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**An Analysis Of Transparency and Accountability in the Village
Head's Role in the Appointment of Village Officials:
A Case Study of Desa Jangan-Jangan, Pujananting Subdistrict,
Barru Regency**

A. Pananrangi M

ITBA Al Gazali Barru, Indonesia

ABSTRACT

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This study aims to analyze the transparency of village head authority management in the appointment of village officials and to identify the inhibiting factors in Desa Jangan-Jangan, Pujananting Subdistrict, Barru Regency. A descriptive qualitative approach was employed, with data collected through observation, interviews, and documentation. Data validity was ensured through credibility, transferability, dependability, and confirmability tests. The findings indicate that the level of transparency in the appointment process is relatively adequate, as reflected by indicators such as the provision of clear information, ease of access, and the existence of mechanisms for reporting violations. However, the lack of collaboration with mass media and non-governmental organizations remains a significant shortcoming. Key barriers include limited public outreach, low community awareness, and insufficient infrastructure. These results highlight the need to strengthen village governance capacity to enhance transparency and accountability in local bureaucratic processes.

Keywords

Village Head, Transparency, Authority, Governance.

Corresponding

Author : 

pananrangia@algazali.ac.id

INTRODUCTION

Transparency, or openness, refers to the extent to which decisions and their implementation are conducted in accordance with established rules and regulations. It also implies that relevant information should be readily accessible to those affected by such decisions. Transparency is closely related to accountability particularly in the context of village governance, where it reflects the ability of the village government to explain its actions and provide accessible and understandable information to the public.

The lack of transparency in village governance can erode public trust. The availability of public information enables community participation in monitoring and evaluating government performance. Law No. 14 of 2008 on

Public Information Disclosure institutionalizes this right, stating that public access to information is essential for ensuring accountable governance. The law affirms that the more transparent the government becomes, the more accountable it must be.

Transparency supports good governance by ensuring public services are provided openly, empowering citizens to participate in and monitor decision-making processes. According to Krina (Ana, 2021), transparency indicators include: (1) availability of clear information, (2) ease of public access, (3) mechanisms for addressing rule violations, and (4) increased information flow through collaboration with media and civil society. These indicators help prevent corruption, expose weaknesses in policy, and strengthen public accountability.

In practice, the appointment of village officials is often a source of controversy, particularly regarding unclear procedures. Many residents aspire to become village officials to contribute to community development. Hence, the appointment process must be transparent to uphold fairness, build trust, and ensure effective village governance. Being appointed as a village official is not merely a formality; specific eligibility requirements are set forth in Article 50 of Law No. 3 of 2024, such as a minimum senior high school education, age range between 20 and 42 years, and at least one year of residency in the village prior to registration. Additionally, the process is governed by the Ministry of Home Affairs Regulation No. 67 of 2017 (amending Regulation No. 83 of 2015) on the Appointment and Dismissal of Village Officials.

According to Mardiasmo (in Siska Br. Hutabarat & Ratna Sari Dewi, 2022), transparency means openness in disclosing government activities related to public resource management. Tahmi (in Rudy, 2022) describes the village head as the highest leader in village governance in Indonesia, serving a six-year term, renewable once. Furthermore, Pananrangi (2022) explains that the appointment process generally begins with a vacancy in the village apparatus, which must be filled by the village head through a competency-based selection process. However, issues still arise. In Jangan-jangan Village, Pujananting Sub-district, Barru Regency, for example, the recruitment of village officials has reportedly lacked transparency, leading to minimal public participation. This phenomenon raises concerns about the exercise of the village head's authority.

Furthermore, the lack of transparency in the recruitment process may lead to suspicions of favoritism, nepotism, or manipulation of the selection process, which can ultimately undermine the legitimacy of village governance. When the community perceives that appointments are made based on personal relationships or hidden agendas rather than objective qualifications, it erodes

trust in local leaders and reduces civic engagement. Such conditions not only compromise the principles of good governance but also hinder the potential for villages to develop in a fair and participatory manner.

To address these challenges, it is essential for the village government to proactively implement transparent practices in each stage of the recruitment process. This includes announcing vacancies publicly, clearly communicating the selection criteria, ensuring fair and open testing procedures, and involving neutral third parties in the evaluation process. These efforts would not only enhance public trust but also encourage broader participation from community members, ultimately contributing to a more accountable and effective village administration.

Based on this background, this study aims to examine the extent to which transparency is implemented in the management of the village head's authority in the appointment of village officials. The study is titled: "An Analysis of Transparency and Accountability in the Village Head's Role in the Appointment of Village Officials: A Case Study of Desa Jangan-Jangan, Pujananting Subdistrict, Barru Regency."

