

ABSTRACT**Influence Of Several Factors upon Work Performance of The Village Heads in Executing the Village Administration Tasks in Katingan Regency, Central Kalimantan Province.**

By:

Samsudin

Student Registered No. 090114425M

Supervisor: Prof. Budiman Chr. SE., MA., Ph.D.

Co-Supervisor: H. Alisjhabana, Ir., MA.

Development in rural areas becomes the priority of regional development at the present era of Regional Autonomy. Therefore, reliable Human Resources are very much needed in the scheme of continuous development implementation as what happen in Katingan Regency Administration in Central Kalimantan Province.

This research is intended, first, to find out the influences of the level of education, training, motivation, work experience, loyal attitude and work culture simultaneously upon work performance of the Village Heads in Regency of Katingan and to find out the significant variable influencing work performance as well as to find out the difference in work performance between the Village Heads the educational background of Junior High School or lower and the Village Heads having the educational background of over the Junior High School.

The hypothesis proposed under this research covering 143 villages in the Regency of Katingan is as follows: *Hypothesis-1*, education, training, motivation, work experience, loyal attitude and work culture influence the work performance of the Village Heads. In order to prove this hypothesis, the F-Test is applied. *Hypothesis-2*, motivation has significant influence upon work performance of the Village Heads and to prove this hypothesis the t-Test is applied. *Hypothesis-3*, there is a difference in work performance between the Village Heads with educational background of Junior High School or lower and the Village Heads having the educational background of over the Junior High School. To prove this hypothesis, the Average Deviation Test of two equations is applied.

Outputs of research on the level of significance $\alpha = 0.05$ indicates that $F_{\text{regression}} = 53.749$ is bigger than $F_{\text{table}} = 2.78$; therefore H_0 is rejected and H_a is accepted. This means that education, training, motivation, work experience, loyal attitude and work culture simultaneously influence work performance of the Village Heads. Using the t-test proves that the motivation variable partially has dominant influence upon the work performance of the Village Heads. The coefficient value of $\beta = 0.370$ (37%) and the value of $t_{\text{regression}} = 6.480$ (64.80%) is bigger than $t_{\text{table}} = 2$, with the probability of 0.000. Meanwhile, the result of Average Deviation Test of two equations proves that there is a significant difference between the Village Heads with the Junior High School background or lower and those having the educational background of over the Junior High School. This is indicated by the value of $t_{\text{regression}} = -3.576 > t_{\text{table}} = 2$

Key Words: Empowerment, Regional Autonomy, Work Performance, Significant Influence, Village Heads, Educational Background.