

The Impact of the Rural Head's Chiefship Style and Human Assets Development on the Execution of Rural Systems in the Robatal Sector, Sampang Sovereignty

Marto¹, Mochamad Mockhlas², Fauzie Senoaji³

Marto-2018@fe.um-surabaya.ac.id¹, mmockhlas@um-surabaya.ac.id², fauziesenoaji@um-surabaya.ac.id³

Universitas Muhammadiyah Surabaya^{1,2,3,4}

Abstract. This investigation aimed to investigate the impact of the chiefship style of the Rural Chief and human assets development on the execution of rural systems in the Robatal Sub-sector, Sampang Sovereignty. Specifically, it focused on examining the impact of human assets development on the execution of rural systems in the mentioned area. Additionally, it explored the effects of the Rural Chief's chiefship style and human assets development on the execution of rural systems in the Robatal Sub-sector, Sampang Sovereignty. This research employed a survey investigation design and was conducted using a populace-based approach. The populace of interest consisted of 69 rural systems from 9 rurals in the Robatal Sub-sector, Sampang Sovereignty. Data was collected through the administration of questionnaires. Various prerequisite analyses were conducted, including validity and reliability tests, as well as tests for classical assumptions such as normality, multicollinearity, and heteroscedasticity. The information was analyzed utilizing numerous direct relapse investigation.

Keywords: Chiefship Style, Human assets Development, Execution, Robatal Sector, Sampang Sovereignty.

1 Introduction

1.1. Background of the issue

Execution is the most management challenge serious because of success to attaine purposes and survival corporation Human assets are a noteworthy element in something group or corporation. If management activities want to go well, the corporation must have competent, highly qualified workers and make efforts to manage the corporation optimally possible. Feasibility. Human assets are one of the main capital in an group, which can provide invaluable contribution in the strategy of attaining group purposes[1] One example of the importance of the contribution of human assets in a The corporation can be seen from the production process. Where when Corporation already have strong financial, raw materials are fulfilled, and the latest technology, but the absence of good human assets, then the production process will not run smoothly.

Indicators of the success of human assets can be seen through execution. Execution is a very noteworthy and interesting part because proved to be very noteworthy. Execution is effects of work in quality and quantity attained by an internal worker carry out their duties in accordance with the responsibilities answer given to him[2]. Good execution is *team work* related to the implementation of work that can attain a group purpose. Execution is the effect based on the quantity that has been done in a job, the quality of the work that has been done, the cooperation that has been fostered while working and services and knowledge related to a job in carrying out work. Corporation places great importance on the execution of its workers in attaining the desired purposes with carry out a series of activities utilization of those resources has. Therefore, these human assets elements must be managed properly by paying attention to their level of job satisfaction. U efforts to Improving worker depends on the quality of the execution of existing human assets inside. Increased worker execution will bring progress to the corporation, by therefore efforts to improve worker execution is a task for chiefship to choose a chiefship style applicable to groups.

Worker execution has several elements that can impact, one of the influencing elements of execution worker is style chiefship. The right chiefship style will elicit an outstanding worker. The success or failure of workers in work execution can be affected by the chiefship style of their superiors [3]. Chiefship style is the first element in meaning say execution on an ongoing basis. In this process, the leader has a role large in determining the implementation of the group of a corporation. Leaders must provide clear direction about the vision and mission of the group, and have the ability to lead the group well so that the effects are consistent with the purposes the corporation needs to attain. Chiefship style is a pattern of behavior designed in such a way as to impact subordinates so that they can maximize the execution of the subordinates so that the execution of the group and its purposes can be maximized. position [4]. Thus the chiefship style is the way of a person leaders impact, direct, and control subordinates in a certain way so that subordinates can complete the task effectively and efficiently.

In addition to chiefship style, another element that impacts worker execution is human assets development Human assets in the corporation is necessary developed in order to improve its execution. Human assets is an noteworthy asset for every corporation, because it determines the success of corporation to attaining its business purposes[5] .

