

BUREAUCRATIC MERITOCRACY AS AN EFFORT TO EQUALIZE INCOME IN LEBO VILLAGE SIDOARJO REGENCY

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Abstract

Meritocracy is one of the global themes that is still being discussed today and is one of the important points in the development of a region. The focus of this research is the rural meritocracy discourse that makes the sustainability of the Lebo Kabuapten Sidoarjo Village apparatus run not optimally. Meritocracy research always uses qualitative methods, because only in qualitative research can the validity of each informant be the basis for a good analysis. This study used the determination of informants by snowball sampling where several informants allowed to be added to obtain the saturation and validity of the research data. The conclusion of this study Is the implementation of income equality in Lebo Village can be realized through regional development programs in the area. This is the output of a system formed in the village apparatus. Meritocracy is very important to fill certain positions that require certain educational qualifications for example, this will improve the performance of the village apparatus. Lebo Village, Sidoarjo Regency, limits meritocracy to the village apparatus order, so that the decentralization policy can be realized in accordance with the mandate of the Law.

Keywords: *Bureaucracy; Climate Change; Green Economy*

1. INTRODUCTION

Meritocracy is one of the global themes that is still being discussed today. One of the underlying ones is that because there is a predominance of the ruling class that governs elections at a certain level, this study takes the rural locus because researchers analyze that often at the level of rural bureaucracies meritocracies are created not in a complex way. This affects the distribution of production tools which is correlated with the distribution of income. Research (Harney, 2020) shows a surprising phenomenon in Singapore, namely that meritocracy gives rise to mastery of production tools.

The book "The Tyranny of Merit" by (Sandel, 2020) responds critically to global democracy which refers to the strengthening of the wave of right populism. A supporter of the statement is that Trump was elected 70 million or 48% of United States voters. Biden's victory cannot be interpreted as the democratic victory of the United States in the face of right-wing populism. Right-wing populism is a political ideology that disagrees with the current existence of conservatism and combines ethnocentrism, and anti-elitism. Merit systems will always have implications for the conflicting political views espoused by public policymakers.

The book "What is Populism?" by (Müller, 2016) the core value of populist leaders is a strong rejection of the existence of pluralism in society. The leader will claim that it is he who becomes the only person who is able to represent the aspirations of society at large. One example of the application of a populist leadership style is Trump claiming that the mass media contrary to his statements as fake news and is considered "the enemy of the American people". Then populism

does not directly correlate with the final result of the decision, but the style of populism is more widely opposed because it is considered an unusual view. No one can guarantee for sure whether populism can work better than the political views of the opposite side.

Meritocracy is closely related to public policymakers, in this case the authority is the Village Head. Furthermore, the power given to village heads in East Java is often not optimal and does not consistently apply the principle of meritocracy. This will affect the equal distribution of income that occurs, so that the optimization of development does not go well. This study seeks to provide alternative thoughts on the causes of weak income equality in the village. The main focus of this research is the rural meritocracy in Lebo Village, Sidoarjo Regency. Furthermore, the number of Village Heads in East Java will be presented in Table 1 as follows:

Table 1. Climate Change Risk

No	Regional Villages	Number of Villages
1	Kabupaten Sampang	8
2	Kabupaten Bondowoso	11
3	Kabupaten Bangkalan	12
4	Kota Batu	12
5	Kabupaten Madiun	15
6	Kabupaten Probolinggo	15
7	Kabupaten Situbondo	22
8	Kabupaten Pamekasan	22
9	Kabupaten Pasuruan	28
10	Kabupaten Jember	28
11	Kabupaten Banyuwangi	29
12	Kabupaten Lumajang	33
13	Kabupaten Nganjuk	41
14	Kabupaten Pacitan	41
15	Kabupaten Tuban	45
16	Kabupaten Sumenep	47
17	Kabupaten Malang	52
18	Kabupaten Mojokerto	52
19	Kabupaten Trenggalek	56

Based on Table 1, it can be explained that the total village heads in East Java are 1,919 people. This indicates that the application of meritocracy has implications for income equality, if the policies implemented by the Village Head are not in line with the principle of meritocracy, millions of villagers in Lebo Village, Sidoarjo Regency feel the impact. This research seeks to contribute to the development of rural meritocracy in Lebo Village, Sidoarjo Regency. Furthermore, meritocracy is not only an applied policy of the Village Head, but must trace to the legality of legislation that underlies the principles of meritocracy.

