



Performance of *Saniri* in Village Government System in Central Maluku Regency

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Abstrac

Saniri is part of the state government which has the duties, functions, and authorities which are listed and stipulated in the Regional Regulation of Central Maluku Regency Number 04 of 2006. Saniri is formed to support the administration of state government, and is domiciled as a supporting element for the administration of the state government and partners of the head of state government. Thus, in the state government, Saniri has a big role and occupies an important position, because it can determine the direction of development to be achieved by the community through the State Government. As part of the state government as well as the representation of the people of the country, the state Saniri must be able to synergize with the state government in carrying out its duties and responsibilities. Saniri must understand their duties, authorities, and responsibilities, with good performance. Because performance is success in carrying out tasks or work results that can be achieved by a person or group in an organization in accordance with their respective authorities and responsibilities or about how a person is expected to function and behave in accordance with the tasks assigned to him and the quantity, quality and time spent on the task. Indeed, achieving good performance is strongly influenced by various factors, both internal and external factors. This study uses a qualitative method that aims to examine and analyze the factors that influence the performance of the saniri in carrying out their duties, functions, and responsibilities in the country's government.

INTRODUCTION

The administration of village government is part of the government system of the Unitary State of the Republic of Indonesia, which is given and has the authority to regulate and manage government administration for the benefit of its people (Situmorang, 2016). For this reason, the village government is expected to be able to organize the management of its territory for the welfare of the community in accordance with the authority given and become its responsibility (Tuasamu, 2018).

As an extension of the government's arm in carrying out government administrative tasks, the role of the village government must be able to work well in managing government administration and also people's lives. For this reason, the village head and his apparatus must be able to work in accordance with their duties, authorities and responsibilities in order to overcome various problems that exist for the progress and welfare of the community. The enactment of Law Number 32 of 2004 where in implementing autonomy, regions are given the right to regulate and manage their own

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government affairs, then the Maluku Provincial Government issued Regional Regulation Number 14 of 2004 concerning Re-determination of the State as a unitary community of Customary Law within the Maluku Provincial Government (Alfredo, 2011; Latuconsina et al., 2020).

This Regional Regulation was also followed up by the Central Maluku Regency Government with the issuance of the Central Maluku Regency Regional Regulation Number 01 of 2006 concerning the State. Where the country as a customary law community unit that has existed for a long time still continues to live, grow, develop and be maintained in the system of government in Maluku (Walidiain, 2017). The state has a state government which is the administration of government affairs by the state government and state *saniri* in regulating and managing the interests of the local community based on the rights of origin and local customs in the area of Central Maluku Regency which is recognized and respected in the system of Government of the Unitary State of the Republic of Indonesia (regional regulations). Central Maluku Regency Number 01 of 2006 concerning the State, Article 1:14).

The state government which consists of the state government and the State *Saniri* must be able to carry out their duties, functions and authorities based on established regulations. *Saniri* Negeri was formed to support the implementation of the State government and is domiciled as a supporting element for the implementation of the State government and the working partners of the head of government (Haji, 2022; Titaley, 2020). Thus in the state government, *Saniri* has a big role and occupies an important position, because it can determine the direction of development to be achieved by the community through the State Government. For this reason, the role must be applied dynamically, because "role is a dynamic aspect of a position or status, where a person carries out his rights and obligations according to his position, then he has carried out a role".

In the Regional Regulation of Central Maluku Regency Number 04 of 2006 *Saniri* functions maintain, maintain, protect and preserve the customs, customary law and culture of the people in their environment that live, grow and develop; accommodate and channel the aspirations of the people, stipulate State Regulations together with the Head of State Government, and supervise and Stipulate the State Revenue and Expenditure Budget (Kleinheksel et al., 2020; Stemler, 2001). In addition, the most important thing is with the current conditions where there are so many countries in the administrative area of the Central Maluku Regency government that do not yet have a definitive Government (King), and are only led by the acting head of the country's government so that it is very disruptive to the wheels of the country's government. This condition must also be addressed by *Saniri* because one of its duties is to prepare a definitive head of government (King), which begins with forming a committee for selecting the head of state government which is then determined by a decision *Saniri* (Central Maluku Regional Regulation Number 02 of 2006 article 8).

As an institution that in the administration of State Government is the embodiment of democracy in the country, the *Saniri* also functions to oversee the implementation of the duties of the Head of State Government (Abdurahman & Ferga Prasetyo, 2019; Akbar & Sensuse, 2018). With the existing duties, functions and authorities, *Saniri* as part of the state government organization is expected to be able to carry out its duties, functions and authorities properly, according to what is stated in the Regional Regulation. The results of the work of the *Saniri* will reflect its success in carrying out its work duties. Success in carrying out the work tasks assigned and is his responsibility will show success which will further reflect his performance as part of the village government organization. Performance is an indicator of a person's success in carrying out tasks, work results that can be achieved by a person or group of people in an organization in accordance with their respective authorities and responsibilities or about how a person is expected to function and behave in accordance with the tasks that have been assigned to him and the quantity, quality and time used in carrying out tasks (Serumena et al., 2021).

