

# Performance Of Village Apparatus In Minimizing Poverty Through Food And Animal Security Work Program In Tompo Village, Barru District, Barru Regency

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Article Info	ABSTRACT
<b>Keywords:</b> Performance, Apparatus, Poverty, Minimizing.	This study aims to determine the performance of village officials in minimizing poverty through food and animal security work programs in Tompo Village, Barru District, Barru Regency, as well as to identify factors that affect the performance of village officials in minimizing poverty through the program. Data sources are obtained through surveys, interviews, observations, and documentation. The results of the study show that the performance of village officials in minimizing poverty in Tompo Village is good. This research is based on four indicators, namely facilities and infrastructure, methods, human resource capabilities, and work morale. The factors that hinder the performance of village officials in minimizing poverty in Tompo Village are limited budget, the ability of the community to manage cattle, and difficulties in obtaining cow broodstock.
This is an open access article under the <a href="https://creativecommons.org/licenses/by-nc/4.0/">CC BY-NC</a> license 	<b>Corresponding Author:</b> Marsuki STIA Al Gazali Barru, Indonesia <a href="mailto:marsuki@algazali.ac.id">marsuki@algazali.ac.id</a>

## INTRODUCTION

In Law Number 23 of 2014 concerning Regional Government, it is explained that a village is a legal community unit that has territorial boundaries and is authorized to regulate and manage government affairs and community interests based on community initiatives, rights of origin, and/or traditional rights that are recognized and respected in the government system of the Unitary State of the Republic of Indonesia. Therefore, local governments as the executors of the mandate to accelerate the realization of the welfare of village communities must have the ability to manage the human resources available in their respective regions.

The quality of human resources (HR) is one of the important factors in increasing the productivity of the performance of an organization or agency. Therefore, human resources who have high competence are needed, because these skills or competencies will support the improvement of the achievements of village government administrators. The implementation of village government is inseparable from the implementation of regional autonomy. The village government is the leading unit (spearhead) in serving the community and the main strategy for the success of all programs. Therefore, efforts to strengthen villages are a step to accelerate the realization of community welfare as a goal of regional autonomy.

Villages are formed on the initiative of the community by paying attention to the origin of the village and the socio-cultural conditions of the local community. The formation of a

village must meet the requirements, including the number of population, the area of the area, the part of the working area of the apparatus, and government facilities and infrastructure. The formation of a village can be in the form of merging several villages or adjacent parts of a village, expanding from one village into two or more villages, or the formation of a new village outside the existing village.

Syukuri (2002:8) in Abdul Kadir (2015:137) explains that to get optimal performance, four requirements are needed, namely:

1. Adequate human resource (HR) capacity, knowledge, skills, and experience, as well as supported by mental and moral attitudes, loyalty, and dedication from executives will greatly support the realization of optimal regional performance.
2. Good recruitment, to get quality employees, a well-organized and correct recruitment mechanism and process is needed.
3. Adequate coaching, to improve performance, coaching efforts are needed to increase capacity in a planned and sustainable manner.
4. Community supervision, both by people's representative institutions, mass media, and the community directly, needs to be implemented and improved continuously.

Service is the ability to choose the right goal or the right equipment to achieve the predetermined goal, so that it can meet the quality expected by the community and build a good image of the government apparatus. M. Manullang stated that organizational achievement or effectiveness is basically individual effectiveness. In other words, if each member of the organization is coordinated to carry out their respective duties and work well, then the effectiveness of the service as a whole will be achieved.

From this explanation, it can be seen that the effectiveness of service is influenced by the discipline of the apparatus in the organization in serving. Ministry can basically be defined as the activity of a person, group of people, or organization, either directly or indirectly, to meet a need. According to Sampara Lukman (2001:27) in Delvi Otista Maria (2017:9), service is a human effort to meet needs, both through one's own activities and directly through the activities of others. Moenir, in Abdul Kadir (2015:108), stated that service is an effort to meet human needs both through one's own activities and directly through the activities of others. This activity is a process of using the intellect and mind.

