

Village Apparatus Performance in “Jotacorubo” Village, Weru District

Tri Gono, Istatin, Sudarwati

Master of Management Science Study Program Postgraduate Program (Pps)

Islamic University of Batik Surakarta

3gono80@gmail.com

ABSTRACT

This research aims to examine the influence of the variables of Leadership, Utilization of Information Technology, Competence, and Communication on the Performance of Village Apparatus. In this study, the author uses a quantitative descriptive method to determine the magnitude and significance of the influence between variables. The research was conducted in the village of "Jotacorubo," Weru District, Sukoharjo Regency, Central Java Province. The population of all village officials in the village of "Jotacorubo," Weru District, totaling 58 people. The sampling technique used in this study is the census technique. The sample size taken was 58 people or respondents. The variables used in this study consist of 2 (two), namely the dependent variable (Y) and the independent variable (X). The dependent variable (Y) is performance, and the independent variable (X) includes leadership, the utilization of information technology, competence, and communication. Based on the research conducted on the village officials in Jotacorubo Village, Weru District, with the independent variables tested being, the utilization of information technology, competence, and communication, all of leadership which affects the performance of the village officials. In this study, the determination coefficient test yielded an Adjusted R Square value of 0.651, which means that the contribution of the independent variables—leadership, the utilization of technology, competence, and communication—towards the performance variable simultaneously is 65.1%, and the remaining 34.9% is attributed to other factors outside this study.

Keywords: Leadership, Utilization of Information Technology, Competence, Communication, and Performance of Village Apparatus

ABSTRAK

Penelitian ini bertujuan untuk mengkaji pengaruh variabel Kepemimpinan, Pemanfaatan Teknologi Informasi, Kompetensi, dan Komunikasi terhadap Kinerja Perangkat Desa. Dalam penelitian ini, penulis menggunakan metode deskriptif kuantitatif untuk mengetahui besarnya dan signifikansi pengaruh antar variabel. Penelitian dilakukan di Desa "Jotacorubo", Kecamatan Weru, Kabupaten Sukoharjo, Provinsi Jawa Tengah. Penduduk seluruh perangkat desa di desa "Jotacorubo", Kecamatan Weru, berjumlah 58 jiwa. Teknik pengambilan sampel yang digunakan dalam penelitian ini adalah teknik sensus. Ukuran sampel yang diambil adalah 58 orang atau responden. Variabel yang digunakan dalam penelitian ini terdiri dari 2 (dua), yaitu variabel dependen (Y) dan variabel independen (X). Variabel dependen (Y) adalah kinerja, dan variabel independen (X) meliputi kepemimpinan, pemanfaatan teknologi informasi, kompetensi, dan komunikasi. Berdasarkan penelitian yang dilakukan terhadap perangkat desa di Desa Jotacorubo Kecamatan Weru, dengan variabel independen yang diuji adalah, pemanfaatan teknologi informasi, kompetensi, dan komunikasi, semua kepemimpinan yang mempengaruhi kinerja perangkat desa. Dalam penelitian ini, uji koefisien penentuan menghasilkan nilai Adjusted R Square sebesar 0,651, yang berarti bahwa kontribusi variabel independen—kepemimpinan, pemanfaatan teknologi, kompetensi, dan

komunikasi—terhadap variabel kinerja secara bersamaan adalah 65,1%, dan sisanya 34,9% dikaitkan dengan faktor lain di luar penelitian ini.

Kata Kunci: Kepemimpinan, Pemanfaatan Teknologi Informasi, Kompetensi, Komunikasi, dan Kinerja Aparatur Desa

INTRODUCTION

Indonesia is a country that implements regional autonomy policies. The implementation of regional autonomy is expected to allow regional governments to further increase creativity in organizing their governments and have the freedom to organize and develop the potential in their regions more optimally. To achieve the objectives of implementing the regional autonomy policy, the role of the village government as the spearhead in organizing and succeeding government programs cannot be separated. According to Law Number 6 of 2014 concerning Villages, Village Government is the implementation of government affairs and the interests of the local community in the government system of the Unitary State of the Republic of Indonesia.

Village government is the lowest level of government in the government structure in Indonesia, but the village has a very strategic role in government, this is because the village is the forefront in providing services to the community. Village government as a public service agency is required to always improve and make changes in accordance with the times.

The capacity of village apparatus resources should be prepared and managed well so that the performance of village apparatus can be empowered optimally by the village government and is expected to be able to provide excellent service to the community and create good governance.