RESEARCH METHOD

This research employed a descriptive qualitative approach to explore the transparency of village head authority in the appointment of village officials and to identify the inhibiting factors in Desa Jangan-Jangan, Pujananting Subdistrict, Barru Regency. The qualitative method was selected to gain a deep understanding of complex governance issues from the perspective of local stakeholders.

Data collection methods included:

1. Observation: Field observations were carried out to capture the actual process of appointing village officials and the public's involvement.
2. In-depth interviews: Semi-structured interviews were conducted with village heads, officials, community leaders, and residents to gather rich, firsthand information on transparency practices.
3. Document analysis: Supporting documents such as village regulations, appointment records, and meeting minutes were reviewed to triangulate the data.

To ensure trustworthiness, the study applied four qualitative criteria: credibility, transferability, dependability, and confirmability, as outlined by contemporary qualitative research standards (Nowell et al., 2017; Korstjens & Moser, 2018). These were achieved through prolonged engagement, detailed contextual reporting, audit trails, and researcher reflexivity.

Data analysis followed the interactive model of thematic analysis based on Braun and Clarke's (2019) framework, which includes familiarization with data, generating initial codes, searching for themes, reviewing themes, defining and naming themes, and producing the report. Thematic analysis is appropriate for identifying patterns and meanings within qualitative data and is widely used in governance and policy studies. "Thematic analysis offers an accessible and theoretically flexible approach to analyzing qualitative data" (Braun & Clarke, 2019, p. 593). This method enabled the researcher to draw meaningful insights related to transparency, institutional dynamics, and barriers to participatory governance.

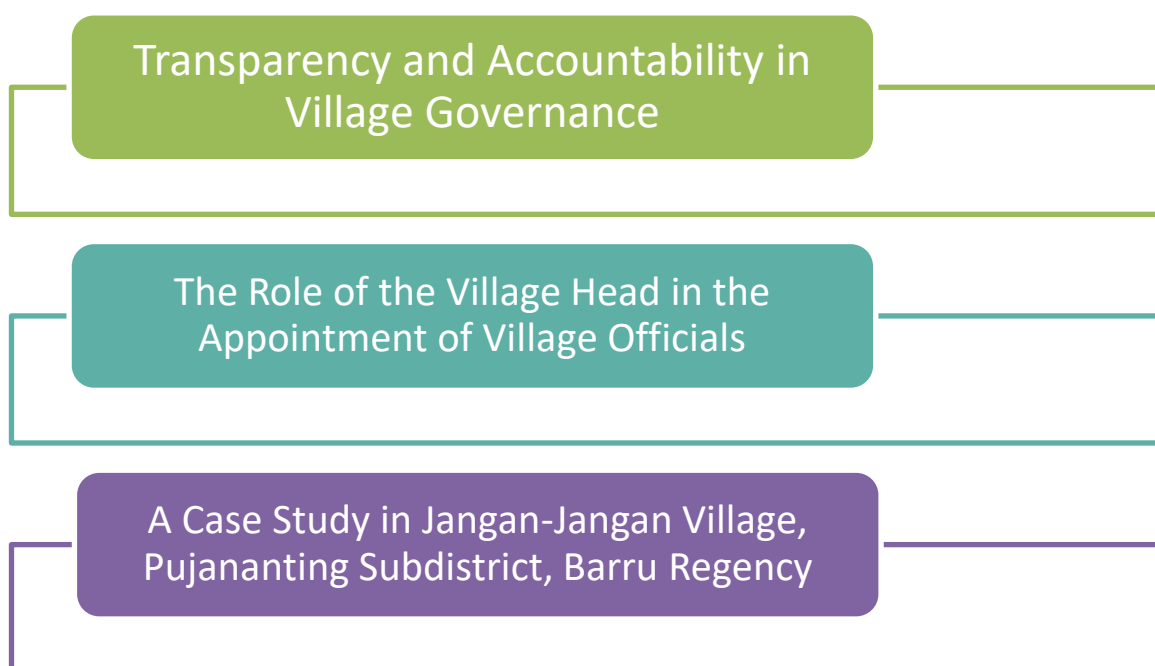


Figure 1.
Flowchart of Thinking

RESULT AND DISCUSSION

Research Findings

This study aims to examine the transparency of the village head's authority management in the appointment of village officials in Jangan-Jangan Village, Pujananting Subdistrict, Barru Regency. The transparency assessment is based on four indicators as proposed by Krina in Ana (2021), namely: (1) provision of clear information, (2) ease of access to information, (3) development of mechanisms in case of violations, and (4) enhancement of information flow through collaboration with the community and non-

governmental institutions. The data were collected through direct interviews with various stakeholders during June to July 2024.

