

Village, Power and Local Actors: Identifying the Motivations of Village Heads Candidates and the Responses of Local Actors

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Abstract: This study analyzes the factors that motivate the candidates who run for Village Head in Air Hangat District, Kerinci Regency, Jambi Province. In determining the informants, the researcher used the purposive sampling technique, and the data was collected using interviews and documentation studies. Test the validity of the data using source poles. The results showed intrinsic and extrinsic motivations for the Village Head candidates in the 2019 Village Head Election (Pilkades) in Air Hangat District. Intrinsic motivation consists of motivation to gain achievement, power, income, and prestige. Extrinsic motivation consists of developing human resources and providing a sense of security, comfort, and harmony. Based on the study results, it showed that the quality of Village Head candidates in the 2019 Village Head Election (Pilkades) was still at a low level. It can be seen from the low level of education and work experience in government. Community leaders, traditional leaders, and religious leaders are also of the view that village head candidates do not have the readiness to become village heads with a lack of experience in leadership.

Keyword: motivation, village head candidate, power, leadership

Abstrak: Penelitian ini bertujuan untuk menganalisis faktor-faktor yang menjadi motivasi para kandidat yang mencalonkan diri sebagai Kepala Desa di Kecamatan Air Hangat Kabupaten Kerinci, Provinsi Jambi. Dalam menentukan informan, peneliti menggunakan teknik purposive sampling dan pengumpulan data dilakukan dengan cara wawancara dan studi dokumentasi. Uji keabsahan data menggunakan triangulasi sumber. Hasil penelitian menunjukkan bahwa terdapat motivasi intrinsik dan ekstrinsik calon Kepala Desa pada Pemilihan Kepala Desa (Pilkades) Tahun 2019 di Kecamatan Air Hangat. Motivasi instrinsik terdiri dari motivasi untuk memperoleh prestasi, kekuasaan, penghasilan dan prestise. Adapun motivasi ekstrinsik terdiri dari motivasi untuk mengembangkan sumber daya manusia, memberikan rasa aman, nyaman dan harmoni. Berdasarkan hasil penelitian menunjukkan bahwa kualitas calon Kepala Desa pada Pemilihan Kepala Desa (Pilkades) tahun 2019 masih dalam level rendah. Hal ini terlihat dari rendahnya tingkat pendidikan dan pengalaman kerja di pemerintahan. Para tokoh masyarakat, tokoh adat dan tokoh agama juga berpandangan bahwa calon-calon Kepala Desa tidak memiliki kesiapan untuk dijadikan Kepala Desa dengan minimnya pengalaman dalam kepemimpinan.

Kata Kunci: motivasi, kandidat kepala desa, kekuasaan, kepemimpinan

Introduction

The election of a village head is an activity of channeling the democratic rights of every citizen in choosing and determining political and government leaders to manage the village. According to Law No. 6 of 2014 concerning Villages in article 1 which reads that Villages are legal community units that have territorial boundaries that are authorized to regulate and manage government affairs. The interests of the local community based on community initiatives, origin rights, and traditional rights that are recognized and respected in the government system of the Unitary State of the Republic of Indonesia (Bebbington et al., 2004) (Ramadhan et al., 2018).

The election of the village head in the Air Hangat District was carried out democratically and using the principle of fairness, which avoids cheating or in the Village Head Election (Pilkades), this is also a motivating factor for the candidates to run for Village Head, so that it can be seen in the increase in the desire to become Village Head. Since the issuance of Law Number 6 of 2014 concerning village funds budgeted by the central government, namely one billion/village. The position of the village head is a bone of contention for the community, so it is no longer difficult for community leaders to find a candidate for the village head. Unlike the Pilkades in 2014 where community leaders had to work hard to encourage people to run for Village Head. Currently, in the Air Hangat sub-district, winning the Village Head Election (Pilkades) and becoming a Village Head is an extraordinary honor for the candidate for the Village Head. In villages in the Air Hangat District, apart from being the head of the village government, the Village Head also has excellent power in resolving problems or disputes that occur in the community. So that by becoming a Village Head can increase a person's great authority (Antlöv et al., 2016); (Dwijayanto et al., 2020).