The development of human assets (HR) as one of the most noteworthy elements cannot even be released from a corporation. A companies need to push so that every worker can improve execution so that the desires and purposes of the corporation quickly attained [6] micro development of human assets, in the sense of in environment of a work unit (department or other institutions), human assets in question are workers, workers or worker (worker). Human assets development (HR) is a series of corporation activities that are carried out at a certain time and are designed to produce changes in worker attitudes[7]. Human assets or workers in an institution also very noteworthy role in attaining the success of the institution government. the facilities sophisticated and complete not yet a guarantee of institutional success that, without being offset from quality of work of workers who will take advantage the facility. So that is the need for any institution to require a government unit or institution that handles human assets development.

In this research investigation used rural objects. The rural is the lowest level of government in the government structure in Indonesia, but it is the region that has the widest autonomy and the rural is the spearhead of implementing government programs.

Robatal is one of the sub-sectors in Sampang sector. East Java Province, Indonesia. This sub-sector is located on Madura Island, about 27 kilometers from the sector capital Sampang to the north. The center of government is in Tragih rural. Robatal Sector has an area of 80.54 km² has a populace of around 54,296 people and has 9 rurals/kelurahan.

Table 1. Number of Rural Systems

Rural/Village	Rural head's	Rural clerk	Rural chief	Government	Economic development section	People's Welfare
Robatal	1	1	4	1	1	1
Tragih	1	1	9	1	1	1
Jelgung	1	1	6	1	1	1
Bapelle	1	1	3	1	1	1
Lepelle	1	1	3	1	1	1
Torjunan	1	1	3	1	1	1
Sawah Tengah	1	1	4	1	1	1
Pandiyangan	1	1	8	1	1	1
Gunung Rancak	1	1	6	1	1	1
Amount	9	9	46	9	9	9

Robatal sub-sector is the narrowest sub-sector compared to 14 other sub-sectors in Sampang sector. The issue that is of concern to the community in the rural of Robatal sub - sector, Sampang sector is regarding the execution of the rural apparatus. So far, the execution of rural systems in the Robatal sub-sector is seen by the community as still not optimal. This can be seen from the service to the community which tends to be convoluted. Rural systems are also difficult to find. In giving community service provider services in the rural, lack of initiative from some devices in providing public services to the community and still lacking knowledge in following the rules that exist in administrative processes, along with the development of an increasingly modern era and services that are completely online , many of which are found from several rural systems who are less proficient in the process of serving management online . We need to examine this issue so that this deviation does not continue to happen to us looking for solutions so that the future can be better.

Issues that occur in rural government in Robatal Sector , Sampang Sovereignty , the cause is misunderstanding and limitations the skills and knowledge possessed by several rural systems regarding information the. Meanwhile, there is a lack of knowledge from several individuals in the rural government Robatal sector make people have to wait for followed up by the organizers other public services. So people often commute to wait for devices that don't there are during office hours , due to other devices that still lack knowledge as well Initiative in providing services is still lacking. However, it is very unfortunate that the condition of public service delivery groups, several the aspects above that have been described become issues that must be addressed and sought immediately way out.

Chiefship style is one of the drivers in improving worker execution. Because a leader must apply a chiefship style to manage his subordinates. On the other hand, the aspect of human assets development is also a very noteworthy aspect in worker execution, which in this era In today's globalization, of course, the needs of every worker will be more increase with time.

The effects of previous investigation conducted by Arnanda Ajisaputra found that the indifference of most rural systems to the interests of the rural community in the Robatal sub-sector was not purely due to themselves, but one of the elements was the low level of education, the knowledge they possessed and the strong political conditions of the rural. [8]

1.2. Formulation Of The Issue

Based on the background of the issues above, the formulation of the issue in this research is:

1. Does the Rural Head's Chiefship Style have a noteworthy positive effect on the Execution of Rural Systems in Rural administration in the Robatal Sector, Sampang Sovereignty?
2. Does Human assets Development have a noteworthy positive effect on the execution of Rural Systems in rural administration in the Robatal Sector, Sampang Sovereignty?
3. Does the Chiefship Style of the Rural Head and Human assets Development simultaneously have a positive effect on the Execution of Rural Systems in rural administration in the Robatal Sector, Sampang Sovereignty?

1.3. Investigation Purposes

Based on the formulation of the issue above, the objectives of the investigation are as follows.