Another problem about meritocracy is as stated by (Zhang et al., 2019) namely the democratic dilemma that underlies village government even though elected village cadres have the potential to be controlled or not controlled. Another opinion that meritocracy is one of the broader implications of gradual institutional change and political meritocracy. Referring to China would be very easy in applying meritocracy, because China's ideology is the single doctrine of

Communism so it is centralistic in nature. However, it is different from the context in Indonesia which upholds democracy. The problem of democratic dilemmas is crucial in democracies.

The state of the art of this study is in the discussion of the countryside with the researcher's initial guess that the countryside is often not widely exposed to the media so that many deviations occur. It is different from the context of some previous studies that took the scope of countries and cities in various regions. Meritocracy in rural areas is important because of the large number of villages in Lebo Village, Sidoarjo Regency. Of course, the implications of the meritocracy problem will determine the equal distribution of income in Lebo Village, Sidoarjo Regency, which is due to the village head's decision to appoint his subordinates to a certain position. Meritocracy is an ideology of social justice based on the idea of equal opportunity for each individual to achieve a certain position. Social justice is the main key in meritocracy to compete on the basis of merit, not because of heritage or wealth.

The urgency of this study is to analyze the equal distribution of village income in Lebo Village, Sidoarjo Regency. This is characterized by the emergence of policies implemented at the village level carried out by various village officials. Meritocracy is not about individuals per individual but the overall village apparatus system that plays an important role in the equal distribution of opinions in Lebo Village, Sidoarjo Regency. In addition, this research contributes to alternative thinking about how income concentration contributions can be better implemented.

Literature Review

Previous research also serves as a theoretical foundation that can be used to analyze predetermined themes. More details about the previous research cited in this study will be presented in Table 2 as follows:

Table 2. Literature Review

Researcher's Name	Research Title	Research Results	Information
(Harney, 2020)	<i>Meritocracy in Singapore</i>	Based on this research, meritocracy is far from a scarce resource management system. The severity of meritocracy appeared in the educational sector after experiencing privatization of means and regulatory restrictions in training, educational institutions imposed heavier lessons for business undergraduate students. Students are subjected to a kind of schizophrenic pedagogy.	To cite this article: Stefano Harney (2020): Meritocracy in Singapore, Educational Philosophy and Theory, DOI: 10.1080/00131857.2020.1753034
(Jin & Ball, 2020)	<i>Meritocracy, Social Mobility And A New Form Of Class Domination</i>	Class domination initiates a meritocracy that the government undertakes to seem to represent social justice and legitimize – explain – class inequality. This study discusses the relationship of meritocracy with upward social mobility and class dominance. Through "success" in school, they moved away from the locality and history of the working	To cite this article: Jin Jin & Stephen J. Ball (2019): Meritocracy, social mobility and a new form of class domination, British Journal of Sociology of Education, DOI:

		class, and became the third class" whose essence was on meritocracy itself.	10.1080/01425692.2019.1665496
(Zhang et al., 2019)	<i>Meritocracy in Village Election: The "Separation of Election and Employment" Scheme in Rural China</i>	The dilemma of democracy is faced by the Chinese Government in the implementation of rural governance policies. Although the elected village cadres may be incapable or uncontrollable, the local government cannot change the government of the village. An alternative solution pursued is the implementation of "Election And Employment spree". This article concludes that the proposal adds a new meritocratic village cadre management system to village democracy.	To cite this article: Han Zhang, Huirong Chen & Jishu Wang (2019): Meritocracy in Village Elections: The "Separation of Election and Employment" Scheme in Rural China, Journal of Contemporary China, DOI: 10.1080/10670564.2019.1580424

