

ASPECT ANALYSIS OF KJK ORGANIZATIONAL AND MANAGEMENT POLICIES ON THE SMOOTH MANAGEMENT OF THE ARCHIPELAGO COOPERATIVE (KOPNUSPOS) LHOKSEUMAWE BRANCH

Fachrunnisa Ernanda Manurung¹, Adha Aulia², Selvi Evika³, Laila Tusaaadah⁴, Saharuddin⁵

^{1,2,3,4,5} Faculty of Economics and Business, Universitas Malikussaleh

E-mail: ¹⁾fachrunnisa467@gmail.com ²⁾adhaaulia0204@gmail.com

³⁾selvievika269@gmail.com ⁴⁾lailatussaadah@gmail.com

Abstract

In the growth and development of cooperatives that experience situations that are not conducive in its implementation due to a lack of skills and abilities in managing cooperatives on the policies and management that have been created. This paper aims to find out how the Aspects of Organizational Completeness in Nusantara Cooperatives (Kopnupos), Management Completeness Aspects in Nusantara Cooperatives (Kopnupos), and Identification of Policy Data in Nusantara Cooperatives (Kopnupos). Data analysis in this study was carried out by searching for and systematically compiling the data obtained using direct interview techniques with heads of cooperative branches and documentation such as video/audio recordings. Based on the results, there is Aspects of organizational completeness consist of Cooperative Legal Entities, Organizational Structures, and Organizational Administration Books. Aspects of Management Completeness consisting of cooperative AD/ART, Work Programs, Cooperative Business Products, Business Strategy, HR Qualifications and KJK Managers, and Facilities and Infrastructure for Data Identification Policy consists of Policies Related to Membership, Policies Related to Employees, Policies Related to Business Partners, Policies Related to Operations, CSR related policies. The KJK organizational and management policy aspects that have been determined by Kopnupos greatly facilitate optimal management of cooperative activities.

Keywords: *Organizational policy, Cooperative, Management*

1. INTRODUCTION

In the growth and development of not a few cooperatives that experience situations that are not conducive to its implementation. Many cooperatives have sufficient capital but then decline to a level of collapse which ends in dissolution or not a few whose names still exist but do not function at all. According to some observations, this occurs because the management lacks the skills and abilities to manage cooperatives based on the policies and management that have been created and besides that, the lack of participation of members in them.

The 1945 Constitution in particular article 33 paragraph (1) states that the Indonesian economy is structured as a joint venture based on kinship. By paying attention to Article 33 paragraph (1) of the 1945 Constitution, the position of cooperatives is very important in growing and developing economic potential that has democratic characteristics, togetherness, kinship and openness. Cooperatives can strengthen the people's economy as the basis for the strength and resilience of the national economy, with cooperatives as the main teacher. Judging from the legal basis in the 1945 Act, cooperatives have the right to live and develop in Indonesia.

In cooperating, we need to apply aspects of good KJK organizational and management policies. The application of these aspects can indirectly encourage the improvement of cooperative management. However, these three aspects can also be used to assess problems that arise in cooperatives. This is what prompted the author to conduct scientific research which will be outlined in this paper entitled "Aspect Analysis of KJK Organizational and Management Policies on the Smooth Management of the Archipelago Cooperative (Kopnupos) Lhokseumawe Branch."

ASPECT ANALYSIS OF KJK ORGANIZATIONAL AND MANAGEMENT POLICIES ON THE SMOOTH MANAGEMENT OF THE ARCHIPELAGO COOPERATIVE (KOPNUSPOS) LHOKSEUMAWE BRANCH

Fachrunnisa Ernanda Manurung, Adha Aulia, Selvi Evika, Laila Tussaadah, Saharuddin

2. IMPLEMENTATION METHOD

Research Place

The research approach used in this study is a qualitative approach, namely the data collected is not in the form of numbers but in the form of interviews, field notes, personal documents, and others. The location of the research object in this paper is the Nusantara Cooperative (Kopnuspos) Branch. Lohkseumawe, whose address is at Jalan. Samudera No.1, Kp. Old Java, Kec. Banda Sakti, Lhokseumawe City, Aceh.

