

ABSTRAK

Badan Usaha Milik Desa (BUMDes) berperan penting dalam meningkatkan kesejahteraan masyarakat desa melalui pengelolaan usaha sehingga menciptakan lapangan pekerjaan bagi masyarakat desa. Namun, rendahnya sumber daya manusia (SDM) dan praktik nepotisme dalam rekrutmen menjadi tantangan yang menghambat kinerja BUMDes serta tantangan dalam pengelolaan manajemen sumber daya manusia khususnya pada proses rekrutmen, seringkali muncul akibat kurangnya standarisasi rekrutmen yang jelas. Rekrutmen yang tidak berdasarkan kompetensi yang jelas dapat berdampak masalah dalam kinerja BUMDes. Penelitian ini bertujuan untuk menganalisis pelaksanaan Wajib Lapor Lowongan Pekerjaan sesuai Peraturan Presiden Nomor 57 Tahun 2023 dan akibat hukum bagi BUMDes yang tidak mematuhi kewajiban tersebut.

Penelitian ini termasuk ke jenis penelitian yuridis empiris yang mengkaji gejala dan realitas sosial di masyarakat, Pendekatan yang digunakan dalam penelitian ini adalah *fact approach* dan *statute approach*. Penelitian ini menggunakan data primer dan data sekunder. Data primer berupa informasi yang diperoleh dari *stakeholder* dan pekerja di BUMDes, data sekunder berupa bahan hukum dari peraturan perundang-undangan yang membahas topik penelitian serta merujuk bacaan lain seperti buku, jurnal, artikel.

Hasil analisis menunjukkan bahwa seluruh BUMDes di Kabupaten Sampang belum melakukan kewajiban pelaporan lowongan pekerjaan. Hambatan utamanya mencakup keterbatasan anggaran Disnaker, kurangnya pedoman teknis, dan rendahnya kesadaran hukum. BUMDes yang tidak patuh dikenai sanksi administratif, sementara yang patuh mendapat penghargaan. Sanksi dan penghargaan ini diharapkan meningkatkan kepatuhan dalam pelaporan lowongan kerja.

Kata Kunci : Badan Usaha Milik Desa, Lowongan Pekerjaan, Ketenagakerjaan

abstract

Village-owned enterprises (BUMDes) play an important role in improving the welfare of village communities through business management. in improving the welfare of village communities through business management, thereby creating jobs for village communities. However, the low level of human resources (HR) and the practice of nepotism in recruitment are challenges that hamper the performance of BUMDes as well as challenges in managing human resource management, especially in the recruitment process. Recruitment often arises due to the lack of clear recruitment standardization. Recruitment that is not based on clear competencies can have problems in BUMDes performance. This research aims to analyze the implementation of Mandatory Job Vacancy Reporting in accordance with Peraturan Presiden Nomor 57 Tahun 2023 and the legal consequences for BUMDes that do not comply with this regulation. legal consequences for BUMDes that do not comply with these obligations.

This research is a type of empirical juridical research that examines social symptoms and realities in the community. The approach used in this research is the Fact Approach or fact approach. This research uses primary data and secondary data. Primary data in the form of information obtained from stakeholders and workers in BUMDes, secondary data in the form of legal materials from laws and regulations that discuss research topics and refer to other readings such as books, journals, articles.

The results of the analysis show that all BUMDes in Sampang Regency have not carried out the obligation to report job vacancies. The main obstacles include Disnaker's limited budget, lack of technical guidelines, and low legal awareness. Non-compliant BUMDes are subject to administrative sanctions, while those that comply receive awards. These sanctions and awards are expected to increase compliance in reporting job vacancies.

keywords : *village-owned enterprises, job vacancies, employment*