

VILLAGE DEVICE PERFORMANCE IN KEMUSU SUBDISTRICT

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Abstract: *the performance of village officials in the kemusu of Boyolali Regency. The population in this study was all village devices in the Kemusu District Office, Boyolali Regency, which was 87 people, with the number of samples taken is 87 respondents. Based on the type of data used, this study is quantitative research. The data collection method used in this study was to distribute questionnaires to respondents to several customers who were taken as samples. The data used in this study are primary data from questionnaire answers. The data analysis techniques used in this study are statistical tests, including multiple linear regression tests, t-tests, F tests, and coefficient of determination tests. The conclusions in this study are, Leadership, organizational culture, and welfare simultaneously have a significant effect on the performance of village devices in Kemusu District, Boyolali Regency, Leadership, is the most dominant variable that affects the performance of village devices in Kemusu District, Boyolali Regency and the results of this study show that all hypotheses in this study are proven to be correct.*

Keywords: *Performance, Leadership, organizational culture, and welfare*

1. Introduction

Human resources (HR) are the only resources with a sense of feelings, desires, skills, knowledge, encouragement, power and work. All the potential of human resources affects the organization's efforts in achieving goals. No matter how advanced technology, information development, availability of capital and adequate materials, without human resources, it is difficult for the organization to achieve its goals (Sutrisno, 2015: 3). Therefore, maximizing the potential in human resources is one way to improve performance in achieving organizational goals.

Human resources in an organization play a very important role, especially in planning. The existence of its human resources can determine the growth and development of an organization. Human resources that have high work productivity will impact the development and growth of the organization better. Seeing the importance of human resources in an organization, every organization always strives to improve the performance of existing human resources.

Rivai et al. (2010: 26) explain that performance is a success in carrying out tasks and the ability to achieve predetermined goals. Performance is declared good and successful if the desired goal can be achieved properly. Many factors can affect the performance of human resources.

Employee performance, according to Gaol (2014: 273) is a real behaviour that everyone displays as a work achievement produced by employees by their role in a company, while according to Abdullah (2014: 3), performance or performance is the result of the company's

work done by employees as well as by the instructions (manual), directions given by the leadership (manager), competence and ability of employees to develop their reasoning in work. Many factors can affect performance.

Gibson et al. (2012: 123-124) state that factors that affect performance are individual variables consisting of abilities and proficiency, background, and demographic variables. Factors that affect the performance of a psychological nature consist of perception, attitude, personality, motivation, the performance of village devices and work stress. At the same time, organizational factors consist of leadership, compensation, conflict, power, organizational structure, job design, organizational design and career.

Rivai et al. (2013: 29) explain that leadership is a process or ability of others to direct and motivate the behaviour of others, and there are cooperative efforts by applicable regulations to achieve the desired goals together. To improve performance, the leader's role is needed to achieve organizational goals. Other studies have argued that leadership has a positive but insignificant effect on performance (Iswadi et al., 2017).

Organizational cultural factors can also influence performance. Organizational culture, which is a set of values, principles, traditions and ways of working that are shared and influence the behaviour and actions of organizational members, often affects the performance of organizational members (Robbins and Coulter in Susetyo, 2014: 84). Some previous research has suggested that organizational culture significantly affects performance (Maslukhan, 2015; Wardani, et al., 2016; Wahyuni, 2015; Susetyo, et al., 2016). Other research explains that organizational culture has no significant effect on performance (Fuad, 2016).