Provision of Clear Information

Based on interviews with the village head, village secretary, head of government affairs, hamlet leaders, and community members, it was found that information regarding the recruitment of village officials had been conveyed through several stages. One key stage included meetings with hamlet heads, who were then responsible for informing residents in their respective areas. The information disseminated covered the selection schedule, required procedures, and administrative requirements for prospective candidates.

The village head stated that the information dissemination process was carried out gradually and comprehensively to ensure all community members understood the recruitment mechanism. Additionally, the village secretary emphasized that banners were also placed at the village office as a visual medium so that visitors could access the announcements directly.

However, from the community's perspective, there were still challenges in accessing information directly and comprehensively. Mrs. Lili, a resident of Jangan-Jangan Village, stated that not all residents clearly understood the selection process, particularly those who did not attend village meetings or lived far from the village center. This indicates a gap between the information provided and the actual information received by the public.

This situation suggests that, although the village government has made efforts to provide relevant information, its dissemination remains suboptimal. Residents in remote areas or those less involved in village activities still face difficulties in accessing important information related to the appointment of village officials. Overall, it can be concluded that the provision of information by the village government has been relatively systematic and covers essential aspects of the selection process. However, increased intensity and diversification of communication strategies that are more inclusive are required. More active communication approaches, particularly targeting vulnerable groups, will help ensure equal access to information across all community layers.

Ease of Access to Information

In terms of information accessibility, the village government has employed several methods to disseminate information to the public. These include public notice boards at the village office and utilizing neighborhood leaders (RT/RW) to deliver information directly to residents. These methods are expected to reach a broad audience quickly.

Nevertheless, based on interviews with the planning officer and several residents, it was found that those living in remote areas had not fully received the necessary information regarding the recruitment process. Geographic barriers and limited communication infrastructure were identified as primary obstacles.

Mrs. Sri Wahyuni, the planning officer, explained that information dissemination was indeed conducted through direct meetings with residents and with assistance from neighborhood leaders. However, she also acknowledged challenges in reaching those living far from the village center or those rarely participating in village meetings.

Meanwhile, Mr. Herman, a community representative, expressed the need for a more comprehensive and structured outreach effort, especially in remote areas. He suggested the use of alternative communication tools such as WhatsApp groups, mobile announcements, or direct visits by officials.

This indicates that although the village government has provided multiple information channels, their implementation has not equally reached all community members. This information gap may affect public participation in village governance, especially in the appointment of village officials, which requires active community involvement.

Therefore, to improve equitable access to information, the village government must optimize the use of various media platforms, including digital technology, interpersonal communication in hard-to-reach areas, and enhancing the communication skills of village officials and RT/RW leaders.

Mechanisms for Addressing Violations

The mechanisms for addressing violations during the appointment process were explained directly by the village head. He stated that the village government currently enforces a procedure involving warnings to violators, either verbal or written, depending on the severity and impact of the violation. In cases of serious violations, the village government has the authority to cancel decisions or repeat the selection process.

This demonstrates that the village government has a basic mechanism for handling potential violations. However, based on interviews and observations, this mechanism is informal and has not yet been documented in official internal regulations or procedural documents. The lack of written regulation may lead to uncertainty in implementation and raise concerns about subjectivity.

Moreover, the absence of official documents or standard operating procedures (SOPs) could hinder fairness and accountability. Residents who feel disadvantaged by a decision have no clear reference point to file objections or

seek clarification. This may erode public trust in a process that should be transparent and accountable.

Therefore, it is essential for the village government to formulate and formalize documented procedures for managing violations during the recruitment process. These procedures should ideally include the classification of violations, handling steps, reporting and clarification mechanisms, and applicable sanctions. Official documentation will help ensure that the process is systematic, fair, and transparent, serving as a shared reference for all parties involved.

Enhancement of Information Flow through Collaboration with Community and NGOs

The research did not identify any formal collaboration between the village government and civil society organizations or NGOs in disseminating information or monitoring the recruitment process. So far, communication and coordination have been limited to internal channels—village officials, hamlet leaders, and RT/RW heads. This suggests that the information transparency strategy does not fully involve broader community elements.

The absence of external partnerships represents a missed opportunity for the village government. In fact, the involvement of community organizations such as LPM (Community Empowerment Agency), youth groups, religious leaders, and local influencers could strengthen information dissemination channels and create space for public oversight. Participation from NGOs could also serve as a balancing force, promoting a more objective and accountable selection process.

Such partnerships are essential not only to broaden information dissemination but also to build public trust in the appointment process. Inclusive collaboration allows the village government to gather input from diverse stakeholders and prevent social conflict due to miscommunication or lack of information.

