU Village chairman in managing BUMDesa. The Human Resources (HR) crisis is one of the top ranking issues for village development, especially the establishment and development of BUMDesa. This is related to the role of the BUMDesa chairman. The chairman of BUMDesa has an important role in activating and developing BUMDesa. But in reality, many BUMDesa heads have failed to activate and develop BUMDesa. One of the things that causes this is related to the Job Satisfaction of the BUMDesa chairman. The low job satisfaction of chairmen in managing BUMDesa also emerged in Gorontalo Province. Meanwhile, if you look at its foundation, BUMDesa was founded because of the social cohesiveness of the village community with all their volunteerism to advance the village. These two things will give rise to a dilemma in the governance of BUMDesa where BUMDesa is required to work professionally, on the other hand it must accommodate the demands of absorbing local labor, where local human resources have limited capacity and capability. Meanwhile, from a social perspective, the existence of BUMDesa has brought significant changes. On the one hand, BUMDesa, which is a business entity formed by village communities based on the principles of mutual cooperation and openness, is required to serve the needs of the entire community, opening wide access for community involvement in management and supervision. Meanwhile, on the other hand, there is pressure from the community for BUMDesa to be managed professionally so that it brings large profits and transparent management. This situation forces BUMDesa to be managed seriously and high job satisfaction from all BUMDesa administrators. BUMDesa in Gorontalo Province has not been managed optimally, many BUMDesa administrators in managing BUMDesa have not yet shown seriousness. This shows how low the level of Job Satisfaction of BUMDesa administrators in Gorontalo Province is. The author conducted an interview with the administrators of the Gorontalo Province Village BUM forum. The following is data from the author's interview with the BUM Village forum administrators in Gorontalo Province.

Based on the results of the pre-survey , there are still 43.3% of BUM Village heads who have problems with salaries. The statement points in this indicator relate to the condition of whether the BUM Desa chairman feels that the salary given is in accordance with the work given and the compensation given is in accordance with the job position.

Based on the pre-survey results, there are still many BUM Village heads who feel that the salary given is not in accordance with the work given and the compensation given is not in accordance with the position received. There are 63.3% of BUM Desa heads who have problems with supervision. The statement items in this indicator relate to conditions of opportunity to complete work in one's own way, being able to work under supervision and the position given in accordance with educational background. Based on the pre-survey results, there are still many BUM Village heads who cannot complete the work on their own, are not able to work under supervision and the positions given do not match their educational background. There are 62.3% of BUM Desa heads who have problems with co-workers. The statement points in this indicator relate to the condition of whether the BUM chairman receives assistance in completing work, other administrators have an open attitude in working and the Village Government always provides support to the Village BUM chairman. Based on the pre-survey results, there are still many BUM Desa heads who do not get help from other administrators in completing their work, other administrators do not have an open attitude in working and the Village Government does not provide enough support to the BUM Desa chairman. There are 70.8% of BUM Desa heads who have problems with their work. The statement points in this indicator relate to the condition of whether the BUM Desa chairman is always responsible for the work, has the ability to work, the available facilities and infrastructure can help complete the work and a conducive work environment can make working comfortable. Based on the pre-survey results, there are still many BUM Desa heads who lack responsibility for their work, lack the ability to work, lack the available facilities and infrastructure and the work environment is less conducive, making work less comfortable. On this basis, many BUM Desa heads do not get job satisfaction. The lack of job satisfaction influences the low level of commitment to the organization which leads to the decision of the BUM Desa chairman to leave his job. The movement of the BUM Desa chairman in the form of resignation, transfer to outside the organizational unit, high level of dismissal will have a negative impact on the BUM Desa, including causing instability and uncertainty in the condition of the BUM Desa and increasing training costs, causing moral problems for the existing management and also inflating costs in recruitment because the BUM Desa chairman has to adapt again.

This research is important because it describes the actual conditions of leadership of BUMDesa chairs in Gorontalo Province and is expected to provide answers to the main causes of job dissatisfaction among BUMDesa chairs in Gorontalo Province so that if the main factors that cause low job satisfaction can be found, it can be used as a reference for solutions are sought and can be used as a reference or input for BUMDesa heads in Gorontalo Province and related agencies, namely the Gorontalo Provincial government through the Gorontalo Province Community and Village Empowerment Service (DPMD) to jointly resolve the problem of job satisfaction for BUMDesa heads. It is hoped that this research will find new things from previous research, namely that this paper contains a wider and larger number of respondents, namely heads of BUMDesa throughout Gorontalo Province, other articles generally examine only one BUMDesa. Job satisfaction research topics are usually researched on economic and *profit-oriented types of business* , while BUMDesa is an economic and social business where job satisfaction is not only measured based on material satisfaction but also non-material satisfaction.

