

ABSTRACT

This thesis aims to conduct research on conflicts that occur in the recruitment of village officials in Cilampung Hilir Village, Padakembang District, Tasikmalaya Regency in 2022. This recruitment is carried out based on Regent Regulation (Perbup) Number 128 of 2019 concerning the Appointment and Dismissal of Village Officials. In the process of selecting Village officials, of course there was dissatisfaction arising from the community due to the results of the selection that had been carried out, this selection stage was felt by some in the community to be unfair, causing a conflict of interest. There is also a conflict analysis this time using the conflict wheel theory which is broken down into six important dimensions, namely analyzing starting from 1) Actors, 2) Issues, 3) Dynamics, 4) Conflict Structure/Context, 5) Causes, and 6) Strategy. This research emerged because the conflict at that time was prolonged and it was suspected that there was the influence of an internal conflict between the Village Head and his political contract colleagues which was not going smoothly due to the results of recruitment of village officials not being as expected.

The result of this research is that the recruitment of village officials carried out in Cilampung Hilir Village in 2022 was carried out based on Regent Regulation Number 128 of 2019 concerning the Appointment and Dismissal of Village Officials. There is also a vacancy to fill a vacant position. However, it turned out that in the implementation of recruitment for village officials there was a conflict which was motivated by the committee's indecisiveness to stick to the rules because the participants insisted on giving leeway on one point. After this was agreed, it turned out that outside parties, namely the community, sensed that there were discrepancies in the implementation of this recruitment. Because the participants who passed apparently did not attach one of the requirements according to the rules. The conflict is fierce and even after involving the sub-district, a solution has not yet been produced. This conflict is increasingly difficult to resolve, it can also be seen from the existing legal umbrella but it does not provide clarity regarding the sanctions that must be given to participants or recruitment committees who violate the rules. In the end, the Village Head took steps to resolve the conflict personally with the demanding party.

So, it can be said that the strategy taken in resolving this conflict is not as perfect as the conflict analysis tool, the conflict wheel theory from Mason and Richard. Because, in the conflict resolution section, the main conflict actor, in this case the Village Head, is not transparent and uses a deliberation process to reach consensus. Therefore, researchers consider that conflict resolution cannot be said to be completely resolved, because other actors involved in the conflict were not involved in resolving the conflict.

Keywords: *Conflict, Village Government, Recruitment of Village Officials.*