

**THE INFLUENCE OF THE USE OF INFORMATION AND ORGANIZATIONAL
COMMUNICATION TECHNOLOGY ON THE PERFORMANCE OF VILLAGE
APPARATUS IN PASIR DISTRICT EAST LAMPUNG SAKTI**

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Abstract: *In this context, research on the impact of training and employment incentives on the performance of Siskeudes operators in the district of Seketar, East Lampung becomes important. This research will look at whether the training given to Siskeude operators has a positive impact on their performance. In addition, the research will also dig into the influence of employment inducements on Siskeudas operators' performance in that district. This research uses descriptive quantitative methods. The data collection technique in this study is a questionnaire with samples of 17 respondents using saturated sampling techniques. The data analysis technique used in this study is simple regression with the help of the SPSS 16 application. The results of this study suggest that job training variables have a positive and significant impact on employee performance. The correlation factor was 67.3%, while the remaining 32.7% was influenced by other factors that were not included in the study.*

Keywords: *Training, Incentive, Performance*

1. Introduction

An effective and well-managed village financial system will have a positive impact on the development and welfare of the village community as a whole. The Indonesian government has encouraged the use of the Village Financial System (Siskeudes) aimed at improving financial management at the village level.

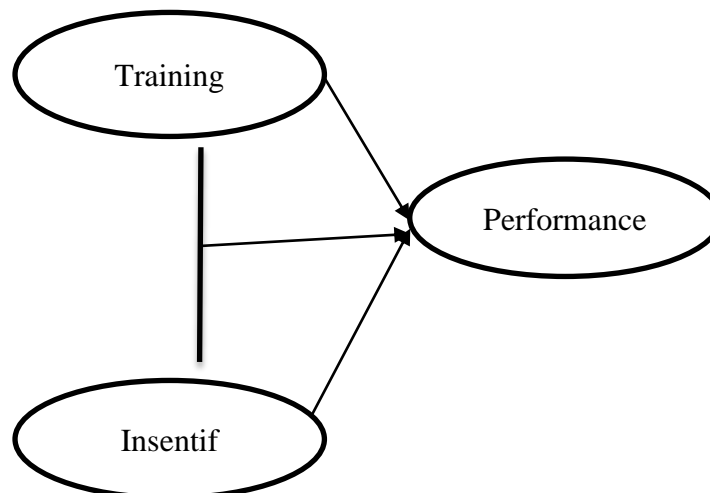
Sekampung district, Lampung East is one of the regions that has many villages with significant development potential. In order to sustainable development and improve the well-being of the people, the financial management of the village becomes crucial. Therefore, the implementation of Siskeudes in the district is an important step in increasing transparency and accountability of village financial management. Payaman Simanjuntak (2005) mendefinisikan pelatihan merupakan bagian dari investasi SDM (human investment) untuk meningkatkan kemampuan dan keterampilan kerja, dan dengan demikian meningkatkan kinerja pegawai. Pelatihan biasanya dilakukan dengan kurikulum yang disesuaikan dengan kebutuhan jabatan, diberikan dalam waktu yang relatif pendek, untuk membekali seseorang dengan keterampilan kerja.

Menurut Hasibuan, pengertian insentif adalah tambahan balas jasa yang diberikan kepada karyawan tertentu yang prestasinya di atas prestasi standar. Insentif ini merupakan alat yang digunakan sebagai pendukung prinsip adil dalam pemberian kompensasi. Pelatihan atau training merupakan kegiatan yang paling penting dalam sebuah perusahaan di mana dapat mempengaruhi kinerja karyawan. Payaman Simanjuntak (2005) mendefinisikan pelatihan merupakan bagian dari investasi SDM (human investment) untuk meningkatkan kemampuan dan keterampilan

kerja, dan dengan demikian meningkatkan kinerja pegawai. Pelatihan atau training yaitu untuk meningkatkan melatih kemampuan dan keahlian untuk menyelesaikan pekerjaan secara efektif dan efisien agar tercapai tujuan Hakim, (2017).