Furthermore, it will be explained the location of the differences and similarities of the previous research with the research to be carried out. The first research, the difference with the research to be carried out is the focus of the research. The research to be conducted focuses on rural meritocracy while in the first article meritocracy on education. The first article supports empirical problems to be applied to rural loci in Lebo Village, Sidoarjo Regency, the research questions raised in the study will be applied to different contexts. Furthermore, the similarity of this research is the discussion of meritocracy which is an important issue in the legality of power domination or the contradiction of democratic dilemmas.

The second study, this study will be used as a preliminary analysis that shows that the dominance of the ruling class is actively strengthening the meritocracy system. This support will be faced with a status of success that is considered pseudo as well as not well standardized. Each individual is said to be successful with different variables and calculations for each person, and depends on the qualities that the individual has. The research that will be carried out will also contribute to the paradigm of domination of the ruling class behind the existence of meritocracy. Furthermore, contradictions on the principle of meritocracy will also be presented in the next sub-chapter.

The third study, the equation of this research is that the locus of research lies in the village. The research that will be carried out will also take the rural locus, with the difference that the countryside in China uses the view of communism, while the rural area in Lebo Village, Sidoarjo Regency, uses the view of democracy. Two conflicting things so it is interesting to study meritocracy based on the results of previous research to be applied to different contexts. Next will be presented the results of processing Vosviewer data based on the Scopus database and google scholar as follows:

Figure 1. Vosviewer Result

Sumber: Vosviewer, Data diolah Penulis (2022)

Based on the results of the analysis of the google scholar and Scopus databases used in the Harzing's Publish or Perish application, data was obtained that research using the theme of meritocracy and revenue indexed by Scopus contained 9 articles. The nine articles were generally written in 2011-2017, but if the keywords are adjusted meritocracy and revenue equalization then there is no Scopus indexed international article that uses a combination of the two themes. This can be seen in the database in Figure 1 showing that there have not been many studies that use a combination of the two themes. Meanwhile, the indexed google scholar is about 200 more studies that have been done before. Vosviewer application data settings use "Map based on data" with the counting method using Binary counting. Furthermore, at the stage of selecting the minimum number of occurrence of a term, the number 2 is used, this is because to adjust the keywords so that there are not too many and not too few so that 246 combination keywords are obtained and discussions about the two themes used, namely: meritocracy and revenue. Using the Vosviewer application results in a more systematic and directed state of the art that is not "cherry picking" in some other researchers. This is one of the proper methods of showing where the state of the art research and novelty are given. In terms of Scopus indexed data, this study has never been researched using the three themes written in this study, so if possible published in Scopus, it will show novelty of new themes. The smaller the sphere shown in Figure 1, the less the research is indexed by Google Scholar and Scopus.

Meritocracy System

Meritocracy has the basic word "merit" which is benefit, good quality and worthy of respect. The term meritocracy was coined by Michael Young in 1958 "The Rise of the Meritocracy, 1870-2033: An essay on education and inequality". The essay describes the condition of the British Empire which classifies the door of intelligence and for a failure of the education system so as to take advantage of outstanding members in society. The meritocracy system is a requirement for the implementation of government affairs that forms a figure with high capability and integrity in responding to global challenges.

