

Education on The Effectiveness of Village Fund Management In The Planning and Implementation Process In Pematang Serai Village, Langkat Regency

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Abstract-*The Effective Management Of Village Funds Plays A Critical Role In Driving Sustainable Rural Development In Indonesia. This study examines the effectiveness of village fund management training provided to village officials in Pematang Serai and Langkat Regency, focusing on its impact on planning and implementation processes. The Training Aims To Enhance Financial Accountability, Planning Accuracy, And Execution Efficiency In Village Development Projects. Using A Mixed-Method Approach, This Research Gathers Data Through Surveys, Interviews, And Document Analysis Involving 25 Village Officials Who Participated In The Training. From the results of the community service, it was found that there were several limiting factors that village officials had, namely a lack of knowledge and training in understanding village fund management. Specifically, Limited Digital Literacy And Resource Constraints Hinder Optimal Outcomes. Aligning with Rahmad Sembiring's (2022) Analysis Of Local Governance Challenges, This Study Highlights The Need For Continuous Support Mechanisms Post-Training, such as mentorship and digital tools for financial management. The Research Concludes By Providing Actionable Recommendations To Enhance Training Programs And Their Implementation, Thus Promoting Accountability And Transparency In Village Fund Management.*

Keyword- *Village Fund Management; Training Effectiveness; Financial Accountability*

I. INTRODUCTION

The Efficient Management Of Village Funds Has Become A Cornerstone Of Rural Development In Indonesia. Village Funds (Dana Desa) Are Allocated By The Government To Empower Villages And Accelerate Rural Infrastructure Development While Fostering Economic Growth And Community Welfare. However, Despite Substantial Allocations, Mismanagement, And Inefficiencies In Fund Utilization Persist, Often Rooted In A Lack Of Capacity Among Village Officials. According To Rahmad Sembiring (2022), Effective Governance And Capacity-Building Initiatives Are Pivotal In Addressing These Gaps.

Village Officials Are Tasked With Overseeing The Planning And Execution Of Development Programs, Which Require A Sound Understanding Of Financial Management, Regulatory Frameworks, And Participatory Governance. Unfortunately, Many Village Officials Lack Formal Training In These Areas, Leading To Suboptimal Planning And Misallocation Of Funds. As Noted By Haryanto And Wibowo (2021), Building The Capacity Of Local Government Actors Is Crucial For Ensuring The Success Of Decentralized Development Policies.

To Address These Challenges, Training Programs Focusing On Village Fund Management Have Been Introduced. These Initiatives Aim To Equip Village Officials With The Skills Necessary For Accurate Planning, Transparent Fund Utilization, And Efficient Implementation Of Development Projects. The Training At Pematang Serai, Langkat Regency, Serves As A Case Study To Evaluate The Effectiveness Of Such Programs.

The Training Program Was Designed To Enhance Three Primary Competencies: (1) Accurate Financial Planning Aligned With Community Needs, (2) Compliance With Regulations Governing Village Funds, And (3) Effective Monitoring And Evaluation Of Project Implementation. This Aligns With Findings From Putri And Hasan (2021), Who Emphasized That Tailored Training Programs Significantly Improve The Performance Of Local Officials In Managing Public Funds.

While Initial Feedback From Participants Indicated Improvements In Understanding Budget Planning And Regulatory Compliance, Challenges In Applying These Skills To Practical Scenarios Remain. Limited Digital Literacy Among Participants, Inadequate Access To Resources, And Insufficient Follow-Up Support Were Identified As Key Barriers. Similar Challenges Were Highlighted By Sembiring (2022), Who Argued For An Integrated Approach Combining Training With Continuous Mentoring And Technical Support To Ensure Long-Term Impact.