Research Data

1. Method of collecting data

The data obtained above was carried out using several data collection techniques as proposed by Singarimbun and Effendi (1989), namely: 1) Interviews were conducted by direct question and answer with related parties, this method used a structured list of questions, 2) Documentation was carried out by looking at the administrative records of the Nusantara Pos Cooperative.

2. Data Types and Sources

The data collected in this study consisted of primary data. Primary data is data that comes from the first source, in this case obtained aspects of organizational completeness, aspects of management completeness and knowing the identity of policy data in the Pos Archipelago Cooperative.

Research Variables

There are 3 aspects that are observed, including: aspects of organizational completeness, aspects of management completeness and Identification of Policy Data. By using policy analysis, the observed variables include legal entities, administration books, AD/ART, work programs, annual RAPB, business products, business strategy, HR qualifications, KJK management, policies related to employees, membership, business partners, operations (SOM and SOP), and finally regarding community social responsibility policies.

Data Analysis

Data analysis in this study was carried out by searching for and systematically compiling the data obtained using interview techniques and documentation such as video/audio recordings by organizing the data and choosing which ones are important and studied, and making conclusions, so that others can easily understand them.

3. RESULTS AND DISCUSSION

Kopnuspos Profile

Nusantara Cooperative itself has been established since 2004 as a credit distributor for retired civil servants, military and police based on cultural values and beliefs in order to provide consumer protection, a sophisticated technology-based system and an accurate verification system.

Nusantara Cooperative is one of the largest cooperatives in Indonesia, now transformed into KOPNUSPOS after carrying out a Joint Operation with PT POS Indonesia, one of the largest BUMNs in all provinces in Indonesia. As a national economic power and closer to members, KOPNUSPOS launched the KOPNUSPOS application to facilitate financial transactions, also hoping to be able to improve services for all the financial needs of its members.

a. Aspects of organizational completeness

This aspect consists of Cooperative Legal Entities, Organizational Structure or Job Descriptions and Organizational Administration Books.

1. Cooperative Legal Entity

Armed with the Decree of the Minister of State for cooperatives and small and medium enterprises No. 1033/BH-DK/BK/2004 dated October 10, 2004 and No.492/PAD/MENEG.I/V/2006 dated May 10, 2006 concerning ratification of the amendment to the articles of association of Indonesian Fund Multi-Business Cooperatives to Archipelagic Multi-Business Cooperatives with National primary status, KopNus continues to improve itself in order to carry out its VISION to become a Distributed, Biggest and Best Cooperative.

2. Organizational Structure and Job Description

The organizational structure consists of: Name of supervisor, Supervisory board, Job Description, Duties, Cooperative Supervisor, Cooperative Management Duties, Chairperson, Secretary, Treasurer, Manager, Head of Branch, General Administration Staff, Advisor, Chief Communication Officer (CCO).

3. Organization Administration Book

The Organizational Administration Book in Kopnuspos is very complete and already in digital form. The Administration Books contained in Kopnuspos are as follows: Member List Book, Management List Book, Supervisor List Book, Employee List Book, Member Savings Book, RAT Decision Book, Cash Book, Inventory Notebook, Agenda Book.

b. Completeness Management Aspect

1. Bylaws of Cooperatives

AD/ART is a reference for how Cooperatives will operate from an institutional, organizational, and business perspective, because with this AD/ART, Cooperatives can start everything.

2. Annual Work Program and RAPB

The Kopnuspos work program has been determined by the center, usually returning to the duties of the head of the Kopnuspos branch for operational and business implementation responsibilities.

3. Cooperative Business Products

The business products offered by Kopnuspos are as follows: OREN DEPOSITS, OREN TIME DEPOSIT, PENSION LOANS.

4. Business Strategy

The business strategy carried out by Kopnuspos is more directed to the products offered to members to be able to compete with competitors.

5. KJK HR and Manager Qualifications

HR qualifications for Kopnuspos managers are regulated by the center, where to become a Kopnuspos manager if viewed from a minimum education perspective is D3, HR must also be able to work under pressure, and most importantly have experience in providing services.

6. Facilities and Infrastructure

The management of facilities and infrastructure at Kopnuspos is inseparable from the rules set by the center.

c. Policy Data Identification

1. Policy Related to Membership

In this case Kopnuspos makes all policies to serve and prosper its members.

