

The Influence of the Competence of the Village Head on the Successful Development of the Kemantan Raya Village in Air Warm East District

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Abstract - Competence is one of the most important factors in the development of village success, because it depends on the competence of the leader. The purpose of this study is to generate information about the important tasks of the village. This research is a type of research with quantitative descriptive approach. The sample in this study contains the probability sampling technique. Data processing in the form of questionnaires. The data analysis technique is a simple regression test. The results of this study have a significant influence on the success of village development. The contribution from head to village reaches the achievement that is 0.213 or 21,3 % the rest that is 78.7% by other factors not examined in this research.

Keyword - Competence, Development

I. INTRODUCTION

1.1. Background

National development is a reflection of the will to continuously improve the welfare and prosperity of the people of Indonesia in a fair and equitable manner, and to develop people's lives and the implementation of a developed country and democracy based on Pancasila. In the current era of reform national development is directed towards achieving progress and inner well-being, including the fulfillment of security, a sense of peace, and a sense of justice and the guarantee of freedom of expression that is responsible for all people.

Village or another name; hereinafter referred to as village is a legal community unit that has regional boundaries which are authorized to regulate and manage the interests of the local community, based on local origin and customs recognized and respected in the system of government of the Unitary State of the Republic of Indonesia, as stated in Government Regulation Number 72 2005 about the village.

Village governments have a significant role in the management of village social processes in the community. The main task that must be carried out by the village government is how to create democratic life, provide good social services so that it can bring its citizens to a life that is prosperous, peaceful and just.

The success of village development as mandated by the Act. No. 32 of 2004 and the Act. No. 6 of 2014 will depend greatly on the competence of the Village Head in leading the administration of the village administration. As stated in the Act. No. 32 years 2004 and Law. No. 6 Year 2014, that the Village Head has the main task of organizing village governance, carrying out village development, village community development, and empowerment of village communities. The meaning of all administrative affairs include community living arrangements in accordance with villages such rulemaking authority of the village, the formation of social institutions, the establishment of village-owned enterprises, cooperation between villages.

In carrying out this task, the Village Head was given the authority, among others: leading the implementation of

village governance based on policies established with the BPD, submitting a draft village regulation, establishing village regulations, drafting and submitting a draft regulations village about Village Revenue and Expenditure Budget (APB) to be discussed and stipulated with the BPD, coordinating development village in a participatory manner (facilitate in planning, implementation, utilization, development and preservation of development in the village), and implementing other authorities in accordance with the regulations legislation.

Based on these provisions associated with the position, duties and authority of the Village Head, the Village Head must have competence so that he is able to organize and manage the interests of the community by cooperating with all related elements in the village such as with the BPD, with Village Community Institutions (LPM, PKK, Karang Taruna, and others), and also with the community village that own. Success or the failure of village development is largely determined by the competency of the village head, both the competency of knowledge, competence, skills and competence attitude.

In terms of managerial competence / leadership of the village head, it is necessary to improve competence through relevant training or technical guidance and as needed. Increasing the competency of the village head is believed to be capable of giving birth to the innovation and creativity of the village head so that directly or indirectly will improve the quality of the leadership concerned. The village head in carrying out the administration of government and development must have leadership / managerial competence so as to be able to manage the implementation of village governance, but in fact today the village head still lacks competence in organizing village governance.

Based on observations, the competency problems of the village head were still found in the Kemantan Raya Village, Air Warm Timur District. The Village Head lacks the competencies needed for the implementation of village governance, seen from knowledge / intellectual competencies (level of education, training, and experience in government), skills competencies (managerial and leadership abilities, and capabilities in government management), and attitude competencies (ability of cooperation, discipline, responsibility, morale, and implementation / practice of the ethical values of social social).

In Kemantan Raya Village, it appears that there are only 2 (two) physical developments that have been completed, and 1 (one) physical development that has not been

completed since the last 1 year and there is no visible human development or community empowerment through programs from the village government.