Automatically in the system of meritocracy is formed in a democratic government, whose entire society can have the potential and have equal opportunities to compete or occupy certain positions. In Indonesia, it is very necessary to implement a meritocracy system, but meritocracy does not just have a positive impact. Often meritocracy perpetuates the dominance of the ruling class in order to be able to carry out its personal desires outside of the interests of its people. Next will be presented the results of the formulation of technical indicators of the mechanism of the meritocracy system of regional leadership:

Table 3. Meritocracy System Mechanism Indicators

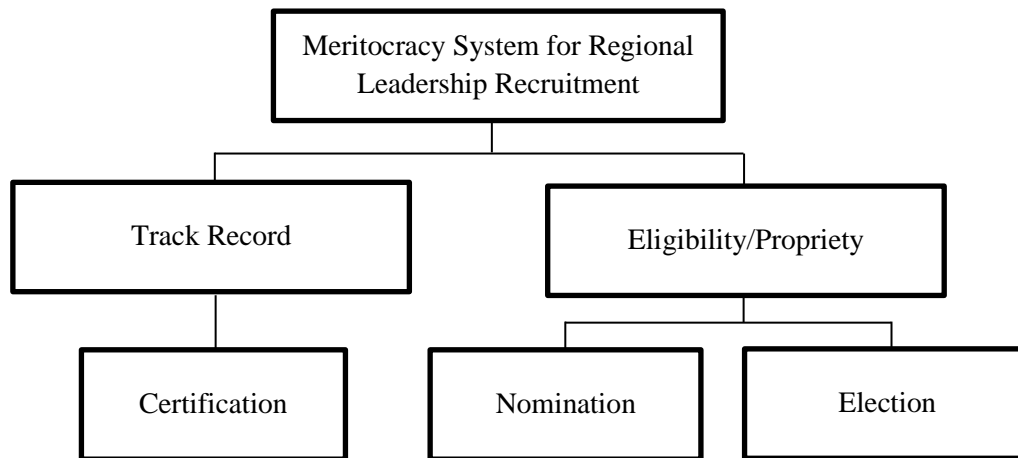
No	Track Record Requirements	Verification Tools	Information
1	Have a formal education of at least Strata 1 for candidates for Regent-Deputy Regent or Mayor-Deputy Mayor and a minimum of Strata 2 for candidates for Governor-Deputy Governor	Diploma or decree in lieu of diploma	1 document
2	Have competence, dedication, discipline, loyalty and good morality as well as adequate experience to be proposed as a candidate in the regional elections	Organizational history and certificate of expertise in governance, management, finance, law or other fields	Minimum 2 documents
3	Able to be physically, spiritually, and free from drug abuse	Health certificate	1 document
4	Never committed a despicable act and never as a convict based on a court ruling of permanent legal force	SKCK is equipped with a certificate from the Court	2 documents
5	Report and submit a list of personal wealth	LKHPN, Integrity Pact, and Audit readiness Statement	3 documents
6	Get to know the region and the community	Submit clear mission and program academic manuscripts	1 document
7	Have proof of service, education and a good track record	Awards and Curriculum Vitae or specific achievements	Minimum 2 documents

Overview of Village Recruitment and autonomy

The legality of village autonomy law based on Law Number 6 of 2014 concerning Villages has the following objectives, namely: a) Providing recognition of existing villages and diversity before or after the formation of the Republic of Indonesia; b) Provide legal certainty over the village; c) Promoting and preserving the customs, traditions, and culture of the Village community; d) Encourage movements, initiatives, and participation of village communities to develop the potential of the village; e) Establish an efficient and effective, professional, open and responsible Village Government; f) Improving public services for the village community; g) Improving the socio-cultural resilience of the village community; h) Advancing the economy of rural communities and overcoming national development gaps; i) Strengthening the Village as a subject of development.

