

Analysis of the Effectiveness of Employee Performance of the Village-Owned Enterprise Mitra Bersama in Parilangke Village, Bumiraya District, Morowali Regency

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Article Info

Article history:

Received 11 May, 2026

Revised 04 Jul, 2026

Accepted 21 Jul, 2026

Keywords:

Performance Effectiveness,
Employees, BUMDes, Human
Resource Management

ABSTRACT

This study aims to analyze the effectiveness of employee performance at the Mitra Bersama Village-Owned Enterprise (BUMDes) in Parilangke Village, Bumiraya District, Morowali Regency. The method used is a descriptive qualitative approach. The results of the study indicate that the effectiveness of employee performance at the Mitra Bersama BUMDes is not optimal. This is indicated by low work discipline, limited employee competency, an unclear incentive system, and business management that has not been running optimally. Factors that influence performance effectiveness include internal factors such as employee motivation and ability, as well as external factors such as leadership, work facilities, and village government support. This study concludes that efforts are needed to improve the quality of human resources through training, improving management systems, increasing work discipline, and providing clear motivation and incentives to improve employee performance effectiveness and the success of BUMDes management.

INTRODUCTION

Village development aims to improve community welfare through the management of local potential, one of which is through Village-Owned Enterprises (BUMDes) as a driver of the village economy. The success of BUMDes is largely determined by the effectiveness of the performance of its employees, because human resources are the main factor in running operations and achieving organizational goals.

However, in BUMDes Mitra Bersama in Parilangke Village, various problems are still found that show that employee performance is not optimal. This is characterized by low work discipline, limited competence, lack of training, and an unclear incentive system that affects work motivation. In addition, business management that has not been maximized can be seen from fluctuating income.

These problems show the importance of analyzing the effectiveness of employee performance, in order to find out the real conditions in the field and the factors that affect them. The results of this analysis are expected to be the basis for efforts to improve employee performance and manage BUMDes more optimally.

RESEARCH METHODS

This study uses a descriptive qualitative approach, which aims to understand in depth the phenomenon of employee performance effectiveness in BUMDes Mitra Bersama in Parilangke Village. This approach was chosen because it is able to describe real conditions in the field and interpret the meaning of the behavior, perception, and experience of informants related to employee performance.

The research was carried out at BUMDes Mitra Bersama, Parilangke Village, Bumiraya District, Morowali Regency, within a period of approximately two months. The informants in this study were determined purposively (based on research needs), consisting of village heads, BUMDes chairs, treasurers, supervisors, managers, and community users of BUMDes services.

The types of data used include primary data and secondary data. Primary data was obtained directly through observation and interviews with informants, while secondary data was obtained from documents such as activity reports, organizational structures, and BUMDes archives.

RESULTS

Work Discipline

The results of the study show that employee work discipline is in the category of sufficient but not optimal.

There are still delays, irregularities in working hours, and lack of compliance with the rules.

However, the work responsibility aspect has gone quite well.

Work discipline has been proven to have a direct effect on employee performance, especially in punctuality and service quality.

Communication Between Employees

Communication in BUMDes organizations is quite good and effective.

Open communication is established between leaders and employees.

Coordination is carried out directly or through media such as WhatsApp.

Good communication helps smooth work, decision-making, and problem-solving.

Facility and Technology Support

The facilities and technology available are considered quite adequate, including:

Office, work equipment, computers, and internet access.

The financial recording system already uses computer assistance (Microsoft Excel).

However, there is still a need to improve the quality and modernization of facilities to make performance more optimal.

Supervision and Leadership Role

Supervision and leadership in BUMDes are running quite well.

Supervision is carried out directly by the chairman and supervisor through work monitoring and reports.

Leaders actively provide direction, division of tasks, and solutions to work obstacles.

The role of leaders contributes to maintaining work effectiveness and order.

Government and Community Support

The support from the government and the community is relatively strong and positive.