Service is basically an activity offered by an organization or individual to the community that is intangible and does not belong to it. This is in accordance with what Morman conveyed in Delvi Otista Maria (2017:10) regarding the characteristics of service, namely: service is intangible, consists of actions and is an influence of social action, and the production and consumption of service cannot be separated in real terms, because in general they occur simultaneously and occur in the same place. These characteristics can be the basis for how to provide the best service.

Village government consists of villages and village apparatus. The village apparatus consists of village officials and other village officials. Village government is a government administration activity carried out by the village government and the village consultative body. The Village Consultative Body (BPD) is a legislative and supervisory institution in terms of the implementation of village regulations, village revenue and expenditure budgets, and village

head decisions. BPD has an equal position and is a partner of the village government. Meanwhile, the position of village officials is very important in assisting the implementation of the duties of the village head. Adequate capacity of village officials, knowledge, skills, and experience, as well as supported by mental and moral attitudes, loyalty, and dedication from the executive will greatly support the realization of optimal regional performance.

Performance is defined as the quality and quantity of work achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. According to the Great Dictionary of the Indonesian Language, performance is something that is achieved, an achievement that is shown, and work ability.

The role of village apparatus performance is very influential because village apparatus is the most important and very decisive resource in the survival or welfare of a company or organization. In this regard, in carrying out village household affairs, coaching, community development, and fostering the village economy must be carried out by professional village officials in running and implementing village work programs to achieve community welfare.

Poverty is a person's inability to meet the needs of daily life, including work, clothing, board, and food. Poverty is a global problem experienced by all countries in the world. The problem of poverty does not only occur in developing and underdeveloped countries, but is also experienced by developed countries even though the number is not large. Poverty is a very complicated problem that a country cannot have the ability to eradicate poverty independently. This poverty problem is very complex and multidimensional because it is related to social, economic, cultural, and other aspects.

One of the mandates of the 1945 Constitution of the Republic of Indonesia is to create prosperity for all Indonesia people. In order to minimize welfare problems in Indonesia, the government through the Ministry of Social Affairs has various programs to overcome poverty problems. The poverty alleviation program includes Direct Cash Assistance (BLT), Prosperous People's Assistance (KKS), Healthy Indonesia Card (KIS), free education, free health, and Smart Indonesia Card (KIP).

Based on data from Persons with Social Welfare Problems (PMKS), there are 104 poor families, 33 families with uninhabitable houses, and 59 socio-economically vulnerable women in Tompo Village. Especially in Tompo Village, efforts to minimize poverty rates are carried out through food and animal security work programs. The community is given cows to be bred to build a productive society. However, various problems were found in the field. The low performance capacity of village apparatus is one of the problems identified, including the inability of village apparatus to map work programs related to food and animal security to minimize poverty in Tompo Village, Barru District, Barru Regency. As a result, the assistance launched by the central government to local governments has not been fully distributed and has not fully touched people in need.

## METHODS

According to Sugiono (2014:9), qualitative research based on the philosophy of post-positivism is used as a method to investigate the state of scientific objects, in contrast to the experimental approach. Researchers are the main tool in data collection techniques that are

carried out in a combined or triangulation manner. The data analysis in this study is qualitative inductive, where the focus is more on understanding meaning than generalization. According to Kurniawan (2012:22), qualitative research is a research that is natural and does not use mathematical or computer models. The success of qualitative research lies in the ability of researchers to formulate types of problems as a concept to compare data. Therefore, qualitative research provides ample space for academic dialogue in various contexts, especially if understood in depth and relevant, so as to explore respondents' behaviors, attitudes, and experiences through in-depth interviews and focus groups. This approach aims to capture the reality on the ground through documents, interviews, and observations.

Sukkamadinata (2011) explained that descriptive research is a form of research that aims to describe existing phenomena, both natural and artificial. The phenomena described can be in the form of forms, activities, transformations, characteristics, similarities, and differences between one phenomenon and another.

