

## **Human Resources Empowerment Program on Village Development Performance (Case Study of Pematang Serai Village)**

**Rindi Andika, M. Chaerul Rizky, Husni Muharram Ritonga, Ika Nurhaliza**

### **Abstract**

This study aims to analyze the Influence of the Village Human Resource Empowerment Program on Village Development Performance. The location of the study was conducted in Pematang Serai Langkat Village, Tanjung Pura District, Langkat Regency, North Sumatra. This type of research is descriptive research with a quantitative approach. The sample in this study was the village community as many as 70 respondents. The analysis method used is multiple linear regression analysis. The results of the study show that partially the Leadership Commitment (X1) does not have a significant positive effect on the Village Development Performance variable. Delegation and Coaching (X2) has a significant positive effect on the Village Development Performance variable. Provision of Information (X3) has a significant positive influence on the Village Development Performance variable. Organizational Support (X4) does not have a significant positive effect on the Village Development Performance variable. While simultaneously, Leadership Commitment (X1), Delegation and Coaching (X2), Provision of Information (X3), and Organizational Support (X4) have a significant positive effect on the Village Development Performance variable (Y). The contribution of the influence of Digital Marketing and Financial Literacy on Increasing MSME Income is 39.0%

**Keywords:** Leadership Commitment, Delegation and Coaching, Provision of Information, Organizational Support and Village Development Performance

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## **Human Resources Empowerment Program**

### **Introduction**

Village is a government organization that has special rights to manage its own regional affairs including community affairs. (Undang-Undang Nomor 6, 2014) about Village which states that a village is a legal community unit that has territorial boundaries that are authorized to regulate and manage its own government affairs, and the interests of the local community based on community initiatives. The dynamic development of village communities is supported by the increasing level of education, knowledge, information and communication technology and skills demanding professionalism from village officials to improve their capacity and quality of service to the community.

The occurrence of maladministration reflects that basically a skilled government apparatus is needed to support smooth administration from the center to the regions, especially in village government. Thus, the Village Government can carry out the functions of government administration, community empowerment, community services, organizing public order and security, maintaining public infrastructure and facilities, and fostering community institutions. However, what happens at the lowest level of government, namely the village, is that there are many incidents involving low government services to the community, both in terms of quality and quantity.

### **Formulation of the problem**

Based on the identification of problems in this study, the problems can be formulated as follows:

1. Does Leadership Commitment Have a Positive and Significant Influence on Village Development Performance (Case Study of Pematang Serai Village)?
2. Do Delegation and Coaching Have a Positive and Significant Influence on Village Development Performance (Case Study of Pematang Serai Village)?
3. Does Information Provision Have a Positive and Significant Influence on Village Development Performance (Case Study of Pematang Serai Village)?
4. Does Organizational Support Have a Positive and Significant Influence on Village Development Performance (Case Study of Pematang Serai Village)?
5. Do Leadership Commitment, Delegation and Coaching, Provision of Information and Organizational Support have a positive and significant influence on Village Development Performance (Case Study of Pematang Serai Village)?

### **Literature Review**

#### **Village Development Performance**

Performance comes from the word Job performance, which is the work achievement achieved by someone. Performance is translated into performance, also means work achievement, work implementation, work achievement or work results, work appearance (State Administration Institute; 1992) While according to (Mangkunegara, 2016) the definition of performance (work achievement) is the work result in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. In doing a job, an employee should have high performance. However, this is difficult to achieve, even many employees have low or decreasing performance even though they have a lot of work experience and the institution has also carried out a lot of training and development of its human resources, to be able to improve the ability and work motivation of its employees.

#### **Leadership Commitment**

According to (Kreitner & Kinicki, 2014) Commitment, it is how an individual identifies himself with an organization and is bound to the goals of the organization." (Allen & Meyer, 2013) translated by Putri, defining Commitment can also mean a strong acceptance of the goals and values of the organization and individuals who strive and work and have a strong desire to remain in the organization."