Duties, functions and authorities, which are carried out must also refer to existing regulations. Performance is the result of work that can be achieved by a person or group of people in an organization, in accordance with their respective authorities and responsibilities, in an effort to achieve the goals of the organization concerned legally, not violating the law and in accordance with morals and ethics (Embass, 2017; Rauf, 2017).

However, to obtain good performance is also influenced by various factors, namely internal and external factors, such as intellectual ability, mental ability, work discipline, awareness and willingness of a person to obey all applicable social rules and norms, work experience, attitude and behavior. Emotional state shown by being happy with the work being undertaken, educational background, skills, motivation, work environment, training, fulfillment of skills needs to support their work, compensation, and management systems (Wance, 2022).

One's capacity in the organization as well as Saniri Negero. Can be used as a concern in improving the performance of *Saniri sanitation workers* must really understand their duties, functions and authorities well, so that in carrying out their work duties they do not conflict with applicable regulations. The current reality is that many *Saniri* in countries that are in the administrative area of Central Maluku Regency have not carried out their duties, functions, and authorities properly (Lainsamputty & Picauly, 2021; Leiwakabessy et al., 2022). Moreover, most of the existing countries do not yet have a definitive king, and this greatly affects the implementation of government duties of government, development and society that must be carried out, so that *Saniri* is expected to play its role in carrying out its duties, functions and authorities according to existing regulations.

METHODS

The method used in this study is based on qualitative methods which refer to research procedures that produce qualitative data, to understand people personally and see them as they themselves express their views, capture their experiences in their daily activities and examine experience that we do not know at all (Patton, 2009; Somantri, 2005). This research was conducted in Negeri Tial, Salahutu District, central Maluku Regency. Data was collected through observation and interviews. Observations were made to find out the actual situation in order to answer the problem according to the data needed. Informants selected in this study included state government officials, members *Saniri* and community elements drawn from youth and community leaders. The data that has been collected is then processed, analyzed and interpreted. In addition to primary data, a number of secondary data were also collected, especially those related or relevant to the problems studied (Djoko, 2014; Engkizar, Alfurqan, et al., 2018). Primary data in the form of opinions, information, perceptions and thoughts from informants that are directly or indirectly related to the problems in the research. And secondary data consisting of documents, reports and notes obtained at the research site.

The data obtained was then analyzed by referring to the analytical technique proposed by Miles and Huberman which took place through three activity lines, namely data reduction, data presentation, and drawing conclusions or verification (Engkizar, Muliati, et al., 2018; Margono, 2018). Triangulation techniques, both source and technique triangulation are used as a technique for checking the validity of the data.

RESULT AND DISCUSSION

Saniri Country

Saniri is an Institution/Agency that is an embodiment of democracy in the administration of State Government, and functions as a Legislative Body which together with the Head of State Government forms State Regulations, oversees the implementation of the duties of the Head of State Government, provides inputs, considerations, advice. Advice, as well as giving a warning to the state government if the state government implements policies that are deemed not in accordance with the program or the interests of

the country (Satria & Mony, 2017).

In the Regional Regulation of Central Maluku Regency Number 04 of 2006 which is based on the joint agreement of the Regional House of Representatives of Central Maluku Regency and the Regent of Central Maluku concerning Guidelines for the Arrangement of State Sanitation or the State Consultative Body, which in Chapter I; i and j, it is said that the State is a unit of customary law community which has a territorial genealogy that has territorial boundaries, has the authority to regulate and manage the interests of the local community based on the rights of origin and local customs in Central Maluku Regency which is recognized and respected in the State Government System. the Unitary Republic of Indonesia; and State Government is the administration of government affairs by the State Government and State *Saniri* in regulating and managing the interests of the local community based on the rights of origin and local customs and is recognized and respected in the system of Government of the Unitary State of the Republic of Indonesia (Wance, 2022). And further in Chapter I; q it is said that *Saniri* is an institution/body that is the embodiment of democracy in the administration of the State government and as an element of the administration of the State government, functions as a legislative body which together with the Head of the State Government forms State Regulations, supervises the implementation of the duties of the Head of the State Government and is an agency responsible for assisting the head of the State government in leading the country in accordance with the duties and authorities held *by* them (Hertati, 2020; Ichwan, 2019).

