

## The Authority of the Village Head in Appointing Village Apparatus in Pekalongan Regency

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### *Abstract.*

*This study aims to examine and analyze The authority of the village headman in the appoint of the apparatus based on village autonomy. This study is a sociological juridical approach, namely the analysis of the application of legislation with qualitative research methods. The sources and types of data in this study consist of primary data and secondary data. The data were analyzed using autonomy theory, authority theory, and government system theory. The results of this study indicate that The Village Headman has attributive authority to appoint Village Apparatus based on Village autonomy as outlined in Law Number 6 of 2014.*

*Keywords: The Authority of the Headman, Appointment of Village Apparatus, Village Autonomy*

### **1. Introduction**

One of the principles of implementing village autonomy is the implementation of broad, real and responsible autonomy, including the delegation of authority for government affairs. The village government has the authority to regulate government affairs regulated by Law Number 6 of 2014 concerning Villages (hereinafter referred to as the Village Law). The implementation of village governance requires an aspect of good governance, where one of the main characteristics or elements of good governance is accountability or as Henk Addink said:

Governance concerns a state's ability to serve its citizens. It involves the rules, processes, and behaviors whereby interests are articulated, resources are managed, and power is exercised in society. Despite its open and broad character, governance relates to the very basic aspects of the functioning of society and its political and social systems. It is described as a basic measure of a society's stability and performance<sup>1</sup>.

Accountability can be interpreted as a form of responsibility for the implementation of the organization's mission in achieving the goals that have been set through the medium of accountability which is carried out periodically. So, government accountability is needed to support the implementation of village autonomy so that it can run well. Therefore, to meet the demands of democracy, the Village Law opens the widest possible opportunity for the village government to be assisted by village officials as elements of village governance as stated in Article 25 of the Village Law. Village elements as autonomous regions are given special authority to regulate and manage their own households, including the appointment of village officials.

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<sup>1</sup>Addink, Henk, 2019, Good Governance: Concept and Context, Oxford University Press, Oxford, p. 3

The implementation of the authority of the Village Head in appointing Village Apparatus has not been fully running well, as mandated by the Village Law<sup>2</sup>. Based on BPS data from Pekalongan Regency, there are 272 villages and 13 sub-districts from 19 sub-districts in Pekalongan Regency<sup>3</sup> Most of them face similar problems related to the authority of the Village Head in appointing and dismissing Village Apparatus.

The authority of the Village Head has not been fully implemented due to the emergence of bias in the meaning of the different terms about 'village' or the lack of uniform use of the term 'village' at the government bureaucracy level. For example, the Ministry of Health has an "alert village", the Ministry of Forestry has a "village forest", the Ministry of Maritime Affairs and Fisheries plays in a "coastal village" or "fishing village", the Ministry of Energy and Mineral Resources has an "energy independent village", the Ministry of Agriculture has a "food independent village". , the Ministry of Tourism has a "tourist village" toy. However, the village concept owned by several Ministries is different from the village concept owned by KDN. They refer to villages in the sense of institutions and communities as beneficiaries of their programs, not as legal community units or government organizations<sup>4</sup>.

The view that is not uniform on the use of the term village does not only occur at the Ministry level as mentioned above, but also occurs in the Regions such as Pekalongan Regency. The conflict of interest between the region and the village in terms of the authority to regulate themselves (autonomy) is still a long debate.

...autonomy is also made available in situations where a self-determination conflict has not yet fully developed. While self-determination conflicts are characterized by a claim to a unilateral change in status, in other instances, ethnic groups may merely be seeking a greater expression of their identity within the state. This can take the form of a claim to enhanced regional or local self-governance<sup>5</sup>.

Cultural differences and values stemming from ethnic diversity and various political cultures remain the main source of conflict<sup>6</sup>. Indonesia with its diverse ethnicities, cultures, languages and religions/beliefs on the one hand is a wealth and character of the nation, but on the other hand it is often a challenge for village governments to adapt their own ethnic identity to the national identity, especially if the state is trying to maintain political authority. strong above differences and subnational interests (region-pen).