The Context Of Pematang Serai Provides An Ideal Case For Studying The Effectiveness Of Village Fund Management Training. As A Rural Village In Langkat Regency, Pematang Serai Faces Challenges Typical Of Many Indonesian Villages, Including Limited Infrastructure, Low Education Levels, And Resource Constraints. Evaluating The Training Program's Impact In This Context Provides Insights Into Best Practices And Areas For Improvement That Can Inform Future Initiatives In Similar Settings.

This Study Employs A Mixed-Method Approach To Assess The Training Program's Effectiveness. Quantitative Data From Pre- And Post-Training Surveys Measure Changes In Participants' Knowledge And Skills, While Qualitative Interviews Explore The Practical Challenges Faced During Planning And Implementation. Document Analysis Of Village Planning And Budget Reports Provides Additional Evidence Of The Training's Impact On Governance Outcomes.

The Findings Contribute To The Growing Body Of Literature On Capacity-Building Initiatives For Local Government Actors. Specifically, This Study Aligns With Sembiring's (2022) Recommendation For Localized Training Programs That Consider The Unique Socio-Economic Conditions Of Rural Communities. Moreover, The Study Emphasizes The Importance Of Post-Training Support Mechanisms, Such As Mentorship Programs And Digital Tools, To Sustain The Benefits Of Capacity-Building Initiatives.

The Remainder Of This Paper Is Organized As Follows. Section II Reviews The Relevant Literature On Village Fund Management, Training Effectiveness, And Capacity Building. Section III Describes The Research Methodology, Including Data Collection And Analysis Techniques. Section IV Presents The Results And Discusses Their Implications For Policy And Practice. Finally, Section V Concludes With Recommendations For Improving Training Programs And Enhancing Village Fund Management In Pematang Serai And Beyond.

II. LITERATURE REVIEW

The Effective Management Of Village Funds Is Critical To Ensuring The Success Of Rural Development Programs In Indonesia. With The Enactment Of Law No. 6 Of 2014 On Villages, Village Governments Have Been Empowered To Plan And Implement Development Projects Funded Through Annual Allocations From The Central Government. However, The Efficient Utilization Of These Funds Often Depends On The Capacity And Competency Of Village Officials. This Section Reviews The Literature On Training Effectiveness, Challenges In Village Fund Management, And Strategies For Improving Governance Capacity.

1. The Role Of Village Funds In Rural Development

Village Funds Are Intended To Support Various Aspects Of Rural Development, Including Infrastructure Projects, Economic Activities, And Social Programs. Rahmad Sembiring (2022) Highlights That These Funds Play A Transformative Role In Improving The Quality Of Life In Rural Areas By Addressing Infrastructure Gaps And Fostering Economic Opportunities. However, Without Proper Governance Mechanisms, Village Funds Are Prone To Mismanagement And Inefficiency, Often Resulting In Suboptimal Outcomes.

2. Challenges In Managing Village Funds

Several Studies, Including Those By Setiawan And Lestari (2020), Have Identified Common Challenges Faced By Village Governments In Managing Village Funds. These Include Limited Financial Literacy, A Lack Of Experience In Project Planning, And Difficulties In Adhering To Regulatory Requirements. Sembiring (2022) Underscores That These Challenges Are Exacerbated In Remote Areas Where Access To Training And Resources Is Limited, Making Capacity-Building Initiatives Essential.

3. Importance Of Training Programs

Training Programs Are Widely Recognized As Effective Tools For Building The Capacity Of Village Officials. According To Haryanto And Wibowo (2021), Training Initiatives Should Focus On Equipping Officials With Technical Knowledge And Practical Skills In Financial Planning, Budgeting, And Regulatory Compliance. Sembiring (2022) Emphasizes That Training Programs Tailored To The Specific Needs Of Rural Communities Can Significantly Improve Governance Outcomes By Addressing Local Challenges.

4. Components Of Effective Training Programs

Effective Training Programs Typically Include A Combination Of Theoretical And Practical Components. Prasetyo And Wahyuni (2018) Argue That Hands-On Exercises, Case Studies, And Simulations Are Particularly Effective In Helping Participants Apply Learned Concepts To Real-World Scenarios. In The Context Of Village Fund Management, Sembiring (2022) Highlights The Importance Of Including Topics Such As Participatory Planning, Financial Reporting, And Monitoring And Evaluation.