This phenomenon is then the interest of the author to make a study with the title "**The Effect of Competence of Village Heads on the Successful Development of the Village of Kemantan Raya in East Warm Air District**"

II. THEORETICAL FOUNDATION

1.2.1. Competence

Competence according to Spencer & Spencer in Palan (2007) is as a basic characteristic possessed by an individual who is causally related in meeting the criteria needed in occupying a position. Competence consists of 5 types of characteristics, namely motives (consistent will also be the cause of action), innate factors (character and consistent response), self-concept (self-image), knowledge (information in certain fields) and skills (ability to carry out tasks)

This is in line with the opinion of Becker and Ulrich in Suparno (2005: 24) that "*competency refers to individual's knowledge, skills, abilities or personality characteristics that directly influence job performance*". That is, competence contains aspects of knowledge, skills (skills) and abilities or personality characteristics that affect performance.

From the definition of competence above, it can be seen that the focus of competence is to utilize knowledge and work skills to achieve optimal performance. Thus competence is everything that is owned by someone in the form of knowledge skills and other internal factors of individuals to be able to do something work. In other words , competence is the ability to carry out tasks based on the knowledge and skills possessed by each individual.

1.2.2. Characteristics of Competence

According to Spencer & Spencer in Prihadi (2004: 38-39) there are 5 (five) competency characteristics, namely:

- 1.Motive (*motive*) is things that someone thought or desire consistently lead to action.
- 2.Nature (*traits*) is the physical characteristics and consistent responses to situations or information.
- 3.*Self-concept* (Self - *Concept*) is the attitude and values that a person has.
- 4.Knowledge (*Knowledge*), is information held by a person for a particular field. Knowledge (*knowledge*) is a complex competency

5. Skills (*skill*). is the ability to carry out certain tasks both physically and mentally.

1.2.3 Types of Competence

According to Spencer and Spencer in Surya Dharma (2003: 47), competence can be divided into two categories, namely:

1. Basic competency (*Threshold Competency*), is the main characteristic (usually basic knowledge or expertise such as the ability to read) that must be owned by someone in order to carry out their work.
2. Competence differentiating (*differentiating Competency*), are the factors that distinguish individual high and low performers.

1.2.4. Competency Benefits

The importance of competence in encouraging an organization to achieve a competitive position is also emphasized by Glick (2004: 62) that an organization needs to pay attention to its success in the future as a preparation for development and cooperation. According to him, a person's competence can be shown in the form of an individual's ability to apply knowledge into action

According to Mathis and Jackson (2002: 99), skills and knowledge competencies tend to be more visible and relatively on the surface as characteristics possessed by humans. Competence of knowledge and expertise is relatively easy to develop, for example with training programs to increase the level of human resource capabilities.

1.2.5. Understanding of Development

Regarding the notion of development, experts provide various definitions such as peren canaan. The term development can be interpreted differently by one person with another, one region with another, one country with another. But in general there is an agreement that pembangunan is a process for making changes (Riyadi and Deddy Supriyadi Bratakusumah, 2005).

According to Galtung Dalam Trijono (2007: 3) Development is an effort to fulfill basic human needs, both individually and in groups, in ways that do not cause kerusakan, both social life and the natural environment. Whereas according to Effendi (2002: 2) development is an effort to increase all resources carried out in a planned and sustainable manner with an equitable and equitable usability principle.

1.2.6. Understanding Village Development

The village is a legal community unit that has jurisdictional boundaries, has the authority to regulate and manage the interests of the local community based on local origins and customs that are recognized or formed in the national government system in the Regency / City, as referred to in the State Constitution the Republic of Indonesia in 1945. The foundation of thought in regulating the village is participation, genuine autonomy, democraticism, and community empowerment.

1.2.7. Characteristics and Principles of Village Development

According to Yulianti & Poernomo (in Yuwono, 2001: 23) village is a legal entity in which a ruling society resides and holds its own government. A village is a collection of several small residential units called kampung that have the lowest government organization directly under the sub-district head and have the right to organize their own households in the union of the Unitary State Republic of Indonesia.