Village Government:

Providing capital participation, training, coaching, and supervision.

Establish policies to support employee performance.

Community:

Supporting through the use of BUMDes services.

Participate in activities as well as provide suggestions and input.

Consider BUMDes to play an important role in improving the village economy.

DISCUSSION

The results of the research discussion show that the work discipline of BUMDes Mitra Bersama Parilangke Village employees has not been fully running optimally. This can be seen from the fact that there are still employees who arrive late, are not consistent in obeying work rules, and have not made the most of their working time. Nonetheless, most employees have shown responsibility in completing the assigned tasks. This condition indicates that work discipline is in the category of adequate, but still needs improvement so that employee performance can be more effective and efficient. Work discipline that is not optimal has the potential to affect the quality of service and punctuality in completing work.

On the other hand, communication between employees at BUMDes Parilangke shows quite good and effective conditions. Communication between leaders and employees takes place openly, both through direct communication and by utilizing media such as phones and WhatsApp applications. This open and two-way communication pattern helps employees understand their respective duties and responsibilities, as well as facilitates coordination in the implementation of work. In addition, good communication is also able to reduce misunderstandings and speed up problem resolution, so it is one of the main supporting factors in improving organizational performance.

Furthermore, the support of facilities and technology at BUMDes Mitra Bersama is considered adequate in supporting the implementation of employee work. The availability of facilities such as offices, work equipment, computers, and internet access has helped the smooth operation of the organization. In addition, the use of technology in financial recording and reporting, such as Microsoft Excel applications, also increases efficiency and accuracy in data management. However, there are still limitations in several facilities that need improvement, especially in terms of modernization and optimization of the use of technology, so that employee performance can be maximized.

Supervision and the role of leaders in BUMDes Parilangke also showed quite good results. The leadership actively supervises the work activities of employees, both through direct monitoring and examination of activity and financial reports. In addition, leaders also play a role in providing direction, division of tasks, and solutions to problems faced by employees. The active role of leaders as directors, supervisors, and motivators is able to create a conducive work atmosphere and increase employee responsibility in carrying out their duties. Thus, supervision and leadership are important factors in maintaining the effectiveness of organizational performance.

Furthermore, the support of the government and the community for BUMDes Parilangke is relatively strong and makes a positive contribution to the sustainability of the organization. The village government has provided support through capital participation, training, coaching, as well as the establishment of policies and supervision that support employee performance. Meanwhile, the community actively participates by utilizing BUMDes services, participating in the activities held, and providing constructive suggestions and inputs. This support shows that there is synergy between the government, managers, and the community in developing BUMDes, so that it can increase the role of BUMDes in encouraging the village economy.

Overall, the results of the discussion showed that the performance of BUMDes Mitra Bersama employees was in the category of quite good, supported by effective communication, active leadership roles, and support from the government and the community. However, there are still several aspects that need to be improved, especially employee work discipline and the development of facilities and technology. Improvements in these aspects are expected to improve organizational performance more optimally and sustainably.

CONCLUSION

Research shows that the effectiveness of the performance of BUMDes Mitra Bersama Desa Parilangke Village employees is in the category of quite good, but not completely optimal. This can be seen from five main indicators:

Work discipline still needs to be improved, especially related to attendance, punctuality, and compliance with rules.

Communication between employees has been running well, open, and supporting work coordination.

The facilities and technology are quite adequate, but they still need to be added to support more optimal performance.

Supervision and leadership roles run effectively with a coaching approach and direct direction.

The support of the government and the community is good and contributes positively to the sustainability of BUMDes.

Overall, employee performance has been quite effective, but it still needs improvement, especially in terms of discipline and completeness of facilities.

ADVICE

It is necessary to improve work discipline, responsibility, and maximize the use of technology and facilities to increase work effectiveness.

It is expected to continue to support BUMDes by utilizing services and actively participating in village business activities and development.

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