In the Regional Regulation of Central Maluku Regency Number 04 of 2006 Chapter II Articles 2 and 3, concerning the Establishment of *Saniri* and the State Consultative Body, it is stated in article 2: 1) *Saniri* is formed in the State as a partner of the State Government in carrying out the duties and authorities of the State; 3) *Saniri* and State Consultative Body are vehicles for democracy based on the provisions of applicable laws and regulations as well as local customs, customary law and culture. And in chapter 3 stated: 1) the establishment *Saniri* is stipulated by a State Regulation; 2) the State Regulation as referred to in paragraph (1) must seriously consider local rights, origins, customs, culture and customary law.

Membership of Tial

State *Saniri* Membership of Tial State *Saniri* follows the Central Maluku District Regulation Number 04 of 2006. *Saniri* consists of 13 people whose membership is representative of *SOA*. Of the 5 (five), there are three *questions* representing 3 people and the *questions* representing 2 (two) in the membership of the State *Saniri*. *Soa* Naya/Tuarita, *Soa* Peru/Rolabessy, and *Soa* Wakan represented 3 people, while *Soa* Naya/Tatuhey and *Soa* Tunu represented 2 (people).

Functions, Authorities, Rights, and Obligations *Sanitation* of State

Regional Regulation of Central Maluku Regency Number 04 of 2006 which is based on the joint agreement of the Regional People's Representative Council of Central Maluku Regency and the Regent of Central Maluku concerning Guidelines for the Arrangement *Sanitation* or the State Consultative Body has regulated and explained the functions, the authority, rights, and obligations of State *Saniri* (Tunaya et al., 2014).

As stipulated in the Regional Regulation of Central Maluku Regency Number 04 of 2006 Chapter III Part One Articles 4 and 6 where it is stated that *Saniri* functions: Article 4 (1) *Saniri* has an equal position and is an element of the administration of the State Government; (2) *Saniri* has a function maintain, a) maintain, protect and preserve the customs, customary law and culture of the people in their environment that live, grow and develop; b) accommodate and channel the aspirations of the community; c) establish a State Regulation together with the Head of the State Government; and d) supervise and Stipulate the State Revenue and Expenditure Budget. (3) implementation of the functions as referred to in paragraph (2) letter a, is carried out by *Saniri* together with the Head of State Government and Heads of *SOA*, the mechanism of which is stipulated in the State *Saniri* Rules of Conduct. Article 6 (1) Further implementation of the functions *Saniri* or the

State Consultative Body as referred to in Article 5 and Article 6 of this Regional Regulation, shall be regulated by the Rules of Procedure of the *Saniri* or the State Consultative Body; (2) the Rules of Procedure as referred to in paragraph (1) must take into account the provisions of the legislation and local customary law, and prior to being declared effective, consultations with the State/State Administrative Government must first be made (Putra, 2020; Sumeru, 2016).

Saniri Negeri Tial is good enough to carry out its function in preserving and carrying out every cultural activity, always referring to the customs that have been valid for generations, where currently Saniri Negeri is intensely restoring and reviving traditions that have been carried out by ancestors and are cultural traditions. The management of natural resources has not yet been made state regulations, because it is constrained by the absence of a definitive state government (king), but the community still obeys the rules that have existed for a long time. *Saniri* Negeri Tial also participates in motivating the community to be able to manage their resources well without damaging the environment (Purwohadi Mulyono, 2014).

Furthermore, the Central Maluku Regency Regional Regulation Number 04 of 2006 Part Two Article 7 also states that (1) *Saniri* or the State Consultative Body, has the authority to: a) discuss the draft State/Administrative Regulation together with the Head of State/Administrative Government, b) carry out supervision on the implementation of State/Administrative Regulations and Decrees of the Head of State/Administrative Governments; c) propose the appointment and dismissal of the Head of State/Administrative Government; d). establish a committee for the election of the Head of the Administrative State/State Government; e) explore, accommodate, collect, formulate and channel the aspirations of the community; and f) formulate the rules for the *Saniri* or the State Consultative Body. (2) in addition to the authority as referred to in paragraph (1), *Saniri* can exercise authority according to local customs and customary law which is carried out together with the Head of State Government and Heads of *Soa*; (3) rules of Conduct *Saniri* State (Kusnadi, 2015).

Regarding the rights and obligations of the State Saniri in Chapter IV Articles 8, 9, and 10. Article 8 states that the State Saniri or the State Consultative Body has the right to: a). requesting information from the State/Administrative Government; and b). express an opinion. Furthermore, Article 9 also states that members of the State Saniri or the State Consultative Body have the right to: a). submit a draft regulation of the State/Administrative State; b). asking question; c). submit proposals and opinions; d). choose and be chosen; and e). obtaining allowances. Furthermore, Article 10 also states that members *Saniri* or the State Consultative Body have the following obligations: a). practice Pancasila, implement the 1945 Constitution of the Republic of Indonesia and comply with all laws and regulations; b). carry out democratic life in the administration of the State/Administrative Government; c). maintain and maintain national law, local law including local customary law and the integrity of the Unitary State of the Republic of Indonesia; d). absorb, accommodate, collect and follow up on the aspirations of the community; e). process the election of the Head of State/Administrative Government; f). put the public interest above personal, group and class interests; g). respecting the socio-cultural values and customs of the local community, and h). maintain norms and ethics in working relations with social institutions. From the results of the field study, *Saniri* Negeri Tial, which consisted of 13 people, quite understood their duties and functions. However, the reality is that not everything can be implemented optimally. This is also due to the absence of a definitive state government (King) who is Saniri's working partner so that it also affects the performance of Saniri itself.

