

**Kajian Kompetensi Team Leader Dalam Pelaksanaan
Program KOTAKU Propinsi Sumatera Barat
(Study Kasus Program KOTAKU di Kota Solok dan Kota Padang)**

ABSTRAK

Program Kotaku merupakan upaya strategis Ditjen Jendral Cipta Karya untuk mempercepat penanganan permukiman kumuh di Indonesia, Pelaksanaan program KOTAKU sepenuhnya dilimpahkan oleh pemerintahan kepada masyarakat. Dari pelaksanaan kegiatan program KOTAKU di Kota Solok dan Kota Padang ditemukan permasalahan-permasalahan dilapangan seperti Rendahnya kualitas pekerjaan, penyimpangan biaya serta pelaksanaan adminisitrasi yang tidak terkendali menyebabkan tidak optimalnya pelaksanaan pekerjaan. Hal tersebut disebabkan oleh banyak faktor diantaranya kurangnya kompetensi team leader dalam melaksanakan tugasnya. Adapun tujuan penelitian : 1. Mengidentifikasi faktor kompetensi team leader yang dibutuhkan dalam pelaksanaan program KOTAKU di Propinsi Sumatera Barat. 2. Merumuskan langkah-langkah peningkatan kompetensi Team Leader dalam pelaksanaan Program KOTAKU di Propinsi Sumatera Barat Barat. Metode yang penelitian yang digunakan yaitu metode kuantitatif, teknik pengambilan data menggunakan angket/kuesioner. Dari hasil analisis penelitian ditemukan 5 faktor baru yaitu: sikap, pengetahuan, pengornaisasian dan komunikasi, keahlian dan pengendalian sumber daya dan pekerjaan adapun faktor dominan kompetensi team leader adalah faktor sikap yang Loadings factor sebesar 0,644. Langkah-langkah yang dilakukan untuk peningkatan kompetensi team leader program KOTAKU yaitu dengan menerapkan strategi PDCA yaitu : sosialisasi program, menentukan jenis pekerjaan, menentukan tugas dan tanggung jawab lembaga masyarakat, merencanakan dokumen teknis, menetapkan proses pemilihan suplayer dengan melibatkan team, mongontrol pekerjaan sesuai tahap kegiatan, menetapkan metode pengelolaan resiko kelangkaan material dan tenaga kerja, terus berbagi informasi mengenai perkembangan pekerjaan, menetapkan format laporan pertanggung jawaban keuangan (LPJ) dan rencana penggunaan dana (RPD) dan menetapkan waktu pelaporan.

Kata kunci: kompetensi, team leader, Program KOTAKU

**Competency Study of Team Leader in the Implementation of the
KOTAKU Program in West Sumatra Province
(Case Study of the KOTAKU Program in Solok City and Padang City)**

ABSTRACT

Kotaku program is a strategic effort of The Directorate General of Jendral Cipta Karya to accelerate the handling of slums in Indonesia, the implementation of kotaku program is fully bestowed by the government to the community. From the implementation of KOTAKU program activities in Solok City and Padang City found problems in the field such as low quality of work quality, cost deviations and the implementation of uncontrolled administration caused the optimal implementation of the work. This is due to many factors including the lack of competence of the team leader in carrying out his duties. As for the purpose of research. The purpose of the research: 1. Identifying the competency factors of the team leader needed in the implementation of the KOTAKU program in the Province of West Sumatra. 2. Formulate steps to improve the competence of team leaders in the implementation of KOTAKU Program in West Sumatra Province. The research method used is quantitative method, data retrieval technique using questionnaire. From the results of the research analysis found 5 new factors, namely: attitude, knowledge, organizing and communication, skills, control of resources and work. The dominant factor of team leader competency is the attitude factor loadings factor of 0.64. The steps taken to improve the competence of the kotaku team leader program are by implementing PDCA strategies, namely: socialization of the program, determining the type of work, determining the duties and responsibilities of community institutions, planning technical documents, establishing the process of selecting suplayer by involving the team, mongontrol work according to the stage of activity, establishing methods of managing the risk of material and labor scarcity, continuing to share information about the development of work, establishing the format of financial liability reports (LPJ) and plans for the use of funds (RPD) and setting reporting time.

Keywords: *competence, Team Leader, KOTAKU*