The election of the village head is a form of democracy at the village level. The election of the village head is carried out directly with the aim that the community can channel their rights in determining the best village head according to the community. The position of the village head is indeed one of the essential aspects of village governance. The village head will regulate and be responsible for the success of village development (Setyagama, 2021).

In the simultaneous village head elections in 2019, there was a significant increase in the number of people running for village head in the Air Hangat district. In the simultaneous Village Head Election (Pilkades) in 2014 there were only 2 candidates

for village head in each village, but in the Village Head Election (Pilkades) in 2019, there were 4-5 candidates in each village. This certainly shows that many are motivated to become village heads in the Air Hangat sub-district (Alimuddin et al., 2017).

The motivations of the candidates to become village heads are of course different. According to research results from Langgo in (Rezki, 2019), each candidate's motivation for village head is different. The motivation is owned either intrinsically, namely encouragement from within the candidates personally or extrinsically, namely encouragement from outside for example support from villagers. The motivation possessed by these candidates must of course be accompanied by the ability and experience to realize village progress. However, the increasing number of village head nominations is not accompanied by an increase in the quality of village head candidates. In the 2019 village head election, many village head candidates were considered incompetent by the community to become village heads. This can be seen from the level of education and work experience in government (Olken, 2010).

The ability and experience for Village Head are very much needed in carrying out the responsibilities of being an extensive Village Head. Therefore, a village head should have the ability in government and have experience in leading an organization. This is very much needed because the authority and responsibility of the village head are considerable. The village head who is the head of the region (village) has the responsibility for the success of the implementation of village development, so that people's expectations of getting good service and increasing the quality of village development can be achieved (Aji et al., 2018).

In order to be able to run the wheels of good governance, of course, a village head must also have the ability to influence the behavior of his staff because a leader or head of an organization will be recognized as a leader if he can influence and be able to direct his subordinates towards organizational goals. In order to improve the image, work and performance of government agencies towards professionalism and support the creation of good governance, it is necessary to unify directions and views for all levels of government employees that can be used as guidelines or references in carrying out both managerial and operational tasks throughout the fields of tasks and organizational units of government agencies in an integrated manner (Aspinall & As'ad, 2015).

This study aims to analyze what factors motivate Village Head candidates to become Village Heads in Air Hangat District, Kerinci Regency, analyze how the quality of Village Head candidates in the election of Village Heads in Air Hangat District, Kerinci Regency. As well as to analyze how the responses of community leaders, traditional leaders and religious leaders to candidates for Village Heads in Air Hangat District, Kerinci Regency.

Research Methods

This research is located in Air Hangat District, Kerinci Regency. As for taking informants in this study using the purposive sampling technique is a technique of determining the sample with specific considerations (Sugiyono, 2012). In this study, the primary data were obtained from interviews, namely what factors motivated the candidates for Village Heads to become Village Heads in Air Hangat District, Kerinci Regency, how the quality of Village Head candidates in the election of Village Heads in Air Hangat District, Kerinci Regency, and how do community leaders, traditional leaders and religious leaders respond to candidates for Village Heads in Air Hangat District, Kerinci Regency. In this research, the writer uses source triangulation technique and time triangulation technique. Source triangulation, the data obtained are rechecked at the same source at different times, or checked using different sources. In collecting data, researchers conducted interviews and documentation studies. Testing the validity of the data with triangulation techniques. The triangulation technique checks data from various sources in various ways and times (Bungin, 2017).

Result and Discussion

Candidates Motivation for Village Heads in Air Hangat District

1. Intrinsic Motivation

Intrinsic motivation arises from the candidates for the Village Head, which is the driving force for the candidates to run for the Village Head. There are several intrinsic motivations or motivations that arise from within the Village Head candidates in Village Head Election (Pilkades) in the Air Hangat district.

a) The need for achievement

Wanting to excel is a motivation for a candidate for village head who goes forward in the Village Head Election (Pilkades). There is encouragement from

within the candidates for Village Heads to prove themselves capable of providing the best performance to obtain achievements for the village. As is the case with the results of the researcher's interview with the MR which stated that:

“Saya merasa mampu untuk mencalonkan diri sebagai kepala desa dikarenakan selama saya berkecimpung di pemerintahan desa, saya selalu menampung keluhan masyarakat serta bisa dekat dengan masyarakat dan saya sering terlibat dalam menyelesaikan permasalahan desa. sehingga dengan saya menjadi kepala desa saya dapat lebih berperan lagi untuk memajukan desa”(interview on August1, 2021).