According to Robbins and Judge (2013:79), Job Satisfaction can be defined as a positive feeling at work resulting from evaluating characteristics. A person with a high level of Job Satisfaction holds positive feelings towards their job, while a dissatisfied person holds negative feelings towards their job.

According to Ivancevich (2010:72) Satisfaction is a feeling experienced by a person, where what is expected has been fulfilled or even what is received exceeds what was expected, while work is a person's effort to achieve goals by obtaining income or compensation from his contribution to his work place. . Thus, job satisfaction is an individual's attitude towards his work, which originates from his perception of his work.

Colquitt, Lepine, and Wesson. (2009:104), defines Job Satisfaction as an individual's emotional condition that arises from an assessment of their work, or experiences at their work. In other words, Job Satisfaction shows a person's feelings about his job and what he thinks about that job. It is also said that Job Satisfaction is a pleasant emotional expression obtained from an assessment of a job or an experience, in other words, it is an expression of how a person feels and thinks about his or her job. Village BUM heads with high Job Satisfaction will experience positive feelings when thinking about their duties or taking part in their work and Village BUM heads with low Job Satisfaction will experience negative feelings when thinking about their duties or taking part in their work.

Luthans (2011:144) states that Job Satisfaction is a positive emotional state of a person that arises from appreciation for the work he has done. It is further said that Job Satisfaction is the result of a person's performance on how well his job provides something useful for him.

Greenberg & Baron (2008:148) describe individual job satisfaction as a positive or negative attitude towards what an individual does in their work.

Kreitner & Kinicki (2008:271) also stated the same thing. Job satisfaction is an affective or emotional response to various aspects of a person's work.

Dipboye, Smith and Howell (2004:157) view Job Satisfaction as the overall result of the degree to which the chairman likes or dislikes various aspects of his work.

Dimensions of Job Satisfaction according to Luthans (2011:106) are shown in six dimensions, including the following:
1. Wages

The amount of remuneration received and the level at which this can be seen as appropriate compared to others in the organization. Chairs view salaries as a reflection of how management views their contribution to the organization.

2. Supervision

   Supervisor's ability to provide technical assistance and behavioral support. It can be said that there are two dimensions of supervisory style that influence Job Satisfaction. The first dimension is chairman-centered, measured by the degree to which the supervisor exerts personal interest and concern for the chairman. Another dimension is participation or influence, as illustrated by managers who allow people to participate in decision making.

3. Work colleague

   The degree to which coworkers are technically savvy and socially supportive. Recent research indicates that groups that require interdependence between members in completing work will have high job satisfaction. Recent intercultural research has found that if members challenge the team in general and team rules in particular, they are less satisfied than if they were part of the team.

4. The job itself

   In cases where work provides interesting tasks, opportunities to learn, and opportunities to accept responsibility. Recent research found that job characteristics and job complexity link Personality and Job Satisfaction, and if employees' job creative requirements are met, then they are likely to be satisfied.

5. Promotion

   Promotion opportunities are opportunities to advance within the organization. Promotion in the traditional sense means climbing the hierarchical ladder of success in an organization.

6. Working conditions

   Working conditions which relate to the atmosphere of the workplace. In other words, the effect of the work environment is the same as the effect of the work group. If everything goes well, there is no Job Satisfaction problem. If things go badly, the problem of job dissatisfaction will arise.

   In this study only four dimensions were used because two dimensions were Promotion and Working Conditions. Promotion is not used as a reference because currently there is no promotion route for BUMDesa in Gorontalo Province, for Working Conditions it is not used because most or almost all BUMDesa in Gorontalo Province do not yet have their own work space. The existing work space includes the work space of the Village Government office, whereas this research does not examine village government.

