

Analysis of Factors Affecting The Performance of Village Government Apparatuses Through Increasing The Competence of Village Government Apparatuses

Wahyudi¹, Dewi Indriasih², Mahben Jalil³
{wahyudi@gmail.com}

Magister of Management, Universitas Pancasakti Tegal, Indonesia

Abstract. This study aims to analyze the influence of organizational culture, understanding of laws and regulations, information technology, village apparatus competence on the performance of village apparatus in Tegal Regency. The results showed that organizational culture, understanding of laws and regulations, information technology had a positive effect on the competence of the apparatus. Organizational culture, understanding of laws and regulations, information technology and apparatus competence partially have a positive effect on the performance of the apparatus. Meanwhile, based on the results of the mediation test using the Sobel test, it was found that the competence of the apparatus has not been able to significantly mediate organizational culture, understanding of laws and regulations and information technology on the performance of the apparatus.

Keywords: Apparatus Competence, Apparatus Performance. Information Technology, Organizational Culture, Understanding of Laws and Regulations,

1. Introduction

The village is the lowest administrative system in Indonesia. Village administration requires people to hold positions in the management of village institutions, one of the village institutions is the Village Government Apparatus consisting of the Village Head and Village Government Apparatus

Success in implementing government tasks in the village is based on the principles of accountability, transparency and responsiveness. These three principles are directed towards achieving good governance and bureaucratic reform which in practice is realized through the community satisfaction index, the village development index, the maintenance of peace and order in the community, the ability to manage finances and assets, and the implementation of coordination and consultation between village institutions and agencies related [1].

[2] suggests that the performance of the Village Apparatus is a measure of how big the target, namely quantity, quality and time, has been able to be achieved by management and the target has been set beforehand. Competence as an important element in the management of government in the village, competent Village Apparatus will be able to complete tasks well [3].

Understanding of laws and regulations is no less important in administering village government. Understanding of Village Apparatus against this rule is the basis for every implementation of activities in the village, then Village Apparatuses should be pro-active in understanding and reviewing statutory regulations regarding villages and the administration of

village governance by participating in the program. initiated by the Regional Government such as socialization, consultation and training. [4] convey that the higher the rules applied by the Village Apparatus, the more the Village Apparatus' performance will improve.

[5] assumes that information technology affects the quality and quantity as well as the success of employee performance in an organization, further [5]conveys information technology to produce an information system so that employees play an important role in operating information technology.

[6]Organizational culture is useful as a glue for all elements of the organization, determinant of identity, energy enhancer and motivator as well as a guide for the organization

The competence of Village Apparatus in Tegal Regency through education and competency training held by the Tegal Regency Community and Village Empowerment Service has only reached 650 people out of 1,914 people, while those who have not met the expected competencies are 1,264 people, understanding of the laws and regulations are 246 people. . The application of information technology is also only 56 people out of 281 people who are able to use the Sipades application.

2. Method

This research includes causal associative research with a quantitative approach. The sample of this study was taken using the Slovin formula [7], while the sampling method used was simpler random sampling. The sample used was 331 village officials from a total population of 1,914 people. The data collection method used in this study was a questionnaire distributed to village officials. The measurement tool in this study uses an interval scale. Methods of data analysis using Validity & Instrument Reliability Test, Descriptive Test, Structural Equation Modeling (SEM) and Mediation Test (Sobelt Test). The analytical tool used is AMOS 4.0 SEM analysis

3. Discussion

The influence of organizational culture on the performance of village government officials. The results of the study prove that organizational culture has a positive effect on the performance of village government officials in Tegal Regency. This study supports the results of research conducted by [8–12] which prove that organizational culture has an effect on performance, the better organizational culture is applied it will improve performance.

The effect of understanding the laws and regulations on the performance of village government officials. The results of the study prove that understanding the laws and regulations has a positive influence on the performance of village government officials in Tegal Regency.