1. To test the impact of Style The chiefship of the rural head is positively noteworthy to the execution of the rural apparatus in the rural government in Robatal Subsector, Sampang Sovereignty.
2. To test the impact of Human assets Development in a positive and noteworthy way to the execution of the rural system in the rural government in Robatal Sector, Sampang Sovereignty.
3. To test the effect of h Style The Rural Head's Chiefship and Human assets Development simultaneously have a noteworthy positive impact on the Execution of Rural Systems in rural government in Robatal Sector, Sampang sector.

2 Literature Review and Hypothesis Development

2.1 Human assets Management

Human assets Management a series of activities aimed at effectively managing human assets within an group, including practices, policies, and management functions, to attaine group

purposes[9]. Management must have a vision to continuously improve and maximize the quality of workers through efficiency, loyalty, and productivity[10].

2.2 Chiefship Style

The term "gaya" (style) refers to attitude, behavior, gestures, elegant demeanor, good movements, strength, and the ability to do good. Chiefship style refers to a set of characteristics used by a leader to impact subordinates in attaining group purposes. It can also be described as a leader's behavioral pattern and preferred strategies [11].

The chiefship style of a leader noteworthy impacts work conditions and how workers perceive and respond to that chiefship style. It can either enhance or hinder execution. A leader plays a noteworthy role in providing clear guidance on the vision and mission of the group and effectively managing the group to attain its purposes. Chiefship style is a leader's way of influencing, directing, and controlling subordinates in a manner that maximizes their execution and contributes to the group's objectives [4].

2.3 Human assets Development

Human assets Development is crucial within groups to enhance worker capabilities and improve their execution. Comprehensive development initiatives can enhance worker execution, efficiency, and work ethic within a corporation[5].

Human assets Development involves activities aimed at improving the quality or capabilities of human assets through education planning, training, and managing personnel to attain optimal effects. It involves changing behaviors and improving execution through structured processes[7].

2.4 Worker Execution

Worker execution refers to the quality and quantity of work completed by an worker in carrying out his or her responsibilities. It is impacted by strategic objectives, customer satisfaction, and economic contributions. Evaluating execution goes beyond measuring quantitative output; it also considers the quality of work. Execution is measured based on the level of contribution workers make to the group. Improving worker execution is essential for individual and group advancement, as it is a central focus in efforts to enhance group execution [12].

2.5. Previous Investigation Findings

A research conducted by Emil Zahara Abdillah [13] titled "The Impact of Chiefship Style on Worker Execution: A Case Research of PT Pandu Siwi Sentosa Jakarta" revealed a strong relationship between chiefship style and worker execution at PT Pandu Siwi Sentosa. This indicates that chiefship style has a highly positive impact.

Another research conducted by Bu'ulolo [14] titled "The Impact of Human assets Development on Worker Productivity at the Office of the South Nias Environmental Agency" found that human assets development noteworthy affects worker execution at PT Pandu Siwi Sentosa

Jakarta. This means that work productivity increases with better human assets development, and conversely, worker productivity decreases with lower human assets development.