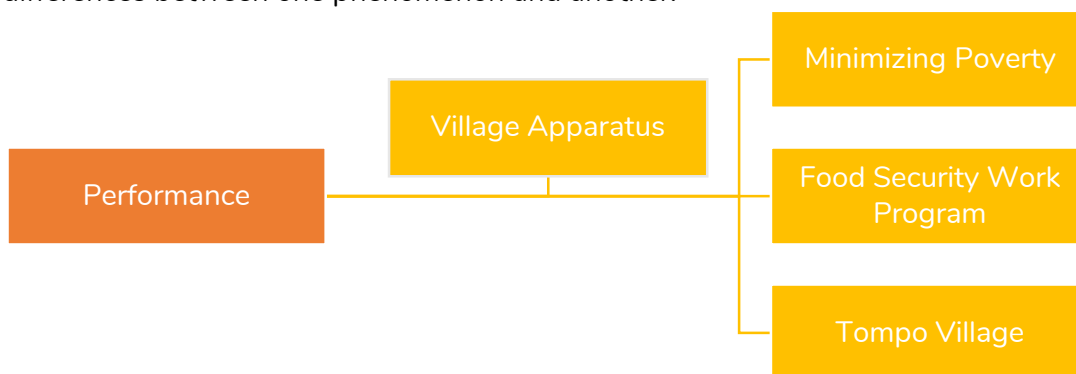


Figure 1. Conceptual Framework

## RESULTS AND DISCUSSION

### Result

According to E Hetzer (2012: 25), after the targets and objectives of the program are set, the actions that must be taken in the work program can be detailed as follows:

1. Facilities and Infrastructure

On April 21, 2022, the author made observations at the Tompo Village office. The author sees that the facilities used by the Tompo Village apparatus are mostly still in good condition and a small part is in a semi-damaged condition. The author saw that 2 units of computers and a printer machine could no longer function normally. Printers that cannot function properly can affect the quality of service to the community and of course public satisfaction will be low. For the infrastructure in Tompo Village, the author sees that the buildings owned are in good condition.

2. Method

On March 17, 2022, the author made observations in the hall of the Tompo Village office. In this case, the author participated in listening to and seeing the meeting related to the implementation techniques of the food and animal security work program in Tompo Village. Here the author sees that the method that will be used by the Tompo

Village apparatus in carrying out the work program is well structured, but to further maximize performance, a meeting will be held again regarding the methods or techniques that will be used in carrying out the food and animal security work program.

### 3. Human Resource Capabilities

On April 11, 2022, the author made observations at the Tompo Village office. The author assesses that the human resources at the Tompo Village office are good. Service and mastery in operating computers and other supporting tools are good. And the friendliness in serving proves that the attitude given to the community is a positive attitude.

### 4. Morale

On April 15, 2022, the author made observations at the Tompo Village office. The author sees that in carrying out Direct Cash Assistance services to the community, the Village apparatus did their job well and earnestly even though they were in fasting conditions at that time. This shows that the Tompo Village apparatus has a good work spirit.

Interviews were conducted using non-probability sampling techniques, which are sampling techniques that do not provide equal opportunities for each element or member of the population to be selected as a sample. By establishing special characteristics that are in accordance with the research objectives so that it is expected to be able to answer the researchers' problems to 10 resource persons conducted in Tompo Village. The resource persons who were successfully interviewed intensively with the following names, namely Suhardi. B as the Head of Tompo Village, Jahria. S. Sos as Secretary of Tompo Village, Salasiah S. Sos as Head of Tompo Village Service, Sumiati S. Sos as Head of Administration and General, Hj. Sitti Khadijah as Other Staff, Sudirman as Head of Pelleng Mallimpo Hamlet, Jumri Tompo Village Community, Sitti Wahida Tompo Village Community, H. Adhan Tompo Village Community, Salewangi Tompo Village Community.