Based on the results of previous studies, there are still differences in research results between researchers and researchers, for this study, researchers intend to conduct a re-study related to the influence of leadership variables, organizational culture and well-being on performance. From the description mentioned above, the frame of thought in the research can be described as follows:

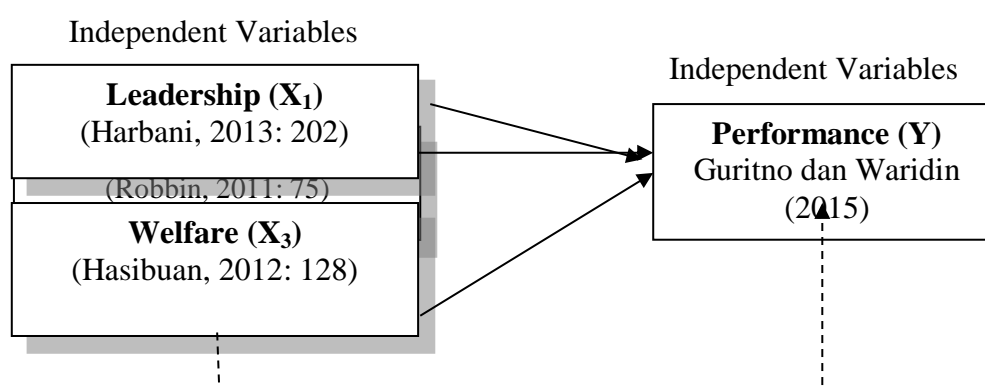


Figure 1. Frame of Mind

This research took objects on village devices in Boyolali Regency Kemusu District, considering that so far, the performance of village devices has been in the community spotlight because it has been felt that the performance of village government officials in providing services to the community has not been maximized. Innovation and village development are still lacking.

2. Research Method

The population in this study is all village devices in the Boyolali Regency Kemusu Subdistrict Office. The population in this study is as many as 87 people, and the number of samples taken is as many as 87 respondents. Based on the type of data used, this research is quantitative. Based on the form of research, this research is an association because it analyzes the influence of independent variables on dependent variables. The data collection method used in this study was to spread questionnaires to respondents to several customers taken as samples. The data used in this study is the primary data of questionnaire answers. The data analysis techniques used in this study are statistical tests, including multiple linear regression tests, t-tests, F tests, and determination coefficient tests.

3. Results and Discussion

3.1. Results

3.1.1 Multiple Regression Test Results

The analysis of multiple linear regressions in this study was conducted using the SPSS program version 16, so that the print out results were obtained as follows:

Table 1.
Multiple Regression Test Results

Coefficients^a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	-2,470	1,039		-2,376	,019
Leadership	,560	,060	,578	9,309	,000
Organizational Culture	,323	,059	,289	5,523	,000
Welfare	,209	,094	,160	2,230	,028

a. Dependent Variable: Village device Performance

Source: Print Out SPSS Processed November 2020

From the results of the linear regression test with the help of the SPSS program version 16 obtained:

$$a = -2,470$$

$$\beta_1 = 0,560$$

$$\beta_2 = 0,323$$

$$\beta_3 = 0,209$$

So that the regression equation is obtained as follows:

$$Y = -2,470 + 0,560 X_1 + 0,323 X_2 + 0,209 X_3$$

Means :

- a. Value a (constant) = -2,470, A negative value means that if there are no leadership variables, welfare and organizational culture can reduce the performance of village devices in Boyolali Regency Kemusu District.
- b. Value $\beta_1 = 0,560$, A positive value means that leadership positively influences the performance of village devices in PT. Boyolali Regency Kemusu District. By saying that if there is an increase in leadership and other variables constantly, it will be able to improve the performance of administrators' village devices in Boyolali Regency Kemusu District.
- c. Value $\beta_2 = 0,323$, A positive value means that organizational culture positively influences the performance of administrative village devices in Kemusu District, Boyolali Regency. By saying that if there is an increase in organizational culture and other variables constantly, it will be able to improve the performance of village devices in Kemusu District, Boyolali Regency.
- d. Value $\beta_3 = 0,209$, A positive value means that welfare positively influences the performance of village devices in Kemusu District, Boyolali Regency. By saying that if there is an increase in welfare and other variables are constant, it will be able to improve the performance of village devices in Kemusu District, Boyolali Regency.