5. Impact Of Training On Planning Processes

Training Has Been Shown To Enhance The Accuracy And Inclusivity Of Village Planning Processes. Putri And Hasan (2021) Found That Officials Who Received Training Were Better Able To Identify Community Needs And Prioritize Development Projects Accordingly. Sembiring (2022) Also Notes That Training Participants Demonstrated Improved Understanding Of Participatory Approaches, Which Is Crucial For Aligning Development Plans With Community Aspirations.

6. Training And Implementation Challenges

While Training Programs Improve Knowledge And Skills, Their Effectiveness Is Often Limited By Post-Training Challenges. Ali And Widodo (2019) Observe That Officials Frequently Struggle To Implement What They Learned Due To Resource Constraints, Resistance To Change, And A Lack Of Follow-Up Support. Sembiring (2022) Recommends Establishing Mentorship Programs And Providing Access To Digital Tools To Help Participants Translate Training Outcomes Into Practice.

7. Regulatory Compliance And Accountability

Compliance With Regulatory Frameworks Is A Key Focus Of Village Fund Management Training. Nurhadi And Santoso (2021) Highlight That Training Participants Are More Likely To Produce Accurate And Transparent Financial Reports. However, As Sembiring (2022) Points Out, Maintaining Accountability Requires Continuous Monitoring And Support From Higher-Level Government Agencies To Prevent Deviations From Established Guidelines.

8. Digital Tools In Village Fund Management

The Integration Of Digital Tools In Village Fund Management Is Gaining Traction As A Means To Improve

Efficiency And Transparency. Wibisono And Salim (2019) Argue That E-Governance Platforms Can Streamline Processes Such As Budgeting, Reporting, And Project Tracking. In Line With This, Sembiring (2022) Identifies Digital Literacy Training As A Critical Component Of Capacity-Building Programs, Particularly For Officials In Resource-Limited Settings.

9. Community Participation In Village Fund Management

Community Participation Is Another Crucial Aspect Of Effective Village Fund Management. According To Dewi Et Al. (2020), Involving Community Members In The Planning And Implementation Stages Ensures That Development Projects Address Local Needs And Gain Public Support. Sembiring (2022) Echoes This Sentiment, Emphasizing That Participatory Governance Fosters Trust And Accountability While Enhancing Project Outcomes.

10. Recommendations For Future Research And Practice

While Existing Studies Provide Valuable Insights Into The Effectiveness Of Training Programs, Further Research Is Needed To Explore Long-Term Impacts And Best Practices. Sembiring (2022) Calls For A More Integrated Approach To Capacity Building That Combines Training With Continuous Support, Resource Provision, And Technological Integration. These Recommendations Are Particularly Relevant For Improving Governance And Development Outcomes In Villages Such As Pematang Serai.

In Conclusion, The Literature Underscores The Importance Of Tailored Training Programs In Enhancing The Capacity Of Village Officials To Manage Funds Effectively. By Addressing Challenges In Planning, Implementation, And Compliance, These Programs Can Significantly Contribute To The Success Of Rural Development Initiatives. Future Efforts Should Focus On Providing Sustained Support Mechanisms To Ensure That Training Outcomes Translate Into Tangible Improvements In Governance And Community Well-Being.

III. METHOD

This Section Describes The Research Methodology Used To Assess The Effectiveness Of Village Fund Management Training Provided To The Village Officials Of Pematang Serai, Langkat Regency. The Study Adopts A Mixed-Method Approach, Combining Quantitative And Qualitative Methods To Provide A Comprehensive Understanding Of The Training's Impact On Planning And Implementation Processes. This Methodology Ensures That Both Measurable Outcomes And Contextual Insights Are Captured, Aligning With Best Practices In Capacity-Building Evaluations (Sembiring, 2022).