## **Performance of Tompo Village apparatus in minimizing poverty through the Tompo Village food and animal security program.**

### a. Facilities and Infrastructure

The researcher conducted interviews with resource persons to obtain data on the performance of the Tompo Village apparatus in minimizing poverty through the food and animal security program of Tompo Village, Barru District, Barru Regency. According to Hj. Sitti Khadijah, the facilities and infrastructure at the Tompo Village office are still in good condition. Resource person Hj. Sitti Khadijah said:

*"The condition of the facilities and infrastructure that we use to serve the community is still in good condition and suitable for use, the available facilities and infrastructure can be said to be complete and very helpful in carrying out services". (interview with resource persons June 10, 2024).*

Then Sumiati S. Sos said that the facilities and infrastructure used were still in good condition. Resource person Sumiati S. Sos said:

*"For now, the condition of the facilities and infrastructure that we use is still in good condition and adequate to be able to assist us in carrying out services to the community". (interview with resource persons June 10, 2024).*

Based on the results of interviews from the two speakers, the author concludes that the facilities and infrastructure in the Tompo Village office are adequate and in good condition to be used in carrying out the service process to the community.

b. Method

The researcher conducted interviews with resource persons to obtain data on the performance of the Tompo Village apparatus in minimizing poverty through the food and animal security program of Tompo Village, Barru District, Barru Regency. According to Suhardi B, the way to carry out this work program is by collecting data on the Tompo Village Community, this data collection is intended so that we as Village Apparatus can know the economy of the community who are classified as underprivileged and deserve assistance. Resource person Suhardi. B says that:

*"The way we use to commercialize this work program is to provide counseling and socialization to the community, then provide motivation to the community related to the existence of 20% Village funds and provide capital to Bumdes for cattle farming. The method we use so that this food and animal security program can run well is by holding socialization to the community related to the existence of Presidential Regulation No. 104 of 2021 concerning 20% Village funds for food and animal security. Then we formed a group for the food and animal security work program, as well as determining profit sharing between farmers and the Village Government." (interview with resource persons June 20, 2024).*

Meanwhile, Jahria. S. Sos, Secretary of Tompo Village, revealed that to get the right community data, it is appropriate to be affected by the realization of this program, namely we conduct an inventory of resident data. Resource person Jahria. S. Sos says:

*"We inventory the data of residents who have the potential and desire to increase their economic income. We as the Tompo Village apparatus also provide cows to be handed over to the residents of Tompo Village to be kept. This cow will later be sold and then the proceeds of the sale will be divided by a percentage for farmers and bumdes. then for the method used in realizing the food and animal security work program, namely the Village Apparatus provides assistance in the form of cows to the community to be bred and then bred. Cows that have given birth will then be sold to their calves, the proceeds from the sale of the cows will be divided by a 30% distribution to the village government and 70% to the farmers." (interview with resource persons June 20, 2024).*

Then the resource person Salasiah S. Sos said that the methods or methods used for this work program are:

*"The method we use in implementing the food and animal security work program is that we provide assistance in the form of cows which are then raised by residents to be bred. The calves of cows that are one year old will be sold, and the proceeds of*

*the sale will be divided by a division of 30% for the village and 70% for the farmer". (interview with resource persons June 20, 2024).*

Resource person Sudirman revealed that the method used for the food and animal security work program is good. The resource person said:

*"The cows that are distributed to the underprivileged are cows bought from the residents of Tompo Village who want to sell their cows. In this way, Tompo villagers who sell their cows get profits as well, of course the cows purchased must also meet the criteria for a productive cow. Then for the distribution of the results, the distribution will be carried out after the child of the cow is one year old". (interview with resource persons June 12, 2024).*

Based on the results of the interview, the author concluded that the methods used for the implementation of the food and animal security work program in Tompo Village, Barru District, Barru Regency are:

1. The Tompo Village Apparatus conducted socialization to the Tompo Village Community regarding the existence of a food and animal security work program.
2. Village Apparatus collects data on communities that deserve assistance.
3. Assistance provided to the community in the form of cows
4. Some of the cows that will be distributed are purchased from the local community
5. The distribution of the proceeds is carried out if the cow has given birth
6. The sale of cattle is carried out after the calves are one year old and the sale is carried out annually.
7. For the distribution of revenue, the community gets 70% and the Village Apparatus gets 30% of the sales proceeds.

c. Human Resource Capabilities

The researcher conducted interviews with resource persons to obtain data on the performance of the Tompo Village apparatus in minimizing poverty through the food and animal security program of Tompo Village, Barru District, Barru Regency. According to Suhardi. B Head of Tompo Village revealed that the resources currently available are sufficient. Resource person Suhardi. B says:

*"Human resources are quite available but the ability to work is not optimal, because of the limited funds for this work program so that many people deserve assistance but do not get assistance. For the service in the village is quite good, but there are still people who complain about the services provided. This situation will be a learning material to improve the service and quality of Human Resources at the Tompo Village Office". (interview with resource persons June 20, 2024).*

For Jahria's resource persons. S. Sos, Secretary of Tompo Village, revealed that the currently available Human Resources are maximized in providing services. Resource person Jahria S.Sos said:

*"Yes, the currently available Human Resources are maximized in providing services for the implementation of food and animal security work programs. The Village Apparatus has worked optimally from planning to the implementation of this food security program". (interview with resource persons June 20, 2024).*

In line with the opinion of Jahria S. Sos, the resource person for Salasiah S. Sos said that the currently available Human Resources are maximized in providing services to the community. Resource person Salasiah S. Sos said:

*"Yes, the currently available Human Resources are maximized in providing services to the community. The ability possessed by the Village Apparatus in carrying out the work program has been assessed as good and competent". (interview with resource persons June 20, 2024).*

Based on the results of the interviews from the three Resource Persons, it can be concluded that the ability of Human Resources available at the Tompo Village Office still needs to be maximized so that the services provided can be maximized. The human resources available today are also able to provide services to the community.

#### d. Work Spirit

The researcher conducted interviews with resource persons to obtain data on the performance of the Tompo Village apparatus in minimizing poverty through the food and animal security program of Tompo Village, Barru District, Barru Regency. According to Jumri, the performance of the Tompo Village apparatus has been good. Resource person Jumri said:

*"I feel that the performance of the Village Apparatus has been very good. Village Apparatus partners related to food and animal security programs are well implemented and transparently and the community involved also looks enthusiastic and grateful for receiving assistance in the form of this cow mother". (interview with resource persons June 20, 2024).*

The same opinion was also said by H. Adhan. Resource person H. Adhan said:

*"Yes, the performance of the Village Apparatus is very good, but in the future I hope to further improve its performance, so that when carrying out services it can be completed faster". (interview with resource persons June 20, 2024).*

The same opinion was also said by Sitti Wahida. Resource person ida sata said that:

*"Alhamdulillah, the performance of the Village Apparatus is very good, but in the future I hope that it will be further improved for the comfort of the community". (interview with resource persons June 20, 2024).*

The same opinion was also said by Salewangi. Salewangi resource person said that:

*"Yes, I see that the work spirit of the Village Apparatus is good, the Apparatus has the initiative to do a good job. So that we the community feel very helped, then with the food and animal security program carried out by the Village Apparatus, our economic condition, Alhamduillah, can improve". (interview with resource persons June 20, 2024).*

Based on the results of interviews from the three Resource Persons above, the author concludes that the Tompo Village Apparatus has a good work spirit. This can be seen from the information obtained by the resource person that the performance of the Village Apparatus in serving the community is fairly good. Good service is one of the proofs that the Village Apparatus has enthusiasm in carrying out its duties.