The results of this study support the results of research conducted by [13] which proves that an understanding of statutory regulations can improve performance as well as research [14]which proves that an understanding of statutory regulations affects performance.

The influence of mastery of information technology on the performance of village government officials. The results of the study prove that mastery of information technology has a negative effect on the performance of village government officials in Tegal Regency. Research [5,9,13,15–19] prove that employees who master information technology will have high performance.

The influence of organizational culture on the competence of village government officials. The results of the study prove that organizational culture positively affects the

competence of village officials in Tegal Regency. The results of this study support the results of research conducted by [8,9,20,21] which in their research proves that a good work culture will affect employee competence.

The effect of understanding the laws and regulations on the competence of village government officials. The results of the study prove that understanding the laws and regulations has a positive influence on the competence of village government officials in Tegal Regency.

The results of this study are in accordance with the results of research [22] which in their research proves that the understanding of accounting students will affect competence.

The influence of information technology on the competence of village government officials. The results of the study prove that information technology has a positive effect on the competence of village officials in Tegal Regency. The results of this study support the results of studies [8,15,23,24] which in their research prove that the better the mastery of information technology, the better the competence. The influence of the competence of village government officials on the performance of the village apparatus. The results of the study prove that the competence of the apparatus has a positive influence on the performance of village government officials in Tegal Regency. This study supports research [25,26] which prove that competence has an effect on performance, but not according to research [27] which proves that competence has no significant effect on the performance of village government officials.

The influence of organizational culture on the performance of village officials with the competence of village government officials as mediators.

The results of calculations using the Sobel test prove that the competence of the apparatus has not been able to significantly mediate organizational culture on the performance of the apparatus. This study differs from studies [20] which prove that competence is able to mediate the influence of organizational culture on performance.

The effect of understanding the laws and regulations on the performance of village officials with the competence of village government officials as mediators. Based on the Sobel test calculation, it shows that the competence of the apparatus has not been able to significantly mediate the variable understanding of the laws and regulations on the performance of the apparatus. This research is different from the research conducted which proves that an understanding of the laws and regulations supported by the competence of the village apparatus will result in the expected performance.

The influence of mastery of information technology on the performance of village officials with the competence of village government officials as mediators. Based on the calculation of the Sobel test, it is concluded that the competence of the apparatus has not been able to significantly mediate the variable understanding of the mastery of information technology on the performance of the apparatus. This study differs from the results of studies [15] which prove that competence is able to mediate the effect of mastery of information technology on performance.

4. Conclusion

Based on the results of the research that has been done, it can be concluded that:

1. Organizational culture needs to be formed or built in the organizational environment as a basic norm for all members to control the attitudes and behavior of members which in turn will improve personal and organizational performance.

2. Laws and regulations that change from time to time must always be followed and implemented properly by village officials in the context of service to the community and moral responsibility in carrying out work so as to minimize errors that occur.
3. The rapid development of information technology demands the ability of village officials to simultaneously adjust IT mastery, this inability to master IT will make village officials unable to meet information needs and reduce the performance of the work concerned.
4. Organizational culture provides firmness and reflects the specifications of an organization so that it is different from other organizations. A work culture that develops in the village can provide stability to the village apparatus.
5. Compliance with laws and regulations makes it easier for village officials to complete the work they are responsible for, which is a manifestation of how high their capacity (competence) is.
6. Increasing the ability to master information technology can be done through training according to the needs, job duties and responsibilities of each village apparatus in the context of increasing their professionalism and competence.
7. Optimal service to the community and the completion of a job well done shows the satisfactory working ability of the village apparatus, so that professional quality is achieved in work.
8. Competence is inherent in each individual so that it is not comprehensively able to mediate organizational culture in influencing performance.
9. Competence is a personal ability to complete tasks and responsibilities, so that together they are not necessarily able to influence the understanding of laws and regulations that can improve the performance of village officials.
10. Competencies possessed by village officials are individual abilities that partially affect performance, but have not been able to influence the mastery of information technology together which can improve the performance of village officials.

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