The perspective of village autonomy requires a new perspective like research (Huda, 2019), namely: 1) The legal umbrella for the Village government is clearer and stronger; 2) The main principle is the principle of recognition and subsidiarity; 3) The position of the Village Government is a community government that is a hybrid between self-governing community and local self-government; 4) The Village Head becomes the leader of the Village community; 5) The role of the District/City Government is more limited and strategic in nature; 6) The position of village development using the village driven development model; 7) Village Government independence is facilities, emancipation and consolidation. Internalization of the meritocracy system of regional leadership recruitment as follows:

Figure 2. Internalization of Regional Leadership Recruitment



Sumber: (Asri, 2020)

Village autonomy hints at the principle of recognition and subsidiarity. The principle of recognition is a recognition of the unity of the community related to the existence of the village, traditional rights, and village initiatives as the subject of the Village Government. Next is the principle of subsidiarity, namely a community-based government organization, the government is in correspondence with the community. Both principles are basic ideas about the sustainability of meritocracy, in the absence of these two principles the achievement of the meritocracy principle cannot be implemented optimally.

Recognition of the Village Government must have the right of autonomy based on the merger of self-governing and local self-government functions. The dynamics that arise towards village arrangements give rise to the concept of village autonomy, namely First, the autonomy of the original village; Second, the autonomy of the Village is decentralized.

2. RESEARCH METHODS

Types of Research

Meritocracy research always uses qualitative methods, because only in qualitative research can the validity of each informant be the basis for a good analysis. The impossibility of quantitative use in meritocracy is due to a social analysis that cannot be calculated in a mere mathematical

deterministic manner. This study used the determination of informants by snowball sampling where several informants allowed to be added to obtain the saturation and validity of the research data. The initial informants of the study were as follows:

Table 4. Research Informants

No	Informant's Name	Position
1	Muhammad Aris Syaifuddin	Lebo Village Secretary
2	Mahmudi Riyanto	Head of Lebo Village
3	Agus Syahputra	Residents of Lebo Village

Research Location

In qualitative research normatively try to make peace on the anomalies that occur during the research carried out so as to give rise to scientific-natural conclusions that can be formulated in a policy strategy. This method is inseparable from academic rules even in the process of reducing the data obtained. In indepth interviews of qualitative research, researchers must consistently be at the same momentum as research informants. Researchers must be able to understand the empirical condition of informants so that the saturation of the data obtained is more accurate.

Data Analysis Techniques

In qualitative research interview techniques are the main way to collect data. Interviews aim to unearth not only what the informant knows and experiences, but also what is hidden deep within the informant. What the informant asks may include matters of a cross-time nature relating to the past, present and future. The study used data triangulation based on interviews, observations and documentation conducted at the time of the study.

3. RESULT AND DISCUSSION

Interpretation of Village Recruitment and Autonomy Overview

Lebo Village, Sidoarjo Regency has an area of 217.6 hectares with a distance to the District Capital which is 8 km and has an astronomical location of 7.4523 LS and 112.6719 BT. The area of paddy land and dry land of Lebo Village consists of 52.5 hectares and 165.1 hectares so that the number is 217.6. In addition, the government structure with the status of the village and its classification is self-sufficient with the number of hamlets 1. Administratively, Lebo Village has 5 RW 18 RT with a total of 1,872 Family Heads so that it can be categorized as a medium village among other villages in Sidoarjo while in terms of land area it has a wide scope.

The concept of village autonomy is inseparable from how village administration is implemented for the sustainability of democratic health in the area. In addition, the application of meritocracy is important so that it can create a well-distributed situation and income equality. Some villages in East Java do not seem to see this as one of the high urgency, so in the election some of the top brass of village bureaucrats are carried out and controlled by a group of oligarchs who control excessively the potential of the village. One of these potentials is the policy of allocation decisions on how land management is implemented. Many of the problems that occur from the shifting of land use, namely from agriculture to industry along with the development of the times and high population growth, cause an area to require high labor absorption as well. This shifting problem is a massive problem in all developing areas, of course a Village Head who in

this case is the highest policy holder in the Village has a big hand in the arrangement. This is an attraction for the oligarchs to fully accommodate the needs of the Village Head during the election. Often, at the level of the Village Head, it is chosen by acclamation, but at the level of other village officials, it can potentially be infiltrated by some oligarchs to control the means of production.

