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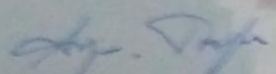
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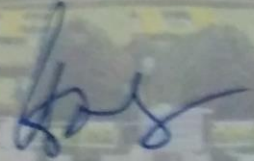
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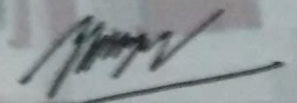
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Drs. Syamsir, M.Si., Ph.D

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THE INFLUENCE OF COMPETENCE ON JOB PERFORMANCE
OF THE VILLAGE MASTERS IN MANAGING VILLAGE
FINANCES IN THE DISTRICT OF TANAH DATAR

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INTRODUCTION

Article 26 paragraph (2), point c of Regulation No. 6 of 2014 on Village: the village master was given more authority to manage the finances of the village. Some of them are the authority of the village master to mobilize the village funding sources, and determine the direction, goals, and targets of the use of the budget.

In addition, village government must always give priority to the principles of the management of village finances, namely: (1) transparent (2) accountable (3) participation, and (4) budget order and discipline.

INTRODUCTION

Based on preliminary data, it is indicated that the performance of the majority of village masters in village financial management is still less than optimal. This is evidenced by the presence of village allocation fund has not been fully realized by the village administration. Data from the report shows that the distribution of the allocation of funds is not yet fully realized. This shows that there are still some village masters that are not optimal performance in terms of managing the village finances.

This phenomenon is certainly strongly influenced by various factors, one of which is the competence of the village masters: Knowledge, Skills, Attitudes

INTRODUCTION

Research questions:

- 1) Is there any influence of **knowledge** aspects on the performance of village masters in rural financial management at Tanah Datar district?
- 2) Is there any influence of **skills** aspect on the performance of village masters in rural financial management in Tanah Datar district?
- 3) Is there any influence of **attitude** aspects on the performance of village masters in rural financial management at Tanah Datar district?
- 4) Are there are significant influences of **knowledge, skills, and attitudes** aspects simultaneously on the performance of village masters in rural financial management at Tanah Datar district?

RESEARCH OBJECTIVES

In general: to increase the capacity of the nagari government in the management of nagari (village) finance which will ultimately lead to improving the quality of public services among the nagari community which has been seemingly still low

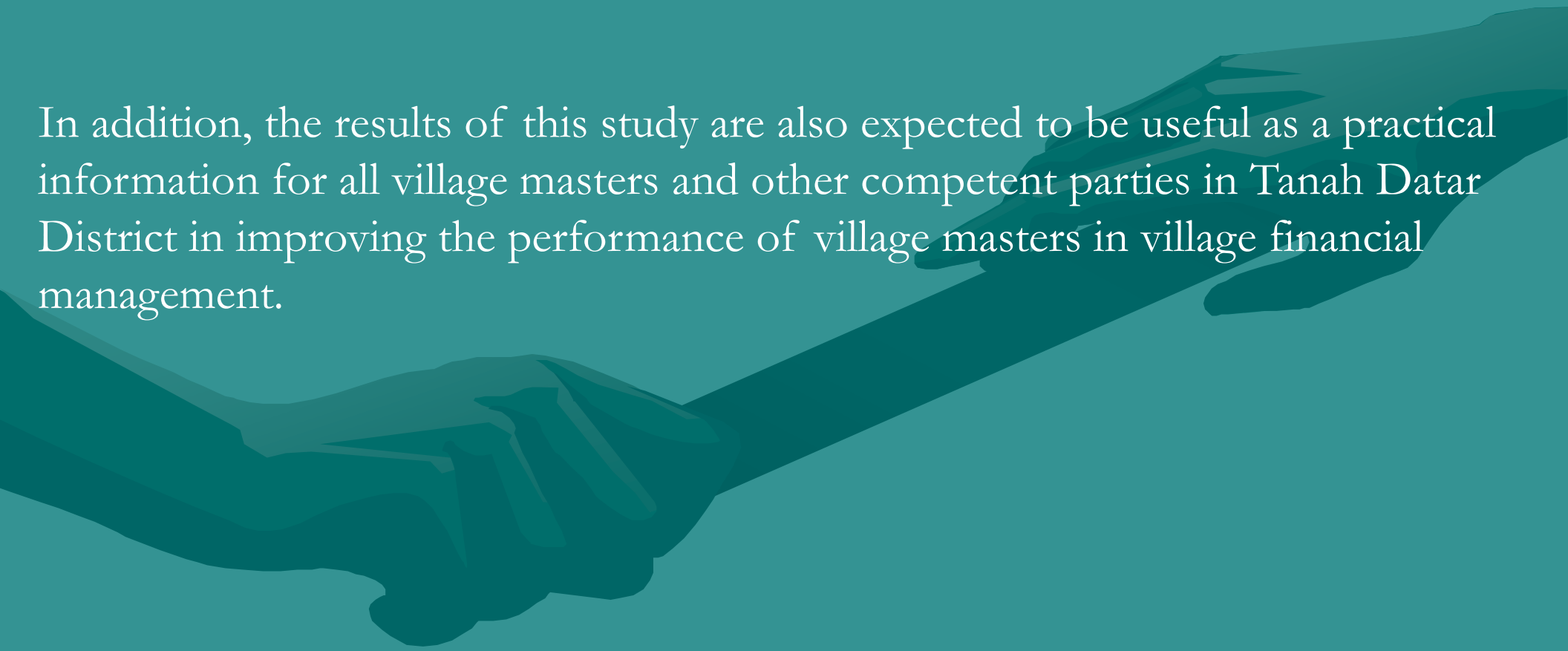
Specifically,: to find the right method to improve the capacity (competence) of the village masters in the management of the village finance so that the nagari funds that are allocated by the government to each nagari (village) in Tanah Datar regency could be realized effectively, efficiently, transparently, accountably, participative, and budgetary order and discipline.

