

The Infulence Of The Head Of The Village Office On The Effectiveness Of Employee Perfirmance At Ardipura Village Office,South JayaPura District,Jayapura City

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Abstract: This study is entitled "The Influence of the Head of the Village Office on the Effectiveness of Employee Performance at the Ardipura Village Office, South Jayapura District, Jayapura City." The background of this research is based on the importance of the head of the village office's role as a leader in organizing, directing, and motivating employees to work effectively to achieve organizational goals. Employee performance effectiveness is greatly influenced by leadership, communication, and managerial styles applied by the head of the village office. Therefore, this study aims to determine the extent of the influence of the village head on the effectiveness of employee performance. The research uses a quantitative approach with descriptive methods and simple linear regression analysis techniques. The population of this study consists of all employees at the Ardipura Village Office, numbering 20 people, all taken as samples (saturated sampling). Data was collected through questionnaires, interviews, and documentation. The analysis results show that the village head significantly influences employee performance effectiveness. Based on regression test results, a significance value of 0.003 ($p < 0.05$) was obtained, indicating a positive relationship between the role of the village head and employee performance. This proves that the better the leadership applied by the village head, the higher the effectiveness of employee work. The conclusion of this study is that the village head plays an important role in influencing the effectiveness of employee performance. Therefore, it is recommended that the village head continuously develop leadership skills, communication, and human resource empowerment to create a productive and conducive working environment.

Keywords: Ardipura Village, Employees , Leadership, Performance Effectiveness, Village Head

1. Introduction

Village government is the frontline of public service directly interacting with the community. The village head holds a strategic role as the lowest administrative leader responsible for coordinating, directing, and supervising government, development, and community tasks. Thus, the effectiveness of employee performance in the village environment is strongly influenced by the village head's leadership ability in carrying out managerial functions (Syakiroh et al., 2024).

In this context, Ardipura Village, one of the villages in South Jayapura District, faces various public service challenges including population administration, community empowerment, and social services. The community, as service recipients, highly depend on the performance of employees at the village office. However, employee performance effectiveness often does not run optimally due to weak supervision, lack of work motivation, and suboptimal leadership (Yukl, 2010).

The influence of the village head in directing and mobilizing employees is an important factor determining the performance of the village organization. The village head is not only an administrative leader but also a leader who can provide examples, motivation, and clear work strategies (Dewi & Susilawati, 2022). Good leadership is reflected in employee discipline, timely service delivery, accuracy of administrative data, and community satisfaction with services provided (Sukmi et al., 2021).

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Theoretically, ideal leadership is described as visionary, participatory, communicative, and oriented toward public service and community empowerment. However, in practice within the village government environment, such as at the Ardipura Village Office, there are often situations where the village head has not fully implemented these principles. For example, the leadership style remains instructive (top-down), internal communication is not yet open, and coordination among employees has not been running effectively

However, initial observations at the Ardipura Village Office revealed community complaints about delays in service, employee absenteeism during working hours, and lack of service innovation. This raises the question of to what extent the village head influences employee performance effectiveness in carrying out their duties (Hartono, 2021). The research problem is: "Does the village head influence the effectiveness of employee performance at the Ardipura Village Office, South Jayapura District, Jayapura City?" Hence, this study was conducted with this focus.

2. Materials and Methods

This study uses a quantitative approach to measure the influence between two variables: leadership of the village head (X) and employee performance effectiveness (Y). The quantitative method is systematic, using data collection instruments such as questionnaires to obtain numerical data analyzed statistically. The study type is causal associative research aimed at determining causality between variables (Sugiyono, 2017).

The study was conducted at the Ardipura Village Office in the administrative area of South Jayapura District, Jayapura City, Papua Province. The research was conducted from August to October 2025, covering initial observation, instrument preparation, data collection, analysis, and czaRdreport writing. The population consists of all employees working at the Ardipura Village Office, including permanent staff, contract workers, and operational staff active in public service (Siagian, 2012). Based on office data, the population numbered 30 employees, all of whom became respondents (Arikunto, 2010).

3. Results And Discussion

The relationship between the results of this study and the policies of decentralization and village autonomy lies in the strategic position of the village head as the main leader in the administration of government and public services at the village level.

In the context of the research titled "The Influence of the Head of the Village Office on the Effectiveness of Employee Performance at Ardipura Village Office, South Jayapura District, Jayapura City", this relationship can be explained as follows:

a. Implementation of Decentralization and Village Autonomy Policies

Decentralization policies grant authority to local governments, including village governments, to manage governmental affairs independently. Village autonomy positions the village head as a central figure responsible for governance, resource management, and public service delivery at the local level.

b. The Role of the Village Head as a Strategic Leader

The research results showing the influence of the village head's leadership on employee performance effectiveness emphasize that the quality of leadership plays a crucial role in determining the success of village autonomy implementation. A village head who leads effectively can create a productive, disciplined, and community-oriented work environment.

c. Relation to Village Government Performance

If the research findings indicate that the village head's leadership style positively affects employee performance, it implies that the implementation of decentralization and

village autonomy is functioning as intended — namely, to enhance the effectiveness, efficiency, and quality of public services at the village level.

d. Implications for Strengthening Village Governance

This study can also serve as a basis for formulating policies to develop and strengthen the leadership capacity of village heads so that they can carry out their strategic functions in supporting the success of village autonomy and improving community welfare.