The village government as a public sector organization, is aware of the importance of human resources to achieve the vision and mission of the organization. The performance factor of village officials is a very important thing. Important for the village government. Good performance of village officials is very necessary in achieving goals, as it is known that achieving the goals of a village government is something that is highly desired by village officials and their communities.

In the Village of "Jotacorubo" Weru District, they are trying to find ways to improve the performance of their village apparatus. Village apparatus will be encouraged to work optimally in order to achieve the goals of the agency. Efforts made by the village government to improve the performance of village apparatus are by utilizing technology, developing competencies for village apparatus and providing an understanding of the importance of communication in working together.

Performance is the level of success that can be achieved very well and has a positive influence on the sustainability of an organization that is being run Halim et al. (2022). Organizational productivity will be good if there is support from high employee performance. Organizations led by a leader should pay attention to improving the performance of their employees. Employee performance will increase if there is leadership in an organization, increasingly sophisticated Information

Technology can be implemented in work, workloads are in accordance with competencies and there is good communication in an organization.

Leadership is also no less important in supporting the performance of village officials. Leadership is the ability to lead and motivate its members in achieving common goals. A leader is expected to have the ability to make decisions, provide direction and support, motivate and inspire members, and resolve conflicts and problems that arise in the organization, Tulhusnah et al, (2023). Leadership is the ability of a leader to influence subordinates to act for certain goals that represent the values and motivations, needs and desires expected from the leader. Leadership has a very close relationship with the performance of its employees, because the success of a leader in moving others in achieving predetermined goals depends greatly on the authority and ability of the leader.

The increasingly rapid development of the world of information technology has brought about changes in the way each individual and organization works, which were initially manual, to become more sophisticated, Udayana & Juliarsa (2022). The village has the authority over the administration of government, implementation of development, community development, and empowerment of village communities as stated in Law No. 6 of 2014. The use of information technology is mandatory for village officials, because currently work reporting is mostly done online. The use of information technology is one of the factors that can determine employee performance in terms of effectiveness. Information technology is also one of the infrastructure facilities that support the resources needed to achieve employee performance according to Permenpan RB No. 6 of 2022.

In realizing the goal of achieving good village governance, superior performance is required from all village officials. Competence is a person's basic ability to do work, an employee must have adequate education and have skills that are in accordance with their daily work, so that in carrying out their duties they can be completed properly and can achieve superior performance, Warnani & Rahmaningtyas, (2020). Village government will run well and optimally, when supported by various resources such as village officials. Village officials who have competence play an important role in helping every village government activity to achieve goals. The competence of village officials needs to be considered, because the quality and quantity of employee competency performance in carrying out the responsibilities they have.

Communication between village officials is very necessary and must be carried out properly. It is not impossible that the lack of good communication will have a negative impact on various things, one of which can affect the performance of village officials which will hinder the achievement of a goal. One thing that can improve performance is communication between superiors and subordinates. Sending or conveying messages from the source to the recipient (via channels) with the aim of changing communication, behavior, knowledge, attitudes, and/or other behaviors which are defined as a process, Arifuddin & Abdullah, (2022).

"Jotacorubo" Village, Weru District, Sukoharjo Regency, through the Village Government Implementation Report (LPPD) at the end of the budget year, submitted

to the Regent through the Sub-district Head and Village Government Implementation Information (IPPD) submitted to the Community can be completed properly, this shows that the performance of the village apparatus is quite good. The performance of the village apparatus that is already quite good can be improved again, however, there are several aspects that are suspected to be influenced by the suboptimal performance of the village apparatus in implementing the implementation of village government. The aspects in question include: suboptimal performance of the village apparatus influenced by leadership, suboptimal use of information technology, suboptimal employee competence and suboptimal communication in "Jotacorubo" Village, Weru District. From the problems that arise, the researcher determines the title of this study is the Influence of Leadership, Utilization of Information Technology, Competence and Communication on the Performance of Village Apparatus in "Jotacorubo" Village, Weru District.

RESEARCH METHODS

The type of research used is descriptive research with a quantitative approach with an emphasis on hypothesis testing in producing a conclusion. In this study the author uses a quantitative descriptive method to determine the magnitude of the influence and significance between the variables of Leadership, Utilization of Information Technology, Competence and Communication on Village Apparatus Performance. The study was conducted in "Jotacorubo" Village, Weru District, Sukoharjo Regency, Central Java Province.

