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The Influence of the Leadership of the Village Head and the Work Motivation on the Performance of Village Officials (Case Study on Village Officials in Sirampog Sub-district)

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ABSTRACT

This study aims to analyze the influence of leadership and work motivation of village heads on the performance of village officials in Sirampog Subdistrict. Effective leadership and appropriate motivation are expected to improve the performance of village officials in carrying out their duties. This study used quantitative methods with a descriptive approach involving 40 respondents from village officials. Data were collected through questionnaires, then analyzed using multiple linear regression with the help of the SPSS program. The results showed that leadership has a significant positive influence on the performance of village officials, while work motivation has a positive but insignificant influence. This study provides insight into the important role of leadership in driving optimal performance of village officials, although work motivation is also an important factor that requires further attention.

Keywords: Leadership, village head, work motivation, performance of village officials.

1. Introduction

The quality of human resources in an organization depends largely on the skills, abilities and dedication of individuals. In this case, leadership plays an important role to improve staff discipline and productivity, with the ability to influence individual and group behavior. Leadership continues to be an interesting issue in management because of its influence on the achievement of the organization's vision, mission and goals. Leadership plays an important role in optimizing human resource management (Mahmud, 2019). In general, leadership is defined as the function, process, or ability to influence people to act to achieve certain goals (Iskandar & Sudirman, 2023).

Village governments have an important role in people's lives as they are at the forefront of providing services and carrying out development at the local level. To achieve development goals, the village head needs to collaborate with the community who act as subjects and objects in the empowerment program. Community participation is essential in supporting the success of the program. "Village governments need apparatus resources that can carry out development, government functions and provide services in accordance with the conditions of the village as a

government organization that is in the closest position to the community,” (Bali & Adhitama, 2019).

The village head is responsible for governance, development, and community empowerment in accordance with the law. In the execution of these duties, the village apparatus plays a key role as community servants, focusing on the quality of services to meet the administrative needs of the community. Village development is also an important part of regional autonomy that aims to improve community welfare. According to Law No. 3/2004 on Villages, “Village Apparatus” is a staff element that assists the Village Head in the preparation and coordination of policies contained in the Village secretariat as well as supporting elements of the Village Head's duties in implementing policies contained in the form of territorial elements and technical implementers.

The work motivation of village officials is strongly influenced by the role of the village head. Village heads who are effective in carrying out their duties can improve employee performance and achieve progress for their villages. By implementing the right motivational strategies, the village head can help overcome the various challenges faced by village officials and ensure the achievement of organizational goals.

The leadership of village heads is often influenced by local values, cultural norms, and customs. They are expected to have high integrity, to be fair, transparent and able to listen to the aspirations of the community. Effective leadership styles are usually collaborative and participatory, where the community is involved in the decision-making process.

Village head motivation is an important factor that can significantly influence the performance of village officials. As a leader, the village head has a major role in providing encouragement, direction, and inspiration to village officials to work more effectively, efficiently, and committed to village development and welfare. Here are some aspects of how village head motivation affects the performance of village officials.

The performance of the village head in leadership includes various aspects related to village governance, services to the community, and the implementation of development programs in the region. The village head is the highest leader at the village level, and his performance is very important for the progress and welfare of the village community.

2. Literature Review

2.1 Leadership

A leader is an individual who has followers or subordinates with a specific purpose, and greatly influences the success and ability of his leadership. Experts explain leadership as an action that encourages other people or employees to work together to achieve certain goals (Edison, Anwar, & Komariyah, 2018).

Leadership is the result of the natural development of individuals who unite in a group to achieve a common goal (Terry & Rue, 2020). Leadership is an entire discipline that studies how to supervise, influence and direct others so that they can complete directions and tasks according to a predetermined plan (Fahmi, 2017).