(I feel able to run for village head because as long as I was in the village government, I always accommodated community complaints and could be close to the community and I was often involved in solving village problems. so that with me being the village head I can play a bigger role in advancing the village)

The motivation to advance the village and make the village into a superior and accomplished village is the driving force for prospective village heads to become village heads. They feel they have the ability to advance the village. As with the results of the researcher's interview with the candidate for the Village Head named RS, he said that:

“Saya ini kerjanya dibagian pertukangan, sudah biasa bikin rumah, gedung, jembatan dan lain-lain. Jadi saya melihat proyek-proyek desa itu banyak yang asal jadi saja. Saya mengerti betul bagaimana seharusnya proyek-proyek itu dibuat. Padahal dana desa sangat besar, tapi proyeknya asal jadi saja. Itulah yang membuat saya merasa bahwa saya harus mencalonkan diri menjadi kepala desa agar bisa mengelola dana desa dengan baik. Agar proyek-proyek desa benar-benar sesuai dengan yang seharusnya”.(interview on August4, 2021)

(I work in the carpentry section, I am used to making houses, buildings, bridges, etc. So I see that many village projects are just random. I understand very well how the projects should be made. Even though the village funds are substantial, the project is just finished. That is what made me feel that I had to run for village head to manage village funds properly. So that village projects are really as they should be)

Founded on the results of interviews conducted by researchers, it can be concluded that several people who came forward for the 2019 Pilkades (Village Head Election) were motivated to excel. The candidates for the Village Head want to give themselves to the Village to advance the Village and bring their Village into an advanced and accomplished Village. It is for the sense of wanting to achieve that

the candidates for the Village Head have advanced to become candidates for the Village Head in the Air Hangat District.

The Village Head candidates feel they have a plan for Village development. So that by becoming Village Heads they will find it easier to apply Village development plans to bring Village changes to a better direction as they want. The candidates for the Village Head want to give themselves to the achievement of the Village at the sub-district, district and even national levels.

b) The need for power

To get power or to have power is a normal thing or a desire for everyone, prospective Village Heads also do this, they want to become Village Heads also cannot be separated from the desire to have a stage in society and respect or honor in the community. The position as Village Head is a prestige for them.

The researchers found this during an interview with Mr EK who said that:
"Saya dulu pernah juga mencalonkan diri menjadi kepala desa tetapi tidak terpilih untuk itulah saya maju di periode ini karena saya melihat banyak masyarakat yang tidak puas dengan kinerja kepala desa saat ini. Dengan menjadi kepala desa saya lebih bisa membuat keputusan dan lebih didengarkan oleh masyarakat. Karena selama ini saya tidak dapat ikut terlibat dalam pembangunan desa" (interview on August1, 2021)

(I once also ran for village head but was not elected that is why I advanced in this period because I saw many people who were not satisfied with the current performance of the village head. By becoming a village head, I can make more decisions and be heard more by the community. Because so far I have not been able to be involved in village development)

The researcher also interviewed Mr. JI saying that:
"Motivasi saya mencalonkan diri menjadi kepala desa karena saya ingin masyarakat lebih mengenal saya dan dekat dengan saya. Nanti kalau masyarakat sudah kenal dan dekat dengan saya, dan merasakan hasil kerja saya. Saya bisa mencalonkan lagi di periode kedua atau mencalonkan diri menjadi anggota DPRD. Dengan menjadi kepala desa saya dapat mengabdikan kepada masyarakat dan menjadi modal saya mencari massa dan memberikan pembuktian. Saya jadi lebih didengar pendapatnya nanti".(interview on August6, 2021)

(My motivation to run for village head is because I want people to know me better and be close to me. Later, when people know and are close to me, and feel the results of my work. I can run again in the second term or run for a member of the DPRD. I can serve the community and become my capital to find time and provide evidence by becoming a village head. I am more likely to hear his opinion later)