The population in all village apparatuses in "Jotacorubo" Village, Weru District, totaling 58 people. The sampling technique used in this study was the census technique. The number of samples taken was 58 people or respondents.

The variables used in this study consist of 2 (two), namely the dependent variable (Y) and the independent variable (X). In the variable (Y) is performance and in the variable (X) includes leadership, Utilization of Information Technology, Competence and Communication. The multiple linear regression equation is as follows:

$$Y = a + b_1X_1 + b_2X_2 + b_3X_3 + b_4X_4 + e$$

Where:

Y	: Performance
X1	: Leadership
X2	: Utilization of Information Technology
X3	: Competence
X4	: Communication
b1	: Regression coefficient X1
b2	: Regression coefficient X2
b3	: Regression coefficient X3
b4	: Regression coefficient X4
a	: Constants
e	: Error(confounding variable)

RESULTS AND DISCUSSION

Table 1. Multiple Linear Regression

Coefficients ^a					
Model		Unstandardized Coefficients		Standardized Coefficients	Sig.
		B	Std. Error	Beta	
1	(Constant)	-1.439	2.437		.557
	KEPEMIMPINAN	.259	.126	.261	.045
	PEMANFAATAN_TI	.264	.125	.227	.039
	KOMPETENSI	.255	.125	.243	.047
	KOMUNIKASI	.282	.128	.241	.032

a. Dependent Variable: KINERJA

Based on the table above, the multiple linear regression value of the independent variables can be seen so that the following regression equation can be obtained:

$$Y = - 1.439 + 0.259 X_1 + 0.264 X_2 + 0.255 X_3 + 0.282$$

From this equation it can be explained that:

- a. Constant (a) = - 1.439

This value shows that if the variables Leadership, Utilization of Information Technology, Competence, and Communication are considered constant or equal to zero (0), the village apparatus performance variable is -1.439 and shows a negative result which means that the performance of the village apparatus is decreasing.

- b. Leadership Coefficient (b1)= 0.259

If the coefficient value of the Leadership variable increases and the coefficient value of the Information Technology Utilization, Competence, and Communication variables from the regression model is assumed to be constant, then the performance value of the village apparatus will increase by 0.259 and show positive results.

- c. Information Technology Utilization Coefficient (b2) = 0.264

If the coefficient value of the Information Technology Utilization variable increases and the coefficient values of the Leadership, Competence, and Communication variables from the regression model are assumed to be constant, then the performance value of the village apparatus will increase by 0.264 and show positive results.

- d. Competence Coefficient (b3) = 0.255

If the coefficient value of the Competence variable increases and the Leadership, Utilization of Information Technology, and Communication variables are assumed to have constant coefficient values from the regression model, then the performance value of the village apparatus will increase by 0.255 and show positive results.

- e. Communication Coefficient (b4)= 0.282

If the coefficient value of the Communication variable increases and the variables Leadership, Utilization of Information Technology, and Competence are

assumed to have constant coefficient values from the regression model, then the performance value of the village apparatus will increase by 00.282 and show positive results.

Coefficient of Determination (Adjusted R2)

Table 2. Determination Coefficient (Adjusted R2)

Model Summary^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.807 ^a	.651	.624	1.109

a. Predictors: (Constant), KOMUNIKASI, PEMANFAATAN_TI, KOMPETENSI, KEPEMIMPINAN

b. Dependent Variable: KINERJA

It is known that the results of the coefficient of determination test of the Adjust R Square value using SPSS 25 Software are 0.651, so it can be concluded that there is a contribution of the influence of the independent variable on the dependent variable simultaneously (together) of 65.1%.

Model Feasibility Test (F Test)

Table 3. Test Results Model Suitability (F Test)

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	121.284	4	30.321	24.667	.000 ^b
	Residual	65.147	53	1.229		
	Total	186.431	57			

a. Dependent Variable: KINERJA

b. Predictors: (Constant), KOMUNIKASI, PEMANFAATAN_TI, KOMPETENSI, KEPEMIMPINAN

MarkFtable = 2.55 is obtained from the numerator df = 5 and the denominator df 53. So that the results of the model feasibility test obtained Fcount > Ftable with a value of 24.667' > 2.55 with a significance of 0.000, thus indicating that the feasibility test is significant with a significance level of less than 0.05, so Ho is rejected and Ha is accepted.