2. Policies Related to Employees

Policies related to Kopnuspos Employee Rights continue to follow procedures that have been made by the government because cooperatives must collaborate with BPJS for Manpower, with the Aceh Government which issues the provincial minimum wage, in terms of Kopnuspos payroll purely following government procedures.

3. Policies Related to Business Partners

Kopnuspos' main partner is PT Pos Indonesia, without PT Pos Kopnus cannot sell its financial services, in Indonesia no one can be appointed to pay pensions, only Kopnus.

4. Policies Related to Operations (SOM and SOP)

In this case the rules are made separately for each type of member, for example for financing members, there will be an agreement on financing.

ASPECT ANALYSIS OF KJK ORGANIZATIONAL AND MANAGEMENT POLICIES ON THE SMOOTH MANAGEMENT OF THE ARCHIPELAGO COOPERATIVE (KOPNUSPOS) LHOKSEUMAWE BRANCH

Fachrunnisa Ernanda Manurung, Adha Aulia, Selvi Evika, Laila Tussaadah, Saharuddin

5. Policies Related to Community Social Responsibility

As the cooperative's responsibility to the Kopnuspos community to carry out activities that support local communities, one that has just been implemented is the Healthy Pension program.

4. CONCLUSION AND RECOMMENDATIONS

Conclusion

Based on the results of this study, it can be concluded that:

1. Nusantara Pos Cooperative is a cooperative business entity that has been established since 2004. Nusantara Pos Cooperative Capital is a technology-based investment platform that provides investment facilities by bringing together Fund Owners and Fund Borrowers focused on special financing for retired civil servants, ASN, TNI & Police.
2. The Aspect of Completeness of the Kopnuspos Organization is considered very complete and facilitates the management of cooperatives. This is in terms of cooperatives that are already legal entities, organizational structures and very clear job descriptions, and Organizational Administration Books which are very detailed and already in digital form.
3. The management completeness aspect at Kopnuspos is also very good so that it facilitates the management of cooperatives, this can be seen from the Cooperative AD/ART, Work Program and Annual RAPB which are very centralized, Cooperative Business Products, Business Strategy, KJK Management HR Qualifications, as well as Facilities and Infrastructure.
4. Identification of Policy Data at Kopnuspos is also very good, and as a whole is carried out centrally, this is in terms of policies related to membership, policies related to employees, policies related to business partners, policies related to operations (SOM and SOP), policies related to related to Community Social Responsibility. The policies that have been established by Kopnuspos really help all parties involved in managing Kopnuspos to be better and more successful.

Suggestions

By considering all the discussions regarding KJK Organizational and Management Policy Aspects in this paper, the authors suggest that more intensive counseling should be held regarding the activities and uses and benefits of cooperatives for the community. Because basically ordinary people don't understand even the prestige of borrowing and saving in cooperatives because they don't really understand being a member of a cooperative.

REFERENCES

- Nur Ilham, R. ., Arliansyah, A., Juanda, R., Multazam, M. ., & Saifanur, A. . (2021). RELATHIONSIP BETWEEN MONEY VELOCITY AND INFLATION TO INCREASING STOCK INVESTMENT RETURN: EFFECTIVE STRATEGIC BY JAKARTA AUTOMATED TRADING SYSTEM NEXT GENERATION (JATS-NG) PLATFORM. *International Journal of Economic, Business, Accounting, Agriculture Management and Sharia Administration (IJEBAS)*, 1(1), 87–92. <https://doi.org/10.54443/ijevas.v1i1.27>
- Yusuf Iis, E., Wahyuddin, W., Thoyib, A., Nur Ilham, R., & Sinta, I. (2022). THE EFFECT OF CAREER DEVELOPMENT AND WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE WITH WORK MOTIVATION AS INTERVENING VARIABLE AT THE OFFICE OF AGRICULTURE AND LIVESTOCK IN ACEH. *International Journal of Economic, Business, Accounting, Agriculture Management and Sharia Administration (IJEBAS)*, 2(2), 227–236. <https://doi.org/10.54443/ijevas.v2i2.191>