In accordance with the research results above, it can be concluded that several Village Head candidates have the motivation to rule to have influence and control the community. Some of the village head candidates felt that they were not valued in the community, so there was an internal drive to advance in the 2019 Village Head election to win the Pilkades and become Village Heads in order to have power in the community.

c) Earning Income

Income is the primary source for a person to meet his and his family's needs. Income can be obtained from various sources both from work, business and other activities. Based on the research results that the researchers conducted on 26 candidates for Village Heads who ran for Village Heads in Air Hangat District, there were motivations for the candidates to earn a steady income. This is because of the 26 Village Head candidates, only four Village Head candidates have permanent jobs, namely as village staff and members of the BPD. Meanwhile, 22 candidates for village heads do not have permanent jobs. So that the election of the Village Head is an opportunity for them to get a job to earn an income.

Many village head candidates who run for the 2019 Pilkades do not have permanent jobs, they work as entrepreneurs and artisans. The work or activities they do have no certainty of time and income. This of course has an impact on their economic condition. Being a village head can be a job for them to get a substantial income every month.

d) Prestige needs

Everyone has the same or different motivations for doing something. To get prestige from the community is one of the motivations for prospective village heads in the 2019 Pilkades in Air Hangat District. The motivation to get the prestige of the researcher was obtained from the results of interviews with Mrs. NS who said that:

“Motivasi saya mencalonkan diri menjadi Kepala Desa adalah untuk membuktikan kalau perempuan juga mampu menjadi Kepala Desa bukan hanya bekerja sebagai Ibu Rumah Tangga saja. Jadi, jika saya dapat membuktikan menjadi Kepala Desa bukan tidak mungkin perempuan bisa

menjadi Kepala Daerah maupun anggota DPRD hal itu sangat jarang terjadi".(Interview on August 6, 2021)

(My motivation to run for village head is to prove that women are also capable of becoming village heads, not just working as housewives. So, if I can prove that I am a Village Head, a woman can become a Regional Head or DPRD member, that is very rare)

On the basis of the results of the researcher's interview above, it can be concluded that some people who run for Village Head have the motivation to get prestige from the community towards themselves after they become Village Head. Several village head candidates want to contribute to village development. By becoming Village Heads, their opinions are heard more and they have the power to make policies and decisions. They become more valued and respected by the community so that it is easier for them to carry out village development and get appreciation from the community.

2. Extrinsic Motivation

Extrinsic motivation is an encouragement that comes from outside the candidates for the Village Head which is the driving force for him to run for the Village Head. Several motivations arise from outside the Village Head candidates, motivating them to run for Village Head Election in the 2019.

a) Motivation to develop human resource

Human resource development is very much needed in developing village potential and improving community welfare. So that people can have skills and can develop their talents and knowledge. Seeing the potential of community human resources that are not channeled or not facilitated is a driving force for prospective village heads to become village heads.

The motivation of the prospective Village Head to develop human resource was conveyed by Mr. SM who said that:

"Saya merasa pemerintahan desa saat ini kurang peduli terhadap para pemuda. Padahal banyak potensi dari mereka yang tidak tersalurkan dengan baik. Para pemuda sering mengeluh dengan saya karena kebetulan saya sering bergaul dengan anak muda. Mereka mengeluh karena kepala desa tidak mendukung kegiatan mereka. Untuk ikut turnamen atau perlombaan saja mereka tidak dibantu. Sarana prasarana juga tidak disediakan. Untuk itu saya ingin jika saya jadi kepala desa bisa mengembangkan dan memfasilitasi para pemuda untuk mengembangkan bakat nya. Kalau mereka

berprestasikan desa juga yang dapat nama baik”.(interview on 06 August 2021)

(I feel that the current village government does not care about the youth. However, many of their potential is not channeled properly. The youths often complain with me because I happen to often hang out with young people. They complained that the village head did not support their activities. They are not helped to participate in tournaments or competitions. Infrastructure facilities are also not provided. For that I want if I am a village head I can develop and facilitate young people to develop their talents. If they excel, the village will also get a good name)

Based on the results of the researcher interviews above, it can be concluded that there is encouragement coming from community groups who feel that the village government is not facilitated in developing their talents and interests, because of that disappointment, complaints arise from the community against the candidate for the village head. Seeing this reality, it motivates prospective village heads to become village heads in the hope of developing village human resources with training programs to improve skills.