Therefore, the village government should consider developing formal partnerships with civil society actors. These can be established through memoranda of understanding, community forums, or joint outreach activities. Such collaboration would reinforce the principles of transparency and participation, both of which are key elements of good village governance.

Based on the findings, it can be concluded that transparency in the appointment of village officials in Jangan-Jangan Village has been implemented reasonably well, particularly in terms of providing clear information. However, there remains room for improvement, especially regarding ease of access to information and inter-institutional cooperation. Greater citizen involvement

and utilization of social networks beyond the government structure will help strengthen the legitimacy of the process.

Additionally, although the village government has a basic mechanism for addressing violations, it remains informal and undocumented. Therefore, the formalization of such procedures through internal regulations is necessary to ensure the integrity and accountability of the recruitment process.

Discussion

The findings indicate that the appointment process of village officials in Jangan-Jangan Village demonstrates elements of transparency, especially in the initial provision of information to the public. Details about the selection schedule, procedures, and requirements were disseminated through meetings with hamlet leaders, banners at the village office, and communication through RT/RW heads. This reflects a deliberate effort by the village government to open access to public information in a systematic manner.

However, field observations also revealed that the dissemination of information was not evenly distributed. Residents in remote areas or those who are less active in social activities often did not receive complete information. Limited communication infrastructure and a lack of direct outreach were the main barriers to reaching these groups. This suggests that the village government's communication strategy needs to be strengthened to ensure coverage across all social segments.

In terms of information accessibility, the village government still largely relies on conventional methods such as bulletin boards and verbal communication. While these methods are effective within local contexts, the lack of diversified communication channels particularly the use of digital technologies limits both reach and effectiveness. This issue is especially relevant considering the rapid pace of information needs in the modern era.

Regarding public oversight and participation, no formal collaboration was found between the village government and civil society organizations in the recruitment process. External involvement from LPM, religious figures, youth groups, or other community organizations could help improve the legitimacy and accountability of the process. The lack of such collaboration reflects that the transparency mechanism remains largely top-down rather than community-based.

Additionally, in terms of violation handling, the village government does have a basic mechanism involving warnings and potential cancellation of selection results. However, this mechanism is not yet documented in written regulations or guidelines. The lack of formal documentation may lead to

inconsistent enforcement and open opportunities for abuse of power or unfair treatment.

Overall, transparency in the recruitment of village officials in Jangan-Jangan Village is moving in a positive direction through the provision of clear information and an open selection mechanism. Nevertheless, several areas still require improvement, particularly in broadening information outreach, formalizing partnerships with external organizations, and institutionalizing procedures for handling violations. These enhancements are vital to ensure that the principles of good governance such as transparency, accountability, and participation are fully realized at the village level.

CONCLUSION

This study examined the transparency of village head authority in the appointment of village officials in Jangan-Jangan Village, Pujananting District, Barru Regency. Using the four transparency indicators developed by Krina (as cited in Ana, 2021) clarity of information, ease of access to information, the existence of a mechanism for handling violations, and the flow of information through collaboration with the community and non-governmental institutions the following conclusions were drawn:

- a) The provision of clear information has been initiated through meetings with hamlet heads and public announcements; however, the information was not evenly received by all community members, especially those in remote areas.
- b) Access to information remains limited due to inadequate communication infrastructure. Although dissemination has occurred through notice boards and coordination with neighborhood leaders, the reach is still insufficient.
- c) A mechanism for addressing violations exists in the form of verbal and written warnings and, in some cases, annulment of selection results. Nonetheless, the absence of formal written procedures can lead to inconsistencies in implementation.
- d) Collaboration with the community and non-governmental organizations has not been formally established. Coordination remains internal to the village government, resulting in limited public participation and oversight.
- e) In summary, efforts to ensure transparency in the appointment of village officials have been made, but improvements are needed to ensure that the process is more equitable, inclusive, and accountable.

Recommendations

Based on the findings, the following recommendations are proposed to enhance transparency in the management of village head authority:

- a) The village government should diversify its communication methods by utilizing digital platforms (e.g., WhatsApp groups), mobile announcements, and direct outreach to residents in remote areas.
- b) It is necessary to develop formal Standard Operating Procedures (SOPs) regarding the mechanisms for handling violations in the appointment process to ensure consistency and accountability.
- c) Collaboration with community groups, religious leaders, and local organizations should be strengthened to expand the dissemination of information and promote greater public participation and oversight.
- d) The capacity of village officials and neighborhood leaders (RT/RW) should be enhanced through training focused on transparent governance and effective communication.

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