Menurut Suwatno dan Donni (2011:234) insentif merupakan sesuatu yang merangsang minat untuk bekerja. Pemahaman ini merupakan pendapat yang baik apabila diterapkan pada suatu organisasi, karena kinerja dan produktivitas organisasi akan meningkat dikarenakan dari karyawan yang bekerja dengan optimal. Menurut Fahmi (2018) “kinerja adalah hasil yang diperoleh suatu organisasi baik organisasi tersebut bersifat profit oriented dan non profit oriented yang dihasilkan selama satu priode waktu”. Kinerja Karyawan adalah proses kolaborasi dilakukan antara pekerja dan atasan langsung mereka, yang terkait dengan pencapaian tujuan yang jelas dan memiliki rasa kepedulian yang besar terhadap pekerjaan Wasiman (2018).

Dari kesimpulan di atas, kinerja karyawan merupakan hasil dari kemampuan, keterampilan, pengetahuan dan kerja keras yang dilakukan setiap individu atau kelompok di perusahaan dalam rangka memenuhi visi dan misi perusahaan.



3. Research Method

This study employed a quantitative research methodology. Measuring the symptoms of interest is crucial in quantitative research because the analysis typically involves statistical analysis. To collect data, a structured list of questions (questionnaire) is created based on measurements of the variables under study. This process yields quantitative data. Meanwhile, the type of research is associative research. Associative/relationship research is research that aims to determine the relationship between two or more variables. With this research, a theory can be built that can function to explain, predict and control a phenomenon, Sugiyono (2013). Sugiyono (2015) defines a population as a generic region made up of persons and objects with particular attributes and traits that are used by researchers to investigate and make inferences. Based on Sugiyono (2008: 116), the sample size is determined by considering that it is "part of the number and characteristics possessed by the population." It is preferable to take all research objects if there are fewer than 100; if there are more than 100, then 10%, 15%, 20%, or 25% of the objects may be taken." Based on the opinion above, the sample used in this study is the entire Operator Siskeudes Village that is in the district of Sekampung East Lampung which has a total of 17 people.

The sampling used in this study is a saturated samplings technique, because all members of the population are sampled, that is, all 17 people or the entire Operator Siskeudes Village that is in the district of the East Lampung village of 17 people. Table

1. Respondent Profile

Profile of respondent	Frequency	Percentage (%)
Gender:		
1. Male	8	47.06
2. Female	9	52.94
Age:		
1. 21-24	6	35.29
2. 25-28	5	29.41
3. > 35	6	35.29

It is known that the sex of the respondents of Operator Siskuedes district East Lampung village are 8 men or 47,06% and women 9 people or 52,94%. This indicates that Operator siskuedes district Eastern Lampung is dominated by the gender Female. It is noted that respondents aged 21-24 were 6 or 35.29%, respondents age 25-28 were 5 or 29.41%, and respondents who were 35 years of age or older were 6 to 35.29%.

Table

Variabel	Cronbach Alpha	Cronbach Alpha yang disyaratkan
Training	0,801	>0,6
Incentive	0,828	>0,6
Performance	0,693	>0,6

Reliability

Table 2 above indicates that the Cronbach's Alpha value for the training variable is $0.801 > 0.6$, the incentive variable is $0.828 > 0.6$, and the performance variable is $0.693 > 0.6$ based on the SPSS output findings. Therefore, it can be It was determined that the 15 questions total that had been given to 17 respondents were trustworthy.

Multiple Linear Regression Analysis

Multiple linear regression is used to determine the influence of several variables, so generally the basic formula for multiple linear regression is used:

Table 3. Results of Multiple Linear Regression Calculations
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	3.465	3.318		1.044	.314
Training	.453	.150	.512	3.015	.009
Incentive	.368	.138	.455	2.678	.018

a. Dependent Variable: Kinerja Op

$Y = 2.461 + 0.623X_1 + 0.294X_2 + e$ is the multiple linear regression equation derived from Table 3 The following provides an explanation for the aforementioned multiple linear regression results:

1. If everything on the free variables is considered zero then the Operator Performance (Y) value is 3,465 or 346.5%.
2. The result of the regression coefficient on the quality of service (X1) shows a value of 0.453 which has a direct relationship between Training(X1) and Operator Performance (Y).
3. The result of the regression coefficient on the incentive (X2) shows a value of 0.368, which has a direct relationship between the Incentive(X2) and the Operator's Performance (Y).