1) Motivation to present a comfortable and harmonious village environment

Every individual or community group would want a sense of comfort and harmony in their daily activities. The village government's uncomfortable and harmonious working environment certainly has an impact and is felt in the village community. It makes people feel uneasy and uncomfortable in socializing. The discomfort was felt and conveyed by the community. It became a motivation for prospective village heads to bring a sense of comfort and harmony to the work environment of the village government and the community. This motivation the researchers found when conducting interviews with a candidate for the Village Head named VYP said that:

“Motivasi saya menjadi calon Kepala Desa untuk mengabdikan diri kepada desa, agar bermanfaat bagi masyarakat desa. Saya memiliki banyak ide untuk dikembangkan di desa saya. Kemudian selama ini sering terjadi ketidakharmonisan di staf pemerintahan desa”.(interview on August 2, 2021)

(My motivation to become a candidate for Village Head is to devote myself to the village, to be useful for the village community. I have many ideas to develop in my village. Then all this time there was often disharmony in the village government staff.)

In line with the interviews above, it can be concluded that there is discomfort felt by village government staff in the work environment. It has an impact on the

village community who also feel the discomfort. This happened because the working relationship between the village head and his staff did not go well. So that there was an impetus for Mr. VYP to run for village head because he felt he could bring comfort to the community.

2) Encouragement from the community

The village head is the head of the village government in managing village development and the village community. So it is essential for a village head to have support from the community to run the village government well. The existence of encouragement from the community to become village heads is an outstanding capital for prospective village heads. So that motivates them to run for village head. The existence of encouragement from the community to become village heads is an outstanding capital for prospective village heads. So that motivates them to run for village head.

As well as the results of the researcher's interview with the candidate for the Village Head in Air Hangat District named ZAH said that:

"Awalnya saya tidak ingin menjadi kepala desa, tetapi karena saya sering bergaul dengan para pemuda merekalah yang mendorong saya untuk mencalonkan diri menjadi kepala desa. Mereka ingin ada calon dari kelompok pemuda yang menjadi kepala desa. Agar aspirasi dan ide mereka dapat tersalurkan, karena selama ini aspirasi dari para pemuda sering tidak didengarkan oleh kepala desa".(interview on August 3, 2021)

(Initially I did not want to be the village head, but because I often hang out with the youths it was they who encouraged me to run for the village head. They want a candidate from the youth group to become the village head. So that their aspirations and ideas can be channeled, because so far the aspirations of the youth are often not listened to by the village head)

The researcher also conducted interviews with the candidate for the Village Head named ZB:

"Saya punya banyak keluarga disini. Banyak keluarga yang mengeluh dengan saya karena tidak dapat bantuan, tidak ikut dalam kegiatan desa. Jadi saya termotivasi menjadi kepala desa karena ingin bisa memberikan rasa adil kepada masyarakat. Saya ini ingin jadi kepala desa yang dekat dengan masyarakat sehingga mudah mendengarkan pendapat masyarakat dan bisa bekerja sama dengan masyarakat".(interview on August 1, 2021)

(I have much family here. Many families complain with me because they cannot get help, do not participate in village activities. So I was motivated to become a village head because I wanted to give a sense of justice to the

community. I want to be a village head who is close to the community, easy to listen to people's opinions and work with the community)

Based on the results of interviews with prospective Village Heads in Air Hangat District, that the Village Head candidates do have the motivation and enthusiasm to advance their village and accommodate the aspirations of the community, because many local people complain or feel they are not being treated fairly by the incumbent Village Head. So the candidate is motivated by the community to advance in the Pilkades in the next period. With the condition of the village and the encouragement from the community, that is the motivation for the candidates for the Village Head to advance in the 2019 election in Air Hangat District.

3) Motivation need for affiliation

The need for affiliation is a basic need to seek and maintain interpersonal relationships. This is also a motivation for candidates to run for Village Head, they want to be close to the community, and establish close relationships with the local community.