## **Delegation and Coaching**

(Prasetya and Niken, 2014). ICF (2012), coaching is the act of partnering with clients in a process to inspire creative thinking so that an individual can maximize his personal and professional potential. Coaching is the act of partnering with clients in a process to inspire creative thinking so that an individual can maximize his personal and professional potential. Joo (2005), The use of coaching in organizations, whether in business, leadership or executive training, has grown substantially into an established practice in a number of organizations and continues to grow.

## **Provision of Information**

Deni Darmawan & Kunkun Nur Fauzi (2013) said that information is the result of data processing, but not all results of the processing can be information, the results of data processing that do not provide meaning or significance and are not useful for someone are not information for that person. According to E. Koswara (1998) information is a strategic resource throughout our lives. As a developing country, information is an essential part of education and research for the development of science and technology.

## **Organizational Support**

Perceived organizational support is all about employees' perceptions that the organization values their contributions and cares about their well-being (Neves & Eisenberger, 2014). When employees hold the perception that their work is valued and cared for by the organization, it will encourage employees to integrate membership as members of the organization into their self-identity. According to (Eisenberger, Huntington, Hutchison, & Sowa, 1986), perceived organizational support is an employee's belief in the organization where the employee works that can encourage employee perceptions about the extent to which the organization values employee contributions and cares about their well-being.

## **Method Implementation**

### **Research Approach**

In this study, the author used a quantitative approach. The population of this study was the Pematang Serai Langkat Village, Tanjung Pura District, Langkat Regency, North Sumatra, totaling 70 respondents. Researchers who use a quantitative approach will test a theory by detailing specific hypotheses, then collecting data to support or refute the hypotheses.

## **Results and Discussion**

### **Research result**

#### **1. Validity and Reliability Test**

##### **a. Validity Test**

Validity testing has been conducted on 70 respondents in the Pematang Serai Village community. The results of the validity testing of the study can be seen as follows:

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**Table 1** Results of Validity Testing of Leadership Commitment Variable (X1)

### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
To what extent do you feel your leaders are consistent in carrying out the organization's vision and mission?	17.2714	13.302	.463	.669
How often do leaders set a good example in carrying out their duties and responsibilities?	17.3714	13.106	.502	.658
Does your leadership show concern for the well-being and needs of employees?	17.7143	12,729	.559	.640
How much do you believe that your leaders are committed to achieving organizational goals?	17.5286	11,499	.681	.594
Is your leader willing to accept constructive input or criticism from employees?	17.3429	15,823	.132	.764
How do you assess the leadership's ability to address problems or challenges facing the organization?	17.5571	13,787	.381	.695

Source: SPSS output v. 25, 2025

The results of the validity test on the Leadership Commitment variable (X1) based on Table 4.8, show that all the calculated r values for each statement item are greater than 0.30, so that based on the results of the validity test it can be concluded that all the statement items used in the Leadership Commitment variable questionnaire are proven to be valid and worthy of further testing.

**Table 2** Results of Validity Testing of Delegation and Coaching Variables (X2)

### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Does your leader assign tasks with clear and measurable responsibilities?	10.2429	6.911	.579	.755
How often are you given the freedom by your leader to make decisions in completing delegated tasks?	10.2714	6,954	.594	.747
Does your leader provide guidance or direction that helps you improve your performance?	10.2429	7,027	.631	.730

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
How often do you receive constructive feedback from your leadership for your personal or career development?	10.4714	6,688	.613	.738

Source: SPSS output v. 25, 2025

The results of the validity test on the Delegation and Coaching variables (X2) based on Table 2, show that all r-count values for each statement item are greater than 0.30, so based on the results of the validity test, it can be concluded that all statement items used in the Delegation and Coaching variable questionnaire are proven to be valid and suitable for further testing.