3.1.2 t Test

This analysis is used to determine whether or not there is an influence between independent variables consisting of leadership, welfare and culture of dependent variable organizations, namely the performance of village devices in Boyolali Regency Kemusu District in detail can be seen below.

- a. The influence of leadership (X1) on village devices (Y) performance in Kemusu District, Boyolali Regency. Considering the value of $t_{count} > t_{table}$ ($9,309 > 2,024$) and p-value of $0.000 < 0.05$, it means that H_0 was rejected and H_a has accepted means that leadership has a significant effect on the performance of village devices in Kemusu District, Boyolali Regency.
- b. Organizational culture (X2) influences the performance of village devices (Y) in Kemusu District, Boyolali Regency. Considering the value of $t_{count} > t_{table}$ ($5,523 > 2,024$) and p-value of $0.000 < 0.05$, it means that H_0 was rejected and H_a accepted means that organizational culture has a significant effect on the performance of village devices in Boyolali Regency Kemusu District.
- c. The effect of welfare (X3) on village devices (Y) performance in Kemusu District, Boyolali Regency. Considering that the value of $t_{calculates} > t_{table}$ ($2,230 > 2,024$) and p-value of $0.028 < 0.05$, it means that H_0 is rejected and H_a has accepted means that welfare has a significant effect on the performance of village devices in Kemusu District, Boyolali Regency.

3.1.3 F Test

The F Test is a hypothesis test of the total regression coefficient between β_1 , β_2 , and β_3 . This F test follows the distribution of F, so the table used is table F. As for the F test in this writing aims to test the significance of influences together between independent variables, namely leadership (X1), organizational culture (X2) and welfare (X3) against dependent variables, namely the performance of village devices in Kemusu District, Boyolali Regency.

Considering that $F_{count} > F_{table}$ ($179,787 > 2.84$) and $p\text{-value} < 0.05$ which is $0.000 < 0.05$, then H_0 is rejected and H_a accepted, meaning that leadership, organizational culture and welfare simultaneously have a significant effect on the performance of village devices in Boyolali Regency Kemusu District.

3.1.3 Coefficient of Determination (R^2)

Table 2.
Determination Coefficient Test Results
Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,904 ^a	,818	,813	,727

a. Predictors: (Constant), Organizational Culture, Well-Being, Leadership

Source: SPSS Print Out Results processed November 2020.

Based on the results of the determination coefficient test in this study obtained a Determination Coefficient (R^2) value of 0.813, it can be interpreted that the proportion of influence of independent variables consisting of leadership, organizational culture, and welfare on the performance of village devices in Boyolali Regency Kemusu District is 81.3%. In contrast, the remaining 18.7 is influenced by other factors such as discipline and satisfaction.

3.2. Discussion

1. From the t test results, it can be known that the value $t_{count} > t_{table}$ means that there is an influence between independent variables against dependent variables.

a. The influence of leadership (X_1) on the performance of village devices (Y) in Kemusu District, Boyolali Regency

Considering the value of $t_{count} > t_{table}$ ($9,309 > 2,024$) and $p\text{-value}$ of $0.000 < 0.05$, it means that H_0 was rejected and H_a accepted means that leadership has a significant effect on the performance of village devices in Boyolali Regency Kemusu District. Thus hypothesis 1 in this study states that: "It is suspected that leadership has a significant effect on the performance of village devices in Boyolali Regency Kemusu District" is proven to be true. This study shows that the leadership aspect is one of the factors that can affect the performance of village devices. The results of this study support the results of research conducted by Kusumo (2009) and by Sudarso (2012), which states that leadership factors influence the performance of village devices. For this reason, to improve the performance of village devices, a leader who can influence subordinates, a leader who can set a good example for subordinates, a leader who can motivate subordinates, and a leader who can take the right decisions for his organization, and a leader who can manage conflicts that occur in the company.

b. The effect of welfare (X_3) on the performance of village devices (Y) in Kemusu District, Boyolali Regency

Considering that the value of $t_{count} > t_{table}$ ($2,230 > 2,024$) and the $p\text{-value}$ of $0.028 < 0.05$, it means that H_0 is rejected and H_a has accepted means that welfare has a significant effect on the performance of village devices in Boyolali Regency Kemusu District. Thus hypothesis 3 in this study states that: "It is suspected that

welfare has a significant effect on the performance of village devices in Boyolali Regency Kemusu District" is proven to be true. The results of this study show that welfare factors are one of the factors that can affect the performance of village devices.