2.6. Conceptual Framework

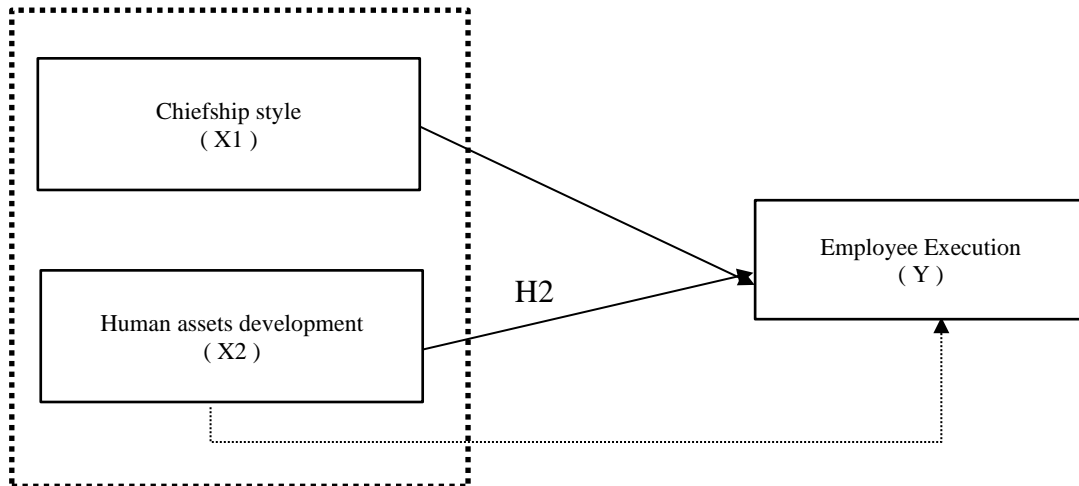


Fig. 1. Conceptual Framework

2.7. Hypotheses

Based on the background and theoretical foundations outlined above, as well as the effects of previous investigation reviewed, the investigation formulates the following hypotheses:

H1: It is hypothesized that the chiefship style of the rural head has a noteworthy positive impact on the execution of rural systems in Robatal Sector, Sampang Sovereignty.

H2: It is hypothesized that human assets development has a noteworthy positive impact on the execution of rural systems in Robatal Sector, Sampang Sovereignty.

H3: It is hypothesized that the chiefship style of the rural head and human assets development, when considered simultaneously, have a noteworthy positive impact on the execution of rural systems in Robatal Sector, Sampang Sovereignty.

3 Investigation Methods

This research employs a quantitative investigation approach, specifically an associative investigation design. According to [15], quantitative investigation is a investigation method rooted in positivist philosophy. It is utilized to investigate specific populaces or samples, collect data using investigation instruments, analyze data quantitatively statistically, and aims to test predetermined hypotheses.

3.1. Operational Definition of Variables

Investigation Variables. Investigation variables refer to any form of entities that are determined by the investigator for research, in order to gather information and draw conclusions [15]. Based on the investigation issue and formulated hypotheses, the variables used in this research are:

- a. Independent Variable The independent variable, also known as the predictor variable, is the variable that impacts or causes changes in the dependent variable [15]. In this investigation, the independent variables used are chiefship style (X1) and human assets development (X2).
- b. Dependent Variable. The dependent variable, also known as the outcome variable, is the variable that is impacted or affected by the independent variable [15]. The dependent variable used in this research is the execution of rural systems (Y).

3.2. Data Collection Techniques

Data collection is a crucial step in this investigation, as the obtained data will be used to test the formulated hypotheses or address the investigation issue. Data collection techniques are the most strategic steps in investigation, as the ultimate aim is to collect data [15].

- a. Primary Data: Data that is directly collected and processed by the investigator from the subjects or objects of the investigation.
- b. Secondary Data: Data that is obtained indirectly from the objects or subjects of the investigation.

3.3. Populace and Sampel

According to Fatihudin [16], "Populace is the complete set of elements or units that will be examined." In line with the investigation issue in this research, the populace for this investigation consists of rural systems in 9 rurals within the Robatal sub-sector, Sampang Sovereignty. The populace size for this research can be observed from the following table:

Table 2 Number Populace and Sampel of Rural Systems

No	Rural	Responden
1	Robatal	7
2	Tragih	7
3	Jelgung	7
4	Bapelle	8
5	Depelle	8
6	Torjunan	8
7	Sawah Tengah	7
8	Pandiyangan	8
9	Gunung Rancak	9
	Total	69

A sample is a portion of the total number and characteristics possessed by the populace.

According to Sugiono, "The larger the sample size that approaches the populace, the smaller the likelihood of generalization errors, and conversely, if the sample size deviates from the populace, the bigger the likelihood of generalization errors." A sample is a subset of the populace, which implies that there cannot be a sample if there is no populace [16]. The process of selecting an investigation sample must be conducted in a manner that ensures a truly representative sample is obtained. This means that the chosen sample accurately represents the characteristics of the entire investigation populace, thus providing an accurate portrayal of the real situation.