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<sup>2</sup>Nanang Zulkarnaen, Maemunah, "The Authority of the Village Head in Appointing and Dismissing Village Apparatuses in Review of Law Number 6 of 2014 concerning Villages", *Civics of Pancasila & Citizenship Education*, Vol. 6 No. March 1 2018, p. 27

<sup>3</sup>BPS, 2021, Pekalongan Regency in Figures, BPS, Pekalongan, p. 19

<sup>4</sup>Sutoro Eko, 2015, *New Regulations, New Villages: Ideas, Missions, and Spirit of the Village Law*, Ministry of Villages, Development of Disadvantaged Regions, and Transmigration of the Republic of Indonesia, Jakarta, p. 24

<sup>5</sup>Weller, Marc & Stefan Wolff, (Eds.), 2005, *Autonomy, Self-Governance and Conflict Resolution Innovative Approaches to Institutional Design in Divided Societies*, Routledge, London, p. 3

<sup>6</sup>Yu, Mengyan (Yolanda) . 2017, *Instrumental Autonomy, Political Socialization, and Citizenship Identity: A Case Study of Korean Minority Citizenship Identity, Bilingual Education and Modern Media Life in the Post-Communism Transitioning China*, Springer Nature Singapore Pte Ltd, Singapore, p. 9

The appointment and dismissal of village officials as assistants to the Village Head in carrying out their duties and authorities as Village Government officials is regulated in Permendagri Number 67 of 2017 concerning Amendments to Regulation of the Minister of Home Affairs Number 83 of 2015 concerning the Appointment and Dismissal of Village Apparatus. That what is meant by the Village Apparatus is the element of staff who assists the Village Head in the formulation of policies and coordination that is accommodated in the Village Secretariat, and elements that support the duties of the Village Head in implementing policies that are accommodated in the form of technical implementers and regional elements.<sup>7</sup>

Article 2 paragraph (1) regulates the authority to appoint Village Apparatus by the Village Head, and paragraph (2) contains general and specific requirements as follows.

- (1) Village officials are appointed by the Village Head from Village residents who have met general and special requirements.
- (2) The general requirements as referred to in paragraph (1) are as follows:
  - a. have a minimum education of general high school or its equivalent;
  - b. aged 20 (twenty) years to 42 (forty two) years;
  - c. deleted;
  - d. meet administrative requirements.
- (3) The special requirements as referred to in paragraph (1) are special requirements by taking into account the rights of origin and socio-cultural values of the local community and other requirements.
- (4) The special requirements as referred to in paragraph (3) are stipulated in regional regulations.

Based on the Minister of Home Affairs Regulation, Pekalongan Regency compiled Pekalongan Regency Regional Regulation Number 20 of 2017 concerning Appointment and Dismissal of Village Apparatus which is technically regulated in Pekalongan Regent Regulation Number 22 of 2018 concerning Implementation Regulations of Pekalongan Regency Regional Regulation Number 20 of 2017 concerning Appointment and Dismissal of Village Apparatus. Article 1 specifically mentions the general terms used in the Appointment and Dismissal of Village Apparatus, as follows.

#### Article 1

- (11) The Village Apparatus Selection Committee, hereinafter referred to as Pansel, is a Pansel formed by the Village Head whose membership consists of community leaders and Village Apparatuses in charge of carrying out activities related to the implementation of nomination, screening and appointment of Village Apparatus.
- (12) Appointment is the process of filling out the Village Apparatus which is carried out through the stages of researching administrative requirements and **“implementing screening tests and/or special exams”** (underlined in bold by the researcher).

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<sup>7</sup>Minister of Home Affairs Regulation Number 67 of 2017 concerning Amendments to Regulation of the Minister of Home Affairs Number 83 of 2015 concerning the Appointment and Dismissal of Village Apparatus, Article 1

(18) Screening is an activity carried out by the Village Apparatus Selection Committee including research on administrative requirements, determination of Village Apparatus Candidates and exam results<sup>8</sup>

The provisions for the implementation of the appointment of village officials as regulated in the Regional Regulation Number 20 of 2017 and the Regent's Regulation Number 22 of 2018, are inconsistent with the existing laws and regulations such as the Village Law and Permendagri Number 67 of 2017 regarding the mechanism for the appointment of Village apparatus. In particular, Article 1 paragraph 12 of PERBUP 22 of 2018 states that "Appointment is the process of filling out the Village Apparatus which is carried out through the stages of researching administrative requirements and "implementing screening exams and/or special exams". Furthermore, in Article 6 letter f it is emphasized that the screening exam and/or special exams are the duty of the Selection Committee.