**Table 3.** Results of Validity Testing of Information Provision Variable (X3)

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
How clear is the information provided by your leadership or management regarding your duties and responsibilities?	13.2000	8.191	.460	.559
Do you feel adequately informed about the organization's goals and your role in achieving them?	13.2286	7,280	.603	.482
How quickly do you receive the information you need to complete your work?	13.5429	7,788	.431	.570
How transparent is the leadership in conveying information regarding important policies or decisions in the workplace?	13.3571	8,813	.342	.613
Do the communication systems or channels available at work make it easy for you to get the information you need?	13.0714	9,604	.174	.690

Source: SPSS output v. 25, 2025

The results of the validity test on the Information Provision variable (X3) based on Table 3, show that all r-calculated values of each statement item are greater than 0.30, so that based on the results of the validity test it can be concluded that all statement items used in the Information Provision variable questionnaire are proven to be valid and suitable for use for further testing.

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**Table 3** Results of Validity Testing of Organizational Support Variable (X4)

### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
How much does the organization support you in achieving your work goals?	17.0143	8,536	.400	.471
Do you feel you have adequate facilities or resources to complete your work?	17.1286	9,041	.309	.512
How well does the organization provide training or development programs to improve your skills?	17.3857	9.197	.275	.528
Does the organization care about the physical and mental well-being of employees?	17.1571	7,497	.535	.394
How often does the organization give recognition or awards for your work achievements?	17.0143	10.188	.119	.590
To what extent do you feel the organization supports your work-life balance?	17.4429	9.294	.199	.566

Source: SPSS output v. 25, 2025

The results of the validity test on the Organizational Support variable (X4) based on Table 4 show that all r-calculated values of each statement item are greater than 0.30, so based on the results of the validity test, it can be concluded that all statement items used in the Organizational Support variable questionnaire are proven to be valid and suitable for further testing.

**Table 5.** Results of Validity Testing of Village Development Performance Variables (Y)

### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
How effective are the village development programs that have been implemented in improving community welfare?	17.6571	14,692	.430	.766
Does the village government involve the community in planning and implementing development programs?	17.5000	13,413	.641	.711
To what extent does the infrastructure built in the village meet the needs of the community?	17.4429	14.134	.548	.736

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
How do you assess the transparency of the village government in the use of development funds?	17.5714	13,698	.589	.725
How big an impact does village development have on increasing access to basic services, such as education, health and clean water?	17.3286	15,934	.383	.773
Does the village development program support the economic empowerment of local communities, such as through training or support for MSMEs?	17.5714	13,872	.544	.737

Source: SPSS output v. 25, 2025

The results of the validity test on the Village Development Performance variable (Y) based on Table 5 show that all r-calculated values of each statement item are greater than 0.30, so based on the results of the validity test, it can be concluded that all statement items used in the Village Development Performance variable questionnaire are proven to be valid and suitable for use for further testing.

**b. Reliability Test**

Reliability testing was conducted on 70 respondents in the Pematang Serai Village community. The results of the reliability testing of each research variable can be seen in the table, as follows:

**Table 6.** Results of the Leadership Commitment Reliability Test (X1)

<b>Reliability Statistics</b>	
Cronbach's Alpha	N of Items
.714	6

Source: SPSS output v. 25, 2025

Based on Table 6, it shows that the Cronbach's Alpha value generated from the Leadership Commitment variable is 0.714. This value is greater than 0.60, so the test results state that it meets the requirements.

**Table 4** Results of Delegation and Coaching Reliability Test (X2)

<b>Reliability Statistics</b>	
Cronbach's Alpha	N of Items
.794	4

Source: SPSS output v. 25, 2025

Based on Table 7, it shows that the Cronbach's Alpha value generated from the Delegation and Coaching variables is 0.794. This value is greater than 0.60, so the test results state that it meets the requirements.

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**Table 8.** Results of Information Provision Reliability Test (X3)

### Reliability Statistics

Cronbach's Alpha	N of Items
.642	5

Source: SPSS output v. 25, 2025

Based on Table 4.15, it shows that the Cronbach's Alpha value generated from the Information Provision variable is 0.642. This value is greater than 0.60, so the test results state that it meets the requirements.

