

## ABSTRAKSI

Perangkat desa merupakan aparat pemerintah desa yang bertugas membantu kepala desa dalam penyelenggaraan pemerintah desa. Apabila terjadi kekosongan perangkat desa maka harus dilakukan rekrutmen perangkat desa. Rekrutmen perangkat desa merupakan salah satu proses yang krusial di tingkat desa sehingga perlu regulasi untuk mengaturnya. Kabupaten Banyumas membuat peraturan rekrutmen perangkat desa yaitu Peraturan Bupati Banyumas No 26 Tahun 2016 sebagai dasar atau pedoman pelaksanaan rekrutmen perangkat desa di wilayah kabupaten Banyumas. Pada prakteknya, proses rekrutmen perangkat desa tidak selalu sesuai peraturan karena adanya politisasi demi kepentingan aktor politik desa dimana masih ditemukan kasus nepotisme. Rekrutmen cenderung berpihak pada kepentingan aktor politik desa, terutama adanya patron klien yang saling menguntungkan di dalamnya. Tulisan ini bertujuan untuk mendeskripsikan dinamika politik dalam perekrutan perangkat desa, proses perekrutan dan aktor politik yang berpatron dalam perekrutan perangkat desa di Banyumas. Pengumpulan data dalam tulisan ini menggunakan teknik wawancara, dokumentasi dan observasi melalui teknik purposive sampling. Hasil dari tulisan ini yaitu: 1) penyelenggaraan rekrutmen perangkat desa sudah berjalan dengan baik namun belum sepenuhnya sesuai dengan Peraturan Bupati Banyumas Nomor 26 Tahun 2016, 2) terjadi praktek politisasi pada proses rekrutmen perangkat desa yaitu patron klien dalam mekanisme pembentukan panitia rekrutmen yang tidak demokratis karena ditunjuk oleh kepala desa, 3) rekrutmen menghasilkan 3 perangkat desa dimana salah satunya merupakan kerabat kepala desa. Hasil tersebut dapat disimpulkan bahwa di era sekarang politisasi birokrasi masih terjadi dengan berbagai model dan bentuk.

**Kata Kunci:** perangkat desa, rekrutmen, politisasi birokrasi, patron klien

## **ABSTRACT**

*Village officials are village government officials who are tasked with assisting the village head in administering village government. If there is a vacancy in the village apparatus, the village apparatus must be recruited. Recruitment of village officials is a crucial process at the village level, so regulations are needed to regulate it. Banyumas Regency made a village apparatus recruitment regulation, namely Banyumas Regent Regulation No. 26 of 2016 as the basis or guideline for implementing village apparatus recruitment in the Banyumas district. In practice, the process of recruiting village officials is not always in accordance with regulations due to politicization in the interests of village political actors where cases of nepotism are still found. Recruitment tends to side with the interests of village political actors, especially the existence of mutually beneficial patron clients. This paper aims to describe the political dynamics in recruiting village officials, the recruitment process and the political actors involved in recruiting village officials in Banyumas. Collecting data in this paper uses interview techniques, documentation and observation through purposive sampling techniques. The results of this paper are: 1) the implementation of village apparatus recruitment has been going well but not yet fully in accordance with Banyumas Regent Regulation Number 26 of 2016, 2) politicization practices have occurred in the village apparatus recruitment process, namely patron clients in the mechanism of forming an undemocratic recruitment committee because it was appointed by the village head, 3) recruitment resulted in 3 village officials where one of them was a relative of the village head. These results can be concluded that in the current era bureaucratic politicization still occurs in various models and forms.*

**Keywords:** *village officials, recruitment, bureaucratic politicization, patron client*