From the test values above, it can be concluded that there is a simultaneous and significant influence between Leadership, Utilization of Information Technology, Competence, and Communication on the Performance of village officials and the feasibility test of the model is fulfilled.

t-test

Table 4. T-Test Results

Coefficients ^a					
Model		Unstandardized Coefficients		Standardized Coefficients	Sig.
		B	Std. Error	Beta	
1	(Constant)	-1.439	2.437		.557
	KEPEMIMPINAN	.259	.126	.261	.045
	PEMANFAATAN_TI	.264	.125	.227	.039
	KOMPETENSI	.255	.125	.243	.047
	KOMUNIKASI	.282	.128	.241	.032

a. Dependent Variable: KINERJA

Based on the results of the t-test in the table above, it can be explained in the following determined hypotheses:

a. The Influence of Leadership on Performance

The independent variable of leadership has a calculated t value > t table. The calculation results using SPSS 25 obtained a calculated t value of 2.054 greater than the t table of 2.006 and a significance of $0.045 < 0.05$, so H_0 is rejected and H_a is accepted. From the results of the hypothesis, it can be concluded that there is a positive and significant partial influence of the leadership variable on the performance variable.

b. The Influence of Information Technology Utilization on Performance

The independent variable of Information Technology Utilization has a calculated t value > t table. The calculation results using SPSS 25 obtained a calculated t value of 2.119 greater than the t table of 2.006 and a significance of $0.039 < 0.05$, so H_0 is rejected and H_a is accepted. From the results of the hypothesis, it can be concluded that there is a positive and significant partial influence of the Information Technology Utilization variable on the performance variable.

c. The Influence of Competence on Performance

The independent variable Competence has a calculated t value > t table. The calculation results using SPSS 25 obtained a calculated t value of 2.037 greater than the t table of 2.006 and a significance of $0.047 < 0.05$, so H_0 is rejected and H_a is accepted. From the results of the hypothesis, it can be concluded that there is a positive and significant partial influence of the Competence variable on the performance variable.

d. The Influence of Communication on Performance

The independent variable Communication has a calculated t value > t table. The calculation results using SPSS 25 obtained a calculated t value of 2.203 greater than the t table of 2.006 and a significance of $0.032 < 0.05$, so H_0 is rejected and H_a is accepted. From the results of the hypothesis, it can be concluded that there is a positive and significant partial influence of the communication variable on the performance variable.

Discussion

a. The Influence of Leadership on Village Apparatus Performance.

The results of the hypothesis testing/testing refer to Table IV.12 showing $t_{count} > t_{table}$ or 2.054 is greater than 2.006 and the significance is $0.045 < 0.05$, so H_0 is rejected and H_a is accepted, so it can be concluded that Leadership has a positive and significant effect on Village Apparatus Performance. Leadership implemented in village government can affect the performance of village apparatus in Jotacorubo Village.

The results of the study above are in accordance with the research conducted by Halim et al, (2022) which shows that village head leadership has a significant effect on the performance of village officials in Meranti District, Asahan Regency with a t-statistic value of the influence of leadership on village official performance of $3.351 > t_{table} 1.979$ and this. Meanwhile, research conducted by Daud et al, (2023), which concluded that transformational leadership style has been proven to have a positive effect on employee performance. This study also supports previous research conducted by Thulsanah et al, (2023) which concluded that leadership style has a significant positive effect on performance by referring to the original sample value which has a positive result (1.064), the TStatistic value is 16.894 (> 1.964) with a P Value of 0.000 (< 0.05)

The performance of village officials can be improved if in decision making or policies by the leadership can provide solutions to problems that arise, the motivational aspect given by the leadership can influence the work behavior of subordinates which leads to increased work ethic, the communication aspect between leaders and subordinates in work can run well so that leadership must be able to communicate well, the leadership aspect in terms of controlling the running of village government in achieving organizational goals, and good leadership is a leader who does not differentiate between one village official and another so that there is no jealousy from each village official.

b. Influence Utilization of Information Technology for Village Apparatus Performance.

The results of the hypothesis testing/testing refer to Table IV.12 showing $t_{count} > t_{table}$ or 2.119 is greater than 2.006 and the significance is $0.039 < 0.05$, then H_0 is rejected and H_a is accepted, then H_0 is rejected and H_a accepted, so it can be concluded that Utilization of Information Technology has a positive and significant impact on Village Apparatus Performance. Utilization of Information Technology which is implemented in village government can influence the performance of village officials in Jotacorubo Village.