**Table 9.** Results of Organizational Support Reliability Test (X4)

### Reliability Statistics

Cronbach's Alpha	N of Items
.661	6

Source: SPSS output v. 25, 2025

Based on Table 9, it shows that the Cronbach's Alpha value generated from the Organizational Support variable is 0.661. This value is greater than 0.60, so the test results state that it meets the requirements.

**Table 5**Results of Village Development Performance Reliability Test (Y)

### Reliability Statistics

Cronbach's Alpha	N of Items
.776	6

Source: SPSS output v. 25, 2025

Based on Table 10, it shows that the Cronbach's Alpha value generated from the Village Development Performance variable is 0.661. This value is greater than 0.60, so the test results state that it meets the requirements.

## 2. Multiple Linear Regression Analysis

The multiple linear regression analysis test in this study aims to measure how much influence Leadership Commitment (X1), Delegation and Coaching (X2), Provision of Information (X3), and Organizational Support (X4) have on Village Development Performance (Y) (Case Study of Pematang Serai Village) can be explained as follows:

**Table 11.** Multiple Linear Regression Analysis Test

### Coefficients <sup>a</sup>

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	9.995	4.167		2,399	.019
Leadership Commitment	.096	.146	.093	.657	.513
Delegation and Coaching	.431	.158	.329	2,733	.008
Provision of Information	.269	.273	.232	2.277	.032
Organizational Support	.013	.145	.010	.092	.927

a. Dependent Variable: Village Development Performance

Source: SPSS output v. 25, 2025

Based on Table 11, the results of the multiple linear regression test can be obtained as follows:



$$Y = 9.995 + 0.096X_1 + 0.431X_2 + 0.269X_3 + 0.013X_4 + e$$

- a. It is known that the constant value is 9.995, this value can be interpreted as if Leadership Commitment (X1), Delegation and Coaching (X2), Provision of Information (X3), and Organizational Support (X4) have an effect on the dependent variable of Village Development Performance (Y), then the value of the variable The dependent variable of Village Development Performance (Y) is 9.995.
- b. It is known that the regression coefficient value of the Leadership Commitment variable (X1) is 0.096, which is positive. This means that when Leadership Commitment (X1) increases by 1 unit, Village Development Performance (Y) tends to increase by 0.096.
- c. It is known that the regression coefficient value of the Delegation and Coaching variables (X2) is 0.431, which is positive. This means that when Delegation and Coaching (X2) increase by 1 unit, Village Development Performance (Y) tends to increase by 0.431.
- d. It is known that the regression coefficient value of the Information Provision variable (X3) is 0.269, which is positive. This means that when Information Provision (X3) increases by 1 unit, Village Development Performance (Y) tends to increase by 0.269.
- e. It is known that the regression coefficient value of the Organizational Support variable (X4) is 0.013, which is positive. This means that when Organizational Support (X4) increases by 1 unit, Village Development Performance (Y) tends to increase by 0.013.

## 5. Classical Assumption Test

### a. Normality Test

The results of the normality test in this study used the non-parametric *Kolmogorov-Smirnov* (KS) test. The *Kolmogorov-Smirnov* (KS) test if the probability value is greater than 0.05, then the data is normally distributed, but if the probability value is less than 0.05, then the data is not normally distributed. The results of the normality test can be seen as follows:

**Table 12.** Normality Test Results  
**One-Sample Kolmogorov-Smirnov Test**

		Unstandardized Residual
N		70
Normal Parameters <sup>a,b</sup>	Mean	.0000000
	Std. Deviation	3.99317006
Most Extreme Differences	Absolute	.099
	Positive	.069
	Negative	-.099
Test Statistics		.099
Asymp. Sig. (2-tailed)		.085 <sup>c</sup>

a. Test distribution is Normal.