3.4. Data Analysis Techniques

This research utilizes multiple linear regression analysis as the statistical method. Multiple linear regression analysis is a tool used to analyze and determine the significance and impact of independent variables on multiple dependent variables. The analysis is performed using the SPSS 25 software for Windows. The equation used to test the hypotheses in this research is as follows:

$$Y = a + b_1X_1 + b_2X_2 + e \quad (1)$$

Explanation:

- Y = Execution of Rural Systems
- a... = Constant
- b₁, ..., b₂ = Regression Coefficients
- X₁ = Chiefship Style
- X₂ = Human assets Development
- e... = Error Term

Hypothesis Testing

- a. Incomplete Test (t-test). To examine the formulated hypotheses in this research, t-tests are conducted. The t-test is used to determine whether the independent variables have a noteworthy and positive impact on the dependent variable, specifically to assess the presence of a noteworthy effect of chiefship style and human assets development on the execution of rural systems.
- b. Simultaneous Test (F-test). According to [15], the F-test determines whether all the independent variables included in the model have a simultaneous impact on the dependent variable. The F-test compares the computed F-value with the tabulated F-value and assesses its significance level (0.05) using the following criteria:
 - c. If the computed F-value is bigger than the tabulated F-value or the probability is less than the significance level (Sig < 0.05), the investigation model can be used.
 - d. If the computed F-value is less than the tabulated F-value or the probability is bigger than the significance level (Sig > 0.05), the investigation model cannot be used.
- e. Coefficient of Determination
- f. The coefficient of determination, or R-squared (R²), is employed to determine the

contribution or impact of the independent variables (X) on the dependent variable (Y), with the remaining portion being impacted by independent variables (X) that are not included in the model. The R2 value is computed by squaring the correlation coefficient and multiplying it by 100%.

4 Effects and Discussion

4.1 Effects and Discussion

The multiple linear regression analysis was performed to determine the impact of the independent variables, Chiefship Style (X1) and Human assets Development (X2), on the dependent variable, Execution of Rural Systems (Y). The collective impact of the independent variables on the dependent variable was computed using a multiple regression equation. The regression effects obtained through the SPSS 25 software for Windows are presented below:

Table 3. The regression effects

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig
	B	Std. Error			
(Constant)	4.797	2.246		2.136	.036
Chiefship Style	.248	.119	.249	2.095	.040
Human assets Development	.413	.089	.550	4.628	.000

Based on the above table 3, the regression equation formed in this regression analysis is as follows:

$$Y = a + b_1X_1 + b_2X_2 + e$$

$$Y = 4.797 + 0.248X_1 + 0.413X_2 + e \quad (2)$$

Explanation:

- Y = Dependent variable (Value to be predicted)
- a = Constant
- b₁, ..., b_n = Coefficient values
- X₁ = Chiefship Style
- X₂ = Human assets Development
- e = Error

The model can be interpreted as follows:

- a. The constant value (a) is positive and equal to 4.797. This indicates that the positive sign signifies a positive relationship between the independent variables and the dependent variable. It means that when all the independent variables, including Chiefship Style (X1)

and Human assets Development (X2), are at 0 or experience no change, the execution of rural systems is 4.797.

- b. The Chiefship Style (X1) has a coefficient value of 0.248. This indicates that the Chiefship Style variable has a noteworthy positive impact on the Execution of Rural Systems (Y). If the Chiefship Style increases by one unit, the Execution of Rural Systems will increase by 0.248 units. This means that Chiefship Style has an impact on the execution of rural systems. It can be explained that the better the chiefship style of the rural head in each rural in the Robatal sub-sector of Sampang Sovereignty, the better the execution of rural systems in the Robatal sub-sector of Sampang Sovereignty.
- c. The Human assets Development (X2) variable has a positive value of 0.413. This indicates that the Human assets Development variable has a positive impact on the execution of rural systems (Y) in the Robatal sub-sector of Sampang Sovereignty. If Human assets Development increases by one unit, the execution of rural systems will increase by 0.413 units. This means that the better the Human assets Development in the rural systems in the Robatal sub-sector of Sampang Sovereignty, the better the execution of rural systems in the Robatal sub-sector of Sampang Sovereignty.