## Factors that hinder the Tompo Village apparatus in carrying out food and animal security work programs.

### a. Limited budget

The researcher conducted interviews with resource persons to obtain data on factors that hinder Village Apparatus in developing food and animal security work programs. According to Suhardi. B Head of Tompo Village yes said:

*"There are still many people who are entitled to receive this assistance, but we Village Apparatus are not able to distribute to all people who are entitled to receive it because the funds available for this food and animal security work program are insufficient". (interview with resource persons June 20, 2024).*

Then the resource person Salasiah S. Sos said:

*"So one of the things that hinders the realization of this food and animal security work program is the slow disbursement process. So actually this program should have been running for a long time, but because the disbursement of funds in 2022 was late, so in implementing this program it was a bit late than it should have been". (interview with resource persons June 20, 2024)*

So based on the results of interviews from the two speakers, it can be seen that the inhibiting factors in carrying out the food and animal security work program are the slow disbursement of funds and the limited budget available for the food and animal security work program.

### b. Community Ability to Manage Cattle

The researcher conducted interviews with resource persons to obtain data on factors that hinder Village Apparatus in developing food and animal security work programs. According to Suhardi. B Head of Tompo Village yes said:

*"There are some people who are classified as entitled to receive this assistance. However, because we see that the ability that the person has does not allow to raise cows, so we Village Apparatus take a policy not to provide assistance, afraid that if we continue to give cows to the person the cow will be abandoned and may even die". (interview with resource persons June 20, 2024).*

The same opinion was also given by the resource person Salasiah S. Sos The resource person said:

*"Before giving cows to the community, we first observe the person who will receive the cow, whether the person is suitable and able to raise the cow. If he looks capable, we will be able to provide assistance, but if he is not able, then we will divert to other communities. Because if you force it to give, you are afraid that the cow will be abandoned". (interview with resource persons June 20, 2024).*

Based on the results of interviews with the two resource persons, it can be seen that the ability of the community to raise cattle is something that is assessed by the Village Apparatus. The existence of a community that is considered unable to raise cattle results in the community not getting assistance.

c. Cow Parent

The researcher conducted interviews with resource persons to obtain data on factors that hinder Village Apparatus in developing food and animal security work programs. According to Sudirman, the Head of P. Mallimpo Hamlet of Tompo Village said:

*"Currently we are having difficulty finding cows to distribute to the community. This is because currently the average cow owned by residents is pregnant so residents do not want to sell their cows". (interview with resource persons on May 1, 2022).*

In line with the opinion of Sudirman, the resource person for Salasiah S. Sos said:

*"We have difficulties when looking for cows, currently most of the cows owned by the local community are pregnant, so the community does not want to sell their cows". (interview with resource persons June 20, 2024).*

So based on the results of interviews from the two resource persons above, the author concludes that the Tompo Village Apparatus has difficulties in finding cows. This is because the average cow owned by residents is pregnant and is not sold. This situation is one of the obstacles in the implementation of food and animal security programs.

## Discussion

### Performance of Tompo Village apparatus in minimizing poverty through the Tompo Village food and animal security program

As is known, Poverty is where a person who finds it difficult to meet his daily needs which is caused by several causes, one of which is the low level of income obtained. Poverty is a social problem that is always present in the community, especially in developing countries. In the context of Indonesia society, poverty is a very complex social problem and must be handled immediately so that it can be solved immediately. The factors that cause poverty are, high unemployment rate, substandard investment level, slow economic growth and Human Resource Quality can be seen from the quality of life index or often referred to as the human development index (HDI) which is lacking.

In general, a person who is classified as poor mostly does not get a good education, this is due to the inability to pay education fees. To minimize poverty, the role of the government is very necessary to overcome the problem of poverty. The role of a good government will be able to increase people's income. People whose economy is relatively low will feel very helped if there is a work program from the government that is considered to be able to improve their economic condition. To solve the problem of poverty, the government should start programs starting from villages and sub-districts and so on so that they can touch all regions in Indonesia.