1. Research Design

The Study Employs A Quasi-Experimental Design With Pre- And Post-Training Assessments To Evaluate Changes In Participants' Knowledge, Skills, And Application Capabilities. This Design Is Particularly Suitable For Evaluating The Impact Of Educational Interventions, As It Allows For Comparison Before And After The Training While Considering External Variables (Creswell & Clark, 2017). Sembiring (2022) Highlights The Importance Of Combining Empirical Data With Narrative Insights To Understand The Effectiveness Of Governance Training.

2. Population And Sampling

The Population For This Study Includes Village Officials Responsible For Planning And Implementing Development Projects In Pematang Serai. A Purposive Sampling Technique Was Employed To Select 25 Participants Who Attended The Training. The Participants Included The Village Head, Secretaries, Treasurers, And Other Officials Directly Involved In Financial Planning And Management. This Sampling Method Ensured The Inclusion Of Key Decision-Makers Who Could Apply The Training To Their Roles Effectively (Sembiring, 2022).

3. Training Program Description

The Training Program, Conducted Over Five Days, Consisted Of Both Theoretical And Practical Components. The Curriculum Covered Essential Topics Such As:

Budget Planning And Allocation – Techniques For Aligning Village Budgets With Community Priorities.

Regulatory Compliance – Understanding The Legal Framework Governing Village Funds.

Monitoring And Evaluation – Tools And Strategies For Tracking Project Progress And Outcomes.

Participatory Governance – Engaging The Community In Decision-Making Processes.

Digital Tools For Financial Management – Introduction To E-Governance Platforms For Transparent Fund Management. The Training Methodology Incorporated Lectures, Case Studies, Group Discussions, And Hands-On Exercises, Aligning With Sembiring's (2022) Recommendations For Practical, Context-Relevant Training Programs.

4. Data Collection Methods

Data Was Collected Using A Combination Of Surveys, Interviews, And Document Analysis: Pre- And Post-Training Surveys – Structured Questionnaires Measured Participants' Knowledge And Confidence Levels Before And After The Training. Questions Focused On Financial Planning, Regulatory Understanding, And Practical Application.

In-Depth Interviews – Semi-Structured Interviews With Five Participants Explored Their Experiences, Challenges, And Perspectives On The Training's Relevance And Applicability.

Document Analysis – Village Budget Plans And Project Reports Were Reviewed To Assess Improvements In Planning Accuracy And Implementation Quality Post-Training. The Mixed-Method Approach Ensured A Robust Analysis By Triangulating Data From Multiple Sources, As Suggested By Yin (2014) And Supported By Sembiring (2022).

5. Analytical Techniques

Quantitative Data From Surveys Were Analyzed Using Descriptive And Inferential Statistics. Paired T-Tests Were Conducted To Determine The Significance Of Changes In Knowledge And Skills After The Training. Qualitative Data From Interviews Were Analyzed Using Thematic Coding To Identify Common Patterns And Insights, Providing A Deeper Understanding Of The Training's Impact (Miles & Huberman, 1994). Sembiring (2022) Advocates For Such Integrated Analytical Methods

To Ensure Both Rigor And Depth In Capacity-Building Evaluations.

6. Validity And Reliability

To Ensure Validity, The Survey Instruments And Interview Guides Were Piloted With A Small Group Of Officials From A Neighboring Village. Feedback From This Pilot Study Was Used To Refine The Tools. Reliability Was Established Through Consistent Administration Of Surveys And Triangulation Of Data Sources (Bryman, 2012). Sembiring (2022) Emphasizes The Importance Of These Steps In Maintaining The Credibility Of Research Findings.

7. Ethical Considerations

Ethical Approval For The Study Was Obtained From The Local Ethics Committee. Participation Was Voluntary, And Informed Consent Was Secured From All Participants. Data Confidentiality Was Maintained By Anonymizing Survey And Interview Responses. These Ethical Practices Align With Research Standards Outlined By Sembiring (2022) For Studies Involving Local Government Actors.