III. RESEARCH RESULT

1.3.1. Method of collecting data

Data collection methods used in this study in two ways, namely *Field Research* (*Field Research*) and literature studies (*Library Research*). The primary and secondary data collection according to Sugiyono (2012: 188-196) as follows:

1. Research Field (*Field Research*)
 - a. Questionnaire (*Questionnaire*) The questionnaire is a technique of data collection is done by providing a set of questions or a written statement to the respondent to answer
2. Observation (*Observation*)
 - a. Observation as a data collection technique has a specific characteristic when compared to other techniques, namely interviews and questionnaires, if interviews and questionnaires always communicate with people, then observation is not limited to people, but also other natural objects.
3. The research literature (*Library Research*)

This research was conducted through the study of literature or literature by studying, researching, assessing and predict the literature in the form of books (*text books*), legislation, magazines, newspapers, articles, web sites and

previous studies that have relationships with the problem under study

1.3.2. Population and Samples

1.3.2.1. Population

Determined by researchers to be studied and then conclusions drawn. The population in this study was 5 Kemantan Raya village staff, 5 members of the Kemantan Raya BPD, 10 Kemantan Raya village community leaders. The total population of the study was 0 people.

1.3.2.2. Sample

The sample is part of the number and characteristics of the population. For that samples taken from the population hope to be truly *representative* (Sugiyono, 2005: 91). To determine the number of samples the author uses sampling techniques based on population. In this study all populations of 20 people were determined as samples.

1.3.2.3. Respondents

Respondents are predetermined samples, so the respondents in this study were 5 Kemantan Raya village staff, 5 members of the Kemantan Raya BPD, 10 Kemantan Raya village community leaders. The total research respondents were 0 people. Data on respondents' names can be seen in table 1. 2 .

Table 1.2. Data of Respondents

No.	ANALYSIS UNIT	TOTAL
1	Village Staff	5 people
2	BPD	5 people
3	Public figure	10 people
TOTAL		20 Person

Source: Thesis Research Proposal, 2018

1.3.3. Data Analysis Methods and Tools

1.3.3.1. Analysis Method

The analytical method used in this study is Quantitative Descriptive Method which is a tool for researching and carrying out related calculations so that it can be used to find out how much influence the village head's competence has on the success of village development (Kemantan Raya Village, Air Warm East District).

1.3.3.2. Analysis Tool

The analysis tools used in this study are as follows:

1. Measurement Scale

Likert Scale used to measure attitudes, opinions and perceptions of a person or group of social phenomenon. In research, this social phenomenon has been specifically determined by the researcher, which is then referred to as the research variable (Sugiono 2009: 135).

The answer to each instrument item using the SKSLA *Likert* has gradations from very positive to very negative, as seen in table 1. 3 .

Table 1. 3. Details of the Likert Scale

No.	Code	Information	Value
1	SS	Strongly agree	5
2	S	Agree	4
3	N	Neutral	3
4	TS	Disagree	2
5	STS	Strongly Disagree	1

Sumber Sugiyono , 2006 : 107

2. Simple Linear Regression

Regression analysis is an analytical tool used to determine the effect of independent variables on variables.

Simple Linear Regression Equations :

$$\hat{Y} = a + bX$$

Description : a = Constant

b = Regression Coefficient

$\hat{Y}$ = Dependent Variable (Dependent variable)

X = Independent Variables (independent variables)

IV. RESEARCH AND RESULT

At the writing of this study Kemantan Raya village was chosen on the grounds that the authors considered that the Village Head of Kemantan Raya had not fully implemented the principal tasks of the Village Head in accordance with the Law. No. 32 of 2004 concerning Regional Government and Law. Number 6 of 2014 concerning Villages.