Analysis (Wulandari & Septyarini, 2022) shows that transformational leadership has a positive effect on organizational citizenship behavior, transformational leadership will not be achieved at the best level if it is recognized by oligarchs. This research shows that there are other variables that can influence organizational behavior, namely the power of oligarchs to determine policy directions, including controlling the means of production in an area. Mastery of production equipment will have implications for the control and regulation of income distribution, researchers see that in Lebo Village, Sidoarjo Regency, the legality of village autonomy has been carried out properly and in accordance with laws and regulations. An interview with the Secretary of Lebo Village, Mr. Aris, stated that:

"This Lebo Village requires good development of the territory, and good development requires a good leader figure anyway. Legally, elections are also held every five years to determine the elected Village Head. In addition to this, the background of the Village Head is also important considering that the leadership style will determine the direction and goals of Lebo Village in the future". (Interview conducted in Lebo Village, 10:00 a.m.)

Based on this statement, it can be concluded that in Lebo Village, Sidoarjo Regency, it is running democratically and regional autonomy is running well. Furthermore, the interview indicated that the village head's leadership style will determine the direction and objectives of the village which means that the resulting policy will be inclined to the background of the village head. The Head of Lebo Village, Sidoarjo Regency, is a clay tile entrepreneur where if we trace it to the background, it will be very appropriate in the development of Lebo Village.

The conclusion from (Prayoga et al., 2021) in the context of the Cipendeuy Village government, Purwakarta Regency, explained the success of the Village Head to accommodate tourism in the location. Based on the background of leadership and hierarchical structure, it shows that Cipendeuy Village has succeeded in carrying out sustainable tourism in accordance with the theory of sustainable tourism development. In addition, Cipendeuy Village is supported by a geographical location that has good tourism potential. The researcher's analysis found that apart from the leadership style, there is also the geographical potential of the village location which determines the equal distribution of income in the area. Lebo Village is mainly found that in the future a tourist destination will be developed where the restructuring of a large area of land will be transferred to an interesting destination with a combination of interesting decorations in culinary centers and several food stalls in Lebo Village.

Meritocracy Interpretation of Lebo Village, Sidoarjo Regency

Meritocracy is a selection made by a group of people to restructure certain positions so that there is a bureaucratic reform. A new proposal (Madung, 2020) on contemporary democracy is based on the ideology of meritocation and the emergence of the concept of attacking populism which is an uprising against the tyranny of meritocracy. This tyranny is felt by workers who are demeaned by the meritocracy system and liberal political conditions. The principle of meritocracy

is a society that has individual achievements as a measure in social life by looking at the height or low of status on the basis of these achievements. Meritocracy will be confronted with the concept of democracy where individual achievement is the only criterion, then social achievement, income and well-being are determined by individual achievement has discredited social solidarity and drowned out the dream of social welfare.

Although in the context of the legality of the legislation there has been a democratic process in the general elections, while the village apparatus is not elected on the basis of elections. They are determined by the cumulative of certain achievements obtained by the individual. Another research (Pramuditha & Agustina, 2022) explained that in West Bogor District, the role of the government through confirmed e-government is not fully implemented, because it must consider social impacts. This also has implications for the research conducted that the bureaucratic apparatus of Lebo Village, Sidoarjo Regency, must be able to take into account the social impact of policies, namely income equality. Research (Desfitriady & Kusmayadi, 2016) recommends that socialization be an important matter in the implementation of new policies. In addition, the government must also be able to pay attention to the local wisdom of each region, which must be maintained in such a way that it can become one of the cultures that are preserved.

Research (Suarsa & Verawaty, 2019) shows that bureaucratic devices must have exemplary examples to be well modeled for their communities. Of course, exemplary and protection of local wisdom is the next important point that must be realized by the Lebo Village Government, Sidoarjo Regency.