It is not explained how the procedure (mechanism) for the implementation of the village apparatus appointment test is referred to. Who prepares the test/exam questions? where is it implemented? How about the package security system? Is the material being tested in accordance with the needs of the village? What is the village apparatus exam conducted for? Is the village apparatus exam or test in accordance with the mandate of the Village Law and Minister of Home Affairs Regulation Number 67 of 2017?

The Regional Regulations and Regulations of the Regent of Pekalongan Regency as mentioned above, are still a big question mark when examined from the theory of the legal system and government. This is because the legal logic used does not make sense at all, how can an autonomous region (district/city) whose autonomy is based on a grant from the central government has the authority to regulate an autonomous region (village) that has original autonomy (not a government grant)?

These questions arise, because in fact, the screening test and/or special examinations for the Village Apparatus are carried out by the Region (in this case the Pekalongan Regency Government) in collaboration with universities without involving the Village in the preparation of test materials or in determining which colleges or institutions will be selected. serve as the organizer/location of the examination. How then, so many cases of cheating occurred in the village apparatus appointment test process, as happened in Blora Regency, test participants (prospective village officials) admitted that their scores were played.

"My grades are frozen, they can't go up. Cook 30 and it doesn't go up. The problem is the experience of CPNS, my friend experienced it, pay later the operator has manipulated the value. So that value was set before the test."<sup>9</sup>

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<sup>8</sup>Pekalongan Regency Regional Regulation (PERDA) Number 20 of 2017 concerning Appointment and Dismissal of Village Apparatus which is technically regulated in Pekalongan Regent Regulation Number 22 of 2018 concerning Implementing Regulations of Pekalongan Regency Regional Regulation Number 20 of 2017 concerning Appointment and Dismissal of Village Apparatus.

<sup>9</sup>Jateng.inews.id, "Perades CAT Test in Blora Suspected of Value Manipulation, Participants Urge Forensic Audit" accessed from <https://jateng.inews.id/berita/tes-cat-perades-di-blora-diduga-ada-manipulating-participant-value-pushing-forensics-audit>

Likewise with the cheating that occurred in Karanganyar Regency, Central Java, one of the test participants admitted that there was fraud in the selection of village officials during the test exam.

“I participated in the selection for the recruitment of the head of the government section. I took the exam and got the highest final score on the test. But why are participants with scores far below me being chosen?”<sup>10</sup>

Claims of cheating on village apparatus exams in Kediri Regency, East Java, resulted in the Regent taking action to stop the village apparatus test process and repeat all stages of appointing village officials<sup>11</sup>. Based on the description above, it is deemed necessary to conduct an in-depth and comprehensive study of the authority of the Village Head to appoint Village Apparatus within the framework of Village autonomy in Pekalongan Regency. Based on the description above, the problems analyzed in this study are: What is the authority of the Village Head in appointing Village Apparatus based on Village autonomy?

## 2. Method

The approach used in this research is a sociological juridical approach (Sociological Research) which emphasizes the practice in the field relating to the legal aspects or applicable legislation regarding the object of research discussed and seeing the applicable legal norms, then connected with reality. and facts contained in people's lives and discuss how the law operates in society<sup>12</sup>, or often also termed as normative-empirical research (applied law research), namely: Normative-empirical legal research, which can also be called applied-normative legal research (applied law research), is a legal research that examines the implementation or implementation of positive legal provisions (laws) and factual contracts in every particular legal event that occurs in society. in order to achieve the stated goals<sup>13</sup>In this case, it is the authority of the Village Head to appoint Village Apparatus.

## 3. Results and Discussion

The authority of the Village Head in Pekalongan Regency has not been realized and implemented properly, due to: 1) internal factors including human, physical, economic and social resources in the system as well, 2) external factors, namely

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<sup>10</sup>Wonogiri.minded-rakyat.com. December 18, 2021, “Circulation of Allegations of Fraud of Village Apparatus Tests in Karanganyar, Son-in-law of Village Head Lost Grades Passed”, accessed from <https://wonogiri.tangan-rakyat.com/lokal/pr-2233263357/beredar-surat-dugaan-kecurangan-test-device-village-in-karanganyar-daughters-in-law-kades-losing-grades-passed>

<sup>11</sup>Kompas.com, Wednesday, December 22, 2021, "Village Apparatus Selection Allegedly Fraud, Kediri Regency Residents Demonstration", accessed from <https://www.kompas.tv/article/244387/seleksi-elektron-desa-diduga-Full-kecurangan-warga-kabupaten-kediri-unjuk-rasa>.