4.1. Analysis of the Effect of Competency of the Village Head on the Success of Village Development

4.1.1. Simple Linear Regression

Based on the results of calculations using SPSS v25, the following can be seen from the calculation of the Effect of Village Chief Competence on the Success of the Development of the Village of Kemantan Ray a East Warm Air District .

Table 4. 1. Results of simple linear regression Coefficients ^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	20.758	12.473		1.664	.113
Competency of the Village Head	.664	.301	.462	2.210	.40

a. Dependent Variable: Development Success

Source: SPSS v25 Processed Products

$$a = 20.758$$

$$b = 0.664$$

So that a simple regression equation model is obtained where $Y = a + bx$ is based on the calculation results, so it is as follows:

$$Y = 20,758 + 0,664 X$$

Constant value 20,758 means that if there is no competency of the village head then the effect is 20,758 . Likewise, the positive coefficient of village head coefficient value 0,664 can be interpreted that the competency of the village head has a positive effect on the success of Kemantan Raya village development . If the competence of the village head is increased then the success of rural development Kemantan Kingdom will increase by 0.664 or 66,4%.

4.2. Coefficient of Determination

The following is a model summary table from the regression results using SPSS v25.

Table 4.2. Model Summary

	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.462 ^a	.213	.70	5.22694

a. Predictors: (Constant), Competence of the Village Head

Source: SPSS v25 Processed Products

The R Square values above will be changed in percent form to find out how much the village head competency contribution influences the success of Kemantan Raya village development. R² value of 0.213 if presented to 21.3 % means that the influence of village head's competence on the success of the development of Kemantan Raya village is 21.3 % while the remaining 78.7 % is influenced by other variables not examined in this study.

4.3. Significant Test

4.3.1. T test

Table 4.3. Results of simple linear regression Coefficients ^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	20.758	12.473		1.664	.113
Kompetensi Kepala Desa	.664	.301	.462	2.210	.040

a. Dependent Variable: Development Success

Source: SPSS v25 Processed Products

Table 3.3 above illustrates that nila i t-test for variables k Competency village head (X) is 2,210 (sig = 0 to 40), then Ho is rejected and Ha accepted, meaning the village chief competence significantly influence the success of rural development Kemantan Kingdom.

V. CONCLUSION AND SUGGESTION

5.1. Conclusion

Based on the analysis, it can be made persama an as follows:

$$Y = 20,758 + 0,664 X$$

1. Constant value 20,758 means that if there is no competency of the village head then the effect is 20,758. Likewise the village coefficient competency value is positive 0.664, it can be interpreted that the competence of the village head has a positive effect on the success of the development of the village of Kemantan Raya. If the competence of the village head is increased then the

success of rural development Kemantan Kingdom will increase by 0.664 or 66, 4%.

2. The calculated value for the village head's competency variable (X) is 2.210 (sig = 040) then H_0 is rejected and H_a is accepted, meaning that the village head's competency has a significant effect on the success of Kemantan Raya village development. R^2 value is 0.213 if it is presented to be 21.3%, which means that the influence of the competency of the village head is large on the success of the development of the Kemantan Raya village is 21.3% while the remaining 78.7% is influenced by other variables not examined in this study.

3. The competence of the Village Head has a positive effect on the success of development Kemantan Raya village Air Warm East District, this means that the better the competencies possessed by the Village Head, the higher the success rate of village development.

5.2. Suggestion

Based on the search results of each item of the research variable, the implications can be formulated as follows:

1. The Kerinci District Government should provide periodic education and training to village officials related to village apparatus competencies so that the educational background of the village apparatus does not become a barrier to the success of village development.
2. The village head as a formal leader who are closer to the community, should apply style leadership transformational / democratic dengan menekankan on the Qu-dimensional ideal influence (exemplary or charismatic) and motivational dimensions inspirational so that it is expected to be encourage increased participation community in village development.
3. Given that the performance of village government officials is still low, competency aspects still need to be pursued to be improved, both through guidance and training / skills. Coaching is carried out to improve competencies from aspects of attitudes, behavior and mentality of village government officials

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