8. Limitations

While The Study Provides Valuable Insights, It Has Several Limitations. First, The Small Sample Size Limits The Generalizability Of The Findings. Second, The Short Duration Of Post-Training Observation May Not Fully Capture The Long-Term Impacts Of The Training. Future Research Could Address These Limitations By Including Larger Samples And Extended Follow-Up Periods, As Recommended By Sembiring (2022).

9. Role Of Context In Training Evaluation

The Unique Socio-Economic And Institutional Context Of Pematang Serai Influenced The Design And Evaluation Of The Training Program. The Village's Remote Location And Limited Infrastructure Posed Logistical Challenges For Both Training Delivery And Post-Training Support. Sembiring (2022) Highlights That Understanding Local Contexts Is Critical For Designing Effective Capacity-Building Interventions That Address Specific Needs And Constraints.

10. Framework For Evaluating Training Effectiveness

The Evaluation Framework Used In This Study Draws On The Kirkpatrick Model, Which Assesses Training Effectiveness At Four Levels: Reaction, Learning, Behavior, And Results (Kirkpatrick & Kirkpatrick, 2006). This Model Provides A Comprehensive Lens For Understanding The Short-Term And Long-Term Impacts Of The Training. Sembiring (2022) Suggests That Such Frameworks Are Particularly Valuable For Evaluating Governance Training Programs, As They Capture Both Individual And Organizational Outcomes.

IV. RESULT

This Section Presents The Findings Of The Study On The Effectiveness Of The Village Fund Management Training Program Provided To Village Officials In Pematang Serai, Langkat Regency. The Results Are Based On Pre- And Post-Training Assessments, Interviews, And Document Analysis. The Findings Are Categorized Into Four Key Areas: Improvements In Knowledge And Skills, Changes In Planning Accuracy, Compliance With Regulations, And Challenges In Implementation.

1. Improvements In Knowledge And Skills

The Training Program Significantly Enhanced Participants' Understanding Of Key Concepts In Village

Fund Management. Pre-Training Survey Results Indicated That Only 40% Of Participants Were Familiar With Proper Budgeting Techniques, While Post-Training Surveys Showed This Figure Rising To 85%. Similarly, The Proportion Of Participants Who Understood Regulatory Compliance Requirements Increased From 50% To 90%. These Results Align With Sembiring's (2022) Findings, Which Emphasize The Importance Of Tailored Training Programs In Building Financial Management Capacity Among Village Officials.

2. Enhanced Planning Accuracy

Document Analysis Revealed Improvements In The Quality Of Village Planning Documents Post-Training. Before The Training, The Village Development Plan Lacked Detailed Budget Allocations And Clear Prioritization Of Projects. After The Training, Plans Included More Precise Budget Breakdowns And A Systematic Prioritization Process Based On Community Needs Assessments. This Reflects The Training's Success In Equipping Participants With Practical Skills For Accurate And Inclusive Planning (Sembiring, 2022).

3. Increased Compliance With Regulations

Post-Training Evaluations Indicated A Significant Improvement In Participants' Ability To Comply With Regulatory Requirements. Interviews With Participants Highlighted Their Enhanced Understanding Of Laws Governing Village Funds, Including Reporting Standards And Procurement Regulations. This Is Consistent With Sembiring's (2022) Observation That Training Programs Focusing On Regulatory Compliance Can Reduce Instances Of Mismanagement And Improve Accountability In Fund Utilization.

4. Improved Financial Reporting

The Training Program Positively Impacted The Quality Of Financial Reporting Among Participants. Analysis Of Financial Reports Submitted Post-Training Revealed A Marked Improvement In Accuracy, Completeness, And Transparency. Participants Demonstrated A Better Understanding Of How To Document Expenses And Justify Budget Allocations, Aligning With Recommendations By Sembiring (2022) For Improving Transparency In Local Governance.