RESEARCH METHODS

This research uses a quantitative research approach. Quantitative research is research that basically uses a deductive-inductive approach. This approach starts from a theoretical framework, expert ideas, and researchers' understanding based on experience, then developed into problems that are proposed to obtain justification (verification) or rejection in the form of field empirical data documents. Meanwhile, to analyze the influence of each variable using *Structural Equation Modeling* (SEM) analysis techniques. The reason this type of research was chosen was because the researcher wanted to know what factors influenced the Commitment to the Organization of BUMDesa heads in Gorontalo Province . This type of research is verification research with an *explanatory survey method* . The population in this research is the chairman of BUMDesa in Gorontalo Province, each of which has 1 BUM Desa. The number of BUMDesa in Gorontalo Province is 390 BUMDesa from 5 regencies in Gorontalo Province. Based on the population size, the author used *Proportional Random Sampling* to determine the sample in this study using the random sampling method together as effectively and efficiently as possible. The number of samples taken in this study was determined using the active BUMDesa criteria . Thus, the number of BUMDesa heads who will be used as samples will be taken from a population of 390 BUMDesa heads who are active and have businesses . Data analysis uses quantitative . Research data were analyzed using descriptive statistics, analysis prerequisite tests and inferential statistics.

RESULTS AND DISCUSSION

Table 1. Validity Test of 1st order indicators for each latent variable on Job Satisfaction

Latent Variables	Indicator	Standardized Loading Factor	t-count	Information
G.U	GU1	0.45	5.79	*valid* and *significant*
	GU2	0.43	5.95	*valid* and *significant*
	GU3	0.45	5.75	*valid* and *significant*
	GU4	0.38	5.00	*valid* and *significant*
	GU5	0.74	7.09	*valid* and *significant*
	GU6	0.79	7.20	*valid* and *significant*
	GU7	0.62	6.80	*valid* and *significant*
	GU8	0.77	6.84	*valid* and *significant*
S.U	SU1	0.49	7.16	*valid* and *significant*
	SU2	0.87	7.78	*valid* and *significant*

	SU3	0.82	8.01	*valid* and *significant*
	SU4	0.80	7.63	*valid* and *significant*
R.K	RK1	0.77	2.73	*valid* and *significant*
	RK2	0.64	9.39	*valid* and *significant*
PK	PK1	0.61	7.61	*valid* and *significant*
	PK2	0.75	10.38	*valid* and *significant*
	PK3	0.83	10.25	*valid* and *significant*
	PK4	0.82	10.44	*valid* and *significant*

Table 1 shows that 18 observed indicators of the Job Satisfaction variable were declared to have passed the validity test.

Table 2 . Goodness of Fit Index (GOFI) Job Satisfaction Variable

GOFI	Calculated Result Value	Standard Value for Good Match	Conclusion
RMSEA	0.087	≤ 0.08	Good Fit
NFI	0.95	≥ 0.95	Good Fit
NNFI	0.97	≥ 0.95	Good Fit
CFI	0.98	≥ 0.95	Good Fit
IFI	0.98	≥ 0.90	Good Fit
RFI	0.97	≥ 0.90	Good Fit
Std. RMR	0.090	≤ 0.10	Good Fit
GFI	0.96	≥ 0.90	Good Fit
AGFI	0.92	≥ 0.90	Good Fit

From table 2 it can be seen that the overall latent variable Job Satisfaction has a good fit so it can be concluded that the model fit for this variable is good.

Confirmatory Factor Analysis (CFA) test for the Job Satisfaction Variable ($\acute{\eta}$ 1) aims to show the relationship between the observed variables as indicators of the latent variable shown from the results of the 2nd CFA Job Satisfaction Variable as follows:
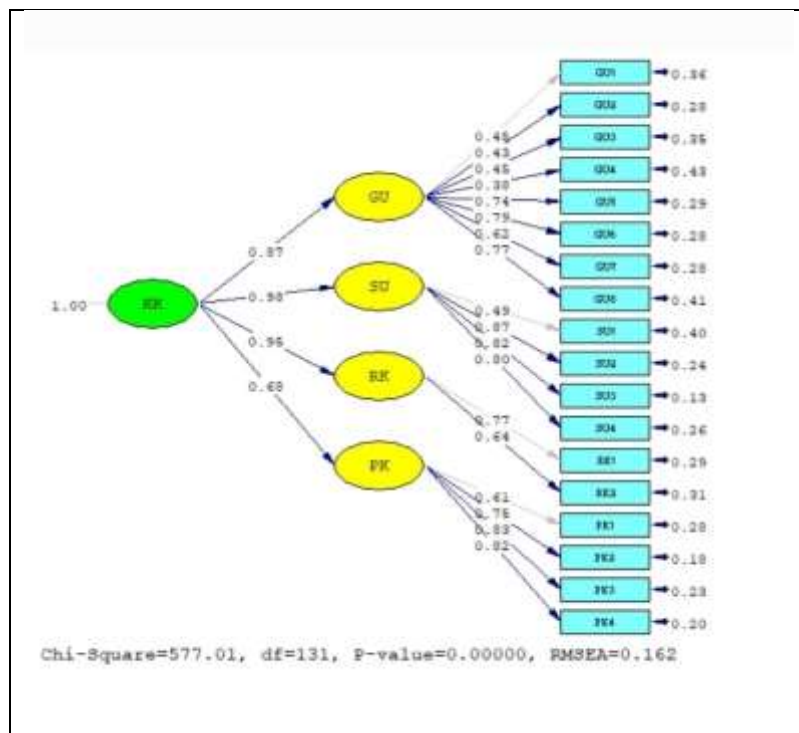