This research is in line with previous research conducted by Udayana and Juliarsa, (2022) which concluded that the use of technology in information has a positive effect on employee performance at the Independent Farmers'

Cooperative in Gadungan Village, Tabanan with a regression coefficient value of $0.167 > 0$ and a significance value of $0.002 < 0.05$. While study previously carried out by Rini and Khasanah, (2023) whose research results The t-value obtained was -2.293, these results indicate that the use of information technology has a negative and significant effect on the performance of village officials in the District Pongreh whereas in this study the t-value obtained was 0.264 so it is concluded that the use of information technology has a positive and significant effect on the performance of village officials in Jotacorubo Village.

Performance will be increase if hardware and software are available that will provide convenience in working. Which is then supported by internet network infrastructure to facilitate sending/reporting or otherwise speed up making decisions or policies that affect the performance of village officials in Jotacorubo Village. The use of information technology appropriately and wisely can be done anytime and anywhere so that it will not be constrained by time and place in working. This proves that the use of information technology has an effect on the performance of village officials in Jotacorubo Village.

c. The Influence of Competence on Village Apparatus Performance.

The results of the hypothesis testing/testing refer to Table IV.12 showing $t_{count} > t_{table}$ or 2,037 is greater than 2,006 and significance $0.047 < 0.05$ then H_0 is rejected and H_a is accepted, so it can be concluded that Competence has a positive and significant influence partially on Village Apparatus Performance. Competencies implemented in village government can affect the performance of village apparatus in Jotacorubo Village.

This study supports previous research conducted by Rini and Khasanah, (2023) which stated that competence has a positive and significant influence on the performance of village officials in Tambak District.

This study is also in line with research by Rahim et al, (2023) which states that competence has a significant influence on the performance of village officials in Bulukerto District, Wonogiri Regency by 86.2%, the remaining 13.8% is influenced by factors other than performance.

Research with the same results was presented by Warnani and Rahmaningtyas, (2020) who proved that there was a positive and significant influence of village apparatus competence on the performance of village apparatus throughout Padureso District.

Village officials with extensive knowledge will more easily understand and comprehend their main tasks and functions so that in carrying out their tasks they will be constrained by problems faced in finding solutions to overcome these problems more quickly. With the ability of employees who are in accordance with their work, they are able to carry out work professionally which affects the performance of village officials. This proves that Competence has a significant effect on the performance of village officials in Jotacorubo Village.

d. The Influence of Communication on Village Apparatus Performance.

The results of the hypothesis testing/testing refer to Table IV.12 showing $t_{count} > t_{table}$ or 2.203 is greater than 2.006 and the significance is $0.032 < 0.05$, so H_0 is rejected and H_a is accepted., so it can be concluded that communication has a positive and significant influence partially on Device Performance. Communication implemented in the Regional Device Organization (Village Government) can affect the performance of village devices in Jotacorubo Village.

Communication is an important factor in knowing the performance of village officials, because if communication can run well and properly, the work that is their task will feel easier and village officials can work quickly according to the set targets.

In the research influence communication on performance by Khalikusabir et al, (2023) stated that communication has a significant effect on employee performance and Arifuddin & Abdullah, (2022) also stated that there is a positive and significant effect between communication and performance.

Communication has a positive and significant effect on the performance of village officials, which means that if the communication variable is carried out well and improved, the performance of village officials will increase. It can also be interpreted that the communication variable and the performance of village officials are directly proportional. Communication between leaders and village officials and village officials with other village officials runs well, namely by exchanging information, ideas, concepts so that village officials can follow, accept and implement the information received. If there is a misunderstanding, communication between village officials is able to defuse the atmosphere, of course by prioritizing deliberation in responding to differences of opinion or misunderstandings in communication. This explains that the better and more precise the communication between village officials, the higher the performance of village officials in Jotacorubo Village.

CONCLUSION AND SUGGESTIONS

Based on research on village officials in Jotacorubo Village, Weru District, with the independent variables tested being Leadership, Utilization of Information Technology, Competence, and Communication, all of which have an effect on the performance of village officials. On study This is obtained from the results of the coefficient of determination test of the Adjust R Square value of 0.651, which means that there is a contribution of the influence of the leadership variables, technology utilization, competence, and communication on the performance variable simultaneously of 65.1% and the remaining 34.9% from other factors outside this study.

This research can be used as literacy or contribution/ contribution to further research by using the variables of Leadership, Information Technology, Competence and Communication on the Performance of village officials, and it is hoped that further

researchers will not focus on this research variable by developing it with other variables because there is still 34.9% influence from variables outside the variables in this study.

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