<sup>12</sup>Amiruddin and Zaenal Asikin, 2003, Introduction to Legal Research Methods, Raja Grafindo Persada, Jakarta, p. 21.

<sup>13</sup>Muhaimin, 2020, Legal Research Methods, Mataram University Press, Mataram, p. 29

bureaucratic regulations at the supra-village, namely the strong village regulation by bureaucrats. at the supra-village, either in the form of non-participatory regional regulations or through a very detailed Regent's Regulation so that village uniformity is no longer national but at the district level.

Based on the results of research in Tegalontar and Waru Kidul villages, it shows that most of the authority of the village head in village autonomy has not been running properly, because the village is not prepared to carry out self-government and self-regulation (self-regulation or self-constitution). , Village Heads at the two research sites revealed that

“There have been no training activities or the like regarding the preparation of Village Regulations (PERDES) and Village Head Regulations (PERKADES), except for the PERDES on APBDes. In addition, we only follow instructions or directions from the District or Regent.<sup>14</sup>

The current institutional and social conditions indicate that many villages have difficulty in being able to properly carry out the authority over several affairs given by the supra-village authorities. The regulation of village authority by the Pekalongan Regent Number 5 of 2018 concerning the List of Village Authorities Based on Origin Rights and Village-Scale Local Authorities in Pekalongan Regency was not accompanied by the preparation of various institutional facilities, low capacity of human resources, weak leadership capacity, and limited infrastructure. Therefore, the political desire for the village to be able to run its governance system independently simply cannot be realized as mandated by the Village Law, if there is no effort to adequately prepare village preconditions.

Refers to the definition of village authority described in the law. No. 6 of 2014 Article 18 that village authority is the authority to administer village government, implement village development, village community development, and village community empowerment based on community initiatives, origin rights and village customs.

The recognition of this authority, if it is related to the authority possessed by the regional government, then the position of village autonomy is politically equal, where the principles of decentralization, deconcentration, delegation and co-administration are also implemented in the village. Politically and village budgets, when viewed from the 4 forms and or types of authority, the village is very autonomous, strategic and equal to the position of the Regional Government when dealing with the Central Government.

The authority of the Village Head based on village autonomy is so strategic in the development of a just village community, of course its implementation must be based on statutory regulations or written law, because the Unitary State of the Republic of Indonesia is a state of law. In accordance with Article 1 paragraph (3) of the 1945 Constitution of the Republic of Indonesia. This means that all policies and structural logic of institutions in Indonesia must be based on the constitution or the Constitution of the Republic of Indonesia.

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<sup>14</sup>Interview with the Village Heads of Waru Kidul and Tegalontar, Tuesday 12 July 2022, at 10.25 WIB at the Waru Kidul Village Head's Residence.



The results of the analysis in terms of the organization and understanding of democracy adopted, then in addition to centralization and deconcentration, the principle of decentralization is also held. Decentralization, leading to the formation and implementation of policies spread across various levels of sub-national government. This principle serves to create a diversity of governance in each region and village, in accordance with the conditions and potential of the community. This means that decentralization functions to accommodate the diversity of the community, so that structural and political variations are realized that channel the aspirations of the local community.

Decentralization in state organizations does not mean the abandonment of the principle of centralization, because the principle is not dichotomous, but rather a continuum. In principle, it is impossible to carry out decentralization without centralization, because decentralization without centralization will result in disintegration. Therefore, regional autonomy, which essentially contains freedom and freedom of initiative, requires the guidance and supervision of the Government, so that it does not become sovereignty. Likewise with village autonomy which is part of the regional territory.

The authority of the Village Head to appoint Village Apparatus in Pekalongan Regency based on the regulations used, namely PERDA Pekalongan Regency Number 20 of 2017 and PERBUP of Pekalongan Number 22 of 2018 is to form a Selection Committee and determine/appoint candidates for Village Apparatus with a Village Head Decree based on the recommendation of the Camat (as extension of the regional government\_Regent).

The descriptions of the Village Heads at the two research locations (Tegalontar Village and Waru Kidul Village) indicate that the Village Head does not have any authority in the process of screening and screening Village Apparatus candidates, because all stages of the recruitment activities for Village Apparatus candidates are regulated in very detail and are very technical in nature by the Village Apparatus. Local Government (PERBUP Pekalongan Number 22 of 2018).