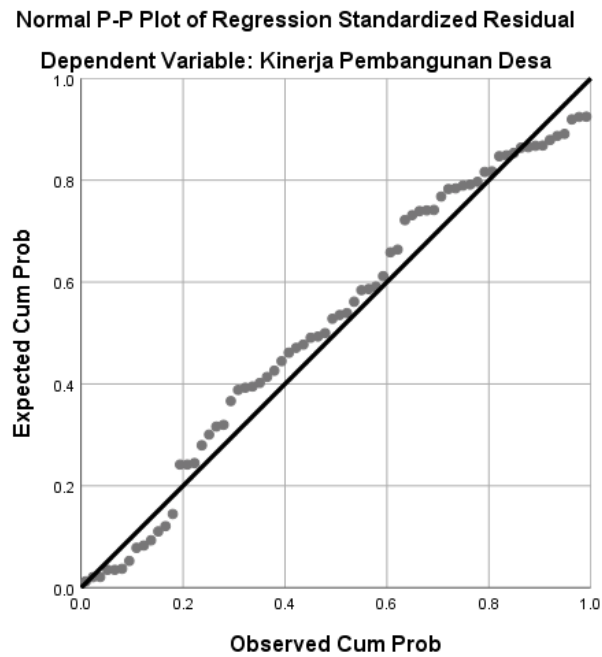
b. Calculated from data.

c. Lilliefors Significance Correction.

Source: SPSS output v. 25, 2025

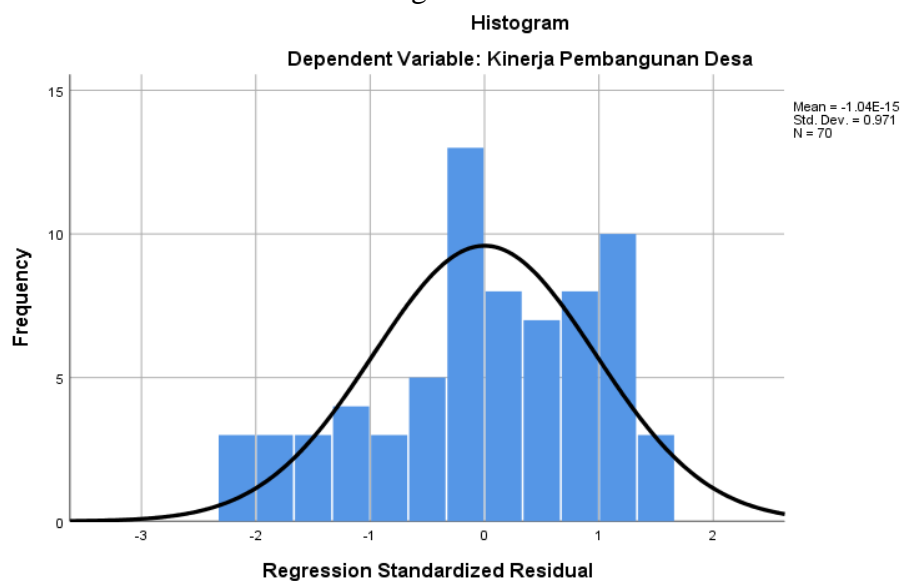
Based on Table 4.19, it can be seen that the statistical results of the Kolmogorov-Smirnov test are 0.099 greater than 0.05, so it can be stated that all data are normally distributed. The next normality test is the normal *probability plot* and *histogram* which is a comparison of the actual cumulative distribution of data with the normal cumulative distribution. The test results can be seen as follows:

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**Figure 1.** Normal P-Plot Graph  
Source: SPSS output v. 25, 2025

Based on Figure 1, it shows that the data distribution is around the diagonal line and is not scattered far from the diagonal line, so that the assumption of normality can be met by testing and testing can be continued to the next stage.



**Figure 1** Histogram Graph  
Source: SPSS output v. 25, 2025

Based on Figure 2, it shows that the histogram shape describes data that is normally distributed or close to normal because it forms a bell shape, so that the assumption of normality in this study can be met.