The work program is a planned system and is a directed, integrated, and systematic organizational activity that is made within a certain period of time that has been determined by an organization. To carry out a work program, the apparatus or employees involved must have good performance. Performance is very important and must be considered by all management, both at the level of small and large organizations. The work achieved by the organization or employees is a form of accountability to the organization and the public. Performance in carrying out its functions does not stand alone, but is always related to

employee job satisfaction and the level of remuneration given, and is influenced by individual skills, abilities and characteristics. The influence of individual and group performance on organizational performance.

According to Syukuri 2002:8 (in Abdul Kadir 2015:137) Explaining that to get optimal performance it is necessary to have 4 (four) requirements, namely:

- a. Adequate human resource capacity, knowledge, skills and experience and supported by mental and moral attitudes, loyalty and dedication from the executive will be very supportive for the realization of optimal regional performance.
- b. Good recruitment, to get qualified employees, it is necessary to have a well-organized and correct recruitment mechanism and process.
- c. Adequate coaching, to improve performance, it is necessary to make coaching efforts to increase their capacity in a planned and sustainable manner.
- d. Community supervision, both by people's representative institutions, as well as the mass media and the community directly needs to be implemented and improved continuously.

With good performance of the apparatus or employees, the work program that is being carried out will be carried out and will be in accordance with the expected results. There are various forms of work programs that can be carried out by the government, one of which is the food and animal security work program. The food and animal security work program has been implemented by one of the villages in Indonesia, namely Tompo Village, Barru District, Barru Regency, South Sulawesi Province.

Tompo Village is one of the villages in the area of Barru District which is a village located in a mountainous area which is  $\pm$  15 Km from the Capital of Barru Regency from the east where the location of the residential population is covered by hills and mountains, with an area of 34.86 Km. Overview of the economic condition of the people of Tompo Village, can be seen from the potential of existing resources such as natural resources, human resources, institutional resources, and facilities and infrastructure resources. The potential of natural resources in the form of agriculture and plantations is the potential of the village's superior resources that dominate the activities of the people of Tompo Village, which are almost 90% of farmers, farm laborers, and cattle breeders. The community's economy has become very good and has an impact on the poverty rate. Data on the Condition of People with Social Welfare Problems (PMKS) shows that the number of socially poor families is 104, uninhabitable families are 33 and the elderly are abandoned as many as 1 person. From this data, it can be seen that the poverty rate in Tompo Village still needs to be minimized so that all communities can prosper in economic needs.

From the results of research conducted in Tompo Village, Barru District, Barru Regency on the performance of the Tompo Village Apparatus in minimizing poverty. The survey results show that the work programs carried out in minimizing poverty have proven to be effective in improving the economy of people who are classified as underprivileged.

The program implemented in minimizing poverty is the Food and Animal Security work program, this program is in accordance with the daily life of the Tompo Village Community, the majority of whom work as farmers and breeders. Minimizing poverty means to help the

community in meeting their economic needs. The performance of the Tompo Village Apparatus in minimizing poverty has been good. Based on the results of interviews with the community, it can be seen that the program implemented by the Tompo Village Apparatus is appropriate and in accordance with the needs of the residents of Tompo Village. The research that refers to four indicators shows that:

a. Facilities and Infrastructure

Facilities and infrastructure are very necessary for an institution or organization. Moenir (2000:119) in Tommy Hadi Wicaksono (2015:119) stated that means are all types of equipment, work equipment and facilities that function as the main / auxiliary tools in the implementation of work, and also in the context of interests that are related to the work organization. From the understanding stated by Muenir, it can be explained that the function with the existence of facilities and infrastructure is to support the performance of the Village Apparatus and create a sense of comfort for interested people.

Based on the results of research and data collection, interviews and observations of researchers, that the facilities and infrastructure available at the Tompo Village office are complete and very helpful in facilitating the performance of the Village Apparatus. The condition of the available facilities and infrastructure is partly in a damaged condition and some in good condition, but it does not have much effect on the quality of services provided by the Tompo Village Apparatus because it can be seen that the number of facilities that are suitable for use is still large. So it can be concluded that the availability of facilities and infrastructure at the Tompo Village office is adequate.

b. Method

Method is a method used to carry out a work so that it is carried out and achieved in accordance with what has been determined. A well-structured method will be very helpful in achieving the goals that have been set.