In more detail: 1) To find out the description on job performance of the village masters in the management of village finance in the district of Tanah Datar, West Sumatra Province; and 2) To know the contribution of competency influence on job performance of village masters in the management of village finance.

SIGNIFICANCE OF THE STUDY

The results of this study are expected to be useful theoretically and academically in the development of public administration theory, especially related to human resource management and public finance management.

In addition, the results of this study are also expected to be useful as a practical information for all village masters and other competent parties in Tanah Datar District in improving the performance of village masters in village financial management.



LITERATURE REVIEW (Conceptual Framework)

- *Job Performance and the Determinant Factors*
- *Management of Village Financial and the Measurement*
- *Competence and the Measurement*
- *The Influence of Competence on Job Performance*
- *Several related studies conducted in relation to the effect of competence on village financial management.*

Hypothesis:

- As a part of the competency, knowledge, skills, and attitude have partially and significantly influenced on the performance of village masters in village financial management in Tanah Datar District.
- As a part of the competency, knowledge, skills, and attitude have simultaneously and significantly influenced on the job performance of village masters in village financial management in Tanah Datar District.

METHOD

This study used quantitative approaches. Data were collected through questionnaires distributed to 68 of 75 Village Masters (respondents) from in Tanah Datar District, West Sumatera Indonesia.

This instrument (questionnaire) involves averaging the score on a set of Competence and Job Performance items in relation to village finance management, scored from 1 to 4 (1 for 'strongly disagree' to 4 for 'strongly agree') for positive items and from 4 to 1 for the reversed items.

Multiple Regression analysis was used in this study to identify the influence of competence and its dimensions on job performance of Village Master in managing village finance in Tanah Datar district, West Sumatera.

RESULT AND DISCUSSION

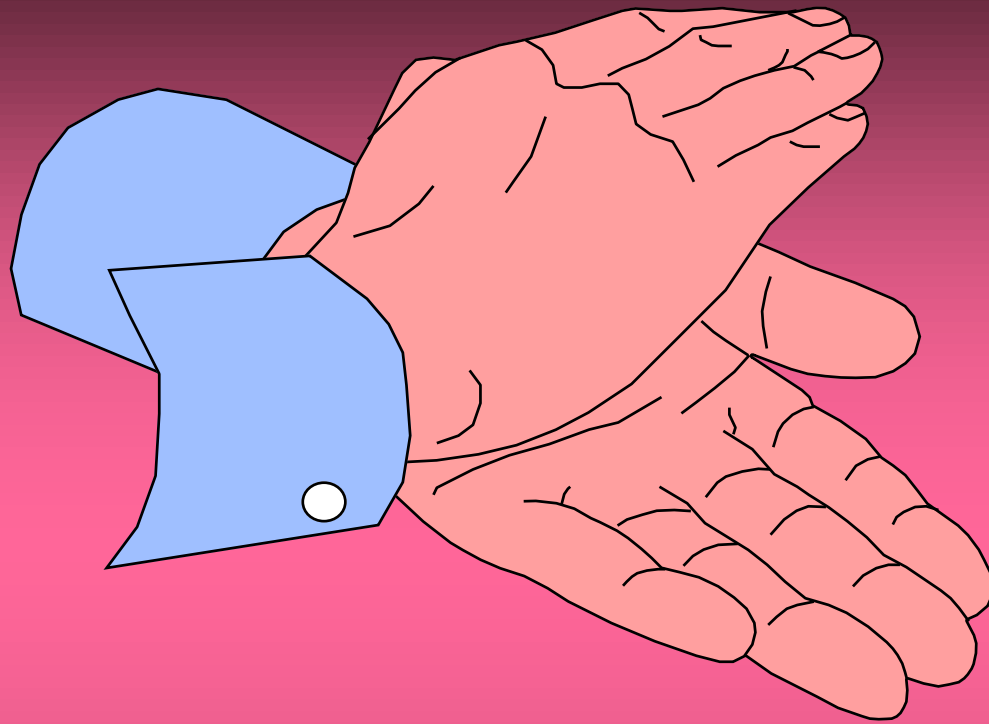
Summary of multiple linear regression test of variables and sub-variables of Competence on Job Performance variable

Description	R	R Square	Adjusted R Square	Sig.
Partially Knowledge on Job Performance (partially)	.736 ^a	.542	.535	.000 ^a
Partially Skills on Job Performance (partially)	.876 ^a	.767	.763	.000 ^a
Partially Attitude on Job Performance (partially)	.804 ^a	.646	.640	.000 ^a
Knowledge, Skill, and Attitude on Job Performance (Simultaneously)	.976 ^a	.952	.949	.000 ^a

RESULT AND DISCUSSION

Refer to the data analysis in this study, it can be concluded that of the findings of this study are consistent with previous research findings so that they can reinforce the theory related to the influence of competence on job performance, including in relation with the management of village finance.

In addition, the findings of this study imply that the development of village masters competence in managing village finances is very and really important to support the government program to realize and to accelerate the rural development , so that the increase of the prosperity in the village could be realized.



Thank You