The researcher also conducted an interview with Mr. JS who said that:

“Saya mencalonkan diri menjadi kepala desa untuk menjalin keakraban dengan masyarakat, karena masyarakat selama ini merasa tidak dekat dengan kepala desanya dan sulit untuk menjalin keakraban dengan masyarakat baik dengan pemuda, padahal untuk memajukan sebuah desa tersebut kepala desa harus menjalin keakraban dengan masyarakat apalagi dengan pemuda”(interview on August 4, 2021)

(I am running for village head to establish intimacy with the community, because the community has not felt close to the village head and it is challenging to establish intimacy with the community, both with the youth, whereas in order to advance a village the village head must establish intimacy with the community, especially with the youth)

The researcher also conducted an interview with Mr. TC who said that:

“Saya mencalonkan diri menjadi Kepala Desa ini agar dapat menjadi penyalur aspirasi dari masyarakat. Karena selama ini masyarakat merasa tidak dilibatkan dalam pembangunan desa”(interview on August 5, 2021)

(I am running for the head of this village so that I can channel the aspirations of the community. Because so far the community feels that they are not involved in village development)

Reached from the results of interviews conducted by researchers above, it can be concluded that some people who run for village head have the motivation to establish cooperation and intimacy with the community because they see the village head who is not familiar with the community and does not listen to the aspirations of the community.

Capability of Village Head Candidates in Air Hangat District

The great responsibility of being a Village Head must be accompanied by good qualities for prospective Village Heads who will lead the Village administration. For this reason, researchers conducted interviews with prospective village heads who are candidates for head of government at the village level who are expected to provide good quality government to serve the community and carry out village development. The quality of work or government is undoubtedly very much determined by human resources. The better the human resources in the village government, the better the quality of the village government. To measure the quality of candidates for Village Heads, researchers conducted interviews by looking at two size categories that could be used as benchmarks to see the quality of candidates for Village Heads, namely from the level of education and work experience in government.

a. Level of Education

The level of education can affect the performance and work success of a government and company. For this reason, researchers conducted interviews with prospective Village Heads to find out the latest level of education of prospective Village Heads in Air Hangat District. Based on the results of interviews conducted by researchers, it can be seen in the following table:

Table 1
Education Level of Candidate for Village Head

Name	Age	Education
Noverzal	45	SMA
M.Dinar	50	SMA
Marizal	50	SMA
Zori Arsil Hadi	36	S1
Dezi Alfian	43	SMA
Sayuti	47	SMA
Roslan	52	SMA
Jasnadi	42	SMA
Asrianto	53	S1
Epi Ermanto	52	SMA

Syofwan	54	SMA
Zubirman	56	SMA
Kasmir	55	S1
Syamroni	52	SMA
Aan Sapriadi	39	S1
Nafyanto	38	SMA
Aspriadi	43	SMA
Tri Cahyadi	42	S1
Nani Suryani	38	S1
Jon Irizal	41	D3
Nafril Ilyas	43	D3
Oktomius	45	SMA
Vasihan Yama Putra	38	S1
Yasmir	48	SMA
Zahirman	60	SMA

According to the data above, it can be seen that only seven candidates have Bachelor's degree (S1), two candidates have diploma degree (D3). While the other candidates have a senior high school certificate (SMA) of the number who ran for Village Head as many as 26 people and consisted of 8 villages that conducted the Village Head election. The level of education is indeed an essential factor in choosing a leader. The higher the education level of a leader, the more knowledge he has. The task of being a village head is to take care of physical development and build human resources. For that we need people who do have the ability and sufficient knowledge.

b. Work Experience in Government

Work experience in government is significant to measure one's work ability. Having work experience in government is essential for a village head. In order to understand how the structure of government and administration in government. The researcher interviewed prospective village heads in Air Hangat District who took part in the 2019 simultaneous village head elections regarding work experience in government. Based on the results of interviews conducted by researchers, the data obtained are as follows:

Table 2
Work experience of Candidate for Village Head

No	Name	Information	Work Experience in Government	Position
1	NV	Village Head Candidate	None	-
2	MD	Village Head Candidate	None	-

