

ABSTRAK

KEBIJAKAN PENGGAJIAN PERANGKAT DESA DI DESA SUKARAJA KECAMATAN SEMAKA KABUPATEN TANGGAMUS DALAM PERSEPEKTIF KEADILAN DAN KESEJAHTERAAN

Oleh

ALFIA SURYANINGTYAS

Kebijakan penggajian perangkat desa di Kabupaten Tanggamus memiliki dasar hukum yang jelas, yaitu Undang-Undang Nomor 6 Tahun 2014 tentang Desa sebagaimana telah diubah dengan Undang-Undang Nomor 3 Tahun 2024, Peraturan Pemerintah Nomor 11 Tahun 2019 tentang Perubahan Kedua atas Peraturan Pemerintah Nomor 43 Tahun 2014, Peraturan Menteri Dalam Negeri Nomor 20 Tahun 2018 tentang Pengelolaan Keuangan Desa, serta Peraturan Bupati Tanggamus Nomor 4 Tahun 2023 tentang Penghasilan Tetap dan Tunjangan Kepala Pekon, Perangkat Pekon, dan Tunjangan HIPPUN Pemekonan serta Insentif Ketua Rukun Tetangga. Peraturan-peraturan tersebut menjadi landasan dalam pemberian penghasilan tetap dan tunjangan bagi perangkat desa atau perangkat pekon di Kabupaten Tanggamus.

Rumusan masalah dalam penelitian ini adalah 1.)bagaimana kebijakan penggajian perangkat desa di Kabupaten Tanggamus dalam perspektif keadilan dan kesejahteraan 2.)Apakah Penggajian perangkat desa sudah sesuai dengan persepektif keadilan dan kesejahteraan. Penelitian ini menggunakan pendekatan yuridis normatif dan yuridis empiris dengan data primer melalui wawancara serta data sekunder melalui studi kepustakaan. Analisis data dilakukan secara deskriptif kualitatif.

Kebijakan penggajian perangkat desa sebagai faktor yang memengaruhi kinerja, motivasi, serta kualitas pelayanan publik di tingkat desa. Dalam praktiknya, kebijakan penggajian perangkat desa di Kabupaten Tanggamus masih menghadapi berbagai permasalahan, seperti keterlambatan pencairan gaji, ketidakmerataan besaran penghasilan, serta keterbatasan anggaran desa yang berdampak pada belum optimalnya pemenuhan prinsip keadilan dan kesejahteraan. Kondisi tersebut menimbulkan potensi ketidakadilan dan berpengaruh terhadap tingkat kesejahteraan serta profesionalitas perangkat desa dalam menjalankan tugas pemerintahan.

Kata Kunci: Kebijakan Penggajian, Perangkat Desa, Keadilan, Kesejahteraan, Pemerintahan Desa

ABSTRACT

THE SALARY POLICY FOR VILLAGE OFFICIALS IN SUKARAJA VILLAGE SEMAKA SUBDISTRICT TANGGAMUS REGENCY: A PERSPECTIVE OF JUSTICE AND WELFARE

By

ALFIA SURYANINGTYAS

The salary policy for village officials in Tanggamus Regency has a clear legal basis, namely Law Number 6 of 2014 concerning Villages as amended by Law Number 3 of 2024, Government Regulation Number 11 of 2019 concerning the Second Amendment to Government Regulation Number 43 of 2014, Minister of Home Affairs Regulation Number 20 of 2018 concerning Village Financial Management, and Tanggamus Regent Regulation Number 4 of 2023 concerning Fixed Income and Allowances for Village Heads, Village Officials, Village Consultative Bodies, and Incentives for Neighborhood Association Heads. These regulations serve as the legal foundation for the provision of fixed income and allowances for village officials in Tanggamus Regency.

The research problems in this study are: (1) How is the salary policy for village officials in Tanggamus Regency viewed from the perspective of justice and welfare? and (2) Has the salary policy for village officials been implemented in accordance with the principles of justice and welfare? This research employs both normative juridical and empirical juridical approaches. Primary data were obtained through interviews, while secondary data were collected through library research. The data were analyzed using a descriptive qualitative method.

The salary policy for village officials is an important factor influencing performance, motivation, and the quality of public services at the village level. In practice, the implementation of the salary policy for village officials in Tanggamus Regency still faces several challenges, including delays in salary disbursement, disparities in income levels, and limited village budgets, which hinder the optimal realization of the principles of justice and welfare. These conditions create potential inequalities and affect the welfare and professionalism of village officials in carrying out governmental duties.

Keywords: Salary Policy, Village Officials, Justice, Welfare, Village Governance