Based on the results of the research and interviews conducted by the researcher, it can be known the methods used by the Tompo Village Apparatus in carrying out the food and animal security work program, namely:

1. The Tompo Village Apparatus conducted socialization to the Tompo Village Community regarding the existence of a food and animal security work program.
2. Village Apparatus collects data on communities that deserve assistance.
3. Assistance provided to the community in the form of cows
4. Some of the cows that will be distributed are purchased from the local community
5. The distribution of the proceeds is carried out if the cow has given birth
6. The sale of cattle is carried out after the calves are one year old and the sale is carried out annually.
7. For the distribution of revenue, the community gets 70% and the Village Apparatus gets 30% of the sales proceeds.

c. Human Resource Capabilities

The ability of Human Resources to carry out a work program has a great influence on the achievement of the work program that is being implemented. Based on the results

of research and observations, it can be known that the available Human Resources in Tompo Village have been maximized. Apparatus or Staff are able to carry out the work and responsibilities received properly and optimally.

d. Work Spirit

Work spirit is the willingness or willingness of each individual or group to cooperate with each other with enthusiasm, discipline and a sense of responsibility in carrying out the goals that have been set.

The work spirit of the Tompo Village Apparatus is very good. Based on the results of interviews and observations, the Village Apparatus has a spirit that shows that each Apparatus has work motivation. The work spirit of the Tompo Village Apparatus also supports each apparatus to do their work quickly and better in providing services to the community.

### **Factors that hinder the performance of the Tompo Village Apparatus in minimizing poverty through food and animal security programs in Tompo Village.**

To find out the factors that hinder the performance of the Tompo Village Apparatus in minimizing poverty through food and animal security programs in Tompo Village. Based on the results of surveys and interviews conducted by researchers, it was found that factors that hinder the performance of Village Apparatus in minimizing poverty are:

- a. The limited amount of budget available, the budget available for the Food and Animal Security Work program is only 20% of BUMDES funds. The limited budget results in the inability to distribute assistance comprehensively to people in need, so that there are still many people who are considered entitled to receive but are not touched by this assistance.
- b. The ability of the community to raise cattle is one of the observations carried out by the Tompo Village Apparatus. People who are considered entitled but less able to raise cattle will not be given assistance.
- c. The search for cows is one of the obstacles to the smooth running of the food and animal security work program in Tompo Village. The Tompo Village apparatus has difficulty in getting cows. This is because currently most of the cows owned by residents are in a state of pregnancy so that residents do not sell their cows.

So based on the review above, it can be concluded that the efforts of the Tompo Village Apparatus in minimizing poverty are still experiencing this obstacle based on the results of observations and interviews conducted by researchers regarding the performance of the Tompo Village Apparatus in minimizing poverty through the food and animal security work program in Tompo Village, Barru District, Barru Regency.

## **CONCLUSION**

Based on the results of research and discussions related to the performance of the Tompo Village Apparatus in minimizing the poverty rate through the food and animal security program, it was concluded that in general, the performance of the village apparatus in achieving these goals has been effective and efficient, with each element involved carrying

out their duties and authorities well. This performance assessment is based on four main indicators: facilities and infrastructure, methods, human resource capabilities, and work morale. However, there are several inhibiting factors found, including the limited amount of the budget which only reaches 20% of BUMDES funds, as well as the limited ability of the community to manage cattle and difficulties in finding cow mothers. Suggestions from the results of this study include the need to increase human resources to improve the quality of village apparatus so that services can be carried out better, as well as increasing socialization to the community so that they better understand and know the procedures in managing cattle. In addition, it is also necessary to strengthen the methods used in the food and animal security program so that it can run continuously and the quota for residents in need can increase every year.

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