3	MR	Village Head Candidate	Once	Village Head Staf
4	ZAH	Village Head Candidate	None	-
5	DA	Village Head Candidate	Once	Village Head Staf
6	SY	Village Head Candidate	None	-
7	RS	Village Head Candidate	None	-
8	JS	Village Head Candidate	None	-
9	AR	Village Head Candidate	None	-
10	EE	Village Head Candidate	None	-
11	SF	Village Head Candidate	None	-
12	EK	Village Head Candidate	None	-
13	ZB	Village Head Candidate	None	-
14	KS	Village Head Candidate	None	-
15	SM	Village Head Candidate	None	-
16	AS	Village Head Candidate	None	-
17	NF	Village Head Candidate	None	-
18	AI	Village Head Candidate	None	-
19	TC	Village Head Candidate	Once	Village Head Staf
20	NS	Village Head Candidate	None	-
21	JI	Village Head Candidate	None	-
22	NI	Village Head Candidate	None	-
23	OM	Village Head Candidate	None	-
24	VYP	Village Head Candidate	None	-
25	YM	Village Head Candidate	Once	Member of BPD
26	ZH	Village Head Candidate	None	-

In reference to the data above, it is known that only four candidates have work experience in government, namely as village staff and as members of the BPD. Meanwhile, 22 other candidates do not have experience working in government because they are entrepreneurs, farmers and construction workers.

Responses of Local Actorsto Candidates for Village Heads in Air Hangat District

As people who have an essential role in social life in society, community leaders, traditional leaders, and religious leaders have views on the candidate for the Village Head. Therefore, researchers conducted interviews with community leaders, traditional leaders and religious leaders in the Air Hangat district.

1. Community Leader

Based on the results of the researcher's interview with a community leader in the Air Hangat district named LH, he said that:

“Banyak dari calon kepala desa itu hanya ingin berkuasa, karena besarnya dana desa saat ini. Padahal tanggung jawab menjadi kepala desa itu besar, tidak bisa sekehendaknya saja. Ada aturan yang harus di pahami oleh kepala desa dalam menjalankan pemerintahan desa. Agar saat menjadi kepala desa memang benar-benar bisa membawa ke arah yang lebih baik. Untuk itulah dibutuhkan pengalaman dan pengetahuan yang mumpuni bagi calon kepala desa yang akan menjadi kepala desa. Tapi saya melihat calon-calon kepala desa yang ikut pada pemilihan kepala desa tahun 2019 adalah orang-orang yang menurut saya belum memiliki pengalaman dan pengetahuan dalam menjalankan pemerintahan desa”.(interview on August 8, 2021)

(Many of the village head candidates are just for power, because of the large amount of village funds currently. Even though the responsibility of being a village head is big, it cannot be done arbitrarily. The village head must understand some rules in running the village government. So that when he becomes a village head, he can lead to a better direction. For this reason, it takes experience and qualified knowledge for prospective village heads who will become village heads. However, I see that the village head candidates participating in the 2019 village head election are people who, in my opinion, do not have experience and knowledge in running village government)

The same thing was conveyed by a community leader named KR who said that:

“Menurut saya sebaiknya calon-calon kepala desa ini dilakukan seleksi terlebih dahulu. Agar yang menjadi calon kepala desa ini orang-orang yang benar paham mengenai administrasi dan pemerintahan di desa. Karena pada pemilihan kepala desa tahun 2019 saya lihat calon-calon banyak yang asal mencalonkan diri saja, padahal kemampuan dan pengalaman belum ada. Pemilihan kepala desa dijadikan ajang gagah-gagahan, karena merasa memiliki

banyak keluarga lalu mencalonkan diri menjadi kepala desa".(interview on August 8, 2021)

(In my opinion, the candidates for village head should be selected first. So that the candidates for village head are people who understand about administration and government in the village. Because in the 2019 village head election I saw many candidates who just ran for office, even though the ability and experience did not exist. The election of the village head was used as an arena for bravery, because they felt they had many families and then ran for village head)

Founded on the interview results above, it can be concluded that community leaders assess that the candidates for Village Heads who run for Village Heads in the Air Hangat sub-district in 2019 are considered incompetent to become Village Heads. The candidates are considered not to have the ability and experience to carry out being a Village Head. Work experience is a factor for community considerations in choosing a village head. The community wants a village head candidate who has work experience in government.