4.2 Hypothesis Testing Effects

Simultaneous Test (T-test). Incomplete Test (t-test). The t-test is performed to examine whether the Chiefship Style (X1) and Human assets Development (X2) variables have a noteworthy incomplete impact on the execution of rural systems (Y). The significance level used is 5% and the degrees of freedom (df) is computed as $n - k$ ($69 - 3$) = 66. Based on the t-table, the obtained t-table value is 1.998. Based on the calculations using the SPSS 25 software for Windows, the regression effects are as follows:

Table 4. The Effects of T test

	Model	t	Sig
1	(Constant)	2.136	.036
	Chiefship Style	2.095	.040
	Human assets Development	4.628	.000

Based on the hypothesis testing table above, several points can be explained:

- a. Testing the hypothesis "It is hypothesized that the chiefship style of the rural head noteworthy affects the execution of rural systems in the Robatal sub-sector of Sampang Sovereignty." Based on the table above, the obtained t-value for the Chiefship Style variable is 2.095, which is bigger than the t-table value of 1.998, with a significance level of 0.040, which is less than 0.05 ($0.040 < 0.05$). Based on the effects of the hypothesis testing, it can be concluded that the chiefship style of the rural head has a noteworthy effect on the execution of rural systems in the Robatal sub-sector of Sampang Sovereignty.
- b. Testing the hypothesis "It is hypothesized that the development of human assets noteworthy affects the execution of rural systems in the Robatal sub-sector of Sampang Sovereignty." Based on the table above, the obtained t-value for the Human assets

Development variable is 4.628, which is bigger than the t-table value of 1.998, with a significance level of 0.000, which is less than 0.05 ($0.000 < 0.05$). Based on the effects of the hypothesis testing, it can be concluded that the development of human assets has a noteworthy effect on the execution of rural systems in the Robatal sub-sector of Sampang Sovereignty.

Simultaneous Test (F-test). The F-test indicates whether all independent variables have a simultaneous effect on the dependent variable. The F-test is performed by comparing the computed F-value with the F-table value and observing the significance level of 0.05 as follows:

- a. If the computed F-value is bigger than the F-table value or the probability is less than the significance level ($\text{Sig} < 0.05$), then the investigation model can be used.
- b. If the computed F-value is less than the F-table value or the probability is bigger than the significance level ($\text{Sig} > 0.05$), then the investigation model cannot be used.

Based on the distribution of the F-table, the obtained F-table value is 3.09. Based on the effects of the F-test, it can be concluded that the simultaneous effect of the chiefship style of the rural head and the development of human assets on the execution of rural systems in the Robatal sub-sector of Sampang Sovereignty is noteworthy. Based on the F-test effects, it can be said that the investigation model can be used.

Table 5. The Effects of F test

Model	F	Sig.
1 Regression	42.671	.000 ^b
Residual		
Total		

Based on the hypothesis testing table above, it can be concluded that the hypothesis stating "It is hypothesized that the chiefship style of the rural head and the development of human assets simultaneously affect the execution of rural systems in the Robatal sub-sector of Sampang Sovereignty." Based on the table above, the computed F-value is 42.671, which is bigger than the F-table value of 3.09, with a significance level of 0.000, which is less than 0.05 ($0.000 < 0.05$). Based on the effects of the hypothesis testing, it can be stated that both the chiefship style of the rural head and the development of human assets have a simultaneous effect on the execution of rural systems in the Robatal sub-sector of Sampang Sovereignty.

Coefficient of Determination R². The correlation coefficient (R) illustrates the magnitude of the relationship between the variables Chiefship Style (X1) and Human assets Development (X2) with the Execution of Rural Systems (Y). The interpretation of the relationship between variables X and Y can be seen from the correlation coefficient interpretation table in [15] as follows:

Table 6. The Effects of Correlation

Correlation coefficient interval	Relationship level
0.00-0.734	The lowest
0.20-0.399	Low

Correlation coefficient interval	Relationship level
0.40-0.599	Average
0.60-0.799	Strong
0.80-1.000	The Strongest

Based on the calculations using SPSS 25 for Windows, the regression effects are as follows:

Table 7. The Effects Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.751 ^a	.564	.551	1.93095

The analysis of table above reveals that the correlation coefficient (R) is 0.751, indicating a strong level of relationship. This means that there is a strong association between Chiefship Style (X1) and Human assets Development (X2) with the Execution of Rural Systems (Y). Furthermore, the coefficient of determination (Adjusted R-square) is 0.551, indicating that Chiefship Style (X1) and Human assets Development (X2) explain 55.1% of the variation or contribution to the Execution of Rural Systems (Y), while the remaining 44.9% is impacted by other variables not considered in the research.