5. Adoption Of Participatory Approaches

One Notable Outcome Of The Training Was The Increased Use Of Participatory Methods In Planning Processes. Participants Reported Greater Engagement With Community Members During The Preparation Of The Village Development Plan. This Shift Toward Participatory Governance Aligns With Best Practices Highlighted In Previous Research, Including Sembiring (2022), Which Underscores The Role Of Community Involvement In Ensuring The Relevance And Effectiveness Of Development Initiatives.

6. Challenges In Implementation

Despite These Improvements, Participants Faced Several Challenges In Applying Their Newly Acquired Skills. Limited Access To Digital Tools And Poor Internet Connectivity Hindered Efforts To Adopt E-Governance Platforms Introduced During The Training. Additionally, Resistance To Change Among Some Village Officials Slowed The Implementation Of New Practices. These Challenges Are Consistent With Those Identified By Sembiring (2022), Who Stresses The Need For Ongoing Support And Resource Provision To Sustain Training Outcomes.

7. Variations In Training Impact

The Study Found Variations In The Training's Impact Based On Participants' Educational Backgrounds And Prior Experience. Officials With Higher Levels Of Education Or Previous Exposure To Similar Training Programs Demonstrated Greater Improvements In Knowledge And Application Skills. This Highlights The Need For Differentiated Training Approaches, As Suggested By Sembiring (2022), To Accommodate Varying Levels Of Participant Readiness.

8. Perceptions Of Training Effectiveness

Interviews With Participants Revealed Positive Perceptions Of The Training Program. Most Participants Appreciated The Practical Exercises And Real-World Case Studies, Which Helped Them Connect Theoretical Concepts With Their Roles. However, Some Participants Suggested Extending The Training Duration To Allow For More In-Depth Discussions. These Insights Align With Sembiring's (2022) Recommendation For Designing Training Programs That Are Both Comprehensive And Context-Sensitive.

9. Observed Behavioral Changes

Behavioral Changes Among Participants Were Evident In Their Improved Collaboration And Communication During Planning Meetings. Participants Reported Feeling More Confident In Discussing Budget Proposals And Justifying Project Priorities To Community Members And Oversight Agencies. These Findings Reflect The Broader Impact Of Training Programs On Fostering Professional Growth And Collaborative Decision-Making (Sembiring, 2022).

10. Contribution To Governance Outcomes

The Overall Impact Of The Training On Governance Outcomes Was Positive, With Noticeable Improvements In Transparency, Accountability, And The Quality Of Village Development Projects. By Addressing Gaps In Knowledge And Capacity, The Training Helped Participants Align Their Practices With National Standards And Community Expectations. This Reinforces The Findings Of Sembiring (2022), Who Highlights The Critical Role Of Capacity-Building Initiatives In Strengthening Local Governance And Ensuring Sustainable Rural Development.

The Results Of This Study Demonstrate The Effectiveness Of The Training Program In Improving Village Fund Management Practices Among Officials In Pematang Serai. However, The Findings Also Highlight The Need For Continuous Support Mechanisms, Such As Mentorship Programs And Access To Digital Resources, To Address Persistent Challenges And Sustain The Gains Achieved Through Training. These Insights Contribute To The Growing Body Of Literature On Capacity Building In Local Governance And Offer Practical Recommendations For Enhancing Future Training Initiatives.

V. CONCLUSION

This Study Assessed The Effectiveness Of The Village Fund Management Training Provided To Village Officials In Pematang Serai, Langkat Regency. The Findings Indicate Significant Improvements In The Participants' Knowledge, Skills, And Practices In Planning And Implementing Development Projects. However, Several Challenges Remain, Necessitating Additional Support And Refinement Of Training Programs To Sustain The Positive Outcomes. Below Are The Main Conclusions And Recommendations Drawn From The Study.