"The procedure for the appointment of village officials is not yet fully under the authority of the village, there is still interference from the top, for example the sub-district (Camat). The village head is not involved at all in determining the material to be tested, for example about the potential of the village and the needs of the village community. The village also doesn't want to be complicated, so just follow directions from above."<sup>15</sup>

The authority of the Village Head in the village that was used as the research location (Tegalontar village and Waru Kidul village) has not led to the spirit mandated in the Village Law, this is due to misinterpretation of the applicable laws and regulations, both by the Village Government, Supradesa, and Local Government. On the one hand, the Village Law gives full authority to the Village Head in appointing and dismissing

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<sup>15</sup>The results of interviews with the Head of Tegalontar Village, Sragi Subdistrict and Waru Kidul Village, Wiradesa Subdistrict on July 12, 2022 at 10.23 at the Village Head's House.

Village Apparatus<sup>16</sup> However, on the other hand, this authority is limited by requiring the Village Head to consult with the Camat on behalf of the Regent/Mayor before appointing the Village Apparatus.<sup>17</sup>

The provisions of the Village Law do not explain what is meant by the word "consulted", linguistically or linguistically the word "consulted" is not found in the Big Indonesian Dictionary (not standard language). Several things emerged from the use of the term "consulted", namely: first, what were the things that were consulted? If the word "consulted" refers to people with expertise (Village Officers), then the provisions of Article 49 paragraph (2) of the Village Law contradict the previous articles and the principle of village autonomy. Second, if you use the basic word, namely "consultation", according to the Big Indonesian Dictionary, the word consultation is defined as "consultation".exchange of ideas to get the best conclusions (advice, suggestions, etc.) Then exemplified in the case of doctors (experts / actors) with patients (operants), namely "medical negotiations between providers and recipients of health services aimed at finding the cause of the disease and determining how to treat it."<sup>18</sup> This means that the position of the Village Head in Article 49 paragraph (2) is as a subordinate (operan) who does not have the expertise and independence in determining actions, while the Camat on behalf of the Regent/Mayor is an actor or superior who has the position and/or expertise in directing the action. subordinates (Village Head). Unless there is another meaning or purpose of the jargon "consulted", the problem is that the word "consulted" has never been in the Big Indonesian Dictionary and violates standardized grammar rules. Then how is it possible that something that contains defects (material defects) can be used as a guideline or state regulation? This has a fatal impact on the preparation of the regulations under it, as has happened in almost all districts/cities which regulate in great detail the appointment and dismissal of village officials.

*Third*, the existence of dualism in village regulation at the ministry level, the village ministry regulates the position of the village as community government, a hybrid between self-governing community and local self-government, but the Ministry of Home Affairs still views the village as a government organization within the district/city government system (local state government) that places the village as an administrative unit or pseudo-government that is an extension of the state . This is exactly the same as the point of view of Law no. 5 of 1979 against the village. The village is not seen as a whole as a legal community unit, but the village as the lowest government administrative unit under the Camat.

*Fourth*, As an administrative area, the village has the authority to administer village government administration and manage village finances. This of course has implications for the ability of the village government as the executor of autonomous authority and potential financial sources that must be found<sup>19</sup>. The administration of government requires human resources that are quite anticipatory and initiative. The village

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<sup>16</sup>Law Number 6 of 2014 concerning Villages, Article 26 paragraph (2)

<sup>17</sup>Ibid. Article 49 paragraph (2)

<sup>18</sup><https://kbbi.web.id/consultation>

<sup>19</sup>Great DianWicaksono, "Transformation of the Distribution of Government Affairs from the Central Government to Regional Governments". Padjadjaran Journal of Law, 2015, 2(3), 463-482.



government must be anticipatory to all problems, both existing and potentially burdensome to the village. These problems arise as a result of the inability of village officials to identify problems faced in connection with government initiatives.

The logical consequence of these contradictions is that the Village Government does not work as mandated in the 1945 Constitution Article 18B paragraph (2),

"The state recognizes and respects customary law community units and their traditional rights as long as they are still alive and in accordance with the development of society and the principles of the Unitary State of the Republic of Indonesia, which are regulated by law."