The results of this study support the results of research conducted by Aldela (2012), which states that welfare factors influence the performance of village devices. For this reason, to improve the performance of village devices, attention is needed to the welfare of village devices, this effort can be done by providing compensation outside of salary can be in the form of materials and non-materials such as the provision of adequate work facilities, career opportunities, the provision of work leave, health and security guarantees and so on.

2. From the results of the simultaneous influence test in this study conducted using the F Test between independent variables, namely leadership (X1), organizational culture (X2), and welfare (X3) on dependent variables, namely the performance of village devices in Boyolali Regency Kemusu District, it can be known that the value of F calculates $> F$ table ($179,787 > 2.84$) and p -value < 0.05 which is $0.000 < 0.05$, then H_0 is rejected, and H_a is accepted, meaning leadership, welfare and Organizational culture simultaneously has a significant effect on the performance of village devices in Kemusu District, Boyolali Regency. Thus, hypothesis 4 in this study states that: "It is suspected that leadership, organizational culture, and welfare simultaneously have a significant effect on the performance of village devices in Boyolali Regency Kemusu District" is proven to be true. From the results of this study, it can be known that leadership, organizational culture, and welfare can affect the performance of administrators' village devices in the Boyolali Regency Kemusu District. For this reason, to improve the performance of village devices, especially village devices, the company's production department must always pay attention to aspects of leadership, welfare and organizational culture.
3. From the Coefficient of Determination (R^2) test of 0.813, it can be interpreted that the proportion of the influence of independent variables consisting of leadership, organizational culture, and welfare on the performance of village officials in Kemusu District, Boyolali Regency is 81.3%. In contrast, the remaining 18.7 is influenced by other factors such as discipline, job satisfaction, etc. From the results of this study, it can be seen that the selection of variables used to predict the performance variables of village devices in this study is appropriate, considering the value of the coefficient of determination in this study is relatively large, namely 0.813 or 78.8%.

4. Conclusion

Based on the data analysis and discussion above, the conclusions that can be drawn in this study are:

1. Leadership has a significant effect on the performance of village officials in Kemusu District, Boyolali Regency, this is evident from the calculated t count $> t$ table ($9.309 > 2.024$) and the p -value of $0.000 < 0.05$, so H_0 was rejected and H_a was accepted.
2. Organizational culture has a significant effect on the performance of village officials in Kemusu District, Boyolali Regency, this is evident from the calculated t count $> t$ table ($5.523 > 2.024$) and the p -value of $0.000 < 0.05$, so H_0 was rejected and H_a was accepted.

3. Welfare has a significant effect on the performance of village officials in Kemusu District, Boyolali Regency, this is evident from the calculated t count of $> t$ table ($2,230 > 2,024$) and a p-value of $0.000 < 0.05$, so H_0 was rejected and H_a was accepted.
4. Leadership, organizational culture, and welfare simultaneously have a significant effect on the performance of village officials in Kemusu District, Boyolali Regency, this is evident from the calculated F count $> F$ table ($179,787 > 2.84$) and the p-value < 0.05 , which is $0.000 < 0.05$, so that H_0 was rejected and H_a was accepted.
5. Leadership is the most dominant variable that affects the performance of village officials in Kemusu District, Boyolali Regency considering that the value of the regression coefficient of this variable is greater than the other variables, namely 0.560. The results of this study show that all the hypotheses in this study are proven to be true.

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