### b. Multicollinearity Test

The results of the multicollinearity test are carried out by looking at the *tolerance value* and *variance inflation factor* (VIF) from the analysis results using SPSS v. 25. If the tolerance value is  $> 0.10$  and  $VIF < 10$ , it is concluded that there is no multicollinearity problem and vice versa. The results of the multicollinearity test can be shown in the table as follows:

**Table 13.** Multicollinearity Test Results  
Coefficients <sup>a</sup>

Model		Collinearity Statistics	
		Tolerance	VIF
1	Leadership Commitment	.629	1,590
	Delegation and Coaching	.861	1.161
	Provision of Information	.684	1,461
	Organizational Support	.990	1,010

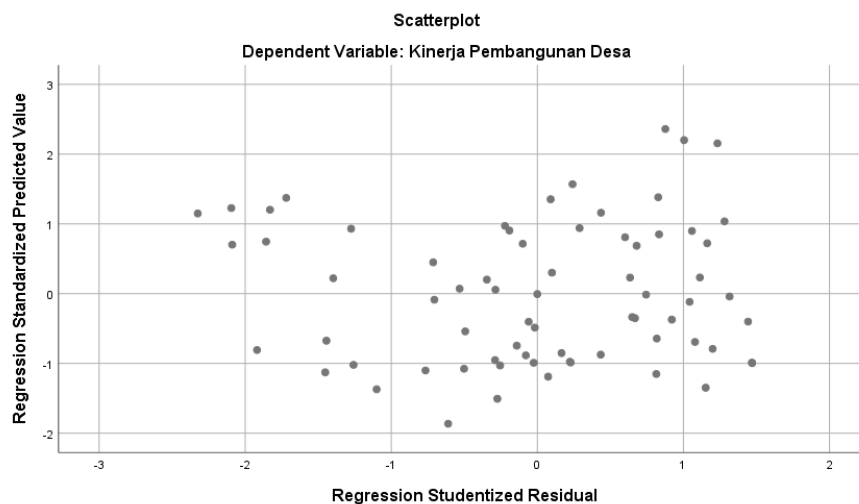
a. Dependent Variable: Village Development Performance

Source: SPSS output v. 25, 2025

Based on Table 4.20, it can be seen that the results of the multicollinearity test show that none of the independent variables have a *tolerance value* of more than 0.10, which means that there is no correlation between the independent variables with a value of more than 95%, while the *Variance Inflation Factor* (VIF) value also shows the same thing, namely that no independent variables have a VIF value of less than 10. It can be concluded that the regression model used in this study has multicollinearity.

### c. Heteroscedasticity Test

The heteroscedasticity test aims to test whether there is inequality *in the variance* of the residual or observation to another observation in the regression model. The presence or absence of heteroscedasticity can be determined by conducting *the Glejser test*. If the significant probability is above the 5% confidence level, then the regression model does not contain heteroscedasticity. The heteroscedasticity test can be explained by the results of the graphical analysis, namely the scatterplot graph, the points formed must be spread randomly, spread both above and below the number 0 on the Y axis. If this condition is met, then there is no heteroscedasticity and the regression model is suitable for use. The results of the heteroscedasticity test using the scatterplot graph are shown in the following Figure:



**Figure 2.** Scatterplot Graph

Source: SPSS output v. 25, 2025

By looking at Figure 3, namely the scatterplot graph, it can be seen that the points are spread randomly, and are spread both above and below the number 0 (zero) on the Y axis. So it can be concluded that there are no symptoms of heteroscedasticity in the regression model used.

## 6. Hypothesis Testing

### a. t-Test (Partial)

The t-test is used to determine whether the variables of Leadership Commitment (X1), Delegation and Coaching (X2), Provision of Information (X3), and Organizational Support (X4) have an effect on the dependent variable of Village Development Performance (Y). The results of the test can be seen in Table , as follows:

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**Table 14. t-Test Results**

### Coefficients <sup>a</sup>

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	9.995	4.167		2,399	.019
Leadership Commitment	.096	.146	.093	.657	.513
Delegation and Coaching	.431	.158	.329	2,733	.008
Provision of Information	.269	.273	.232	2.277	.032
Organizational Support	.013	.145	.010	.092	.927

a. Dependent Variable: Village Development Performance

Source: SPSS output v. 25, 2025

Based on Table 4.17, the results of the calculated t value of the Leadership Commitment variable can be seen.  $(X1) < \text{from the } t_{\text{table}}$ , namely  $0.657 < 1.667$  and  $\text{sig} > \alpha$ , namely  $0.513 > 0.05$ , meaning that the Leadership Commitment variable (X1) does not have a significant positive effect on the Village Development Performance variable (Case Study of Pematang Serai Village).