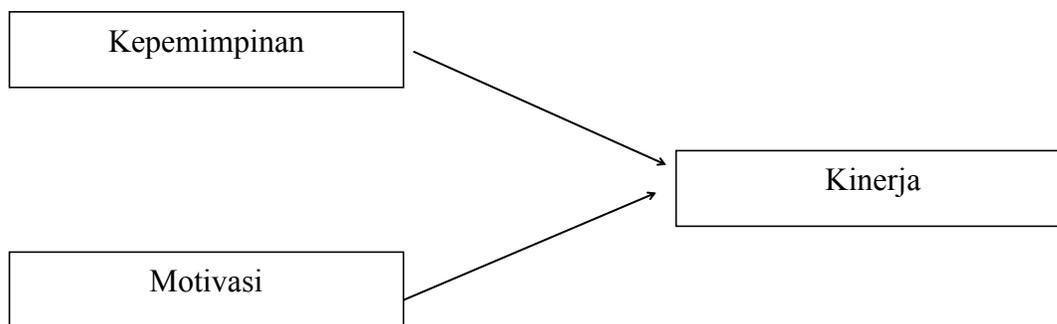
2.2 Motivation

Motivation is the drive to, activate, move, channel, and direct one's attitude and behavior. In addition, motivation is what drives a person to carry out certain activities. Therefore, motivation is often referred to as a factor driving a person's behavior (Sutrisno, 2010: 109).

According to (Fahmi, 2012: 143) motivation is a behavior that seeks to meet the desired needs. Sutrisno (2009: 121-122), all motivation theories attempt to explain human essence and the potential that humans can achieve. For this reason, motivation theory has a special perspective on humans. In a sense, motivation theory can help us to understand the dynamic engagement in organizations, where there is daily interaction between managers and employees. This theory can help managers and employees to solve problems that exist in an organization.

The two components of motivation theory are, satisfaction theory and motivational process theory.

- Satisfaction theory, focuses on an individual's internal factors to reinforce, direct, stop and support his behavior.
- Motivation Theory, concepts and principles that seek to explain why individuals are moved or driven to take certain actions.



2.3 Performance

Performance is defined as recording the results of certain job functions or activities within a certain period of time. According to Bernardin and Rusel in Uha (2013: 213). Performance is the result that has been achieved by an organization, both for profit and non-profit (Fahmi, 2012: 226).

Mangkunegara (2013) defines performance as: the results of work achieved by an employee in quality and quantity in carrying out the tasks assigned to him ”, while Priansa (2017) describes performance as: the manifestation of an ability in a tangible form or the result of work that will be achieved by an employee in carrying out a task or job ordered by the organization.

The village head is tasked with organizing governance, development, community development, and community empowerment in the village in accordance with the provisions of law an regulation.

2.4 Hypotesis

The t test is used to verify whether the independent variable has a significant effect on the dependent variable, so that it can be proven that the significant effect is not just a coincidence. The hypothesis in this study is as follows:

- The leadership of the Village Head as a whole or partially has a significant positive effect on the performance of village government employees.
- Work motivation has a significant positive effect on the performance of village government employees.

3. Research Methodology

3.1 Research Design

The method used in this research is quantitative with a descriptive approach. The main objective is to analyze the influence between two variables, namely leadership on performance, as well as the extent of the correlation between the variables studied. The research subjects are Drsa devices in Sirampog sub-district villages as many as 40 people.

The research object chosen will be carried out in the villages in Sirampog Sub-district. The object of this research contains problems that will later be analyzed to find a solution.

The source of data in research is data collected by researchers through questionnaires or interviews. In this case, the respondents are village officials in Sirampog sub-district totaling 40 people. In addition to primary and secondary data which are used as sources of information to make research conclusions, even though both have the same data sources, the way they are obtained is different.

3.2 Analysis Tools

This study uses multiple linear regression equations to predict the effect of two or more predictor variables on one criterion variable. The author used computer software to perform calculations and process data, including the Statistical Package for the Social Science (SPSS) version 23.0.

3.2.1. Classical Assumption Test

What is done in the classic assumption test is as follows:

- Normality Test
- Multicollinearity Test
- Heteroscedasticity Test

3.2.2. Regression Analysis

Multiple linear regression analysis is used to predict changes in the dependent variable based on variations in two or more independent variables.

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + e$$

With:

Y is performance; α is a constant; β_1, β_2 is the coefficient of regression / influence; X_1 is leadership; X_2 is motivation; e is the margin of error.

4. Result

4.1 Classical Assumption Test Result

4.1.1 Normality

Based on Table 1, it can be seen from the processed data that the Asymp.Sig (2-tailed) value is $0.200 > 0.05$, so it can be concluded that the processed data is normally distributed.