Hypothesis Testing Results

Based on the result table shows that t counts 39,11 > ttable 2,011 and signifies 0,000 < 0,05, then Ha1 is accepted and H01 rejected, which indicates there is an influence of the use of Training on Operator Performance.

Coefficient of Determination (R²)

Based on the results obtained, R of 0.820 means that the relationship between the Training variables (X1) and the Incentive variable (X2) to the Operator's performance (Y) is 82.0%. This means that Training (X1 and the incentive (X2 to the operator's Performance) have a fairly close relationship. And R Square of 0.673 can be called a determination coefficient, in this case it means that 67.3% of Operator's performance can be achieved and described by Training (X1) and Incentive (X2). While the remainder of 100% - 67,3% = 32.7% of the Performance variables are influenced by other variables that are not included in the study.

4. Results and Discussion

Effects of Training on Operator Performance

The results showed that thitung 3,911 > ttable 2,011 and significant 0,000 < 0,05, then Ha1 received and H01 rejected, which stated there was an influence of the use of Training on Operator Performance. The results of this study are consistent with the study Bulkia & Herawati, 2019 with the title "Effect of Training and Work Motivation on Employee Performance of PT.

Impact of the Incentive on Performance

Results indicates that the estimate is $3,574 > t_{table} 2,011$ and significant $0,000 < 0,05$, then H_{a2} is accepted and H_{02} rejected, which indicates there is an Impact on Operator Performance. The results of this study are in line with Ahmad Aprianisdil 2019 with the title “Effects of Training and Incentives on the Performance of Village Financial System Operators (Siskeudes) in Pringsewu District”. This means generally showing that incentives given to operators can improve performance.

The impact of training and incentives on performance of Siskeudes operators

The result of data processing over the count F value obtained was 143,79. Where the count value of F is greater than the table F is $143,79 > 3,20$ and the sig value is $0,000 < 0,05$. That means there is an influence of the use of Training and Incentives on the performance of the operator. The results of this study are in line with the Aprianisdil 2019 study entitled “Effects of Training and Incentives on the Performance of Village Financial System Operators (Siskeudes) In Pringsewu District” which states that Training and incentives have a positive and significant impact on Operator Performance. It shows that the training and the incentive given accordingly can improve the performance of the Operator.

5. Conclusion And Suggestion

Based on the results of the analysis of research on the impact of training and incentives on the performance of Siskeudes operators in the East Lampung village, the following conclusions can be drawn:

1. Training has an impact on the performance of Siskeudes Operators in Eastern Lampung village of 39.11%, the test results show that the training variable has a significant and positive effect on the Performance variable of Sskeudes operators in East Lampung district. This means that the better the training in influencing the performance of Siskeudes operators, it can improve the ability and skills of the operators in completing their work.
2. Impact of the Incentive on the Performance of Siskeudes Operators East Lamp Village of 35.74%, Test results showed that the incentive variable has a significant and positive influence on the performance variable of Eastern Lamp Village Siskeuds Operators. In order to improve the performance of Siskeudes operators through incentives, it is necessary to provide incentive in the form of charter or reward for the Siskeedes operators.
3. The impact of Training and Incentives on the Performance of Operators of Siskaudes in the East Lampung Village was 143.79%, the test results showed that the Training Variable and the Incentive on Performance of the Operators. It shows that these two variables parallel together can have a significant and positive influence on Siskeudes Operator Performance.

Advice

Based on the conclusion that has been presented above, the author submits a suggestion that may be considered by the District Councillor of the Eastern Lampung District.

In order to improve the performance of the operators through training, it is necessary to increase the target of the training participants in an effort to enhance the capabilities and skills of operators in the completion of their work. 2. To improve operators performance through incentives should be given incentive in the form of a charter of reward for operators who have

completed their tasks. 3. To improve performance of operator through training and incentive should be considered the time margin in completing tasks and jobs.

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