The Role *Saniri* of State

The role *Saniri* occupies an important position, because it can determine the direction of development to be achieved by the community through the State Government (Ohorella et al., 2011). For this reason, the role must be applied dynamically, as stated by Soerjono

Soekanto (1999), that "*role* is a dynamic aspect of position or status, where a person carries out his rights and obligations according to his position, then he has carried out his duties. a role". This is related to the *Saniri* in carrying out its duties and functions, it is expected to play its role in accordance with the rules that have been set.

The role *Saniri* in carrying out its duties and functions, in serving, protecting the aspirations of the community will also determine the direction of a country's development. In matters relating to information, *Saniri* must also play a major role in the interests of the community and the country itself. Henry Minzberg said in Miftah Thoha (1983), that "the role is related to information (*Information role*), where the role consists of: a) the role as a monitor; b) role as a desiminator; and c) role as spokesperson. *Saniri* must also be able to play a role as a negotiator, especially in solving various problems faced or in channeling the aspirations of the community to the Head of State Government to be discussed together. Thus, if this role can be carried out properly, especially in various development activities, the development carried out will achieve the expected target.

Performance of State *Saniri*

As part of the government of the country, *Saniri* has quite a lot of duties, functions and authorities and is very influential for the progress of the country and the welfare of the people of the country. The role *Saniri* occupies an important position, because it can determine the direction of development to be achieved by the community through the State Government (Suharno & Milwan, 2020).

As stated in the Central Maluku District Regulation Number 04 of 2006 concerning *Saniri*, it states that *Saniri* has an equal position and is an element of the functioning of the State Government a) maintain, maintain, protect and preserve the customs, customary law and culture of the people in their environment that live, grow and develop; b) accommodate and channel the aspirations of the community; c) establish a State Regulation together with the Head of the State Government; and d) supervise and Stipulate the State Revenue and Expenditure Budget. As well as preparing the Election Committee for the Head of State Government (King) if there is no definitive King or the King's term of office has ended.

Currently, one of the problems that occurs in the country of Tial is that there is no definitive head of state government and there are still not many products of state regulations that have been stipulated, especially with regard to development programs in the country. For this reason, the country's *Saniri* must further improve its performance in carrying out the duties, authorities and responsibilities assigned to it.

Drivers and Barriers of Performance

Theoretically high or low service performance can be influenced by the presence of inhibiting factors or factors driving performance. To improve this performance, it is necessary to look at the standard of achievement through a statement about the expected conditions when the work will be carried out. Good performance will be influenced by two things, namely the level of ability and the level of good work motivation. The factors that affect performance according to (Tunaya et al., 2014) are: a) Ability factor where an employee consists of intellectual abilities with adequate education for his position and skilled in doing daily work, then he will more easily achieve expected performance. The ability factor is also influenced by the work and skills to do the work. Therefore, individuals must improve their abilities and skills. b) Motivation factor, which is formed from the attitude of an employee in dealing with work situations. Motivation is a condition that moves employees who are directed to achieve work goals, while attitude is a mental condition that encourages employees to try to achieve maximum work performance. In general, motivational factors are also influenced by the role of leadership in service performance. Based on the above understanding, to improve the performance of *Saniri* Negeri Tial should have the ability and work motivation. The abilities possessed are in the form of knowledge, expertise and intelligence through education and training. Their motivation should be reflected in a disciplined attitude and a conducive work situation.

CONCLUSION

Central Maluku District Regulation Number 04 of 2006 clearly regulates about the duties and functions *Saniri*. The existence of this regulation regulates and mandates that the *Saniri* institution with its functions, authorities and obligations can play a role in the development of the country. *Saniri* must be able to do what is their duty and responsibility.

The Saniri of the Tial country is quite good at playing its role and carrying out its duties and functions. Performance *Saniri* needs to be improved, especially in making decisions and state regulations with the state government as the legal basis for carrying out various activities in the country. For this reason, the capacity *Saniri* needs to be increased through education and training so that the quality they have can support the work they do.

The absence of a definitive State government (King) as a working partner of State *Saniri* is indeed quite disturbing the implementation of *Saniri*, so that it has quite an impact on *Saniri*, so that *Saniri* and current government officials can immediately process the existence of a definitive state government in accordance with applicable regulations.

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