Based on the analysis conducted using SPSS version 25 for Windows, the following effects were obtained:

- a. Impact of Chiefship Style of Rural Head on the Execution of Rural Systems: The first hypothesis in this research is that the chiefship style of the rural head has a noteworthy impact on the execution of rural systems. Based on the hypothesis testing effects, it is found that the computed t-value for the chiefship style variable is 2.095, which is bigger than the critical t-value of 1.998. Additionally, the significance probability value is 0.040, which is less than 0.05. This indicates that there is a noteworthy impact of the chiefship style of the rural head on the execution of rural systems. Therefore, H1 is accepted. Based on the effects of the hypothesis testing, it can be concluded that Chiefship Style (X1) has a noteworthy impact on the Execution of Rural Systems (Y). In other words, the better the chiefship style of the rural head in the Robatal sub-sector of Sampang Sovereignty, the better the execution of the rural systems. Conversely, if the chiefship style is poor, the execution of the rural systems will also be poor.
- b. Impact of Human assets Development on the Execution of Rural Systems: The second hypothesis in this research is that human assets development has a noteworthy impact on the execution of rural systems. Based on the hypothesis testing effects, it is found that the computed t-value for the human assets development variable is 4.628, which is bigger than the critical t-value of 1.998. Additionally, the significance probability value is 0.000, which is less than 0.05. This indicates that there is a noteworthy impact of human assets development on the execution of rural systems. Therefore, H2 is accepted. Based on the effects of the hypothesis testing, it can be concluded that Human assets Development (X2) has a noteworthy impact on the Execution of Rural Systems (Y). In other words, the better the human assets development in the rural systems, the more it will affect their execution.

Conversely, the absence of human assets development will effect in a lack of skills and abilities in the rural systems, leading to a lack of improvement in their execution.

- c. Simultaneous Impact of Chiefship Style of Rural Head and Human assets Development on the Execution of Rural Systems: The third hypothesis in this research is that the chiefship style of the rural head and human assets development simultaneously impact the execution of rural systems. Based on the hypothesis testing effects, it is found that the computed F-value for the chiefship style and human assets development variables is 42.671, which is bigger than the critical F-value of 3.09. Additionally, the significance probability value is 0.000, which is less than 0.05. This indicates that there is a simultaneous impact of the chiefship style of the rural head and human assets development on the execution of rural systems. Therefore, H3 is accepted. Based on the effects of the hypothesis testing, it can be concluded that Chiefship Style (X1) and Human assets Development (X2) have a noteworthy simultaneous impact on the Execution of Rural Systems (Y). In other words, the better the chiefship style of the rural head and the human assets development in the rural systems, the better their execution will be in the Robatal sub-sector of Sampang Sovereignty.

5 Conclusion

Based on the discussion and statistical analysis of the data obtained to test the hypotheses proposed in this research, the investigation concludes the following:

- a. Chiefship style has a noteworthy impact on the execution of rural systems in the Robatal sub-sector of Sampang Sovereignty. This means that a better chiefship style of the rural head will positively impact the execution of rural systems.
- b. Human assets development has a noteworthy impact on the execution of rural systems in the Robatal sub-sector of Sampang Sovereignty. This effect indicates that human assets development directly affects the execution of rural systems. It implies that training programs that enhance creativity, knowledge, and skills of rural systems can improve their execution.
- c. Chiefship style and human assets development have a noteworthy simultaneous impact on the execution of rural systems in the Robatal sub-sector of Sampang Sovereignty. This demonstrates that a good chiefship style and effective human assets development within the rural systems can have a positive impact on their execution.

Overall, the findings suggest that improving chiefship style and investing in human assets development are crucial for enhancing the execution of rural systems in the Robatal sub-sector of Sampang Sovereignty.