1. Effectiveness Of Training Programs

The Training Program Was Effective In Enhancing Participants' Understanding Of Critical Aspects Of Village Fund Management, Including Budgeting, Regulatory Compliance, And Participatory Planning. These Findings Are Consistent With Sembiring's (2022) Assertion That Context-Specific Training Programs Significantly Improve Governance Capacity Among Village Officials.

2. Improved Planning And Implementation Processes

One Of The Most Notable Outcomes Was The Improvement In The Quality Of Village Planning And Implementation. Post-Training Evaluations Revealed Better Prioritization Of Projects, Accurate Budget Allocations, And Increased Community Involvement. These Align With Best Practices For Participatory Governance Highlighted By Dewi Et Al. (2020) And Supported By Sembiring (2022).

3. Enhanced Compliance With Regulations

The Training Enabled Participants To Better Comply With Regulatory Requirements For Village Fund Management. Financial Reports Prepared Post-Training Were More Accurate And Transparent, Reflecting The Program's Focus On Fostering Accountability And Reducing Mismanagement Risks. These Findings Reinforce The Importance Of Regulatory-Focused Training As Emphasized By Nurhadi And Santoso (2021) And Sembiring (2022).

4. Addressing Capacity Gaps

The Study Highlighted The Value Of Training In Addressing Capacity Gaps Among Village Officials. Participants Demonstrated Significant Improvements In Their Ability To Apply Technical Knowledge In Their Roles. However, Variations In Training Outcomes Based On Prior Experience And Educational Background Suggest The Need For Differentiated Training Approaches, As Advocated By Sembiring (2022).

5. Behavioral And Organizational Changes

The Training Led To Observable Changes In Participant Behavior, Including Increased Collaboration And Confidence In Decision-Making Processes. Organizational Improvements, Such As Better Communication And More Structured Planning Meetings, Were Also Noted. These Outcomes Align With Sembiring's (2022) Findings That Capacity-Building Initiatives Foster Both Individual And Institutional Development.

6. Challenges In Sustaining Outcomes

Despite These Positive Outcomes, Participants Faced Challenges In Implementing The Training's Lessons, Particularly In Accessing Digital Tools And Overcoming Resistance To Change. These Barriers Highlight The Need For Ongoing Support Mechanisms, Including Mentorship Programs And Resource Provision, As Recommended By Sembiring (2022).

7. Importance Of Follow-Up Support

The Study Underscores The Importance Of Follow-Up Support To Sustain Training Outcomes. Establishing Mentorship Programs And Providing Access To Digital Resources Can Help Participants Overcome Implementation Challenges And Maintain Compliance With Best Practices. This Approach Aligns With Recommendations From Ali And Widodo (2019) And Sembiring (2022).

8. Contributions To Governance And Development

By Improving The Capacity Of Village Officials, The Training Contributed To More Effective Governance And Better Development Outcomes In Pematang Serai. Enhanced Planning And Implementation Processes Led To Projects That Better Addressed Community Needs, Reflecting The Broader Impact Of Capacity-Building Programs On Rural Development. These Findings Support The Transformative Potential Of Training Programs, As Highlighted By Setiawan And Lestari (2020) And Sembiring (2022).

9. Implications For Policy And Practice

The Findings Of This Study Have Important Implications For Policymakers And Practitioners. Investing In Capacity-Building Programs Tailored To The Unique Challenges Of Rural Governance Can Significantly Enhance The Effectiveness Of Village Fund Utilization. Future Training Initiatives Should Incorporate Lessons Learned From This Study To Improve Design And Delivery, As Suggested By Sembiring (2022).

10. Recommendations For Future Research

Future Research Should Explore The Long-Term Impacts Of Training Programs On Governance And Development Outcomes. Expanding The Sample Size And Including Diverse Village Contexts Could Provide Broader Insights Into Best Practices For Capacity Building. Additionally, Integrating Digital Literacy Training Into Existing Programs Could Address Technology-Related Challenges, As Emphasized By Sembiring (2022).

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