4.1.2 Uji Multikoleniaritas

The results of the multicollinearity test in table 2 show that the tolerance value of the leadership variable is $0.988 > 0.1$ and the VIF value is $1.012 < 10$, the work motivation variable is $0.988 > 0.1$ and VIF $1.012 < 10$, so it can be concluded that between the two variables there is no multicollinearity problem or commonly called free from multicollinearity symptoms.

4.1.3 Heteroscedasticity Test

Based on the results of the processed heteroscedasticity test data in table 3, it shows that the significant value of the leadership variable is $0.059 > 0.05$ and the work motivation variable is $0.770 > 0.05$, it can be concluded that this study is free from symptoms of heteroscedasticity and is suitable for research.

4.2 Multiple Linear Regression Analysis

$$Y = 6.573 + 0.673 X_1 + 0.280 X_2 + e$$

From the regression equation model above, we can find a constant of 6.573 units, which shows employee performance if the variables Leadership (X_1) and Motivation (X_2) are assumed to be equal to zero. There is also a leadership regression coefficient of 6.573 units, which indicates that if there is a one unit increase in leadership by 0.280 units.

4.3 Hypothesis Test

The results of hypothesis testing in this study are:

1. The influence of leadership variables on employee performance (H1). The leadership variable (X_1) has a positive and significant effect on the performance of village government officials in Sirampog District with t count greater than t-table ($3.995 > 2.026$) with a significant value smaller than the alpha value ($0.000 < 0.05$) then, the first hypothesis (H1) in this study is declared accepted.
2. The effect of motivation variables on employee performance (H2). The motivation variable (X_2) has a positive and insignificant effect on the performance of village officials with a t-count value greater than the t-table ($0.860 < 2.026$) with a significant value smaller than the alpha value ($0.008 < 0.05$) then, the second hypothesis (H2) in this study is accepted

5. Discussion

Referring to the results of existing research, the author raises the title “The Effect of Village Head Leadership and Village Head Motivation on the Performance of Village Apparatus”. The main difference between this research and previous research is the object of research, namely Village Apparatus in Sirampog District, Brebes Regency. While the similarity with previous

research is the same focus, namely examining the influence of leadership and motivation on the performance of village officials.

Based on the results of testing the first hypothesis, it is found that the leadership variable has a positive and significant impact on the performance of village officials. The t-count is greater than the t-table value ($3.995 > 2.026$) and the significant value is lower than the alpha value ($0.000 < 0.05$), so the initial hypothesis (H1) in this study is accepted.

The reason is because each institution has clear operational procedures, the work system can run well without strict supervision from the leadership. As a result, leadership greatly affects employee performance.

According to the results of testing the second hypothesis, the second hypothesis (H2) in this study is accepted because the motivation variable has a positive and insignificant impact on the performance of village officials. The t-count value is greater than the t-table value ($2.860 > 2.026$) and the significant value is lower than the alpha value ($0.008 < 0.05$).

6. Conclusion

Based on the research results processed using multiple linear regression analysis, this study reached the following conclusions: 1) Leadership has a positive and significant impact on the performance of village officials in villages in Sirampog District; 2) Motivation has a positive and significant impact on the performance of village officials in villages in Sirampog Sub-district.

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Appendix

Table 1. Normality Test Result

Kolmogorov-Smirnov Z	Asymp. Sig. (2-tailed)	Alpha	Conclusion
0,070	0,200	0,05	Normally Distributed

Table 2. Multicollinearity Test Results

No.	Variables	VIF	Tolerance	Conclusion
1	Leadership	1,027	0,974	Free of multicollinearity symptoms
2	Motivation	1,027	0,974	Free of multicollinearity symptoms

Table 3. Heteroscedasticity Test Results

No.	Variables	Sign	Alpha	Conclusion
1	Leadership	0,059	0,05	No heteroscedasticity
2	Work Motivation	0,770	0,05	No heteroscedasticity

Table 4. Multiple Linear Regression Analysis

Description	Coefficient	Standard Error	Sign.
Constant	6,573	5,594	0,249
Leadership	0,673	0,168	0,000
Motivation	0,280	0,098	0,008

Table 5. Hypothesis Test Results

No.	Variables	Coefficient t	Standard Error	t-count	t-table	sign	Conclusion
1	Leadership (X1)	0,673	0,168	3,995	2,026	0,000	H1 accepted
2	Motivation (X2)	0,280	0,098	2,860	2,026	0,008	H2 accepted