- Geovani, I. ., Nurkhotijah, S. ., Kurniawan, H. ., Milanie, F., & Nur Ilham, R. . (2021). JURIDICAL ANALYSIS OF VICTIMS OF THE ECONOMIC EXPLOITATION OF CHILDREN UNDER THE AGE TO REALIZE LEGAL PROTECTION FROM HUMAN RIGHTS ASPECTS: RESEARCH STUDY AT THE OFFICE OF SOCIAL AND COMMUNITY EMPOWERMENT IN BATAM CITY. *International Journal of Educational Review, Law And Social Sciences (IJERLAS)*, 1(1), 45–52. <https://doi.org/10.54443/ijerlas.v1i1.10>
- Bustani, B., Khaddafi, M. ., & Nur Ilham, R. (2022). REGIONAL FINANCIAL MANAGEMENT SYSTEM OF REGENCY/CITY REGIONAL ORIGINAL INCOME IN ACEH PROVINCE PERIOD YEAR 2016-2020. *International Journal of Educational Review, Law And Social Sciences (IJERLAS)*, 2(3), 459–468. <https://doi.org/10.54443/ijerlas.v2i3.277>
- Nur Ilham, R., Heikal, M. ., Khaddafi, M. ., F, F., Ichsan, I., F, F., Abbas, D. ., Fauzul Hakim Hasibuan, A. ., Munandar, M., & Chalirafi, C. (2021). Survey of Leading Commodities Of Aceh Province As Academic Effort To Join And Build The Country. *IRPITAGE JOURNAL*, 1(1), 13–18. <https://doi.org/10.54443/irpitage.v1i1.19>
- Sinta, I. ., Nur Ilham, R., Kumala Sari, D. ., M, M., Khaidir, K., & Ekamaida, E. (2021). Training The Processing Of Tomato Sauce For A Home-Based Business The Scale Of SMES. *IRPITAGE JOURNAL*, 1(1), 26–28. <https://doi.org/10.54443/irpitage.v1i1.24>
- Nur ilham, R., Likdanawati, L., Hamdiah, H., Adnan, A., & Sinta, I. . (2022). COMMUNITY SERVICE ACTIVITIES “SOCIALIZATION AVOID STUDY INVESTMENT” TO THE STUDENT BOND OF SERDANG BEDAGAI. *IRPITAGE JOURNAL*, 2(2), 61–64. <https://doi.org/10.54443/irpitage.v2i2.312>
- Falahuddin, F., Fuadi, . F., Munandar, M., Juanda, R. ., & Nur Ilham, R. . (2022). INCREASING BUSINESS SUPPORTING CAPACITY IN MSMES BUSINESS GROUP TEMPE BUNGONG NANGGROE KERUPUK IN SYAMTALIRA ARON DISTRICT, UTARA ACEH REGENCY. *IRPITAGE JOURNAL*, 2(2), 65–68. <https://doi.org/10.54443/irpitage.v2i2.313>
- Majied Sumatrani Saragih, M. ., Hikmah Saragih, U. ., & Nur Ilham, R. . (2021). RELATIONSHIP BETWEEN MOTIVATION AND EXTRINSIC MOTIVATION TO ICREASING ENTREPRENEURSHIP IMPLEMENTATION FROM SPP AL-FALAH GROUP AT BLOK 10 VILLAGE DOLOK MASHUL. *MORFAI JOURNAL*, 1(1), 1–12. <https://doi.org/10.54443/morfai.v1i1.11>
- Sandi, H. ., Afni Yunita, N. ., Heikal, M. ., Nur Ilham, R. ., & Sinta, I. . (2021). RELATIONSHIP BETWEEN BUDGET PARTICIPATION, JOB CHARACTERISTICS, EMOTIONAL INTELLIGENCE AND WORK MOTIVATION AS MEDIATOR VARIABLES TO STRENGTHENING USER POWER PERFORMANCE: AN EMPERICAL EVIDENCE FROM INDONESIA GOVERNMENT. *MORFAI JOURNAL*, 1(1), 36–48. <https://doi.org/10.54443/morfai.v1i1.14>
- Sinurat, M. ., Heikal, M. ., Simanjuntak, A. ., Siahaan, R. ., & Nur Ilham, R. . (2021). PRODUCT QUALITY ON CONSUMER PURCHASE INTEREST WITH CUSTOMER SATISFACTION AS A VARIABLE INTERVENING IN BLACK ONLINE STORE HIGH CLICK MARKET: Case Study on Customers of the Tebing Tinggi Black Market Online Store. *MORFAI JOURNAL*, 1(1), 13–21. <https://doi.org/10.54443/morfai.v1i1.12>
- Ilham, Rico Nur. *et all* (2019). Investigation of the Bitcoin Effects on the Country Revenues via Virtual Tax Transactions for Purchasing Management. *International Journal of Suplly Management*. Volume 8 No.6 December 2019.
- Ilham, Rico Nur. *et all* (2019).. Comparative of the Supply Chain and Block Chains to Increase the Country Revenues via Virtual Tax Transactions and Replacing Future of Money. *International Journal of Suplly Management*. Volume 8 No.5 August 2019.
- Lasta Irawan, A. ., Briggs, D. ., Muhammad Azami, T. ., & Nurfaliza, N. (2021). THE EFFECT OF POSITION PROMOTION ON EMPLOYEE SATISFACTION WITH COMPENSATION AS INTERVENING VARIABLES: (Case Study on Harvesting Employees of PT. Karya