The contradiction is whether it is possible that the jug village apparatus is directly elected and all must be directly elected in order to become the standard of democracy? Of course, this goal is a little ambitious considering that the costs and time spent are too high, which actually causes financing inefficiencies. It is impossible that every village apparatus is directly elected by the people, then is such a system undemocratic? The stigma will certainly continue to be an accomplished debate and how one can be wiser in interpreting meritocracy. In this case, the researcher observed that elections cannot be used as the main standard in a democracy which has definite implications for income equality because the elected will certainly get more power to determine policy. Furthermore, the concept of meritocracy is not entirely bad, but it should not be the majority of its use. The limitations of the meritocracy system also allow certain positions to be filled based on individual achievements such as expertise in spatial planning.

Lebo Village, Sidoarjo Regency, has a meritocracy system that is limited in accordance with the rules and portions of each position. Of course, the majority of the population against certain religious beliefs becomes a strong background that makes a person elected by acclamation and appointed as a leader, thus the role of the highest meritocracy arrangement is with the elected Village Head. He is the one who will spearhead the successful implementation of the meritocracy system which leads to an equal distribution of income in Lebo Village, Sidoarjo Regency.

The implementation of income equality in Lebo Village can be realized through regional development programs in the area. This is the output of a system formed in the village apparatus. The statement explained by the Secretary of Lebo Village, Sidoarjo Regency, explained that:

"Meritocracy is rooted in every individual's opportunity to have that opportunity so that he or she can potentially lead a group or organization. The problem is the decline of meritocracy in social development. For example, for a certain position, a number of levels of education are needed. The condition of each village cannot be equalized by the quality of education, this is the cause of difficulties in implementing meritocracy". (Interview conducted in Lebo Village, 11:00 a.m.)

The statement indicates that under empirical conditions meritocracy in some regions is difficult to implement because not every region has a good quality of education. So that certain positions that require educational qualifications cannot be achieved, the contradiction is that each region must have one elected to represent or at least be the leader of the region. This of course needs to be tolerated and does not necessarily favor idealism alone because the theoretical and empirical contexts are mainly different. The findings from Lebo Village, Sidoarjo Regency, are expected to contribute to the view of meritocracy and income equality.

4. CONCLUSION

This study analyzes meritocracy in Lebo Village, Sidoarjo Regency, where actively meritocracy will have an impact on the development of the Lebo Village area, Sidoarjo Regency. The resulting impact will also be correlated to the equitable distribution of village income, as well as increasing the Village Original Income (PADDesa). On the other hand, meritocracy has its contradiction that it cannot be applied fully and thoroughly at the system level, of course, this meritocracy will be contrary to democracy where every individual can be elected and become a leader based on the acclamation of the most votes. Furthermore, meritocracy is very important to fill certain positions that require certain educational qualifications, for example, this will improve the performance of the village apparatus. Lebo Village, Sidoarjo Regency, limits meritocracy to the village apparatus order, so that the decentralization policy can be realized in accordance with the mandate of the Law.

This research has limitations in comparing with similar villages in Sidoarjo Regency, it is hoped that the next research can develop the theme of meritocracy by combining a broader research locus. Regardless, meritocracy will always be an interesting issue in any debate with opposing views. This research is also limited to the paradigm used only the discipline of income equality, namely economics, it is hoped that future research can discuss the theme with other multidisciplinary sciences.

Lebo Village, Sidoarjo Regency, can carry out a meritocracy system that has logical implications for equitable distribution of people's income. Meritocracy is important as an application of a system that can be done for the improvement of community services and income equality. The government must be able to actively direct how the Village apparatus runs the bureaucracy for the sake of equal distribution of income in their respective regions. This research is limited to a narrow locus to be able to discuss global themes like meritocracy. This research seeks to contribute to increasing the potential of developing villages to be able to move towards developed villages, with this increase, it is hoped that the distribution of community income can be better. For researchers, they can then analyze the locus of research more broadly so as to get a wider reference.

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