Figure 1. 2nd CFA Job Satisfaction Variable

Information :

GU   : Salary/Wages

SU   : Supervision

RK   : Coworker

PK   : The Work Itself

Table 3. Test of Job Satisfaction Indicators in the SEM model

Variable		Loading	t-Statistics	Information
K.K	G.U	0.87	6.69	*valid* and *significant*
	S.U	0.98	7.37	*valid* and *significant*
	R.K	0.95	10.32	*valid* and *significant*
	PK	0.68	6.93	*valid* and *significant*

Source: Primary data processed by researchers with Lisrel 8.70

Based on table 3, it can be concluded that the factor loading value of the relationship between the indicator variables GU , SU, RK and PK with the Job Satisfaction construct (ή1) respectively has a t-statistic value of GU 6.69, SU 7.37 RK 10 , 32 and PK 6.93, thus GU or Salary/Wages is the indicator with the lowest value, meaning that with this value the respondent feels dissatisfied with the Salary/Wages obtained, thus this factor is the most dominant factor in influencing the Job Satisfaction of the BUMDesa chairman in Gorontalo Province. Meanwhile, the highest value is RK or Colleague with a t-statistic value of 10.32, meaning that with this fairly high value the respondent feels quite satisfied with the Colleague indicator.

Based on the results of these statistical calculations, salary is the main factor causing low job satisfaction for BUMDesa chairs in Gorontalo Province. This happens because the majority of BUMDesa chairs do not receive a salary because slightly more BUMDesa capital is allocated for working capital, even if there is a BUMDesa chair. Those who receive salaries are still far below the standard wage/UMK provisions that apply in Gorontalo Province because the income of BUMDesa is still small. It becomes a dilemma which should come first, salary or working capital, if salary comes first then there is no working capital, if working capital comes first then there is no salary to the BUMDesa chairman, this causes many BUMDesa not to provide wages/salaries to the chairman BUMDesa and this causes low job satisfaction for BUMDesa chairs in Gorontalo Province.

The results of this research are supported by research conducted by Dewi Sartika in 2022 with the research title "Analysis of Factors that Influence Employee Job Satisfaction at the Makassar City Drinking Water Regional Public Company" which shows that salary has a positive and significant effect on Employee Job Satisfaction at Public Companies Makassar City Drinking Water Area which is proven by the test results of the calculated T value of 3,114 > T table of 1,987 with a significance level of 0.003 < 0.05.

CONCLUSION

Based on the results of analysis tests using SEM Lisrel 8.70, it can be concluded that the factor loading value of the relationship between the indicator variables GU , SU, RK and PK with the construct of Job Satisfaction (ή1) respectively has a t-statistic value of GU 6.69, SU 7.37, RK 10.32 and PK 6.93, thus Salary/Wage is the indicator with the lowest value, meaning that with this value the respondent feels dissatisfied with the Salary/Wage obtained, thus this factor is the most dominant factor in influencing Job Satisfaction of BUMDesa heads in Gorontalo Province. Meanwhile, the highest value is RK or Colleague with a t-statistic value of 10.32, meaning that with this fairly high value the respondent feels quite satisfied with the Colleague indicator. The suggestion from this research is to increase the Job Satisfaction of Village BUM heads in Gorontalo Province. The program that can be implemented is to fulfill the Salary/Wage dimensions with indicators that the salary received can meet daily needs, according to established rules, can increase work morale, can increase Job satisfaction. The chairman of BUM Desa is expected to be able to improve BUMDesa's business performance so that BUMDesa can meet the salary/wage needs of the chairman and administrators of BUMDesa. To get competent BUMDesa employees, one of the attractions is to increase salary and wage indicators in accordance with indicators for meeting the daily needs of BUMDesa employees. Increasing wages can take the form of providing incentives for employee work results

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