The results of the t-value calculations for the Delegation and Coaching variables are known.  $(X2) > \text{from the } t_{\text{table}}$ , namely  $2.733 > 1.667$  and  $\text{sig} < \alpha$ , namely  $0.008 < 0.05$ , meaning that the Delegation and Coaching variables (X2) has a significant positive effect on the Village Development Performance variable (Case Study of Pematang Serai Village).

calculated t value of the Information Provision variable are known.  $(X3) > \text{from the } t_{\text{table}}$ , namely  $2.277 > 1.667$  and  $\text{sig} < \alpha$ , namely  $0.032 < 0.05$ , meaning the Information Provision variable (X3) has a significant positive effect on the Village Development Performance variable (Case Study of Pematang Serai Village).

The results of the t-value calculation of the Organizational Support variable are known.  $(X4) < \text{from the } t_{\text{table}}$ , namely  $0.092 < 1.667$  and  $\text{sig} > \alpha$ , namely  $0.927 > 0.05$ , meaning that the Organizational Support variable (X4) does not have a significant positive effect on the Village Development Performance variable (Case Study of Pematang Serai Village).

### b. t-Test (Partial)

The F test is used to test whether the variables of Leadership Commitment (X1), Delegation and Coaching (X2), Provision of Information (X3), and Organizational Support (X4) simultaneously influence the dependent variable of Village Development Performance (Y). In this study, the method used is to compare the calculated F value and the  $F_{\text{table}}$ . If the calculated  $F < F_{\text{table}}$ , then the independent variables simultaneously do not influence the dependent variable (hypothesis is rejected). If the calculated  $F > F_{\text{table}}$ , then the independent variables simultaneously influence the dependent variable (hypothesis is accepted). The results of the F test in this study can be seen as follows:

**Table 15. F Test Results**

### ANOVA <sup>a</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	258,753	4	64,688	3,822	.008 <sup>b</sup>
	Residual	1100.233	65	16,927		
	Total	1358.986	69			

a. Dependent Variable: Village Development Performance

b. Predictors: (Constant), Organizational Support, Provision of Information, Delegation and Coaching, Leadership Commitment

Source: SPSS output v. 25, 2025

Based on Table 4.18, it can be seen that the  $F_{\text{calculated}}$  value  $>$  from the  $F_{\text{table}}$ , namely  $3.822 > 2.346$ , while  $\text{sig.} <$  from  $\alpha$ , namely  $0.008 < 0.05$ , shows that simultaneously the variables of Leadership Commitment (X1), Delegation and Coaching (X2), Provision of Information (X3), and Organizational Support (X4) have a significant positive effect on the Village Development Performance variable (Y) (Case Study of Pematang Serai Village).

### c. Results of the Determination Coefficient Test ( $R^2$ )

The results of the determination test ( $R^2$ ) in this study can be seen in the following table:

**Table 16.** Results of the Determination Coefficient ( $R^2$ )  
**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted Square	Std. Error of the Estimate
1	.436 <sup>a</sup>	.390	.341	4.11420

a. Predictors: (Constant), Organizational Support, Provision of Information, Delegation and Coaching, Leadership Commitment  
 b. Dependent Variable: Village Development Performance

Source: SPSS output v. 25, 2025

$R^2$  ( $R$  Square) figure is 0.390 or 39.0%. This shows that Leadership Commitment (X1), Delegation and Coaching (X2), Provision of Information (X3), and Organizational Support (X4) on Village Development Performance (Y) (Case Study of Pematang Serai Village) is 39.0% while the remaining 61.0% is explained or influenced by other variables not examined in this study.