2. Traditional Figures

The researcher interviewed with Mr. ZK who is a traditional figure saying that:

"Sebagai tokoh adat yang akan berpartisipasi didalam pemilihan kepala desa, saya lebih ingin dan juga mensosialisasikan kepada masyarakat jika ingin memilih kepala desa pilihlah yang mengerti dan punya pengalaman menjadi pemimpin. Yang tau membimbing dan mengarahkan masyarakat dan menjadi contoh tauladan dalam masyarakat". (interview on August 15, 2021)

(As a traditional leader who will participate in the village head election, I prefer and also disseminate information to the community if you want to choose a village head, choose one who understands and has experience as a leader. Those who know guide and direct the community and become an example in society)

The same thing was also expressed by Mr. MRB who is the youth leader in the Air Hangat district who said that:

"Saya selaku tokoh adat di kecamatan Air Hangat. saya ingin desa yang ada di kecamatan Air Hangat ini dipimpin atau dibina oleh para orang yang hebat serta berpengalaman. Saya melihat generasi muda saat ini sudah tidak peduli dengan adat dan budaya. Semua sibuk dengan kehidupan dunia modern. Untuk itulah saya ingin para kepala desa dapat memberikan pembinaan dan pengetahuan mengenai adat kepada para generasi muda saat ini".(interview on August 15, 2021)

(I am a traditional leader in the Air Hangat district. I want this village in the Air Hangat sub-district to be led or fostered by great and experienced people. I see that today's young generation does not care about customs and culture. Everyone is busy with the life of the modern world. For this reason, I want village heads to be able to provide guidance and knowledge about adat to the current young generation)

In accordance with the results of the interviews above, it can be concluded that there is a desire from traditional leaders to maintain traditional and cultural values in the Air Hangat district. For this reason, traditional leaders want village heads who understand and are willing to pay attention to the preservation of customs in the Air Hangat district.

3. Religious Figures

Based on the results of the researcher's interview with a religious figure named WZ said that:

"Saya tidak memaksa masyarakat mau memilih calon yang mana. Inikan demokrasi. Namun saya hanya memberi saran kepada masyarakat sebaiknya pertimbangkan juga calon yang memiliki ilmu agama. Karena disaman modern saat ini, agama sangat dibutuhkan dalam menjaga generasi kita kedepan. Seorang pemimpin akan menjadi contoh bagi masyarakat".(interview on August 12, 2021)

(I am not forcing people to choose which candidate. Initiate democracy. However, I only advise the public should also consider candidates who have religious knowledge. Because in today's modern era, religion is needed in protecting our future generations. A leader will be an example for the community)

The researcher also conducted an interview with Mr. RN, who said that:

"Menjadi kepala desa itu merupakan amanah yang besar. Tugas dan tanggung jawab nya juga besar. Saya lihat para calon kepala desa pada pilkades tahun 2019 sangat bersemangat dalam memperebutkan posisi kepala desa. Semoga benar-benar amanah setelah menjadi kepala desa".(interview on August 12, 2021)

(Being a village head is a big mandate. The duties and responsibilities are also great. I saw that the candidates for village heads election in the 2019 were very enthusiastic in fighting for the position of village head. I hope truly trustworthy after becoming a village head)

On the basis of the interviews above, it can be concluded that religious leaders hope that the prospective village head will adequately carry out programs that have a

good impact on the community, especially programs on religion to provide understanding to the community about religious values, especially for the younger generation. They hope that the candidate for village head will be able to hold this heavy mandate following religious rules and guidelines.

Conclusion

Appertaining to the findings and discussion of the research results that have been described, it can be stated that the Village Head candidates have several motivations, namely intrinsic and extrinsic motivation. Intrinsic motivation is motivation from within the candidate for the village head himself without external encouragement. Extrinsic motivation is motivation that comes from outside the candidate for the village head. The quality of the Village Head candidates in the 2019 Village Head election reached from the research conducted by the researchers, it can be concluded that the Village Head Candidates are not competent to become Village Heads seen from the educational level of the Village Head candidates and the work experience of the Village Head candidates in government. Candidate for Village Head who has a bachelor's educational background and work experience in government. The response of community leaders, traditional leaders and religious leaders to village head candidates based on the study results, it can be concluded that they view that the candidates for village heads in the 2019 elections are people who are not yet mature become leaders. Lack of experience in leadership is in the spotlight for community leaders, traditional leaders and religious leaders.

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