ASPECT ANALYSIS OF KJK ORGANIZATIONAL AND MANAGEMENT POLICIES ON THE SMOOTH MANAGEMENT OF THE ARCHIPELAGO COOPERATIVE (KOPNUSPOS) LHOKSEUMAWE BRANCH

Fachrunnisa Ernanda Manurung, Adha Aulia, Selvi Evika, Laila Tussaadah, Saharuddin

- Hevea Indonesia). *International Journal of Social Science, Educational, Economics, Agriculture Research, and Technology (IJSET)*, 1(1), 11–20. <https://doi.org/10.54443/ijset.v1i1.2>
- Rahmaniar, R., Subhan, S., Saharuddin, S., Nur Ilham, R. ., & Anwar, K. . (2022). THE INFLUENCE OF ENTREPRENEURSHIP ASPECTS ON THE SUCCESS OF THE CHIPS INDUSTRY IN MATANG GLUMPANG DUA AND PANTON PUMP. *International Journal of Social Science, Educational, Economics, Agriculture Research, and Technology (IJSET)*, 1(7), 337–348. <https://doi.org/10.54443/ijset.v1i7.36>
- likdanawati, likdanawati, Yanita, Y., Hamdiah, H., Nur Ilham, R., & Sinta, I. (2022). EFFECT OF ORGANIZATIONAL COMMITMENT, WORK MOTIVATION AND LEADERSHIP STYLE ON EMPLOYEE PERFORMANCE OF PT. ACEH DISTRIBUS INDO RAYA. *International Journal of Social Science, Educational, Economics, Agriculture Research, and Technology (IJSET)*, 1(8), 377–382. <https://doi.org/10.54443/ijset.v1i8.41>
- Nur Ilham, R., Arliansyah, A., Juanda, R. ., Sinta, I. ., Multazam, M. ., & Syahputri, L. . (2022). APPLICATION OF GOOD CORPORATE GOVERNANCE PRINCIPLES IN IMPROVING BENEFITS OF STATE-OWNED ENTERPRISES (An Emperical Evidence from Indonesian Stock Exchange at Moment of Covid-19). *International Journal of Economic, Business, Accounting, Agriculture Management and Sharia Administration (IJEBA)*, 2(5), 761–772. <https://doi.org/10.54443/ijevas.v2i5.410>
- Rico Nur Ilham, Irada Sinta, & Mangasi Sinurat. (2022). THE EFFECT OF TECHNICAL ANALYSIS ON CRYPTOCURRENCY INVESTMENT RETURNS WITH THE 5 (FIVE) HIGHEST MARKET CAPITALIZATIONS IN INDONESIA. *Jurnal Ekonomi*, 11(02), 1022–1035. Retrieved from <http://ejournal.seaninstitute.or.id/index.php/Ekonomi/article/view/481>
- Nur ilham, R., Likdanawati, L., Hamdiah, H., Adnan, A., & Sinta, I. . (2022). COMMUNITY SERVICE ACTIVITIES “SOCIALIZATION AVOID STUDY INVESTMENT” TO THE STUDENT BOND OF SERDANG BEDAGAI. *IRPITAGE JOURNAL*, 2(2), 61–64. <https://doi.org/10.54443/irpitage.v2i2.312>
- Kopnuspos. 2020. *KOPNUSPOS*, URL : <https://kopnuspos.com/>, diakses pada 26 November 2022