## Discussion

### The Influence of Leadership Commitment on Village Development Performance

Based on the results of the analysis, the  $t_{\text{calculated}}$  value of the Leadership Commitment variable can be seen. (X1)  $<$  from the  $t_{\text{table}}$ , namely  $0.657 < 1.667$  and  $\text{sig.} > \alpha$ , namely  $0.513 > 0.05$ , meaning that the Leadership Commitment variable (X1) does not have a significant positive effect on the Village Development Performance variable (Case Study of Pematang Serai Village).

### The Influence of Delegation and Coaching on Village Development Performance

Based on the analysis results, the  $t_{\text{calculated}}$  value of the variable can be seen. Delegation and Coaching (X2)  $>$  from the  $t_{\text{table}}$ , namely  $2.733 > 1.667$  and  $\text{sig.} < \alpha$ , namely  $0.008 < 0.05$ , meaning that the Delegation and Coaching variables (X2) has a significant positive effect on the Village Development Performance variable (Case Study of Pematang Serai Village).

### The Influence of Information Provision on Village Development Performance

$t_{\text{calculated}}$  value of the Information Provision variable is known. (X3)  $>$  from the  $t_{\text{table}}$ , namely  $2.277 > 1.667$  and  $\text{sig.} < \alpha$ , namely  $0.032 < 0.05$ , meaning the Information Provision variable (X3) has a significant positive effect on the Village Development Performance variable (Case Study of Pematang Serai Village).

### The Influence of Organizational Support on Village Development Performance

Based on the results of the analysis, it is known that the  $t_{\text{calculated}}$  value of the Organizational Support variable (X4)  $<$  from the  $t_{\text{table}}$ , namely  $0.092 < 1.667$  and  $\text{sig.} > \alpha$ , namely  $0.927 > 0.05$ , meaning that the Organizational Support variable (X4) does not have a significant positive effect on the Village Development Performance variable (Case Study of Pematang Serai Village).

## **Human Resources Empowerment Program**

### **The Influence of Leadership Commitment, Delegation and Coaching, Provision of Information and Organizational Support for Village Development Performance**

calculated  $F$  value  $>$  from the  $F_{table}$  is  $3.822 > 2.346$ , while  $sig. <$  from  $alpha$  is  $0.008 < 0.05$ , indicating that simultaneously the variables of Leadership Commitment (X1), Delegation and Coaching (X2), Provision of Information (X3), and Organizational Support (X4) have a significant positive effect on the Village Development Performance variable (Y) (Case Study of Pematang Serai Village).

## **Conclusion and Suggestions**

### **Conclusion**

Based on the research results and discussion, the conclusions of this study are as follows:

1. Partial test results of Leadership Commitment (X1) does not have a significant positive effect on the Village Development Performance variable (Case Study of Pematang Serai Village).
2. Partial test results for Delegation and Coaching (X2) has a significant positive effect on the Village Development Performance variable (Case Study of Pematang Serai Village)
3. Partial test results Provision of Information (X3) has a significant positive effect on the Village Development Performance variable (Case Study of Pematang Serai Village).
4. Partial test results Organizational Support (X4) does not have a significant positive effect on the Village Development Performance variable (Case Study of Pematang Serai Village).
5. The results of simultaneous testing of Leadership Commitment (X1), Delegation and Coaching (X2), Provision of Information (X3), and Organizational Support (X4) have a significant positive effect on the Village Development Performance variable (Y) (Case Study of Pematang Serai Village).

### **Suggestion**

Based on the research results, several suggestions can be put forward to increase the effectiveness of village human resource empowerment programs in supporting village development performance.

1. The commitment of the leadership needs to be strengthened through real actions that are directly felt by the community, such as active involvement in the supervision and evaluation of development programs. This can increase community trust and ensure that the program runs according to plan.
2. The implementation of delegation and coaching needs to be continuously improved, especially by ensuring that leaders are able to provide clear direction and provide space for the community to actively contribute to the development process. Regular training involving the community and village officials is also important to support this aspect.
3. The provision of information must be further enhanced through transparent, easily accessible communication mechanisms that involve the wider community. The provision of timely information can encourage community participation in the development process and create a sense of ownership of village programs.

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