In summary, the results of this study reflect the extent to which decentralization and village autonomy policies have been successfully implemented through the effectiveness of the village head’s leadership in managing employee performance and providing optimal public services.

3.1 Results

Ardipura Village is located in South Jayapura District, Jayapura City, Papua Province. Its administrative structure consists of several neighborhood units and a village organization including the village head, secretary, and several staff. The main functions of the office are government administration, development, and service at the village level. In 2025, the office had 30 employees consisting of civil servants (ASN), contract workers, and technical staff. The organizational structure and work system adhere to applicable regulations (Putri et al., 2022).

Primary data from questionnaires of 30 employees was used (Marlina, 2022). The variables studied were: (a) Variable X: Leadership of the Village Head (b) Respondents generally perceived the leadership as "good" to "very good." (c) Variable Y: Employee Performance Effectiveness

Employee performance effectiveness was generally categorized as "good."

3.2 Data Analysis

After validity and reliability tests, all instrument items were valid and reliable. Simple linear regression analysis was used to assess the influence of leadership on performance (Hasibuan, 2014).

a. Simple Linear Regression Test

The regression model: $Y = 12.456 + 0.643X$ This means that each unit increase in village head leadership (X) increases employee performance effectiveness (Y) by 0.643 units (Mangkunegara, 2013).

b. Significance Test (T-test)

Since $t_{\text{calculated}} > t_{\text{table}}$ and $p\text{-value} < 0.05$, H_0 is rejected and H_1 accepted, meaning village head leadership significantly influences employee performance Effective (Jelatu & Agung, 2021)

Variabel X	t-calculated	t-table ($\alpha=0.05$)	Sig. (p-value)	Note
Village Head Leadership	4,825	2,048	0,000	Significant

3.3 Coefficient of Determination (R^2)

R^2 value of 0.586 means that 58.6% of the variation in employee performance effectiveness is influenced by village head leadership, while 41.4% is influenced by other factors outside this study (Iwah et al., 2023).

3.4 Discussion

The results indicate that village head leadership significantly affects employee performance effectiveness at the Ardipura Village Office. This proves leadership style,

communication ability, and role modeling by the village head create a productive work atmosphere and boost employee motivation. Theory that effective leadership influences subordinate behavior towards organizational goals (Robbins, 2015). Leaders who provide clear directions, foster conducive work environments, and give appropriate rewards and corrections encourage optimal work performance. The results also align with previous studies by (Yuliana, 2020) showing that village leadership strongly determines the quality of village government apparatus performance. However, some employees still assess performance as not optimal, especially regarding service timeliness, suggesting a need for improved internal discipline, continual supervision, and periodic training (Iskandar & Sudirman, 2022).

4 Conclusions

Based on the study and data analysis of the influence of village head leadership on employee performance effectiveness at the Ardipura Village Office, the following conclusions are drawn: (a) Leadership of the village head in the Ardipura Village Office is rated good by employees, particularly in leadership style, communication, motivation, decision-making, and role modeling. (b) Employee performance effectiveness is also categorized as good, marked by discipline, responsibility, teamwork ability, and relatively satisfactory service quality, though there is room to improve service timeliness. (c) The simple linear regression test shows village head leadership significantly influences employee performance effectiveness with a contribution of 58.6%, indicating a strong relationship between leadership quality and village apparatus performance. (d) Therefore, the better the village head's leadership, the higher the employee performance effectiveness in carrying out public service tasks at the village level. future research can be further developed, for example, by adding variables such as organizational communication, job satisfaction, or work discipline as mediating factors.

5 Literature Review:

a. Village Head

The village head is a structural official who leads and is responsible for implementing government, development, and community tasks in the village area. According to the Indonesian (Hayati & Noor, 2022) Ministry of Home Affairs Regulation No. 83 of 2015, the village head is a regional official appointed by the regent/mayor upon recommendation from the subdistrict head to carry out government functions at the village level. The village head functions as planner, motivator, controller, and evaluator of village employees. In public management, the village head is a leader expected to motivate subordinates, create a productive work climate, and direct employees to achieve effective public service goals (Septeri et al., 2022).

b. Leadership Theory

Leadership is the ability to influence, direct, and mobilize others to achieve common goals. According to Robbins and Judge (2017:168), leadership is the ability to influence a group towards achieving goals. Effective leaders demonstrate clear vision, good communication, and the ability to make appropriate decisions (Nur Humaira & Irfansyah, 2022).

c. Employee Performance Effectiveness

Performance effectiveness is defined as how well employees carry out their duties and responsibilities according to established standards and produce quality and timely outputs. Hasibuan (2016:92) defines performance as the quality and quantity of work achieved by an employee. Effectiveness shows how optimally human resources (employees) are utilized to achieve organizational goals. Indicators include work discipline and attendance, timeliness in completing tasks, quality of service to the community, teamwork ability, responsibility, and loyalty to work (Maulani et al., 2025).

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