The impact is very fatal for the Village, where the results of previous research studies that also support the findings of this study show that the climate of the Village Government with all its authorities is not working as it should. As research conducted by Muhammad April, Muammar Alkadafi and Rodi Wahyudi<sup>20</sup>, shows that 1) village management in Rimbo Panjang Village has not led to the spirit of independence; 2) Village leadership as the front line, still working as it is (taken for granted); 3) The village development program is carried out with the target of running out of funds at the end of the year and making the new year's RKPDes and waiting for the transfer of funds to be allocated again without any effort to make fundamental innovations (changes) that lead to the creation of services for the needs of the local community, and to build village economic movements according to the potential that exists. owned 4) Lack of space for community participation in village development planning and implementation, 5) low transparency and accountability in governance and village development,

This study is also in accordance with the findings of research conducted by Gayuh Dwi Hermawan<sup>21</sup> which concludes that the village head has attribution authority which is directly granted by the law regarding filling out village apparatus. However, in article 6 paragraph 1 letter i and article 7 of the Bojonegoro Regency Regulation No. 1 of 2017 concerning Village Apparatus there is a discrepancy between regional regulations and higher laws and regulations, because in the regional regulation there is authority from the Regency Government who participates in recruitment. Village apparatus which should have full authority is owned by the Village Government. Then the village head must consult with the sub-district head before appointing and dismissing village officials, the sub-district head makes recommendations, and these recommendations are used as the basis for the village head to appoint and dismiss village officials.

Gayuh's research is more focused on regional intervention in regulating the authority to appoint Village Apparatus, as also happened in Pekalongan Regency. However, Gayuh's research has not analyzed and revealed the fact why the Regions make regulations in such a way that they can be considered inconsistent with the mandate of village autonomy? In contrast to this research, it is much deeper in

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<sup>20</sup>Muhammad April, Muammar Alkadafi and Rodi Wahyudi, Problems of Transforming the Implementation of New Village Autonomy in the Spirit of the Village Law (Case Study of Rimbo Panjang Village, Riau Province), *El-Riyasah Journal*, Volume 12 Number 1 of 2021, p. 77-78

<sup>21</sup>Gayuh Dwi Hermawan, "Juridical Analysis of the Authority of the Village Head in the Appointment and Dismissal of Village Apparatuses Based on Law Number 6 of 2014 concerning Villages", accessed from <http://repository.unmuhjember.ac.id/5997/>, on June 5, 2022.

examining the causes, origins, the basis for answering the questions of why and how? Based on the constitutional law system, lower level regulations may not conflict with the laws and regulations above them in accordance with the principle of "lex superior derogate legi inferiori". This is regulated in the regulations for the formation of legislation<sup>22</sup>. Article 9 paragraphs (1) and (2):

- (1) In the event that a law is alleged to be in conflict with the 1945 Constitution of the Republic of Indonesia, the examination is carried out by the Constitutional Court.
- (2) In the event that a statutory regulation under a law is alleged to be in conflict with the law, the review is carried out by the Supreme Court.

The findings of this study assess that the Pekalongan Regency Regional Regulation Number 20 of 2017 and the Pekalongan Regent's Regulation (PERBUP) Number 22 of 2018 concerning the Appointment and Dismissal of Village Apparatuses have followed the existing statutory regulations above which were used as considerations in the preparation of the PERDA and PERBUP. , namely the Village Law. As discussed earlier, that misinterpretation and material defects in the Village Law have caused the regulations under it to also experience the same thing.

#### 4. Conclusion

The Village Head has attributive authority to appoint Village Apparatus based on Village autonomy as outlined in Law Number 6 of 2014, but in implementing regulations such as Government Regulation Number 43 of 2014 concerning Implementing Regulations of Law Number 6 of 2014 concerning Villages, it has not given full authority to the Village Head to appoint Village Apparatus, because in PP 43 of 2014 it only states "other conditions specified in the Regency/City regional regulations", as well as PERMENDAGRI No. 83 of 2015 which was amended by PERMENDAGRI No. 67 of 2015. Meanwhile, the Regional Regulation (PERDA) No. 20 of 2017 and the Regent's Regulation (PERBUP) of Pekalongan No. 22 of 2018 does not accommodate the authority of the Village Head in appointing Village Apparatus based on Village autonomy.

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<sup>22</sup>Law Number 13 of 2022 concerning the Second Amendment to Law Number 12 of 2011 concerning the Establishment of Legislation.

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