Reference

- [1] R. Hughes, "Analisis Pengaruh Gaya Kepemimpinan Partisipatif, Motivasi, Dan Disiplin Kerja Terhadap Kinerja Pegawai Pada Pt. Bank Bukopin Tbk. Cabang Klaten.," *J. Chem. Inf. Model.* 53(9), 287., 2017.
- [2] Susanti and F. B. Siahaan, "Analisa Pengaruh Gaya Kepemimpinan Terhadap Kinerja Karyawan Menggunakan Metode Fuzzy Inference System," *J. Tek. Komput.*, vol. 3, no. 2, pp. 12–19, 2017.

- [3] R. R. Wondal, B. Tewel, and M. D. Walangitan, "Pengaruh Kompensasi, Kompetensi dan Motivasi Terhadap Kinerja Karyawan pada PT. Bank Artha Graha Internasional Cabang Sam Ratulangi Manado Tbk.," *J. EMBA J. Ris. Ekon. Manajemen, Bisnis dan Akunt.*, vol. 7, no. 4, pp. 5157–5166, 2019.
- [4] A. Hidayat, "Analisa Pengaruh Gaya Kepemimpinan Terhadap Kinerja Pegawai Pada Suku Dinas Kebersihan Kota Administrasi Jakarta Timur," *Penelit. Ilmu Manajemen*, 1(1), 141–150, 2018.
- [5] H. Yosepa, A. Samsudin, and A. M. Ramdan, "Pengembangan Sumber Daya Manusia (SDM) terhadap Tingkat Etos Kerja Karyawan pada Hotel Santika Sukabumi," *J. Ilmu Manaj.*, vol. 8, no. 3, p. 742, 2020, doi: 10.26740/jim.v8n3.p742-747.
- [6] T. M. Djuwita, "Pengembangan Sumber Daya Manusia Dan Produktivitas Kerja Pegawai," *J. MANAJERIAL*, vol. 10, no. 2, pp. 15–21, 2011, doi: 10.17509/manajerial.v10i2.2161.
- [7] L. Nadler, *Human assets Development, The Handbook of Human assets Development*. 2020.
- [8] A. Ajisaputra, "Memanajemen Roda Pemerintahan Masyarakat," pp. 23–44.
- [9] A. Priharwantiningsih, "Analisis Manajemen Sumber Daya Manusia , Kepemimpinan Kepala Sekolah , Budaya Organisasi dan Etos Kerja pada Sekolah Menengah Pendahuluan," *Media Manaj. Pendidikan*, 2(1), 84–93., 2019, [Online]. Available: <http://jurnal.ustjogja.ac.id/index.php/mmp%0A%0A>.
- [10] Amirullah, *Pengantar Manajemen*. Jakarta: Mitra Wacana Media, 2017.
- [11] A. N. A. Jaya, N., Mukhtar, A., & UA, "Gaya Kepemimpinan Dan Motivasi, Pengaruhnya Terhadap Kinerja Pegawai," *Balanc. J. Ekon. Dan Bisnis Islam.*, vol. 2(1), 35–4, 2020, doi: <https://doi.org/10.35905/balanca.v2i1.1393>.
- [12] E. Moeljahwati, S. Suharto, and A. Subroto, "Pengaruh Budaya Organisasi Dan Motivasi Kerja Terhadap Kinerja Pegawai Melalui Kepuasan Kerja Pegawai," *Manaj. Bisnis J.*, vol. 6, no. 2, pp. 14–25, 2020, doi: 10.37303/embeji.v6i2.119.
- [13] E. Z. A. Fahmi Kamal, "Pengaruh Gaya Kepemimpinan Terhadap Kinerja Karyawan (Studi Kasus: PT Pandu Siwi Sentosa Jakarta)," 2018.
- [14] N. Bu'ulolo, "Pengaruh Pengembangan Sumber daya Manusia Terhadap Produktivitas Kerja Pegawai Pada Kantor Badan Lingkungan Hidup Kabupaten Nias Selatan," STIE Nias Selatan, 2013.
- [15] Sugiyono, *Metode Penelitian Kuantitatif, Kualitatif dan R&D*. Bandung: PT Alfabeta, 2016.
- [16] D. Fatihudin, *Metode Penelitian Untuk Ilmu Ekonomi, Manajemen dan Akuntansi*. Sidoarjo: Zifatama, 2015.